



The Working Patterns of Older Workers



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Disclaimers

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KEY FINDINGS

This paper describes the characteristics, jobs, working time patterns, employment conditions and employment outcomes of older workers using data collected in Statistics New Zealand's Survey of Working Life 2008. Key findings from this analysis include the following:

- For people aged 55 to 59 years, work arrangements and working time patterns were broadly similar to those of prime-aged workers. More marked differences in employment patterns were evident for those aged 60 to 64 years and, in particular, for those aged 65 to 69 years.
- A higher proportion of older workers were working part-time and, or in temporary jobs than prime-aged workers and the rates of part-time work and temporary employment increased with age among older workers. Part-time employment increased from 18 percent for employees aged 55 to 59 years to 45 percent for employees aged 65 to 69 years.
- Rates of temporary work were particularly high for those aged 65 to 69 years. Older employees who were in temporary jobs showed a clear preference for continuing to work in a temporary or seasonal job rather than getting a permanent job, with this preference highest among those aged 65 to 69 years.
- Older workers had a much higher rate of self-employment than prime-aged workers (29 percent and 18 percent, respectively) and, in particular, they were more likely to be self-employed without employing others.
- It was somewhat more common for older employees than prime-aged employees to work in the health and community services and the education sector. This was mainly due to female employees aged 55 to 64 years being more likely to work in these industries than female employees of all ages.
- On average, older workers had been in their current main job or business for twice as long as prime-aged workers, and mean job tenure increased with age for older employed people.
- Older employees were less likely than prime-aged employees to have done some employer-funded study or training in the previous 12 months (29 percent and 35 percent, respectively). The lower rate of training was most evident for those aged 65 to 69 years – only 19 percent had participated. Within the older age group, it was more highly qualified individuals, those with longer job tenure and those who worked full-time, who were more likely to participate in training.
- There were some notable differences in older people's experience of work compared with that of prime-aged workers, in terms of higher job satisfaction and satisfaction with work-life balance, fewer difficulties for those working long hours and at non-standard times, and more positive health and safety outcomes.
- Older full-time employees were more likely than prime-aged full-time employees to say they would prefer to work fewer hours and earn less. However, only 36 percent of employees working 35 hours or more per week thought their employer would let them reduce their hours to part-time.

- Median weekly earnings from employment were lower for older workers than prime-aged workers. In relative terms, the median weekly earnings of older employees were 90 percent of those of prime-aged employees and median hourly earnings of older employees were 95 percent of the median hourly earnings of prime-aged employees. By comparison, the median weekly income of older self-employed workers was only 70 percent of the median weekly income of prime-aged self-employed workers.

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SUMMARY

This summary presents the main findings from an analysis of data on older workers' employment patterns collected in Statistics New Zealand's Survey of Working Life (SoWL). The SoWL, which was run as a supplement to the Household Labour Force Survey in the March 2008 quarter, collected new information on the work arrangements and employment conditions of employed people in New Zealand.

Given that older workers are expected to comprise around one-quarter of our workforce by 2020, it is important to understand the working patterns and employment outcomes of this growing group of workers. The full report from this analysis is intended as a reference document for use in future policy development. The analysis is expected to inform debate on older workers' employment in New Zealand, by describing their employment conditions and work arrangements. The report also presents detailed information for young and prime-aged workers, providing a comprehensive resource for examining working conditions, and employment arrangements and outcomes by age and sex, and by employment status.

Who are older workers?

In the March 2008 quarter, older workers (employed people aged 55 years and over) comprised 18 percent of all employed people in New Zealand. They were more likely to be male than female, and a higher proportion were male compared with prime-aged workers (those aged 25 to 54 years). The majority of older employed people were married or partnered, with an employed spouse or partner.

Older workers were mostly of European only ethnicity (89 percent), and they were also most likely to be New Zealand born (79 percent), although nearly one in five were long-term established migrants. Compared with prime-aged and young workers (those aged 15 to 24 years), older workers were less likely to be living in main urban areas. A higher proportion of older employed people had no qualifications compared with employed people of all ages, and similar to prime-aged workers, older workers were more likely to have a vocational or trade qualification as their highest qualification than any other type of qualification.

Self-employment versus working as an employee

Older workers had a much higher rate of self-employment (29 percent) than employed people of all ages (18 percent) and, in particular, they were more likely to be self-employed without employing others (20 percent compared with 12 percent for all employed people). This may be because older adults are more likely to have the capital, skills and experience needed to run a business. Older workers heading towards retirement may also choose to become self-employed for financial and lifestyle reasons, including the increased autonomy and flexibility offered by some types of self-employment. Higher rates of self-employment were evident for both male and female older workers compared with males and females of all ages.

Seventy percent of older workers were employees working for wages or a salary. However, older employed people and, in particular, male older workers were less likely to work as employees compared with employed people of all ages (82 percent).

Temporary employment

Older employees were somewhat more likely to work in temporary jobs than prime-aged employees, although young employees had the highest rate of temporary employment.¹ Among older employees, rates of temporary employment and casual work were highest for those aged 65 to 69 years. For older temporary employees, the main reasons cited for doing temporary work were lifestyle reasons, and most older temporary workers said they would prefer to continue doing temporary work than get a permanent or ongoing job.

Characteristics of main job

The occupational distribution of older employees was broadly similar to that of all employees. By industry, it was more common for older employees than employees of all ages to work in the health and community services industry and in education. This was mainly driven by female employees aged 55 to 64 years being much more likely to work in these industries than female employees of all ages.

Older self-employed workers were more likely than prime-aged self-employed people to be agriculture and fisheries workers and less likely to work in professional occupations and in the trades. By industry, older self-employed people were more likely than prime-aged self-employed people to work in agriculture, forestry and fishing and less likely to work in construction.

Older employees, like employees of all ages, were most likely to be employed by private sector firms. However, compared with employees of all ages, it was more common for older employees to work for central government and for not-for-profit agencies, and they were less commonly employed by privately owned companies.

Job tenure

On average, older workers had been in their current main job or business for twice as long as prime-aged workers, and job tenure increased with age for older employed people. Mean job tenure was longer for self-employed older workers compared with those who were employees, and among older self-employed people, mean job tenure was longest for those who were employers of others.

Earnings or income from self-employment

Median weekly earnings were lower for both older employees and older self-employed workers compared with prime-aged employees and self-employed workers. However, young employees and self-employed people had the lowest median weekly earnings. The same pattern emerged when examining the median hourly earnings of older employees, that is, the median was lower compared with the median hourly earnings of prime-aged employees but not as low as the median hourly earnings of young employees. Among older self-employed workers, the median weekly income was almost twice as high for those who were employers of others than for those who did not employ others.

¹ See Appendix 1: Definitions of Terms for definitions of temporary and casual work.

In relative terms, the median weekly earnings of older employees were 90 percent of those of prime-aged employees, while median hourly earnings of older employees were 95 percent of the median hourly earnings of prime-aged employees. By comparison, the median weekly income of older self-employed workers was only 70 percent of the median weekly income of prime-aged self-employed workers.

Working conditions

The rate of participation in, and the time spent on, employer-funded study and training in the last 12 months (across all jobs) was lower for older employees than prime-aged employees, and rates decreased with age among older employees.

Older employees were more likely to be on collective agreements and to be union members than prime-aged and young employees. Like employees of all ages, the vast majority of older employees thought there was very little chance of them losing their job in the following 12 months for a reason beyond their control.

Working time patterns

Older employees were more likely to work part-time than prime-aged employees but less likely to do so than young employees (25 percent, 17 percent and 37 percent, respectively), while older self-employed workers were more likely to work part-time than prime-aged and young self-employed people (28 percent, 19 percent and 14 percent, respectively).

It was somewhat less common for older workers than prime-aged workers to work long hours (45 hours or more per week). However, around one-quarter of older employees and four out of ten older self-employed people said they usually worked long hours.

Both older employees and older self-employed people who worked long hours were less likely to say this caused them difficulties than prime-aged employees and self-employed people who worked long hours. Being less likely to have caring responsibilities for dependent children may account for the lower proportion of older workers reporting difficulties with working long hours.

Like most prime-aged employees, the majority of older employees (70 percent) usually worked all of their hours at standard times (Monday to Friday, 7am to 7pm). However, just under half of all older employees said they had worked at a non-standard time for one hour or more in the previous four weeks, and around half of the older employees who had worked at a non-standard time in the previous four weeks had done so on more than five occasions.

In comparison, only 46 percent of self-employed older workers said they usually worked all of their hours at standard times, and the majority (71 percent) had done some work at a non-standard time in the previous four weeks. As well as being more likely to have worked at a non-standard time in the last four weeks, self-employed older workers who had worked at a non-standard time were more likely to have done this more frequently than older employees. Two-thirds (66 percent) of older self-employed people who had worked at a non-standard time in the previous four weeks had done so more than five times.

While the frequency of work at non-standard times was similar for older, prime-aged and young employees, older employees were less likely to say this caused them difficulties than employees of other ages. And, older self-employed people who had worked at a non-standard time were much less likely to say this caused them difficulties compared with other self-employed workers. This is notable given that older self-employed people who worked at non-standard times did so more frequently than prime-aged and young self-employed workers.

Job flexibility and hours preferences

Older employees were less likely than prime-aged employees but more likely than young employees to have flexible start and finish times. Interestingly, it was more common for male employees aged 55 to 64 years to have flexible hours than female employees in this age group. This pattern was also evident for male and female employees of all ages. Most older self-employed workers had flexible hours, and they were more likely to have flexible hours than self-employed workers of other ages.

Like prime-aged and young employees, older employees were highly likely to say they thought their employer would let them take a few days of unpaid leave if they needed to take this time off. The survey also asked employees who worked 35 hours or more per week whether they thought their employer would let them reduce their hours to part-time if they wanted to do this. Just over one-third (36 percent) of older employees who worked 35 hours or more per week said they thought their employer would let them reduce their hours. This compared with just under one-third of prime-aged and young employees who thought their employer would let them do this.

Older workers were more likely than prime-aged and young workers to indicate a preference for working fewer hours and earning less. Around one in five older full-time employees and one-quarter of older self-employed workers said they would prefer to work fewer hours in their main job or business and earn less.

Work at home

Just under one-quarter of older employees who had worked in the four weeks prior to being interviewed (23 percent) did some work at home during this time. Older employees who did some work at home for their main job were less likely to report having an arrangement to be paid for all or some of this work compared with prime-aged and young employees, although the likelihood of being paid for work done at home increased with age among older workers. It is notable that female employees aged 55 to 64 years were much less likely than female employees of all ages to have an arrangement to be paid for all or some of the work they did at home.

Almost two-thirds of older self-employed people did some work at home in the four weeks prior to being interviewed (63 percent). Self-employed females aged 55 to 64 years were more likely to have done some work at home than self-employed males in this age group. Older self-employed people who did some work at home were more likely to have worked for 20 hours or more from home than prime-aged self-employed people who worked at home.

Work-related health and safety

Overall, older workers were less likely than prime-aged workers to say they had often or always experienced work-related stress and felt too tired from work to enjoy

other things in the previous 12 months. However, they were slightly more likely to have often or always experienced physical problems or pain due to work.

As age increased for older employees, smaller proportions said they had often, always or sometimes experienced work-related health issues in the previous 12 months. However, among older self-employed people, a larger proportion aged 65 to 69 years said they had often or always experienced physical problems or pain and felt too tired from work to enjoy other things compared with those aged 55 to 64 years.

Similar to employees of all ages, around one in ten older employees had experienced discrimination, harassment or bullying at work in the previous 12 months. Female employees aged 55 to 64 years were more likely than male employees in this age group to say they experienced discrimination, harassment or bullying at work. However, this was also the case for female and male employees of all ages.

Compared with employees, smaller proportions of self-employed workers said they had experienced discrimination, harassment or bullying at work in the previous 12 months. And, only 3 percent of older self-employed workers said they had experienced discrimination, harassment or bullying at work compared with 7 percent of prime-aged self-employed workers.

Satisfaction with main job and work-life balance

Most older workers were satisfied or very satisfied with both their main job and their work-life balance, with satisfaction ratings higher for their main job than for the overall balance between their working life and their life outside of work.

Older employees were more satisfied with both their main job and their work-life balance than prime-aged and young employees, and satisfaction with their main job and work-life balance increased with age among older employees. Employees aged 55 years and over who worked part-time gave higher satisfaction ratings for their main job and, in particular, for their work-life balance than older employees who worked full-time.

While older self-employed workers were more satisfied with their main job and their work-life balance than prime-aged self-employed people, young self-employed workers gave the highest satisfaction ratings. Among older self-employed workers, those who were self-employed without employing others were more satisfied with both their main job and their work-life balance than those who were employers.

Conclusion

In the context of an ageing workforce, the findings from this analysis can be used to help inform thinking on how older workers can be supported to remain attached to the labour market. It will become increasingly important to make sure these workers are retained by providing high quality jobs that best fit the skills, personal characteristics and working requirements of older workers. This may include factors such as ensuring the availability of part-time work and jobs with flexible hours, and encouraging entrepreneurship so that older workers who wish to move into self-employment can do so.

1 INTRODUCTION

1.1 Background

This paper explores some of the distinctive features of older workers' employment patterns using data from Statistics New Zealand's Survey of Working Life (SoWL). It also compares the working patterns of older workers with those of prime-aged and young workers, and includes comparisons for males and females, and for employees versus self-employed workers.

This paper is primarily intended as a reference document for use in future policy development. The descriptive analysis is expected to inform debate on older workers' employment in New Zealand by describing aspects of their employment conditions and work arrangements. Because the paper presents detailed information for young and prime-aged workers, as well as older workers, it provides a comprehensive resource for examining working conditions and employment arrangements and outcomes by age and sex, and by employment status.

The SoWL collected new information on the employment arrangements, working time patterns, employment conditions and job satisfaction of employed people in the New Zealand workforce in the March 2008 quarter. Further information on the SoWL, including a link to Statistics New Zealand's first release from the survey, can be found on the Department of Labour website:

<http://www.dol.govt.nz/services/LMI/research-programme/sowl/index.asp>

Workers aged 55 years and over comprise an increasing share of New Zealand's labour force, and this pattern is predicted to continue. The proportion of workers aged 55 years and over increased from 13 percent of all employed in the March 2000 quarter to 18 percent in the March 2008 quarter.² By 2020, one in four people in the workforce are expected to be 55 years of age or older. This trend is the product of demographic shifts due to an ageing population and substantial increases in the labour force participation rates of people aged 55 years and over.

At the same time, the demand for skilled labour is growing. This means older workers are becoming an increasingly important and valuable part of our workforce. To encourage older workers to remain in the workforce for longer, providing a safe, healthy and stimulating work environment will become more important for businesses. Employers may need to consider more flexibility in employment arrangements – such as providing scheduling choices to allow for part-time work, catering for caring responsibilities or avoiding night work – to ensure the retention and progression of older workers.

This is the second in a series of planned topic papers analysing data from the SoWL. Given the increasing importance of older workers to the workforce, the purpose of this paper is to provide a descriptive profile of older workers in New Zealand by examining their job characteristics, working time patterns, working conditions and job satisfaction to see whether, and how, their work arrangements differ from those of other employed people.

² Statistics New Zealand's Household Labour Force Survey.

1.2 Structure of the paper

Given the high proportion of older workers who were self-employed compared with all employed people (29 percent and 18 percent, respectively), the analysis in this paper focuses separately on older employees, that is, those who were working for wages or a salary in their main job, and self-employed older workers. This distinction in the analysis is intended to draw out key differences between these two groups of older workers as summarised in Section 5. In addition, the SoWL collected some information that was relevant to employees only, for example, employment relationship, participation in training, annual leave entitlement and employment agreement type. This difference in the types of data collected again supported structuring the analysis to examine the job characteristics of older employees separately from the job characteristics of self-employed older workers.

This paper is structured as follows. Section 2 provides a demographic profile of older workers, examining age and sex, ethnicity, country of birth, urban versus rural area lived in, highest qualification, participation in formal study, household composition and marital status, and concludes with a short section on employment status.

Section 3 focuses on employees only and examines:

- job characteristics (occupation, industry, type and size of enterprise worked for, job tenure, incidence and type of temporary work, annual leave entitlements, union membership and type of employment agreement, employer-funded study and training, and earnings)
- working time patterns (usual working hours, long hours worked, number of days worked, usual working time, main work pattern, work at non-standard times and difficulties caused by working at a non-standard time, and overtime worked)
- job flexibility, hours preferences and job security (flexible hours, perceived ability to take unpaid leave and reduce to part-time hours, work at home, preferences for working more hours and for working fewer hours for less pay, and perceptions of job security)
- work-related health and safety, and job satisfaction.

