A Snapshot of the Key Trends in the Workforce, Workplace, and Nature of Work

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Approach
Methodology

Method:
• Desk-top research
• Analyses of administrative/survey data
• Undertaken during April-May 2016

Limitations:
• Point-in-time
• Non-exhaustive compilation
Global Megatrends

Technological change

Globalisation

Demographic change
Workforce
The Workforce: Participation

New Zealand was ranked 5th in labour force participation in the OECD in 2015 (behind Iceland, Switzerland, Sweden, Netherlands).

Labour force participation has been increasing, driven by increasing participation of women.

Labour force participation is expected to decline, mostly due to a rising proportion of the population aged 65+. 

The Workforce: Skills

Employment in highly skilled jobs (professionals and managers) continues to grow strongly.
The Workforce: Ethnicity

WORKING AGE POPULATION BY ETHNICITY


Younger working age New Zealanders are more diverse.
The Workforce: Migrants

New Zealand had net migration of 69,800 in the year to September 2016, and has been breaking net migration records for over two years.
Recent working age migrants (less than 5 years in NZ) are generally younger and more educated than NZ born.
Workplace
The Workplace: Union Membership

Continued decline in union membership since 2011.
The Workplace: Non-Standard Working Arrangements

PROPORTION OF BUSINESSES USING CASUAL AND FIXED-TERM WORKERS AND DEPENDENT CONTRACTORS

Of the two million paid employees:

- **4.9%** (96,800) Casual employees
- **3.0%** (59,000) Fixed-term employees


Employers used non-standard working arrangements.
The Workplace: Flexible Working Arrangements

The NSE 2014/15 asked employers about the use of the following types of flexible working arrangements by employees: working reduced hours or job sharing, working flexible hours, and working from home or other sites.


Employees who had negotiated to use each of the three flexible working arrangements.

PROPORTION OF BUSINESSES WITH EMPLOYEES WHO HAVE NEGOTIATED TO USE FLEXIBLE WORKING ARRANGEMENTS

- Work from home or other sites:
  - Total: 13
  - Less than 25% of employees: 1
  - 25% to 50% of employees: 8
  - More than 50% of employees: 4

- Reduced hours or job share:
  - Total: 32
  - Less than 25% of employees: 5
  - 25% to 50% of employees: 6
  - More than 50% of employees: 1

- Flexible working hours:
  - Total: 36
  - Less than 25% of employees: 10
  - 25% to 50% of employees: 6
  - More than 50% of employees: 10
Median job tenure within paid employees varied depending on the employment status.
The Workplace: Internal Skills Gap

SKILLS EXISTING EMPLOYEES NEEDED TO IMPROVE ON

- Customer service/sales
- Team working
- Management/supervisory
- Oral communication
- Computer
- Written communication
- Professional/Technical
- Marketing Skills
- Trade related
- Numeracy


Potential skills gap is an increasing concern particularly with the ageing population.
Nature of Work
The average annual working hours continue to decline.
The Nature of Work: Hours Worked

Four in ten did some or all of their work outside of “standard hours” (7am-7pm weekdays).

The Nature of Work: “Other” Work

How people access opportunities for work, and how they participate in work is changing.
Next Steps
Labour Market Interactive Dashboard

The New Zealand Labour Market Dashboard is an experimental tool displaying labour market information from many different sources in one place. The tabs designate different topics that display their contents in interactive charts for easy analysis.

The Worker
Data at the detailed level of occupation (ANZSCO Level 5) according to all the attributes that can be identified for these roles (age, gender, ethnicity, employment type, education, income, industry, region, etc). This uses mainly Census data.

The Workforce
A macro look at the workforce as a whole, and the attributes of the working age population (WAP), employed, unemployed, and not in the workforce (NILF), by the same sort of breakdowns as above (age, gender, ethnicity, employment type, etc) but at broader levels. This uses mainly Household Labour Force Survey (HLFS) data.

The Workplace
The firm, employer, organisation perspective on work. This section provides data on working from home, workplace health and safety, team work, union representation, use of sick leave, and staff training and study.
Further Research....
Is this the Future of Work?