Section 4 is focused on examining survey findings for the self-employed, including:

- job characteristics (occupation, industry, size of enterprise, job tenure and earnings)
- working time patterns (usual working hours, long hours worked, number of days worked, usual working time, main work pattern, work at non-standard times and difficulties caused by working at a non-standard time)
- aspects of job flexibility relevant to the self-employed (flexible hours, work at home, and preferences for working more hours and for working fewer hours for less pay)
- work-related health and safety, and job satisfaction.

Section 5 draws the analysis together by summarising the distinctive aspects of older workers' employment patterns and highlighting key differences between older employees and older self-employed workers. And, Section 6 provides some conclusions and final comments on the analysis.

1.3 Survey design and data collection

The SoWL was conducted as a supplement to Statistics New Zealand's Household Labour Force Survey (HLFS) in the March 2008 quarter. All eligible responding individuals in the March 2008 quarter HLFS who were employed in the reference week were asked to participate in the SoWL. The SoWL achieved 14,510 interviews with employed people in New Zealand, representing a response rate of 84 percent.

Proxy responses from other members of the same household were not accepted (except under certain limited conditions). Interviews were carried out by phone or in person.

1.4 Definitions

For the purposes of this paper, 'older workers' are defined as those aged 55 years and over. Where relevant, findings are also reported separately for those aged 55 to 59, 60 to 64 and 65 to 69 years, so that differences in working patterns among these sub-groups of older workers can be observed. Workers aged 55 to 64 years are also examined separately, as this grouping represents older workers who are not yet eligible to receive government superannuation. The employment patterns of this latter group, comprising 84 percent of all older workers, are likely to be somewhat different from those of older workers aged 65 years and over, as workers who have reached the age of entitlement for government superannuation may face less financial pressure to work. Where relevant, findings are discussed separately for male and female workers aged 55 to 64 years, and comparisons are made with the results for all male and female workers.

'Prime-aged workers' refers to those aged 25 to 54 years and 'young workers' are defined as those aged 15 to 24 years.

'Employees' refers to those working for wages or a salary in their main job. 'Self-employed' includes those who were 'employers (of others)', that is, a self-employed person who hires one or more employees, and those who were 'self-employed without employing others', that is, someone who operates their own economic enterprise or engages independently in a profession or trade (including partnerships). Most of the analysis in this paper for self-employed workers is presented for all self-employed people, combining the 'employers' and 'self-employed without employing others' groups. However, where more detailed investigation is relevant, results are presented separately for those who were 'employers of others' and those who were 'self-employed without employing others'.

Please refer to Appendix 1 for further definitions of the terms and classifications used in this paper. The first page of the Tables, in Appendix 2, contains some additional notes on the table variables. Further technical notes on the survey can be found on the Statistics New Zealand website: [Survey of Working Life: March 2008 quarter](#).

2 WHO ARE OLDER WORKERS?

This section examines the demographic characteristics of older workers (those aged 55 years or over), focusing on age and sex, ethnicity, country of birth (and, for those born overseas, the number of years lived in New Zealand), urban versus rural area lived in, highest qualification, participation in formal study, household composition and marital status. Also included is a breakdown by age group and sex of employment status (that is, whether the employed person was an employee, an employer or self-employed). This information provides a context for the results that follow on job and worker patterns for older workers. Data on demographic characteristics and employment status are presented in Appendix 2, in Tables 1, 2a and 2b.

In summary, older workers were:

- 18 percent of all employed people in New Zealand
- more likely to be male than female, with a higher proportion being male compared with prime-aged workers
- mostly of European only ethnicity (89 percent compared with 77 percent of all employed people)
- most likely to be New Zealand born (79 percent), although almost one in five were long-term established migrants
- less likely to be living in main urban areas than prime-aged and young workers, and more likely to be living in rural areas
- more likely to have no qualifications compared with all employed people and, like prime-aged workers, more likely to have a vocational or trade qualification than any other type of qualification
- most likely to be married/partnered with an employed spouse or partner
- much more likely to be self-employed than prime-aged workers and, in particular, more likely to be self-employed without employing others.

2.1 Age and sex

Of the 2,138,900 people employed in the March quarter, 318,500 (15 percent) were aged 55 to 64 years and another 71,600 (3 percent) were aged 65 years or over, together representing 18 percent of all employed people in New Zealand. Prime-aged workers (those aged 25 to 54 years) comprised around two-thirds of all employed (66 percent) and young workers (those aged 15 to 24 years) made up the remaining 16 percent of our workforce. See Table 3 for summary data.

A slightly higher proportion of older workers were male compared with all employed people. Of those aged 55 years and over, 57 percent were male and 43 percent were female. The male-female split for the total employed population was 54 percent male compared with 46 percent female.

Table 3: Total employed by age group and sex

Age group	Number (000s)	Column %	Proportion by sex within each age group (%)
Youth (15–24 years)			
Male	182.0	8.5	53.1
Female	161.0	7.5	46.9
Total	343.0	16.0	100.0
Prime-aged (25–54 years)			
Male	752.2	35.2	53.5
Female	653.6	30.6	46.5
Total	1,405.9	65.7	100.0
Older (55+ years)			
Male	220.8	10.3	56.6
Female	169.3	7.9	43.4
Total	390.0	18.2	100.0
Total employed			
Male	1155.0	54.0	54.0
Female	983.9	46.0	46.0
Total	2,138.9	100.0	100.0

As shown in Table 4, the majority of older workers were under 65 years of age, with around half aged 55 to 59 years (49 percent) and another one-third aged 60 to 64 years (33 percent). As age increased, a larger proportion of older workers were males. While males comprised 54 percent of those aged 55 to 59 years, 73 percent of all employed people aged 70 years or over were males.

Table 4: Older workers by age group and sex

Total older workers (55+ years)	Number (000s)	Column %	Proportion by sex within each age group (%)
55–59 years			
Male	102.6	26.3	53.8
Female	88.0	22.6	46.2
Total	190.6	48.9	100.0
60–64 years			
Male	73.2	18.8	57.2
Female	54.7	14.0	42.8
Total	127.9	32.8	100.0
65–69 years			
Male	29.8	7.6	58.7
Female	21.0	5.4	41.3
Total	50.7	13.0	100.0
70+ years			
Male	15.2	3.9	73.1
Female	5.6	1.4	26.9
Total	20.8	5.3	100.0
Total older workers			
Male	220.8	56.6	56.6
Female	169.3	43.4	43.4
Total	390.0	100.0	100.0

2.2 Ethnicity

Older workers were a much less ethnically diverse group than prime-aged and young workers, with nine out of ten older workers in the March 2008 quarter (89 percent) being of European only ethnicity.³ This compares with 75 percent of prime-aged workers and 71 percent of young workers who were of European only ethnicity. Correspondingly, few older workers were of Māori only ethnicity (4 percent), European/Māori ethnicity and Asian only ethnicity (both at 2 percent).

The same proportion of male and female older workers were of European only ethnicity (89 percent). However, older workers who were employees were less likely to be of European only ethnicity (88 percent) compared with older workers who were self-employed and not employing others (93 percent) and those who were employers of others (91 percent).

2.3 Country of birth

Compared with employed people of all ages, older workers were more likely to be New Zealand born or long-term established migrants and less likely to be more recent migrants. Looking at the three broad age groupings, older workers were more likely to have been born in New Zealand than prime-aged workers (79 percent compared with 74 percent) and less likely to have been born here than young workers (82 percent). Older workers were almost three times more likely than young workers to have been born overseas and have lived in New Zealand for ten years or more (18 percent compared with 7 percent). However, they were the least likely age group to have been born overseas and have lived in New Zealand for less than five years (2 percent) or for five to less than ten years (1 percent).

2.4 Geographic area

Older workers were less likely to be living in main urban areas (69 percent) than all employed people (74 percent) and more likely to be living in secondary/minor urban areas (13 percent) or rural areas (18 percent) than all employed (11 percent and 15 percent, respectively). The most notable difference by region was the smaller proportion of older workers living in the Auckland Regional Council area (28 percent compared with 32 percent of all employed people).

Self-employed older workers, like self-employed people of all ages, were much more likely to be living in rural areas than older employees, with 29 percent of older workers who were employers of others and 28 percent of older workers who were self-employed (without employing others) living in rural areas, compared with 13 percent of older workers who were employees.

2.5 Qualifications

Almost one-quarter of older workers had no qualifications (24 percent) compared with 17 percent of all employed people. While the proportions of older and prime-aged workers with vocational or trade qualifications were very similar (37 percent and 36 percent, respectively), older workers were much less likely than prime-aged workers to have a bachelor's degree or post-graduate qualification (16 percent and 25 percent, respectively).

³ See Appendix 1: Definitions of Terms for a description of the ethnic group variable.

Among older workers, it was more likely for those who were self-employed to have a bachelor's or post-graduate degree (19 percent of older employers and 17 percent of older self-employed who did not employ others) than it was for those who were employees (15 percent of older employees had a bachelor's or post-graduate degree). This pattern was reversed for prime-aged workers, with 19 percent of prime-aged employers, 22 percent of prime-aged self-employed who did not employ others and 26 percent of prime-aged employees having a bachelor's or post-graduate degree.

Older employees (like prime-aged employees) were also more likely to have no qualifications compared with older self-employed people – one-quarter of older employees had no qualifications compared with 21 percent of older employers and 22 percent of older self-employed who did not employ others.

2.6 Formal study

Very few older workers (1 percent) were currently studying towards a formal qualification (that is, a qualification taking the equivalent of three month or more full-time study to complete). In comparison, 5 percent of prime-aged workers and 21 percent of young workers were studying towards a formal qualification. However, it should be noted that this survey data was collected in January, February and March 2008, that is, approximately two-thirds of the interviews were conducted prior to the start of the tertiary academic year.

2.7 Household composition

The majority of older workers were living as part of a couple without children (59 percent), and this was more prevalent for male older workers (61 percent) than female older workers (55 percent). Another 16 percent were living on their own, compared with 9 percent of prime-aged workers and 4 percent of young workers. Living either as part of a couple or as a sole parent with adult children was the next most common arrangement (14 percent).

Few older workers had dependent children, with only 6 percent living either as part of a couple or as a sole parent with dependent children. And, only 3 percent were parents or main caregivers of children aged under 14 years who were living in the household.

Only 1 percent of older workers had a parent living in the same household with them, and this was consistent for male and female older workers. In comparison, 6 percent of prime-aged workers had a parent living in the same household.

2.8 Marital status

Most older workers were married/partnered (77 percent) as were three-quarters of prime-aged workers, compared with only one in five young workers. Male older workers were much more likely to be married/partnered than female older workers (84 percent and 69 percent, respectively). And, male older workers who were married/partnered were more likely to be living with an employed spouse/partner (61 percent) than female older workers who were married/partnered (54 percent).

2.9 Employment status

As shown in Table 5, older workers had a much higher rate of self-employment than prime-aged workers (29 percent and 18 percent, respectively) and, conversely, were less likely to work as employees compared with prime-aged workers (70 percent and 82 percent, respectively). Only 3 percent of all young workers were self-employed.

The high rate of self-employment for older workers was driven by the comparatively large proportion that was self-employed without employing others. One in five older workers was self-employed without employees compared with only 12 percent of prime-aged workers. The proportions by age group working as employers were more similar – 9 percent of older workers and 6 percent of prime-aged workers were employers of others in their own business.

Both male and female older workers were more likely to be self-employed (37 percent and 18 percent, respectively) than prime-aged male and female workers (23 percent and 13 percent, respectively), with one-quarter of all males aged 55 years and over being self-employed without employing others.

Table 5: Employment status by age group and sex

Employment status by sex	Age group (column %)			
	15–24	25–54	55+	Total
Employee working for wages or a salary	96.6	81.0	70.0	81.5
<i>% of males in age category who were employees</i>	95.2	77.0	62.5	77.1
<i>% of females in age category who were employees</i>	98.2	85.6	79.8	86.7
Employer of others in own business	0.3	6.2	8.6	5.7
<i>% of males in age category who were employers</i>	0.3	8.1	11.3	7.5
<i>% of females in age category who were employers</i>	0.3	4.1	5.0	3.6
Self-employed not employing others	2.5	12.1	20.1	12.0
<i>% of males in age category who were self-employed and not employing others</i>	3.8	14.5	25.2	14.9
<i>% of females in age category who were self-employed and not employing others</i>	1.0	9.2	13.4	8.6
Total self-employed	2.8	18.3	28.6	17.7
<i>% of males in age category who were self-employed</i>	4.1	22.6	36.5	22.4
<i>% of females in age category who were self-employed</i>	1.3	13.4	18.4	12.3
Total employed	100.0	100.0	100.0	100.0

3 OLDER EMPLOYEES

3.1 Job characteristics of older employees

This section describes key characteristics of the main job for older employees, including occupation, industry, type of enterprise, size of establishment and enterprise, job tenure, temporary employment, annual leave, union membership and type of employment agreement, and earnings. Information on study and training undertaken by employees across all jobs in the previous 12 months is also discussed. Data on the job characteristics of older employees are presented in Appendix 2, in Tables 6a and 6b.

In summary:

- Older workers and, in particular, male older workers were less likely to work as employees than employed people of all ages. Seventy percent of older workers were employees working for wages or a salary compared with 82 percent of all employed people in New Zealand.
- It was more common for older employees than employees of all ages to work in the health and community services industry and in education. This was mainly driven by the fact that female employees aged 55 to 64 years were much more likely to work in these sectors than all female employees.
- Compared with employees of all ages, older employees were somewhat more likely to work for central government and for not-for-profit agencies and somewhat less likely to work for privately owned companies.
- Mean job tenure was around twice as long for older employees compared with prime-aged employees, and job tenure increased with age for older employees.
- Employees aged 65 to 69 years were much more likely to be working in temporary jobs (16 percent) than prime-aged employees (7 percent). In addition, temporary employees aged 65 to 69 years were much more likely to be casual workers than prime-aged temporary employees.
- For older workers, the most frequently mentioned reason for doing temporary work was lifestyle, and most older temporary workers said they would prefer to continue doing temporary work than get a permanent or ongoing job.
- Older employees were more likely than prime-aged and young employees to be employed on collective agreements and to be union members.
- Participation in (and the time spent on) employer-funded study and training was lower for older employees than prime-aged employees (29 percent and 35 percent, respectively), and rates decreased with age among older employees.
- Earnings were somewhat lower for older employees than prime-aged employees and markedly lower for young employees. And, among older workers, earnings were much lower for those aged 65 to 69 years than for those aged 55 to 64.
- The median weekly earnings of older employees were 90 percent of those of prime-aged employees, and the median hourly earnings of older employees were 95 percent of the median hourly earnings of prime-aged employees.

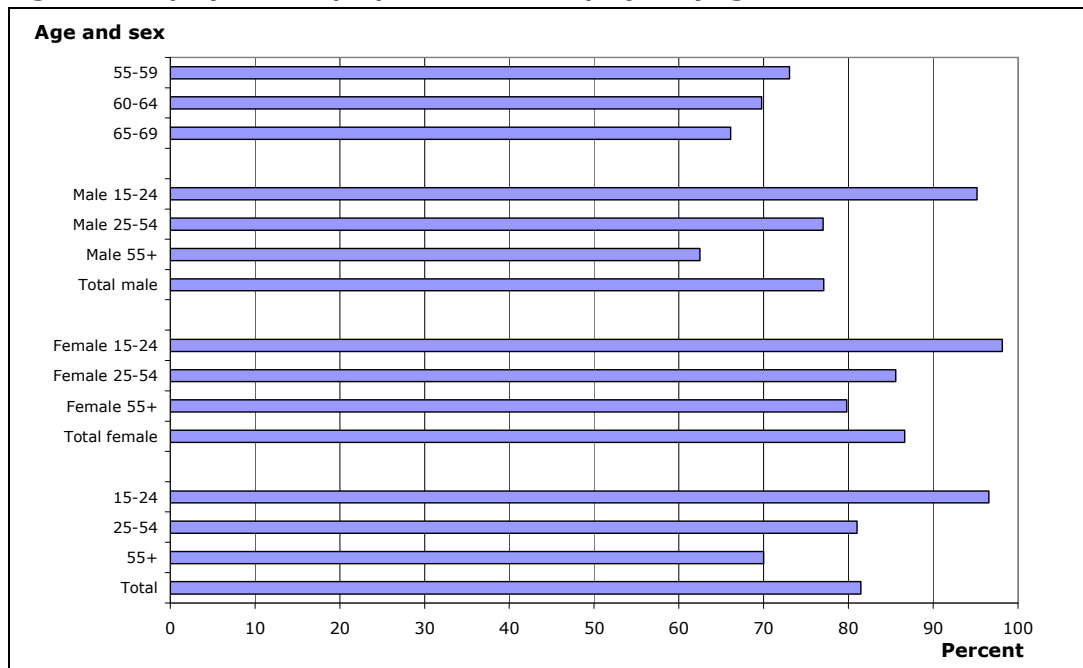
3.1.1 Employment status

As shown in Figure 1, seven out of ten older workers (70 percent) were employees working for wages or a salary. This represents a total of 273,000 older employees in the March 2008 quarter or 16 percent of all those who were working as employees. In comparison, 82 percent of all employed people worked as employees.

While the majority of female older workers were employees (80 percent), this was lower than the proportion of all female workers who were employees (87 percent). The proportion of male older workers who worked as employees, at 62 percent, was noticeably lower than the proportion of all employed males who were employees (77 percent).

The likelihood of working as an employee declined with age among older workers, with 73 percent of all employed people aged 55 to 59 years working as employees compared with 66 percent of those aged 65 to 69.

Figure 1: Employees as a proportion of all employed by age and sex

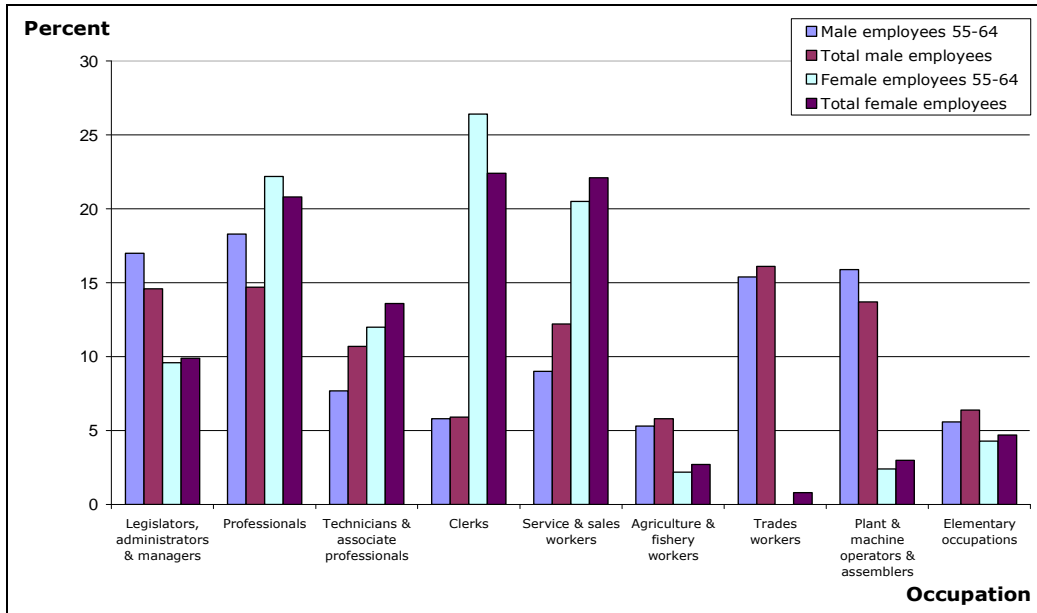


The gender split for all older employees was 51 percent male and 49 percent female. This was the same as the male versus female breakdown for employees of all ages.

3.1.2 Occupation

The occupational distribution of older employees was broadly similar to that of all employees. However, male employees aged 55 to 64 years were more likely to work as professionals (18 percent) and less likely to work as service and sales workers (9 percent) and technicians and associated professionals (8 percent) compared with male employees of all ages (15 percent, 12 percent and 11 percent, respectively). Female employees aged 55 to 64 years were more likely to work as clerks (26 percent) compared with female employees of all ages (22 percent). See Figure 2.

Figure 2: Occupation of main job for male and female employees

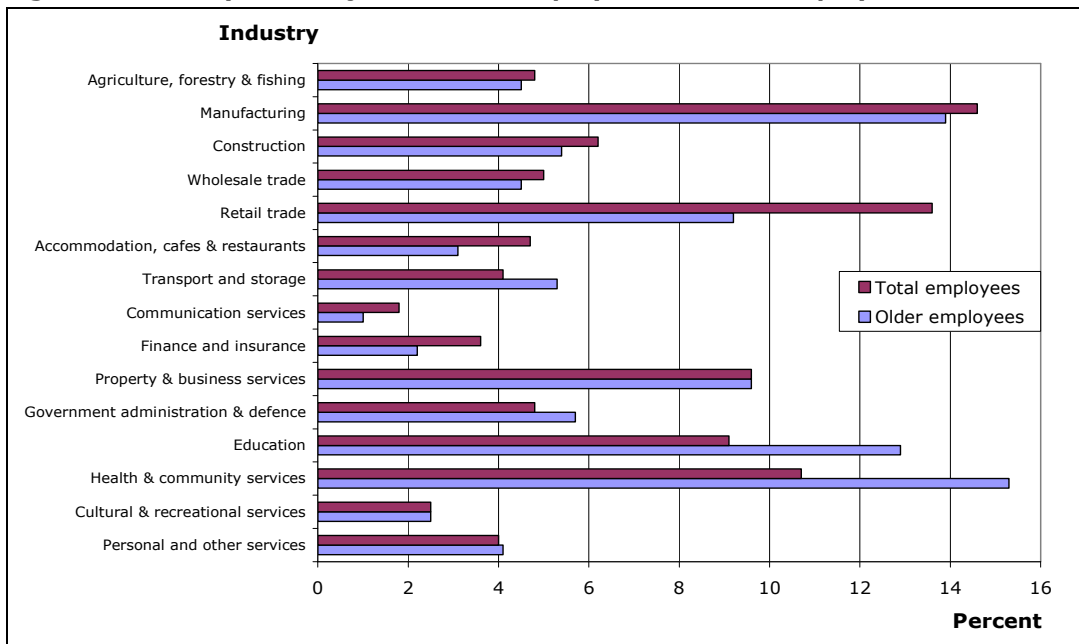


Employees aged 65 to 69 years were less likely to be legislators, administrators and managers (8 percent) and more likely to work in elementary occupations (9 percent) than employees aged 55 to 64 (13 percent and 5 percent, respectively).

3.1.3 Industry

Older employees were more likely than employees of all ages to work in the health and community services industry (15 percent and 11 percent, respectively) and the education industry (13 percent and 9 percent, respectively). However, they were less likely to work in the retail trade compared with employees of all ages (9 percent and 14 percent, respectively). See Figure 3.

Figure 3: Industry of main job for older employees and total employees



Over one-quarter of all female employees aged 55 to 64 years were working in the health and community services industry (27 percent), and this was much higher than the proportion of females employees of all ages who worked in this industry (18 percent). Females employees aged 55 to 64 years were also more likely to work in the education industry compared with all female employees (18 percent and 13 percent, respectively) and less likely to work in the retail trade than females employees of all ages (10 percent and 15 percent, respectively).

Compared with male employees of all ages, male employees aged 55 to 64 years were less likely to work in the retail trade (12 percent and 7 percent, respectively). A notable difference among older employees in the type of industry worked in was the higher proportion of employees aged 65 to 69 years who worked in the retail trade compared with employees aged 55 to 64 (14 percent and 9 percent, respectively).

3.1.4 Type of enterprise

Older employees, like all employees, were most likely to be employed by private sector firms (59 percent and 67 percent, respectively). However, they were less likely to work in the private sector than young and prime-aged employees (79 percent and 65 percent, respectively). On the other hand, older employees were more likely to work for central government (20 percent) and for not-for-profit organisations (10 percent) than all employees (16 and 7 percent, respectively).

These patterns were, to some extent, driven by differences by sex in the type of enterprise in which employees worked. Female employees were around twice as likely to work for central government (20 percent) and for not-for-profit organisations (10 percent) compared with male employees (12 percent and 5 percent, respectively). This trend was even more marked for females aged 55 to 64 years, with 27 percent working for central government and 12 percent working for not-for-profit organisations. Males employees aged 55 to 64 years had the same likelihood of working for a private business as all employees (67 percent).

Employees aged 65 to 69 years were much less likely to work for central government and more likely to work for a not-for-profit organisation (13 percent and 14 percent, respectively) compared with those aged 55 to 64 years (22 percent and 9 percent, respectively).

3.1.5 Size of establishment and enterprise

The number of staff employed by the establishment or workplace was broadly similar for older, prime-aged and young employees, with one-fifth of all employees working in very small establishments (with 0–4 employees) and 6 percent of all employees employed in workplaces with 500 or more staff. The proportions by sex, and by sex and age (for those aged 55 to 64 years), were also fairly similar.

Older employees were slightly more likely to work for a workplace employing 20–49 staff (18 percent) compared with prime-aged employees (15 percent), and females aged 55 to 64 years were somewhat more likely than males in this age group to work for an establishment with 5–9 employees (13 percent and 10 percent, respectively). The most noticeable difference by age was the higher proportion of employees aged 65 to 69 years working for very small establishments (that is,

establishments employing 0–4 employees) compared with those aged 55 to 64 years (24 percent and 17 percent, respectively).

Findings were similar when examining the number of employees working for the business at the enterprise level, with no major differences noted between older employees, prime-aged and young employees. However, older employees were slightly less likely to work for an enterprise employing 0–4 employees than prime-aged employees (16 percent and 19 percent, respectively) and slightly more likely to work for an enterprise employing 20–49 employees (15 percent and 12 percent, respectively). Interestingly, these patterns were reversed for employees aged 65 to 69 years, where 21 percent of employees worked for an enterprise employing 0–4 staff, and only 13 percent were employed by an enterprise with 20–49 staff.

3.1.6 Job tenure

The SoWL asked respondents how long they had worked for their employer (in their current main job). The intention of this question was to measure the duration of the employment relationship rather than the duration of the last episode of work with an employer. Respondents who had worked for two or more spells with the same employer, with breaks between these, may have counted their job tenure from the beginning of the first spell. However, some may have reported the duration of their current job spell only. Respondents who asked for clarification were advised only to count the most recent spell of work if they had a break of more than six months between two spells of work with the same employer. However, parental leave of 12 months or less was to be counted as time worked, assuming the respondent returned to the same employer.

The mean length of time in the current main job for older employees of 10.7 years was around twice as long as the mean job tenure for prime-aged employees (5.5 years). Of all employees aged 55 years and over, 42 percent had been in their main job for ten years or more, compared with only 18 percent of those aged 25 to 54.

The mean job tenure for older employees increased from 9.6 years for those aged 55 to 59 years, to 11.6 years for those aged 60 to 64 years and to 12.3 years for those aged 65 to 69 years, despite the increased rate of temporary work among 65 to 69 year olds. This may be because a relatively large number of older temporary workers had an ongoing employment relationship with the same employer even though they were technically employed in temporary jobs – temporary workers aged 60 to 69 years had a mean job tenure of 8.2 years. Another possible explanation may be that permanent employees aged 60 years and over with short or medium job tenure might have a higher propensity to withdraw from the labour force or retire than those with longer job tenure.

Looking at the gender split for employees aged 55 to 64, males had a longer mean job tenure than females (11.4 years for males compared with 9.4 years for females). This pattern was also evident for all employees, with the mean job tenure for males of all ages being 6.1 years and mean job tenure for all female employees at 5.1 years.

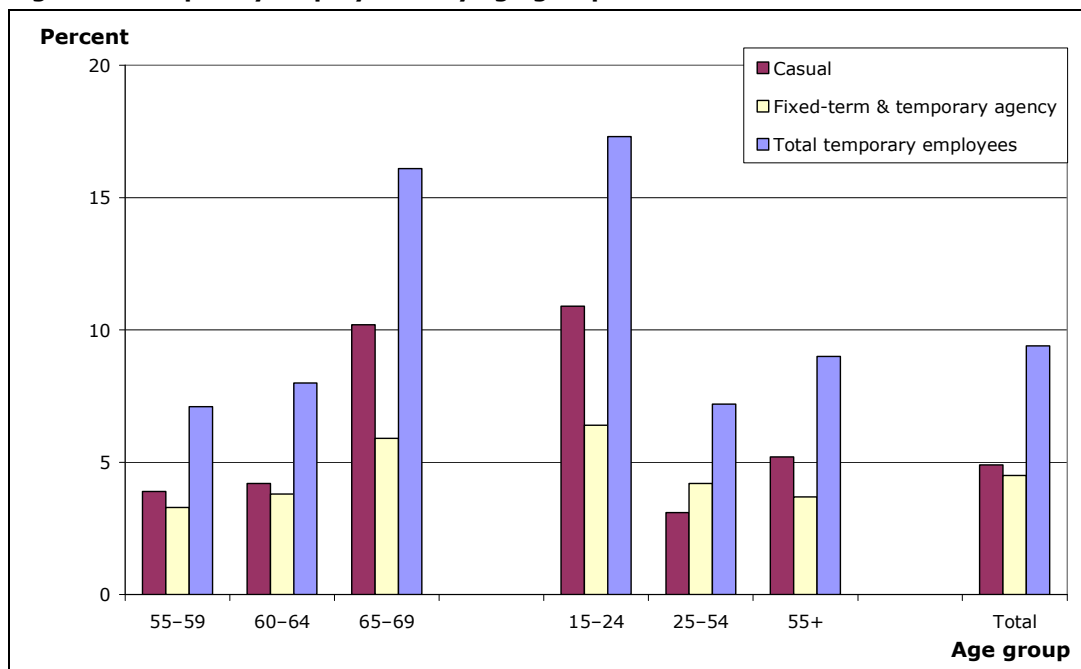
3.1.7 Temporary work

Respondents to the SoWL who were identified as employees were asked whether their main job was permanent. Those who said they did not have a permanent job were asked a series of questions to identify the type of temporary work they were doing. People who gave more than one response to the questions on their type of temporary job were classified to one worker type using a prioritisation method.

As shown in Figure 4, older employees were more likely to be working in temporary jobs (9 percent) than prime-aged employees (7 percent), although young employees had the highest rate of temporary employment (17 percent). Conversely, 91 percent of all older employees had permanent jobs.

Among older employees, the rate of temporary employment was particularly high for those aged 65 to 69 years, at 16 percent. The relatively high rate of temporary employment among adults who were likely to be receiving retirement income support (New Zealand Superannuation) suggests that temporary work may be commonly used to extend employment in the final stages of one's working life.

Figure 4: Temporary employment by age group



Female employees of all ages were more likely to work in temporary jobs than male employees of all ages (11 percent compared with 8 percent, respectively). However, the rate of temporary work among employees in the 55 to 64 years age group was similar for males and females (8 percent and 7 percent, respectively).

While just over half of all temporary employees were aged 15 to 34 years (52 percent) and one-third were aged 35 to 54 years, 15 percent of temporary workers were aged 55 years or over. This represents a total of 24,400 older workers who had temporary jobs.

Data on temporary employees by age and sex, including seasonal work, preference for permanent or ongoing work, reasons for doing temporary or seasonal work, job tenure, usual hours worked per week, hours changing from week to week to suit the needs of the employer, and earnings are presented in Table 7, in Appendix 2.

Older workers who were temporary employees were more likely to have casual jobs (58 percent) than some other type of temporary work (42 percent). For prime-aged employees, the pattern was reversed (42 percent were casual workers). Among older temporary employees, those aged 65 to 69 years were the most likely to be doing casual work rather than other types of temporary work (64 percent were casual workers). In comparison, 54 percent of temporary employees aged 55 to 59 years and 52 percent of temporary employees aged 60 to 64 years were working in casual jobs.

One-quarter of all older temporary employees said their job was seasonal. This was slightly lower than the proportions of young and prime-aged temporary workers who did seasonal work (31 percent and 28 percent, respectively). A higher proportion of male temporary employees aged 55 to 64 years were seasonal employees than female temporary employees in this age group (37 percent and 16 percent, respectively).

Reasons for working in a temporary job

Reasons for doing temporary work varied with age. Lifestyle reasons (such as the flexibility of the schedule, enjoying the variety that short-term jobs offer and only wanting to work for a short period of time) were predominant for older temporary employees, with 38 percent saying they did temporary work for lifestyle reasons. This compared with 14 percent of prime-aged temporary employees and 6 percent of young temporary employees who said they did temporary work for lifestyle reasons.

Involuntary reasons (for example, indicating they were in a temporary job because they were unable to find a permanent job or saying they hoped or expected their temporary job to become permanent) were cited by 12 percent of older temporary employees, while 14 percent of prime-aged temporary employees said they did temporary work for involuntary reasons. Another 8 percent of older temporary employees said they were doing temporary work for financial reasons, and this was similar to the proportions of prime-aged and young temporary employees who were doing temporary work for financial reasons (8 percent and 9 percent, respectively).

Only 5 percent of older temporary employees were doing temporary work for family reasons compared with 16 percent of prime-aged temporary employees. As might be expected, for young temporary workers educational reasons were predominant – 54 percent were doing temporary work to fit with study or training, to obtain experience or training, or for other educational or training reasons.

Preferences for a permanent job

The majority of older temporary workers said they would prefer to continue doing temporary or seasonal work rather than get a permanent or ongoing job (70 percent). Only 21 percent indicated a preference for getting a permanent or ongoing job. The pattern was similar although not as marked for young temporary employees, with 54 percent saying they would prefer to continue doing temporary or

seasonal work and 38 percent indicating a preference for permanent or ongoing work. Among prime-aged temporary employees there was no clear preference for doing temporary work rather than permanent work – 47 percent said they would prefer to continue doing temporary or seasonal work and the same proportion said they would prefer a permanent or ongoing job.

Job characteristics of temporary employees

Just over one in five older temporary employees had been working for their employer for ten years or more (22 percent) compared with 9 percent of prime-aged temporary employees. Another 15 percent of older temporary employees had working for their employer for five to less than ten years. While the majority of older temporary employees had been working for the same employer for less than five years (62 percent), this compared with 83 percent of prime-aged temporary employees and 97 percent of young temporary employees. The mean job tenure or length of time with the same employer was 6.9 years for older temporary employees, 3.0 years for prime-aged temporary employees and 1.0 year for young temporary workers.

Temporary employees were asked whether their hours of work changed from week to week to suit the needs of their employer. While the proportion of all older temporary employees who indicated this was (or sometimes was) the case was very similar to the proportion for prime-aged temporary employees (60 percent and 61 percent, respectively), temporary employees aged 65 to 69 years were less likely to say their hours of work changed to meet the needs of their employer compared with those aged 55 to 64 years (52 percent and 63 percent, respectively). This result is notable given the higher proportion of employees aged 65 to 69 years who were doing casual work. Again, this may indicate that employers are, to some extent, considering the working preferences of this group of older employees.

Two-thirds of male temporary employees aged 55 to 64 years said their hours of work changed from week to week to suit the needs of their employer (67 percent), and this was higher than the proportion of all male temporary employees who worked changing hours (57 percent). However, the corresponding proportions for female temporary employees aged 55 to 64 years and all female employees were very similar (59 percent and 60 percent, respectively).

3.1.8 Annual leave

Most employees said they were entitled to four weeks of annual leave per year (66 percent), and this was also the case for older employees (63 percent). However, perhaps as a result of their longer job tenure and being overrepresented in the education industry, older employees were more likely to receive more than four weeks of annual leave compared with all employees (20 percent and 15 percent, respectively). A smaller proportion of employees aged 65 to 69 years said they were entitled to more than four weeks of annual leave compared with those aged 55 to 64 years (13 percent and 22 percent, respectively). It is likely that this result reflects differences in occupation and industry among employees in the 65 to 69 years age group. For example, a smaller proportion in this age group worked as managers and a larger proportion worked in the retail trade industry compared with those aged 55 to 64 years. The smaller proportion of those aged 65 to 69 years with more than four

weeks annual leave may also reflect the higher proportion of employees in this age group who worked in temporary jobs.

3.1.9 Union membership and type of employment agreement

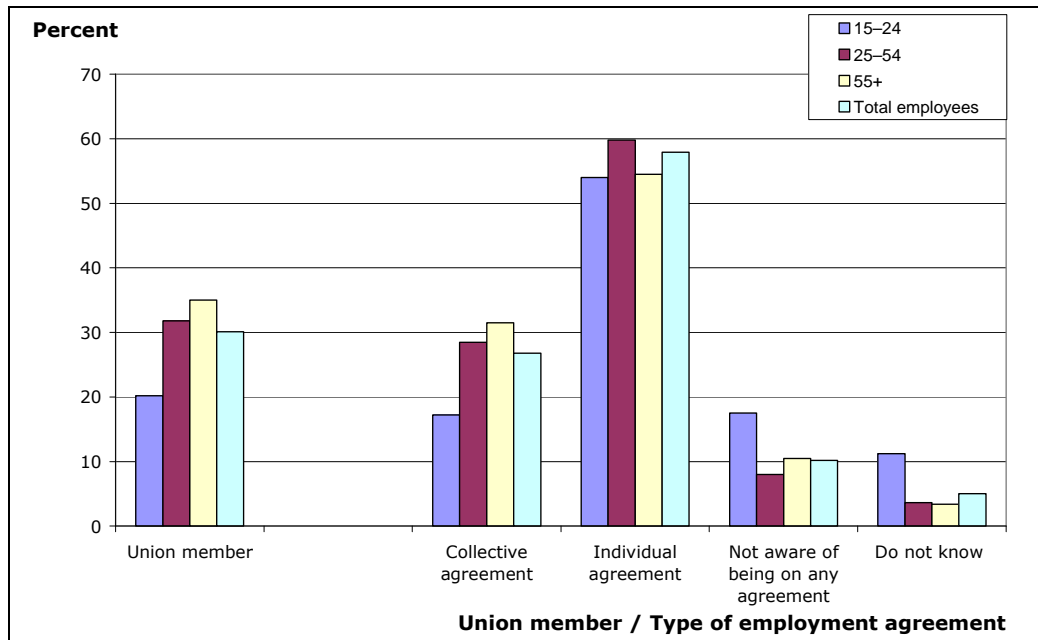
The SoWL estimated that 525,200 employees were union members in the March 2008 quarter, representing 30 percent of all employees. In contrast, figures from annual union membership return data held by the Department of Labour (DoL) indicate that, as at 1 March 2008, there were 373,327 union members, implying a membership rate of only around 21.4 percent of employees.

Questionnaire routing in the SoWL may have led to some overestimation of union membership, as all employees who said they were on a collective employment agreement were automatically coded as union members and were not asked the union membership question. It is possible that some employees believe they are on a collective agreement when they are not. If this is the case, there may be some over reporting in the SoWL of both collective agreement and union membership numbers. Another factor possibly contributing to the difference between the SoWL and DoL union membership returns data is that the union membership returns held by the DoL may not cover 100 percent of union members. This would make the implied membership rate constructed using the membership returns data an underestimate.

Older employees were more likely to be union members than both prime-aged and young employees (35 percent, 32 percent and 20 percent, respectively), although the union membership rate declined with age among older workers – 37 percent of those aged 55 to 64 years were union members compared with only 30 percent of those in the 65 to 69 years age group (see Figure 5). Mirroring the overall pattern for female employees to have a higher rate of union membership compared with male employees (33 percent and 27 percent, respectively), female employees aged 55 to 64 years were more likely to be union members than male employees in this age group (39 percent and 34 percent, respectively).

Older employees were more likely to have been employed on a collective agreement than prime-aged and young employees (32 percent, 29 percent and 17 percent, respectively). A relatively high proportion of employees aged 65 to 69 years said they were not aware of having an employment agreement (17 percent compared with 10 percent of all employees). This was consistent with the proportion of young employees who gave this response.

Figure 5: Union membership and employment agreement type by age group



Older female employees had the highest likelihood of being on a collective agreement of the various age and gender categories examined, with 36 percent of female employees aged 55 to 64 years being on a collective agreement compared with 30 percent of male employees aged 55 to 64 years. Female employees of all ages were also more likely to be on a collective agreement than male employees of all ages (29 percent and 25 percent, respectively).

3.1.10 Employer-funded study and training

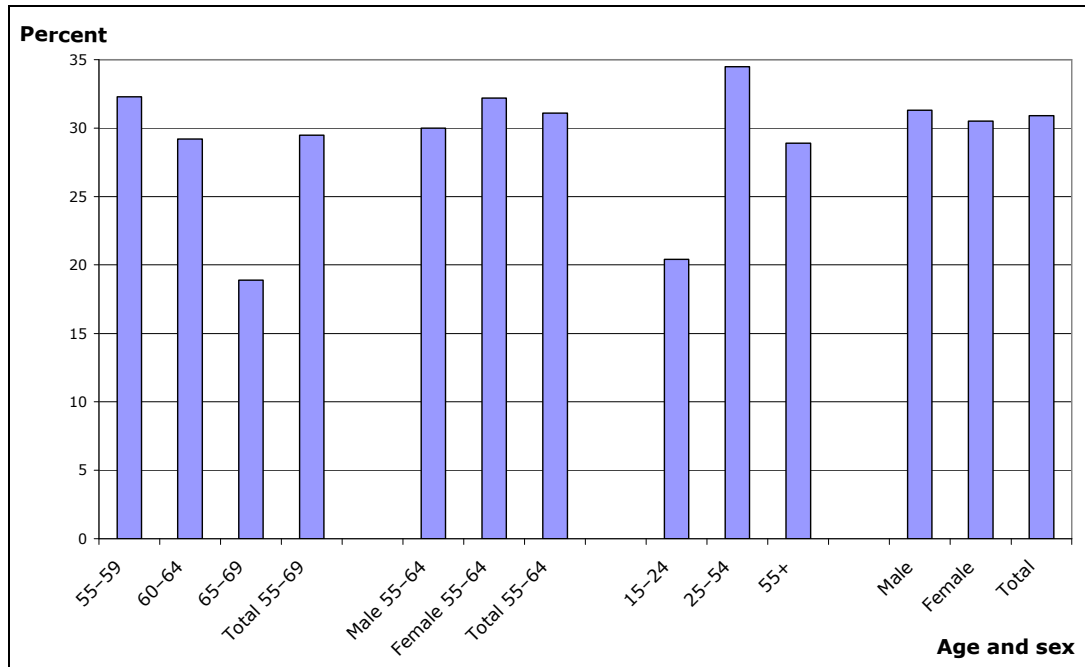
The SoWL asked employees whether they had done training courses or study that was paid for by their employer in the 12 months prior to being interviewed. Those who had done some employer-funded study and training were also asked how much time they spent doing that study or training. This study and training was not necessarily undertaken by the employee in their current main job.

Around three in ten older employees reported having done some study or training in the previous 12 months (29 percent) compared with 35 percent of prime-aged employees and one in five young employees. Training rates declined with age among older employees. While the rate of training for employees aged 55 to 59 years was only slightly lower than the rate for prime-aged employees (32 percent and 35 percent respectively), 29 percent of those aged 60 to 64 participated in training and only 19 percent of employees in the 65 to 69 years age group did some employer-funded study and training. See Figure 6.

The lower participation in training among older employees compared with prime-aged employees and the decrease in training rates with age among older employees may reflect a desire among employers to get a reasonable return on investments in training by investing in employees whom they see as being less likely to resign in the near future. However, it may also imply there is some age discrimination or it may simply suggest that older workers are less likely to choose to participate in training.

Female employees aged 55 to 64 years were slightly more likely to have participated in employer-funded study and training than male employees in this age group (32 percent and 30 percent, respectively), whereas the rate for female and male employees of all ages was the same (31 percent).

Figure 6: Proportion of employees that participated in employer-funded study or training in the last 12 months by age and sex



Older employees who participated in employer-funded study and training tended to receive fewer days of training than other employees. Only one in ten older employees spent 11 days or more on training in the previous 12 months compared with 17 percent of prime-aged employees and 23 percent of young employees. Around half of the older employees who did some employer-funded study did two to five days of training (52 percent), and approximately one in five did one day of training or less (21 percent). Among those aged 65 to 69 years who did training, around four out of ten (39 percent) only received one day of training or less.

Employee participation in employer-funded training was strongly associated with having post-school qualifications. (Table 8 in Appendix 2 provides data on training by demographic and main job characteristics.) Older employees with post-school qualifications were around twice as likely to have done some employer-funded study and training compared with those who had no qualifications or school qualifications only (37 percent and 18 percent, respectively), and this was similar to the rates for all employees (39 percent and 20 percent, respectively).

Participation in employer-funded study and training in the previous 12 months increased with the length of time the employee had been working in their main job, and this trend was also evident for older employees. While only 18 percent of older employees (and 23 percent of all employees) whose job tenure was less than one year had done some training, 35 percent of older employees (and 37 percent of all

employees) who had been in their main job for ten years or more had done some employer-funded study and training in the previous 12 months.

The proportions of older employees by occupation who had participated in employer-funded study and training were similar (although, in most cases slightly lower) to the proportions of all employees by occupation who participated. Older employees who were in professional occupations had the highest participation rate (48 percent). The biggest age differences in training rates by occupation were the lower proportions of older employees working as trade workers, agriculture and fisheries workers, and plant and machine operators and assemblers who participated in employer-funded study and training, compared with all employees.

By industry, older employees working in health and community services had the highest rate of participation in employer-funded study and training (49 percent, compared with a rate of 29 percent for all older employees). And, the health and community services industry employed the largest proportion of older employees – 15 percent. Older employees working in the government administration and defence (46 percent), education (40 percent) and personal and other services (40 percent) industries also had higher training participation rates compared with the rate for all older employees. Employees of all ages who worked in these four industries also had high training participation rates. The high proportions of people working in these particular industries who received employer-funded study and training may reflect the higher skill levels required by people working in these jobs.

At the other end of the scale, over 90 percent of older employees who worked in the accommodation, cafés and restaurants industry, the construction industry and in communication services said they had done no employer-funded study and training in the previous 12 months.

Full-time employees were more likely to have participated in employer-funded study and training than part-time employees (35 percent did so, compared with 18 percent of part-time employees). This finding was also true for older full-time and part-time employees (33 percent of older part-time employees did some training compared with 18 percent of older part-time employees).

3.1.11 Earnings

Median weekly earnings from the main job for older employees (\$765) were lower than the median for prime-aged employees (\$850) and much higher than the median for young employees (\$480). To some extent, the lower median weekly earnings figure for older employees and the much lower figure for young employees reflect the higher proportions of older and young employees working part-time compared with prime-aged employees.

Median hourly earnings showed a similar pattern, with employees aged 55 years and over with median hourly earnings of \$20, prime-aged employees with median hourly earnings of \$21 and young employees with median hourly earnings of \$13.

In relative terms, the median weekly earnings of older employees were 90 percent of those of prime-aged employees, while the median hourly earnings of older employees were 95 percent of the median hourly earnings of prime-aged employees.

Median hourly earnings for female employees aged 55 to 64 years were noticeably lower than the median for male employees in this age group (\$23 and \$19, respectively). Female employees of all ages also had lower median hourly earnings than male employees of all ages (\$18 and \$20, respectively), although the difference was not as marked as it was for older employees. In addition, employees who had reached the eligibility age for government superannuation (that is, those aged 65 to 69 years) had lower median hourly earnings compared with employees aged 55 to 64 years (\$18 and \$20, respectively).

3.2 Working time patterns of older employees

This section of the paper examines the working time patterns of older employees across all jobs, including usual hours worked and the incidence of part-time work, long working hours, number of days worked, usual working time pattern, time of day usually worked, work at non-standard times and the difficulties associated with this, and overtime worked. Data on the working time patterns of older employees and employees of other ages are presented in Tables 9 and 10, in Appendix 2.

In summary:

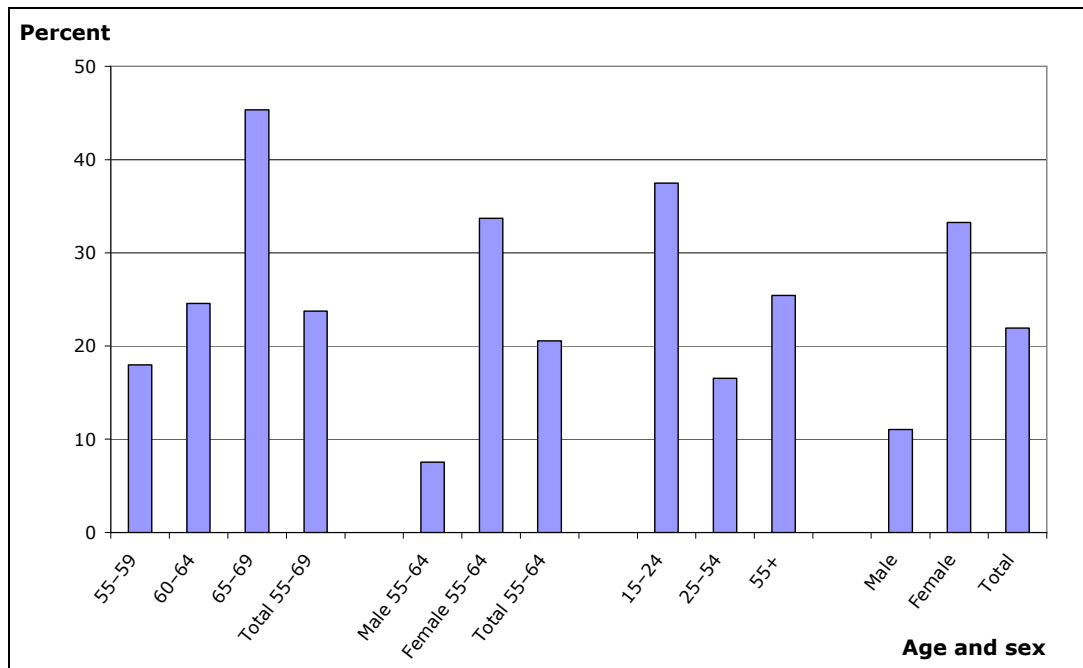
- Older employees were more likely to work part-time than prime-aged employees, but less likely to do so than young employees. However, the mean usual weekly hours worked by male employees aged 55 to 64 years was higher than the mean for male employees of all ages.
- It was less common for older employees to work long hours than prime-aged employees. In addition, older employees who did work long hours were less likely than prime-aged employees to say this caused difficulties for them.
- Most older employees (70 percent), like most prime-aged employees, usually worked all of their hours at standard times (Monday to Friday, 7am to 7pm).
- Just under half of all older employees had worked at a non-standard time for one hour or more in the previous four weeks. Around half of the older employees who had worked at a non-standard time had done so more than five times.
- While the overall frequency of work at non-standard times was similar for older, prime-aged and young employees, older employees were less likely to say this caused them difficulties than prime-aged and young employees.

3.2.1 Usual hours

Older employees were more likely to work part-time (less than 30 hours per week) across all jobs than prime-aged employees, but less likely to do so than young employees. One-quarter of all older employees worked part-time compared with 17 percent of prime-aged employees and 37 percent of young employees. As shown in Figure 7, part-time employment increased from 18 percent for employees aged 55 to 59 years to 45 percent for employees in the 65 to 69 years age group. There was a notable difference in the rate of part-time work among male employees aged 55 to 64 years (8 percent) and female employees in this age group (34 percent). However, these rates were similar to the rates of part-time work for male and female employees of all ages, with 11 percent of all male employees and 33 percent of all female employees in part-time work.

The mean usual weekly hours worked in all jobs was slightly higher for male employees aged 55 to 64 years, at 43 hours per week, than for male employees of all ages (41 hours). This reflects both the high rate of full-time work (91 percent) and the high likelihood of working 45 hours or more per week (41 percent) among male employees aged 55 to 64 years. The mean usual weekly hours for female employees aged 55 to 64 years (32 hours) was lower compared with the mean for male employees in this age group, reflecting the much higher propensity among these workers to work part-time. The mean usual weekly hours for all older employees, at 36 hours, was lower than the mean for prime-aged employees (39 hours) and higher than the mean for young employees (31 hours).

Figure 7: Proportion of employees working part-time by age and sex



3.2.2 Long hours

Older employees were slightly less likely than prime-aged employees to work long hours across all jobs, that is, 45 hours or more per week. However, almost one-quarter of older employees reported doing so (24 percent). By comparison, 28 percent of prime-aged employees and 16 percent of young employees said they usually worked long hours.

Male employees aged 55 to 64 were somewhat more likely to work long hours than male employees of all ages (41 percent and 37 percent, respectively). Male employees in the 55 to 64 years age group were also much more likely to work long hours than female employees in this age group (41 percent compared with 12 percent, respectively). However, this was also the case for male employees of all ages compared with female employees of all ages (37 percent and 12 percent, respectively, usually worked long hours). There was a drop-off noted in the proportion of employees aged 65 to 69 years who worked long hours, with only 12 percent of employees in this age group doing so.

Respondents who worked long hours were asked whether this caused any difficulties for them. Older employees who worked long hours were less likely to say this caused difficulties than prime-aged employees (33 percent and 37 percent, respectively). This may be because older workers are less likely to have dependent children than prime-aged workers. Consistent with the result for older employees, one-third of young employees who worked long hours reported that this caused difficulties for them.

Working long hours had a smaller negative impact for employees once they reached 60 years of age, with only 31 percent of those aged 60 to 69 years who worked long hours saying this caused difficulties. This compares with 35 percent of those aged 55 to 59 years who worked long hours reporting this caused difficulties for them.

While female employees aged 55 to 64 who worked long hours were more likely to say this caused them difficulties than male employees in this age group (44 percent and 31 percent, respectively), these groups had a lower incidence of reporting difficulties compared with female and male employees of all ages who worked long hours (48 percent and 33 percent, respectively).

3.2.3 Number of days worked

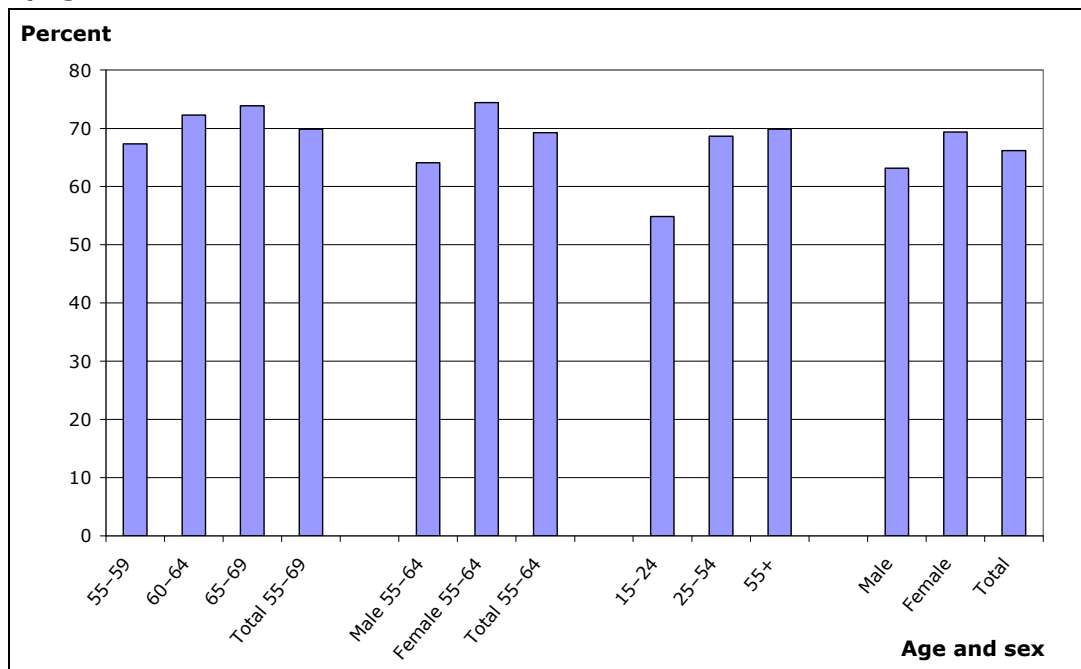
Driven by the higher rate of part-time work among older employees compared with prime-aged employees, older employees were less likely to work five days per week than prime-aged employees (62 percent and 69 percent, respectively), and more likely to work fewer than five days per week (22 percent and 15 percent, respectively). However, the proportion of older employees who worked more than five days per week, at 11 percent, was very similar to the proportion of prime-aged and young employees who did this (12 percent and 11 percent, respectively).

3.2.4 Usual working time pattern

Seven out of ten older employees said they usually worked all their hours at standard working times, that is, they usually worked all their hours in all jobs between 7am and 7pm, Monday to Friday (see Figure 8). This was similar to the proportion of prime-aged employees who said they worked at standard times (69 percent). In comparison, young employees were more likely to say they did not usually work all their hours at standard times (44 percent).

The proportion of older employees who said they usually worked all their hours at standard times increased with age, from 67 percent for those aged 55 to 59 years to 74 percent for those aged 65 to 69 years. In addition, female employees aged 55 to 64 years were more likely to usually work all their hours at standard times than males in this age group (74 percent compared with 64 percent). This compared with 69 percent of female employees of all ages who said they usually worked all their hours at standard times and 63 percent of all male employees.

Figure 8: Proportion of employees usually working all their hours at standard times by age and sex



3.2.5 Time of day usually worked

Consistent with the pattern reported above regarding work at standard times, 92 percent of older employees said they worked mainly during the day. This compared with 90 percent of prime-aged employees and 82 percent of young employees who said they worked mainly during the day. The proportion of older employees who said they worked mainly during the day increased from 91 percent of those aged 55 to 59 years to 95 percent of those aged 65 to 69 years.

While older employees were somewhat less likely to say they worked mainly evenings, from 7pm to 11pm, (2 percent) or changing shifts (4 percent) compared with all employees (4 percent and 5 percent, respectively), their rate of working at night, from 11pm to 5am, was the same as that of prime-aged and young employees (1 percent).

3.2.6 Work at non-standard times

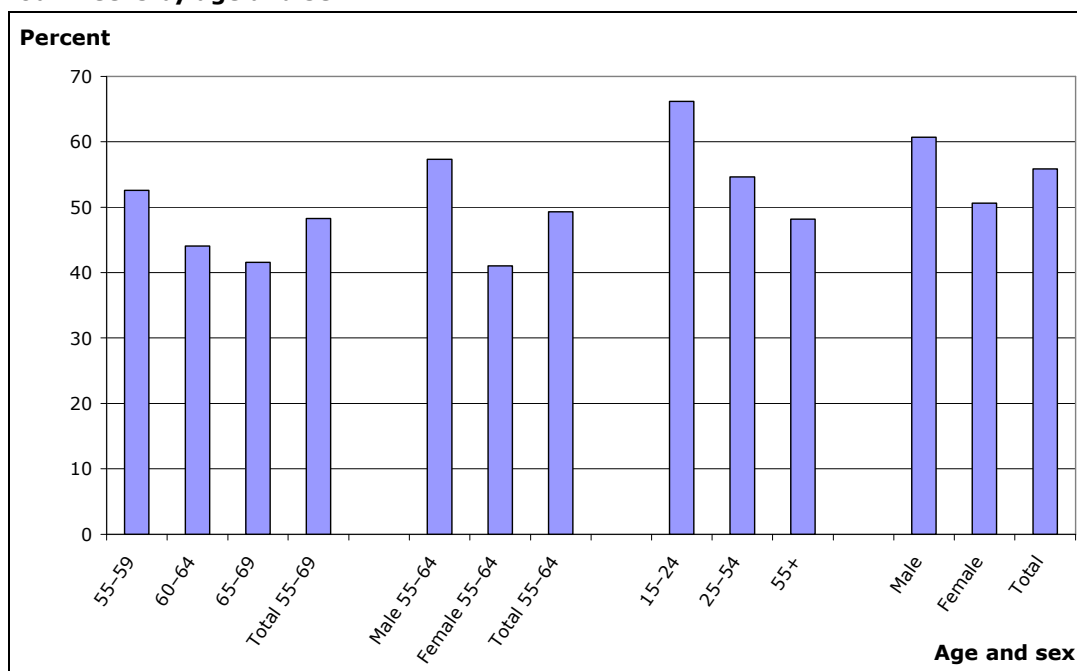
As shown in Figure 9, just under half of all older employees reported having worked at a non-standard time (that is, in the early morning, in the evening, at night or in the weekend) for one hour or more in the four weeks prior to being interviewed (48 percent). This compared with 55 percent of prime-aged employees and 66 percent of young employees who had done some work at a non-standard time.

It should be noted that the incidence of working at a non-standard time (and the frequency of work at non-standard times) is likely to be influenced by the average number of hours worked per week and by job characteristics such as occupation and industry. Young employees, who had the lowest mean usual weekly hours worked (31 hours), had the highest rate of work at a non-standard time of the three broad age groups examined. However, 30 percent of young employees worked in the accommodation, cafés and restaurants industry, where evening work is prevalent.

While older employees worked a lower mean number of usual weekly hours than prime-aged employees, they were still reasonably likely to have worked at a non-standard time. And, those aged 55 to 59 years, whose mean usual weekly hours were very similar to those of prime-aged workers, were almost as likely to have worked a non-standard time as prime-aged employees.

Employees aged 65 to 69 years were less likely to have worked at a non-standard time (42 percent) than those aged 55 to 64 years (49 percent), and female employees aged 55 to 64 years were less likely to have done so than male employees in this age group (41 percent and 57 percent, respectively). Female employees of all ages were also less likely to have done some work at a non-standard time compared with male employees of all ages (51 percent and 61 percent, respectively).

Figure 9: Proportion of employees that worked at a non-standard time in the last four weeks by age and sex



Around half of the older employees who had worked at a non-standard time in the previous four weeks had done so on more than five occasions (51 percent), and one-third had done so more than ten times. These proportions for the overall frequency of work at non-standard times for older employees were similar to those for prime-aged and young employees. As noted below, of those employees who worked at non-standard times, older employees were more likely than prime-aged employees to have worked in the evening, at night and in the early morning on more than ten occasions.

Work in the evening

Older employees were less likely to have worked for one hour or more in the evening (between 7pm and 11pm) in the previous four weeks than both prime-aged and young workers (22 percent, 30 percent and 36 percent, respectively). However, of

those older employees who did some work in the evening, just over one-quarter (26 percent) had done so more than ten times. This was slightly higher than the proportion of prime-aged and young employees who had worked this frequently in the evening (both at 23 percent).

Work at night

Older employees were also less likely to have worked for one hour or more at night (between 11pm and 5am) in the previous four weeks than prime-aged and young employees (6 percent, 11 percent and 9 percent, respectively). However, older employees who did some work at night did so more frequently than prime-aged and young employees who worked at night, with 37 percent having worked at night on more than ten occasions compared with 27 percent of both prime-aged and young employees.

Work in the early morning

The proportion of older employees who work for one hour or more in the early morning (between 5am to 7am) was only slightly lower than the proportion for prime-aged employees, and it was higher than the proportion for young employees (14 percent, 16 percent and 12 percent, respectively). Male employees aged 55 to 64 years had a much higher likelihood of working in the early morning than female employees in this age group (22 percent and 7 percent, respectively), and they were also more likely to have worked in the early morning than all male employees (20 percent). Of those employees who worked in the early morning, older employees were more likely than prime-aged employees to have done this more than ten times in the previous four weeks (41 percent and 37 percent, respectively), and slightly less likely than young employees to have worked this often in the early morning (44 percent).

Work in the weekend

Forty percent of older employees who had worked in the previous four weeks had worked in the weekend at least once during this time, while 45 percent of prime-aged employees and 58 percent of young employees reported having worked in the weekend in the previous four weeks. Over one-third of older employees had worked for one hour or more on a Saturday (36 percent) and one-quarter had worked on a Sunday. This compared with 41 percent of all employees who had worked on a Saturday and 28 percent of all employees who had worked on a Sunday.

Of those employees who had done some weekend work, the proportions by age who had worked on five to eight weekend days were the same for older workers and prime-aged workers (at 26 percent). The proportion of young employees who had done some weekend work and had worked on five to eight weekend days was slightly higher at 30 percent.

Female employees aged 55 to 64 years were less likely to have done some weekend work than male employees in this age group (35 percent and 48 percent, respectively). However, of those who had worked in the weekend, female employees aged 55 to 64 years were more likely to have worked on five to eight weekend days than male employees in this age group (31 percent and 24 percent, respectively).

3.2.7 Difficulties caused by working at a non-standard time

Those who had worked at a non-standard time in the previous four weeks were asked whether this caused them any difficulties and, if so, the types of difficulties experienced. Older employees who had worked at a non-standard time were less likely to report that this had caused them difficulties than prime-aged and young employees (19 percent, 30 percent and 23 percent, respectively), even though the overall frequency of work at non-standard times was similar for these three broad age groups. As with the finding regarding difficulties with working long hours, the smaller proportion of older employees reporting difficulties with working at non-standard times may reflect the fact that older workers are less likely to have dependent children than prime-aged and young workers. This may mean that older employees are a group of workers that is more able to work at non-standard times.

While older employees who reported difficulties with working at non-standard times were most likely to report sleeping and health problems (38 percent), the proportion of prime-aged workers who reported difficulties and cited sleeping or health problems was similar (37 percent). Older employees were much less likely to report family and home difficulties (31 percent who reported difficulties said they had family and home difficulties) compared with prime-aged employees (45 percent), and somewhat more likely to report social, leisure and personal difficulties compared with prime-aged employees (30 percent and 25 percent, respectively, of those who said they had difficulties).

3.2.8 Overtime

Employees who had worked in the previous four weeks were asked whether they had worked any paid overtime or unpaid extra hours. To be counted as working 'paid overtime', a respondent had to be working additional hours and paid at a higher rate than normal for these hours.

The proportions who worked paid overtime and unpaid extra hours were slightly lower for older employees (both at 13 percent) than for prime-aged employees (15 percent and 17 percent, respectively). However, while the proportions who worked unpaid extra hours were fairly consistent for employees aged 55 to 59 years, 60 to 64 years and 65 to 69 years, there was a drop-off in the proportion aged 65 to 69 years who worked paid overtime compared with those aged 55 to 64 years (7 percent and 14 percent, respectively).

3.3 Job flexibility, hours preferences and job security for older employees

This section of the paper describes the extent to which older employees had access to flexible start and finish times, and the ability to take unpaid leave and reduce to part-time hours. Also discussed are preferences for working more hours and for working fewer hours and earning less, working at home and perceived job security. These data are presented in Table 11, in Appendix 2.

In summary:

- Older employees were somewhat less likely than prime-aged employees and somewhat more likely than young employees to have flexible start and finish times (38 percent, 43 percent and 34 percent, respectively).
- It was more common for male employees aged 55 to 64 years to have flexible hours than female employees in this age group. This pattern was also evident for male and female employees of all ages.
- Like prime-aged and young employees, older employees were highly likely to say they thought their employer would let them take a few day unpaid leave if they needed to take this time off.
- Just over one-third of older employees who worked 35 hours or more per week said they thought their employer would let them reduce their hours to part-time. This compared with just under one-third of prime-aged and young employees who thought their employer would let them do this.
- Four percent of older employees said they would prefer to work more hours, compared with 8 percent of prime-aged and 15 percent of young employees.
- Older full-time employees were somewhat more likely than prime-aged full-time employees and much more likely than young full-time employees to say they would prefer to work fewer hours and earn less (22 percent, 18 percent and 7 percent, respectively).
- Just over one in five older employees had done some work at home in the previous four weeks. In comparison, working at home was slightly more common among prime-aged employees and much less likely for young employees.
- Older employees who did some work at home for their main job were somewhat less likely than prime-aged and young employees to have an arrangement with their employer to be paid for all or some of this work, although the likelihood of being paid for work done at home increased with age for older employees.
- Female employees aged 55 to 64 years were much less likely than female employees of all ages to have an arrangement to be paid for all or some of the work they did at home.
- Like employees of all ages, the vast majority of older employees thought there was very little chance of them losing their job in the following 12 months for a reason beyond their control.

3.3.1 Flexible hours

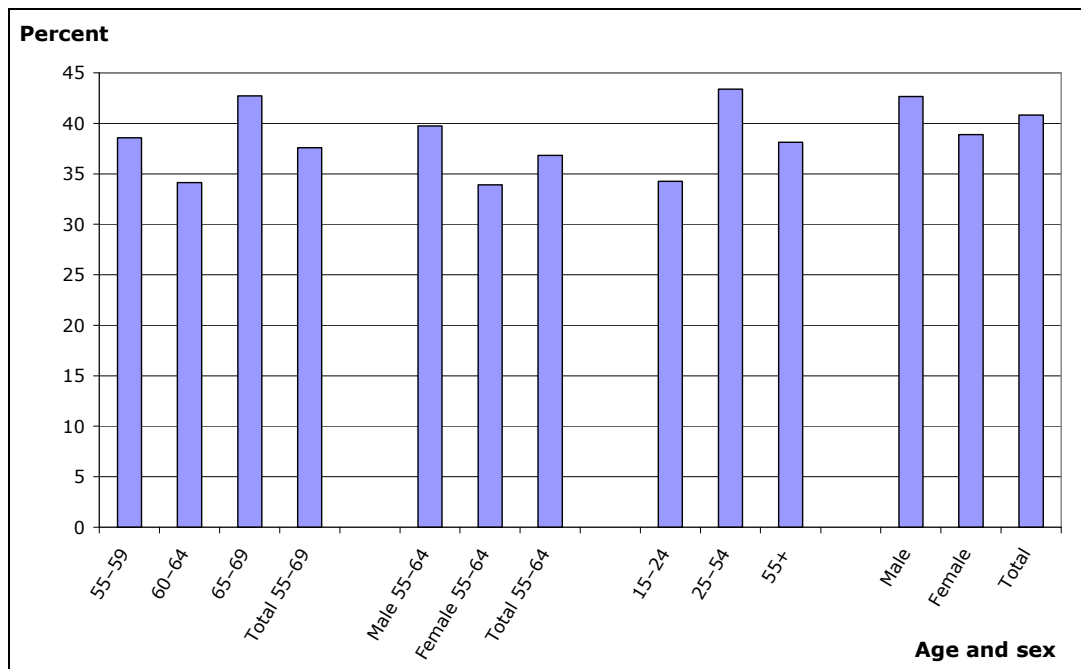
In the SoWL, having flexible hours was defined as being able to start and finish work at different times of the day if preferred. Older employees were somewhat less likely to have flexible hours in their main job than prime-aged employees, with 38 percent and 43 percent, respectively, saying they had flexible hours (see Figure 10). Another 6 percent of older employees and 7 percent of prime-aged employees said they sometimes had flexible start and finish times.

Following the same pattern as that noted for all male and female employees who said they had flexible hours (43 percent and 39 percent, respectively), male employees aged 55 to 64 years were more likely to have flexible hours (40 percent) than female employees in this age group (34 percent). However, both male and female employees aged 55 to 64 years were less likely to have flexible start and finish times than male and female employees of all ages.

To some extent, these findings are likely to be driven by job type, with older employees (and, in particular, females aged 55 to 64 years) more likely than prime-aged employees to work in the education, and health and community services industries, where fewer employees reported having flexible start and finish times. Older employees (and, again, female employees aged 55 to 64 years) were also less likely than prime-aged employees to be employed in managerial occupations where flexible hours were much more common. (Six out of ten employees of all ages who worked as legislators, administrators or managers said they had flexible hours.)

The likelihood of having flexible hours increased once employees reached the age of 65 years, with 43 percent of employees in this age group having flexible hours compared with 37 percent of those aged 55 to 64 years. This is, once again, likely to reflect the types of work undertaken by employees aged 65 to 69 years compared with those in the 55 to 64 years age group, including the higher likelihood of doing casual work where having flexible hours was more common.

Figure 10: Proportion of employees with flexible start and finish times by age and sex



3.3.2 Perceived ability to take unpaid leave

There was little variation by age in the proportion of employees who thought their employer would (or probably would) let them take a few days of unpaid leave if they needed to, although older employees were slightly more likely to have this option available to them (92 percent) compared with prime-aged and young employees (90 percent and 87 percent, respectively).

3.3.3 Perceived ability to reduce to part-time hours

Employees who worked 35 hours or more per week were asked if they thought their employer would let them reduce their hours to less than 30 per week. Older employees were somewhat more likely to say they thought their employer would (or probably would) let them do this compared with prime-aged and young employees (36 percent, 32 percent and 32 percent, respectively).

There was a notable difference in the proportion of employees aged 65 to 69 years who thought their employer would let them reduce their hours compared with those aged 55 to 64 years (46 percent and 34 percent, respectively). This is again likely to reflect the types of jobs worked in, for example, a higher proportion of those aged 65 to 69 years were service and sales workers compared with those aged 55 to 64 years, and service and sales workers of all ages were more likely than other employees to say they thought their employer would let them reduce their hours to part-time. However, this finding may also indicate some willingness on the part of employers to take account of the working time preferences of those aged 65 to 69 years to retain their skills and experience.

Among those aged 55 to 64 years, a larger proportion of female employees compared with male employees said they thought they could reduce to part-time hours (39 percent and 31 percent, respectively). However, there was a more marked

difference between the proportions of female and male employees of all ages who thought they could reduce to part-time hours (41 percent and 27 percent, respectively).

3.3.4 Work at home

Just over one in five older employees did some work at home in the four weeks prior to being interviewed (23 percent). In comparison, working at home was somewhat more likely among prime-aged employees (26 percent) and less likely for young employees (7 percent). For older employees, the probability of working at home decreased with age – 24 percent of those aged 55 to 64 years worked from home compared with 20 percent of those aged 65 to 69 years.

Around one-quarter of older employees who worked at home (26 percent) worked for 20 hours or more at home in the four weeks prior to the interview. The proportion was the same for prime-aged employees. Consistent with employees aged 65 to 69 years working fewer hours on average per week compared with all older employees, this age group were also less likely to have worked for 20 hours or more at home in the previous four weeks (17 percent).

Employees who had done some work at home for their main job were asked whether they had an arrangement with their employer to be paid for this work. Older employees who did some work at home for their main job were less likely to report having an arrangement to be paid for all or some of this work compared with prime-aged and young employees (31 percent, 35 percent and 38 percent, respectively). However, the likelihood of being paid for work done at home increased with age for older workers: 26 percent of employees aged 55 to 59 years and 31 percent of employees aged 60 to 64 years were paid for the work they did at home, compared with 43 percent of employees aged 65 to 69 years.

It was notable that female employees aged 55 to 64 years were much less likely than female employees of all ages to have an arrangement to be paid for all or some of the work they did at home for their main job (27 percent and 39 percent, respectively). Conversely, the corresponding proportions of male employees aged 55 to 64 years and male employees of all ages who had an arrangement to be paid for the work they did at home were very similar (29 percent and 31 percent, respectively).

3.3.5 Preference for working more hours

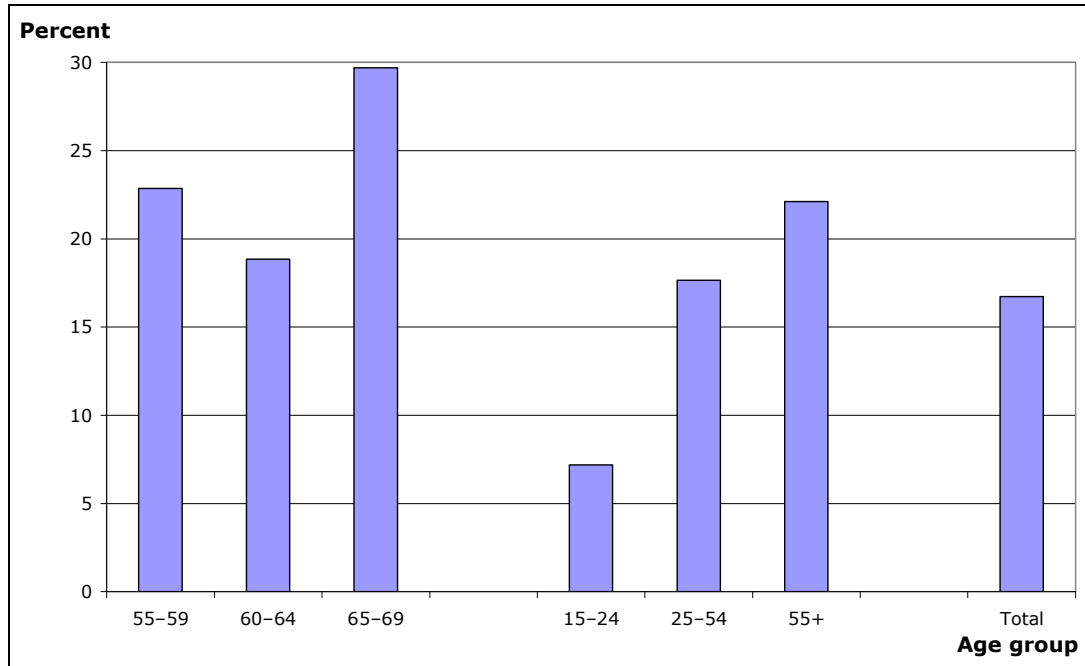
As a measure of underemployment, the HLFS asks respondents if they would like to increase the number of hours they usually work each week. Only 4 percent of older employees said they would prefer to work more hours. This compared with 8 percent of prime-aged employees and 15 percent of young employees who indicated a preference for increasing their usual hours of work. The preference for working more hours was consistent for male and female employees aged 55 to 64 years (both at 4 percent) and for male and female employees of all ages (both at 9 percent).

3.3.6 Preference for working fewer hours and earning less

As shown in Figure 11, a higher proportion of older employees who worked full-time indicated a preference for working fewer hours and earning less compared with prime-aged and young employees (22 percent, 18 percent and 7 percent,

respectively). As might be expected, full-time employees who had reached the age of eligibility for government superannuation (that is, those aged 65 to 69 years) were the most likely to indicate a preference for working fewer hours for less pay (30 percent).

Figure 11: Proportion of full-time employees preferring to work fewer hours and earn less by age group



3.3.7 Perceived job security

Permanent employees were asked what they thought the chance was of them losing their job in the following 12 months for a reason beyond their control. The majority of older permanent employees felt their job was secure, with 51 percent reporting there was almost no chance of them losing their job and 31 percent saying the chance was low. Only 4 percent of older permanent employees thought it was almost certain or there was a high chance they would lose their job.

The findings regarding perceived job security among prime-aged permanent employees were very similar to those reported above for older permanent employees. However, young permanent employees were somewhat more likely to respond more positively about their future job security, with 88 percent saying they thought there was a low chance or almost no chance of them losing their job in the next 12 months for a reason beyond their control.

Perceptions regarding future job security were somewhat more polarised for permanent employees aged 65 to 69 years than those aged 55 to 64 years. It was more common for permanent employees aged 65 to 69 years than those aged 55 to 64 years to say they thought there was almost no chance of them losing their job (59 percent and 50 percent, respectively). However, it was also more common for these employees to say it was almost certain they would lose their job in the next 12 months for a reason beyond their control (4 percent and 1 percent, respectively).

3.4 Health and safety, and job satisfaction for older employees

This section examines the frequency of work-related stress, tiredness and pain and the incidence of discrimination, harassment or bullying for older employees in the 12 months prior to the interview. Levels of stress, excessive tiredness and pain from work are likely to be influenced by hours worked, which, as noted earlier, vary by age group. Job type is also likely to be a key factor impacting on work-related health and safety outcomes. Employees' perceptions of health and safety risk management and their job satisfaction ratings are discussed in the second part of this section. Data on work-related health and safety outcomes and job satisfaction for employees are presented in Table 12, in Appendix 2.

In summary:

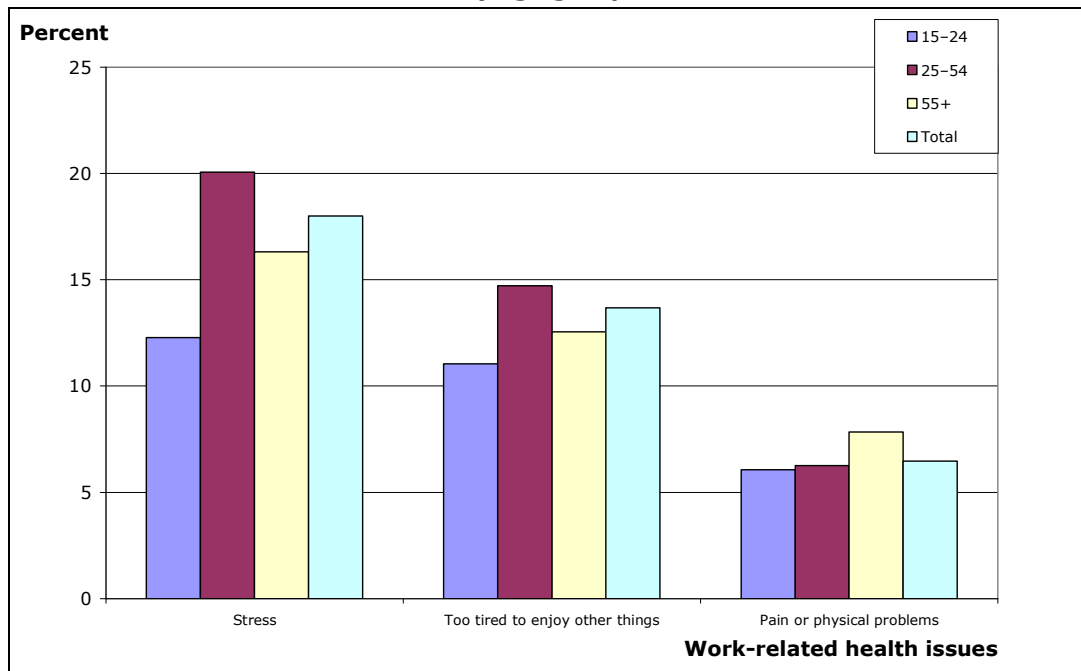
- Older employees were somewhat less likely to report often or always experiencing stress and tiredness from work in the previous 12 months than prime-aged employees and slightly more likely to report often or always experiencing pain because of work.
- As age increased for older employees, smaller proportions reported often, always or sometimes experiencing work-related health issues in the previous 12 months.
- Female employees aged 55 to 64 years were more likely than their male counterparts to say they often, always or sometimes experienced work-related stress.
- Similar to employees of all ages, around one in ten older employees said they had experienced discrimination, harassment or bullying at work in the previous 12 months.
- Female employees aged 55 to 64 years were more likely than male employees in this age group to say they experienced discrimination, harassment or bullying at work in the previous 12 months. This was also the case for female and male employees of all ages.
- Most older employees were either satisfied or very satisfied with their main job (88 percent) and their work-life balance (82 percent). Older employees were more satisfied with both their main job and their work-life balance than prime-aged or young employees, and satisfaction with the main job and work-life balance increased with age for older employees.
- Employees aged 55 years and over who worked part-time gave higher satisfaction ratings for their main job and, in particular, for their work-life balance, than older employees who worked full-time.

3.4.1 Work-related stress, pain and tiredness

As shown in Figure 12, older employees were somewhat less likely than prime-aged employees to report they had often or always experienced stress at work in the 12 months prior to the interview (16 percent and 20 percent, respectively). Older employees were also slightly less likely than prime-aged employees to say they had often or always felt too tired from work to enjoy other things (13 percent and 15 percent, respectively). However, they were slightly more likely to report often or

always experiencing pain because of work compared with prime-aged employees (8 percent and 6 percent, respectively).

Figure 12: Proportion of employees that 'often or always' experienced work-related health issues in the last 12 months by age group



The incidence of work-related health issues in the 12 months prior to the interview was similar for male and female employees aged 55 to 64 years, although female employees in this age group were more likely to say they sometimes found work stressful compared with males (38 percent compared with 43 percent).

As age increased for older employees, smaller proportions reported often, always or sometimes experiencing work-related health issues in the previous 12 months. Conversely, the proportions of older employees who said they hardly ever or never experienced stress, pain or tiredness from work increased with age for each of the five-year age groups (that is, 55 to 59 years, 60 to 64 years and 64 to 69 years). Increased rates of part-time work by age among older employees and changes in job composition are likely to explain the lower incidence of work-related health problems by age among those aged 55 years and over.

3.4.2 Discrimination, harassment or bullying at work

Respondents were asked whether they had experienced any discrimination, harassment or bullying at work in the 12 months prior to the interview. Around one in ten older employees said they had experienced discrimination, harassment or bullying at work (11 percent), and this proportion was the same for prime-aged employees. Female employees aged 55 to 64 years were more likely to say they had experienced discrimination, bullying or harassment than males in this age group (14 percent and 9 percent, respectively), although this same pattern was observed for all employees (14 percent of all female employees and 8 percent of all male employees said they experienced discrimination). Experiencing discrimination, harassment or bullying at work in the previous 12 months declined with age for older employees.

Only 5 percent of employees in the 65 to 69 years age group said they had experienced discrimination, harassment or bullying.

3.4.3 Perceptions of health and safety risk management

Like employees of all ages, most older employees thought the health and safety risks in their main job were well or very well managed (86 percent and 85 percent, respectively). The proportion of older employees who said they thought health and safety risks were well or very well managed increased with age, with 92 percent of those aged 65 to 69 years responding positively.

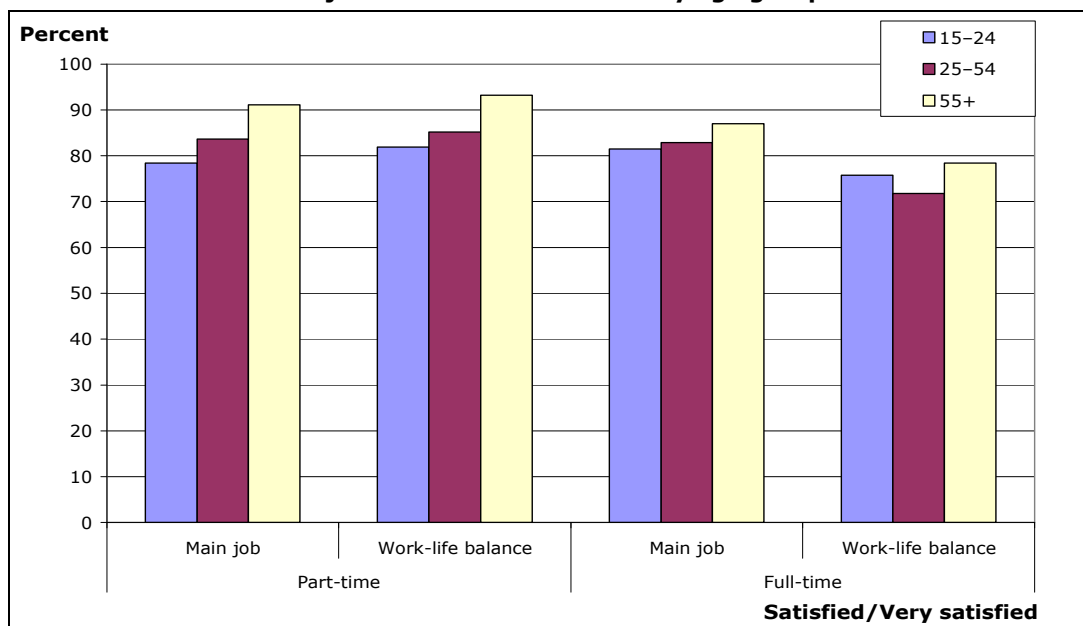
3.4.4 Satisfaction

Older employees were more satisfied with both their main job and their work-life balance than prime-aged or young employees, with 88 percent saying they were satisfied or very satisfied with their main job and 82 percent satisfied or very satisfied with their work-life balance. And, both main job and work-life balance satisfaction increased with age among older employees.

While satisfaction with work-life balance was consistently rated lower than satisfaction with the main job for the other age and gender groups examined, for employees aged 65 to 69 years these ratings had converged – 94 percent were satisfied or very satisfied with their work-life balance and 95 percent were satisfied or very satisfied with their main job.

As shown in Figure 13, older employees who worked part-time gave higher satisfaction ratings for their main job and, in particular, for their work-life balance (91 and 93 percent, respectively) than older employees who worked full-time (87 percent and 78 percent, respectively). Most notably, almost all part-time employees aged 65 to 69 years said they were satisfied or very satisfied with their main job (98 percent) and their work-life balance (100 percent).

Figure 13: Proportion of part-time and full-time employees that were satisfied/very satisfied with their main job and work-life balance by age group



4 OLDER SELF-EMPLOYED WORKERS

4.1 Job characteristics of older self-employed workers

This section begins by providing self-employment rates for older workers and then describes key job characteristics associated with self-employment for older workers including occupation, industry, size of enterprise, length of time in the business and earnings from self-employment. These data are presented in Table 13, in Appendix 2.

In summary:

- Older workers had a much higher rate of self-employment than employed people of all ages (29 percent and 18 percent, respectively), with both male and female older workers more likely to be self-employed than male and female workers of all ages.
- Around three out of ten self-employed people were older workers. In comparison, 16 percent of all employees were aged 55 years or over.
- Similar to the total self-employed population, seven out of ten older self-employed workers did not employ others and three out of ten were employers.
- Older self-employed workers were more likely than prime-aged self-employed people to be agriculture and fisheries workers and less likely to work in professional occupations or as trades workers.
- By industry, older self-employed people were more likely than prime-aged self-employed people to work in agriculture, forestry and fishing and less likely to work in construction.
- At the enterprise level, older employers were more likely than prime-aged employers to employ 5–9 staff and less likely to have larger numbers of staff.
- On average, older self-employed workers had been working in their current main business for twice as long as prime-aged self-employed workers. And, mean job tenure was longer for older employers than for older self-employed workers who did not employ others.
- The median weekly income from self-employment for older self-employed workers (\$671) was lower than median weekly income for prime-aged self-employed workers (\$959) and much higher than the median for young self-employed workers (\$384).
- The median weekly income from self-employment was almost twice as high for older workers who were employers of others than for those who were self-employed without employing others.

4.1.1 Self-employment rates

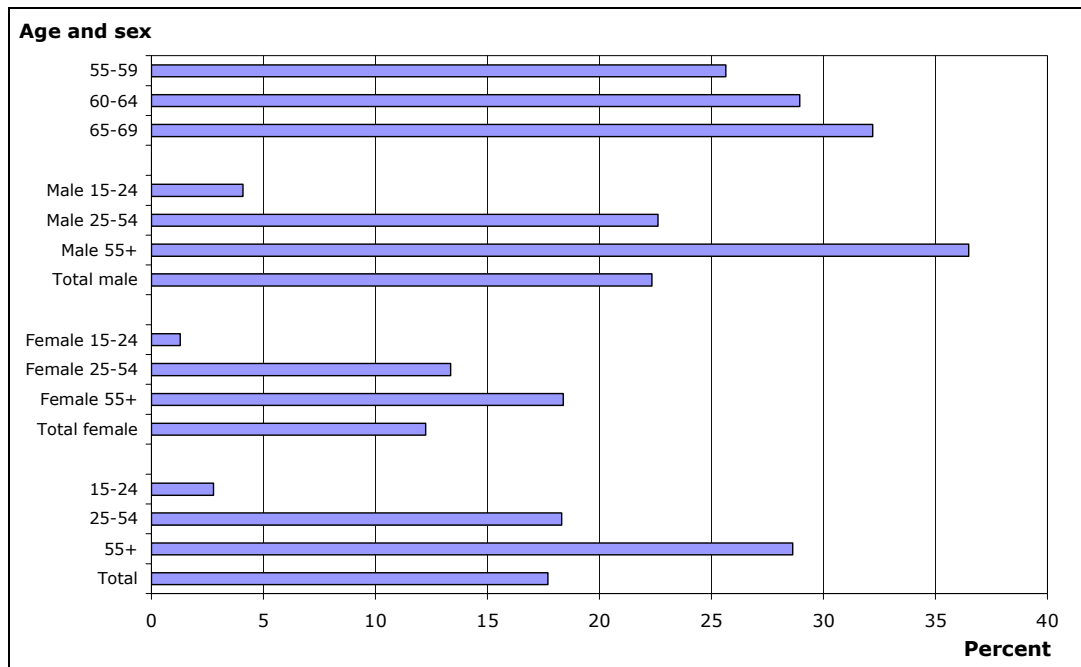
Older workers had a much higher rate of self-employment than all employed people. Three out of ten older workers (29 percent) were self-employed in the March 2008 quarter, compared with 18 percent of all employed people (see Figure 14). The majority of these older self-employed workers (70 percent) did not employ others,

while the remainder were employers of others in their own business. Among the total self-employed population, again, most did not employ others (68 percent).

Both male and female older workers had higher rates of self-employment than all male and female workers. Over one-third of male older workers (36 percent) were self-employed compared with a self-employment rate for all employed males of 22 percent. Almost one in five female older workers was self-employed (18 percent) compared with only 13 percent of employed females of all ages.

The proportion of older workers who were self-employed increased with age, from 26 percent of older workers aged 55 to 59 years to 32 percent of those aged 65 to 69.

Figure 14: Self-employed as a proportion of all employed by age and sex



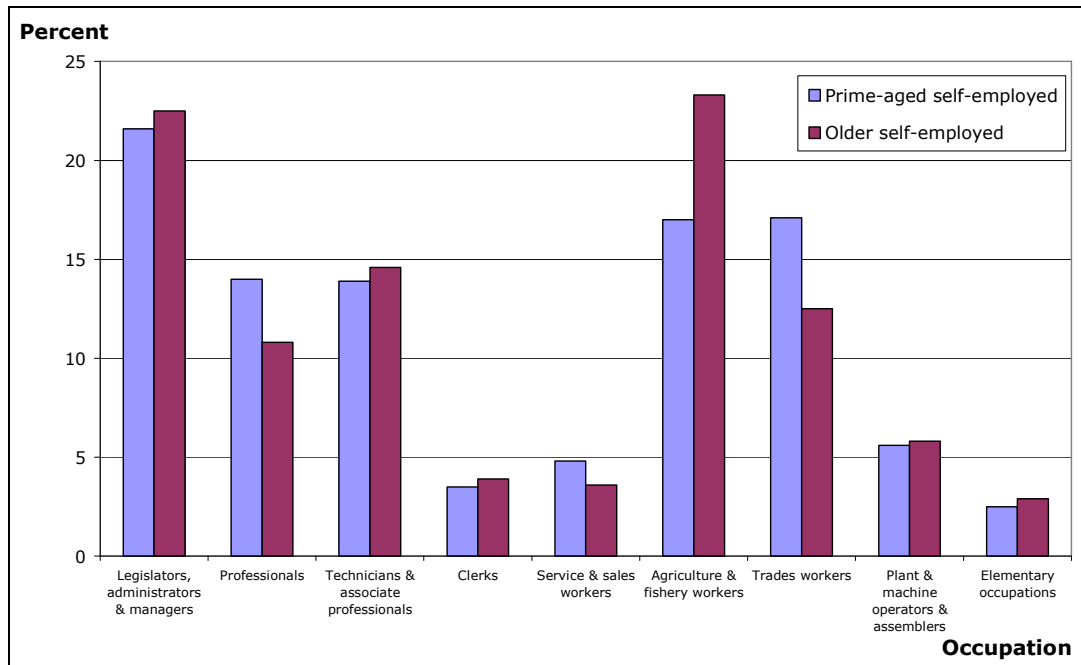
While older workers were only 18 percent of all employed people in New Zealand, they comprised a considerable proportion of all self-employed workers at 29 percent. Over seven out of ten self-employed older workers were males (72 percent), and this was slightly higher than the proportion of all self-employed workers who were males (68 percent).

4.1.2 Occupation

As shown in Figure 15, older workers who were self-employed were concentrated in the agriculture and fishery workers (23 percent) and legislators, administrators and managers (22 percent) occupational groups. These were also the main occupational groups for all self-employed (21 percent were legislators, administrators and managers, and 19 percent were agriculture and fishery workers).

Self-employed older workers were more likely than prime-aged self-employed people to be agriculture and fisheries workers (23 percent and 17 percent, respectively) and less likely to work in professional occupations (11 percent and 14 percent, respectively) or as trades workers (13 percent and 17 percent, respectively).

Figure 15: Occupation for prime-aged and older self-employed workers



There was a relatively large difference in the proportion of older self-employed people who were agriculture and fisheries workers in the 55 to 64 years age group compared with those aged 65 to 69 years (21 percent and 28 percent, respectively). This is likely to reflect the relatively high number of farmers who remain in self-employment after reaching the age of eligibility for government superannuation.

Self-employed males aged 55 to 64 years were more likely to work as managers than self-employed males of all ages (24 percent and 20 percent, respectively), and less likely to work as trades workers (18 percent and 22 percent, respectively). Compared with self-employed females of all ages, self-employed females aged 55 to 64 years were somewhat more likely to be agriculture and fisheries workers (20 percent and 17 percent, respectively) and clerks (13 percent and 10 percent, respectively) and less likely to work in the professionals occupational group (9 percent compared with 14 percent, respectively).

4.1.3 Industry

Over half of self-employed older workers worked in the agriculture, forestry and fishing industry (23 percent), in property and business services (21 percent) or in the construction industry (12 percent). Older self-employed people were more likely than prime-aged self-employed people to work in the agriculture, forestry and fishing industry (23 percent compared with 17 percent), although the rate of self-employment among young workers in the agriculture, forestry and fishing industry was the same as that for older self-employed people. As might be expected given the physical demands of the work, older self-employed people were less likely to work in the construction industry than prime-aged or young self-employed (12 percent, 18 percent and 23 percent, respectively).

Mirroring the pattern for all self-employed females, self-employed females aged 55 to 64 years were most likely to work in the property and business services industry

(27 percent, compared with 25 percent of all self-employed females) and in the agriculture, forestry and fishing industry (22 percent, compared with 18 of all self-employed females). Males aged 55 to 64 who were self-employed were also most likely to be working in these two industries (21 percent worked in the agriculture, forestry and fishing industry, and 20 percent worked in property and business services), with another 18 percent working in construction.

4.1.4 Size of enterprise

Over half of all older workers who were employers in their own business employed less than five staff in their business at the enterprise level (58 percent). This proportion was the same for prime-aged employers. However, older employers were more likely than prime-aged employers to employ 5–9 staff (27 percent employed 5–9 staff compared with 18 percent of prime-aged employers), and they were less likely to employ larger numbers of staff than prime-aged employers – only 6 percent of older employers had ten or more staff compared with 17 percent of prime-aged employers.

4.1.5 Job tenure

Older self-employed workers had, on average, been in their current main business for twice as long as prime-aged self-employed workers, having mean job tenure of 17.9 years compared with 8.5 years for prime-aged self-employed workers.

The mean length of time in their current business for self-employed males aged 55 to 64 years was longer than the mean for self-employed females in this age group (17.3 years and 14.0 years, respectively). Self-employed males of all ages also had longer mean job tenure than self-employed females of all ages (11.8 and 9.5 years, respectively).

The mean job tenure for self-employed workers aged 65 to 69 years was 21.1 years, with eight out of ten self-employed workers in this age group having worked in their current main business for ten years or more.

Average or mean job tenure was longer for older workers who were employers of others, at 21.3 years, than it was for older self-employed workers who did not employ others (16.5 years).

4.1.6 Income from self-employment

The median weekly income from self-employment for older self-employed workers, at \$671, was lower than the median weekly income for prime-aged self-employed workers (\$959) and much higher than the median for young self-employed workers (\$384). Expressed in relative terms, the median weekly income of older self-employed workers was only 70 percent of the median weekly income of prime-aged self-employed workers.

The median weekly income from self-employment was lower for self-employed workers aged 60 to 69 years (\$575) than for those aged 55 to 59 years (\$863). The median weekly income from self-employment was almost twice as high for older workers who were employers of others than for those who were self-employed without employing others (\$1,054 and \$575, respectively). However, this was also the case for all self-employed workers who were employers, who had a median

weekly income of \$1,112, compared with a median weekly income of \$690 for all self-employed workers who did not have employees.

4.2 Working time patterns of older self-employed workers

This section of the paper examines the working time patterns of older self-employed workers, including usual hours worked and the incidence of part-time work, working long hours, number of days worked, usual working time pattern, time of day usually worked, and work at non-standard times and the difficulties associated with this. These results are presented in Tables 14 and 15, in Appendix 2.

In summary:

- Older self-employed workers were more likely to work part-time than both prime-aged and young self-employed workers.
- The mean number of usual weekly hours worked by older workers who were employers of others, at 46 hours per week, was much higher than the mean for those who were self-employed without employing others (36 hours).
- Almost four out of ten older self-employed people usually worked more than 45 hours per week.
- Older self-employed people who worked long hours were less likely to say that this caused difficulties for them than prime-aged self-employed people who worked long hours, despite the higher number of mean usual weekly hours worked by older self-employed people who worked long hours.
- Self-employed females aged 55 to 64 years were less likely than self-employed males of this age to report working mainly during the day and more likely to report having some other type of work pattern.
- The majority of older self-employed people (71 percent) had done some work at a non-standard time in the previous four weeks.
- Two-thirds of older self-employed people who had worked at a non-standard time in the previous four weeks had done so more than six times, and this was higher than the proportions of prime-aged and young self-employed people who had worked at a non-standard time this frequently (61 percent and 53 percent, respectively).
- Older self-employed people who had worked at a non-standard time were much less likely to report that this caused them difficulties than other self-employed workers.

4.2.1 Usual hours

Older self-employed workers were more likely to work part-time than both prime-aged and young self-employed workers (see Figure 16). Almost three out of ten older self-employed workers worked part-time (28 percent). In comparison, around two out of ten prime-aged self-employed workers (19 percent) and 14 percent of young self-employed people were working on a part-time basis.

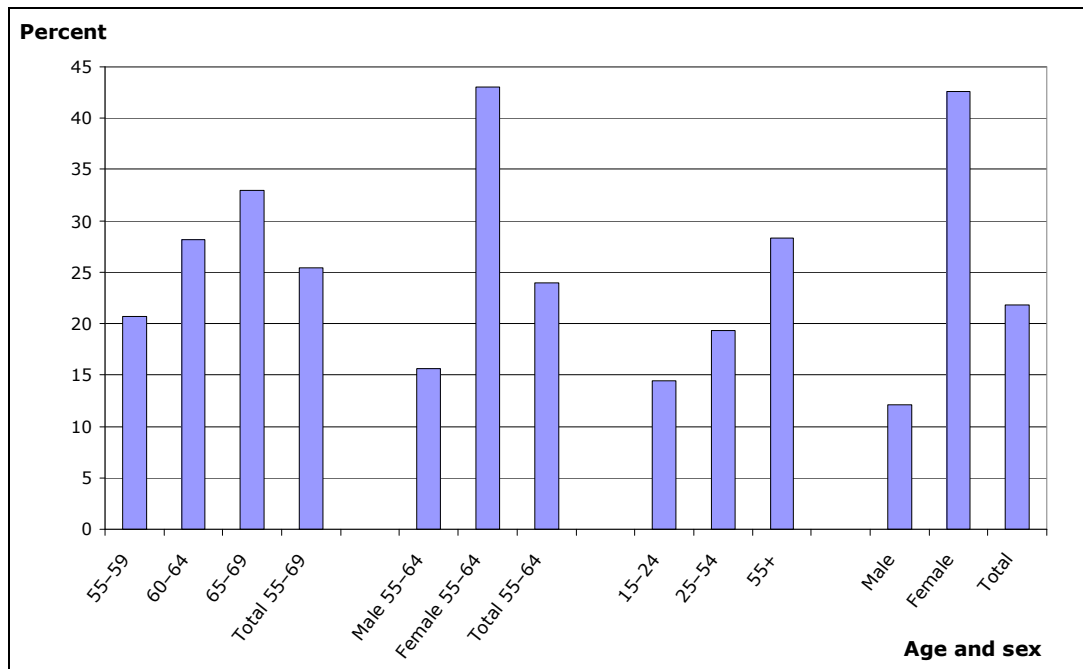
Part-time employment increased from 24 percent for self-employed workers aged 55 to 64 years to 33 percent for self-employed workers aged 65 to 69 years. There was

a marked difference in the rate of part-time work among self-employed males aged 55 to 64 years (at only 16 percent) and self-employed females in this age group (43 percent). This difference in the rate of part-time work for all self-employed males and females was very similar, at 12 percent and 43 percent, respectively.

Given the higher propensity to work part-time, usual mean weekly hours for all older self-employed people, at 39 hours, were slightly lower than the mean for both prime-aged and young self-employed people (42 hours). Similar to the usual mean weekly hours worked by all self-employed males and females (45 hours and 33 hours respectively), usual mean weekly hours for self-employed males aged 55 to 64 years were higher than the mean for self-employed females in this age group (44 hours and 33 hours, respectively).

The mean number of usual weekly hours for older workers who were employers of others, at 46 hours per week, was much higher than the mean for those who were self-employed without employing others (at 36 hours). This difference was also evident when comparing the mean hours worked by those of all ages who were employers versus those who were self-employed without employing others (46 and 39 hours, respectively). However, it is notable that employers of others aged 55 years and over worked the same number of mean usual hours per week as prime-aged workers who were employers of others (46 hours).

Figure 16: Proportion of self-employed people working part-time by age and sex

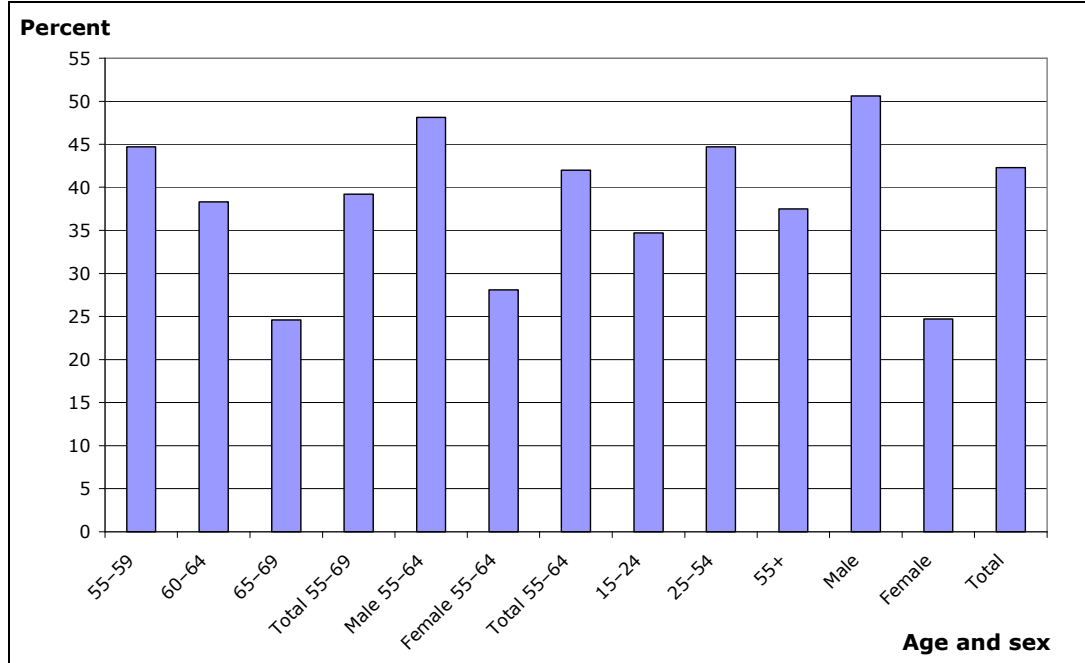


4.2.2 Long hours

A relatively high proportion of older self-employed workers, 37 percent, usually worked long hours, that is, they usually worked 45 hours or more per week. This compared with 45 percent of prime-aged self-employed and 35 percent of young self-employed workers who worked long hours. Self-employed males aged 55 to 64 years were more likely to work long hours than self-employed females in this age group (48 percent compared with 28 percent). See Figure 17.

The proportion of self-employed workers who worked long hours decreased with age from 45 percent of those aged 55 to 59 years, to 38 percent of those aged 60 to 64 years and to one-quarter of those aged 65 to 69 years.

Figure 17: Proportion of self-employed people working long hours by age and sex



The average usual weekly hours worked by self-employed people who worked long hours was calculated. There were few major differences by age group and sex, with the mean for each of the age and sex groups examined being 56 hours or more per week. The mean usual weekly hours worked by older self-employed people who worked long hours, at 58 hours, was slightly higher than the mean for prime-aged self-employed people who worked long hours (56 hours).

Older self-employed people who had worked long hours were less likely to say that this caused difficulties for them than prime-aged self-employed people who had worked long hours (31 percent and 40 percent, respectively). This result is notable given the higher number of mean usual hours worked by older self-employed people who worked long hours compared with prime-aged self-employed people who worked long hours.

Working long hours had a larger negative impact for self-employed people once they reached the age of eligibility for government superannuation. While only 29 percent of self-employed long-hours workers aged 55 to 64 years said they had difficulties working long hours, 45 percent of self-employed long-hours workers aged 65 to 69 years reported having difficulties. Self-employed females aged 55 to 64 years who worked long hours were also more likely to say that this caused them difficulties than self-employed males in this age group who worked long hours (45 percent and 25 percent, respectively).

4.2.3 Number of days worked

Older self-employed people were less likely to work five days per week (35 percent) than prime-aged self-employed workers (43 percent), and they were more likely to work less than five days per week (19 percent) than prime-aged self-employed people (11 percent).

The proportion of older self-employed people who worked more than five days per week, at 37 percent, was very similar to the proportion of prime-aged and young self-employed people who did this (38 percent). However, self-employed people aged 55 to 59 years were more likely to work more than five days per week (42 percent) than prime-aged self-employed people.

Self-employed males aged 55 to 64 years had the same likelihood of working more than five days per week as self-employed males of all ages (39 percent), while self-employed females in this age group were somewhat more likely to work more than five days per week than self-employed females of all ages (37 percent and 34 percent, respectively).

4.2.4 Usual working time pattern

Just under half of self-employed older workers (46 percent) said they usually worked all their hours at standard times, that is, from 7am to 7pm Monday to Friday, while 50 percent said they didn't usually work all their hours at standard times and 4 percent said they had no usual working time. A similar pattern was observed among self-employed workers of all ages (47 percent said they usually worked all their hours at standard times and 49 percent said they didn't usually work all their hours at standard times). The proportions usually working all their hours at standard times were similar for prime-aged and young self-employed workers (48 percent and 46 percent, respectively).

The proportion of self-employed people usually working at standard times only was higher among those aged 60 to 64 years and 65 to 69 years (49 percent and 52 percent, respectively) than among those aged 55 to 59 years (41 percent).

Interestingly, self-employed females aged 55 to 64 years were less likely to say they usually worked all their hours at standard times than self-employed males in this age group (38 percent compared with 47 percent). In contrast to this, self-employed females and males of all ages had a similar likelihood of usually working all their hours at standard times (46 percent and 48 percent, respectively).

4.2.5 Time of day usually worked

Older self-employed workers, like all self-employed workers, were highly likely to work mainly during the day (94 percent and 93 percent, respectively). However, self-employed females aged 55 to 64 years were less likely to report doing so than self-employed males in this age group (88 percent and 96 percent, respectively). A similar pattern was observed among self-employed people of all ages, with females slightly less likely to work mainly during the day than males (91 percent and 94 percent, respectively).

Self-employed females aged 55 to 64 years were more likely to report having some other type of work pattern compared with all self-employed people (6 percent and 2 percent, respectively) and in comparison with all older workers (3 percent).

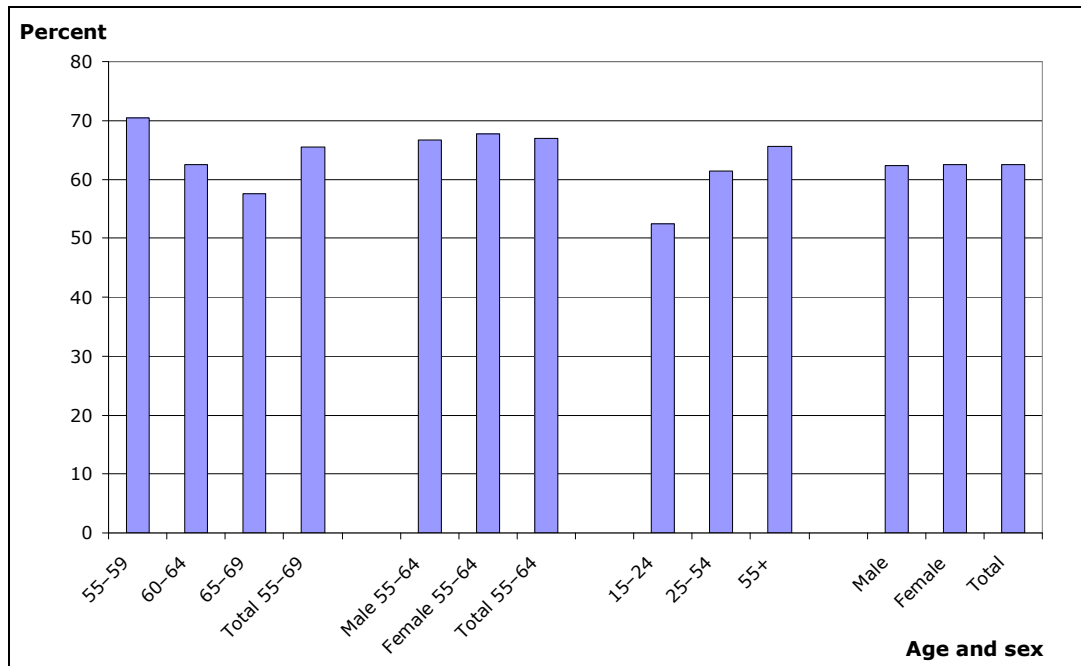
4.2.6 Work at non-standard times

Just over seven out of ten older self-employed people had worked at a non-standard time (that is, in the early morning, in the evening, at night or in the weekend) for one hour or more in the previous four weeks. This was slightly lower than the 76 percent of prime-aged self-employed people and similar to the 69 percent of young self-employed people who had done some work at a non-standard time.

Self-employed females aged 55 to 64 years were somewhat less likely to have done some work at a non-standard time than self-employed males in this age group (69 percent and 74 percent, respectively). Self-employed females of all ages were also less likely to have done some work at a non-standard time compared with self-employed males of all ages (71 percent and 76 percent, respectively).

Two-thirds of older self-employed people who had worked at a non-standard time in the previous four weeks had done so on six or more occasions. As shown in Figure 18, this was higher than the proportions of prime-aged and young self-employed people who had worked at a non-standard time this frequently (61 and 53 percent, respectively).

Figure 18: Proportion of self-employed people that worked at a non-standard time six or more times in the last four weeks by age and sex



Work in the evening

Older self-employed workers were somewhat less likely to have worked for one hour or more in the evening (between 7pm and 11pm) in the previous four weeks than prime-aged self-employed workers (37 percent and 42 percent, respectively) and slightly more likely to have worked in the evening than young self-employed people

(34 percent). Of the older self-employed workers who did some work in the evening in the previous four weeks, almost half (48 percent) had done so one to five times and one-third (33 percent) had done so more than ten times. This latter proportion was higher than the proportion of prime-aged and young employees who had worked in the evening this frequently (30 percent and 15 percent, respectively).

Work at night

Older self-employed people were, again, less likely to have worked at night (between 11pm and 5am) in the previous four weeks than prime-aged self-employed people (7 percent and 10 percent, respectively) and slightly more likely to have worked at night than young self-employed people (5 percent). Older self-employed people who did some work at night were less likely to have done this on more than ten occasions compared with both prime-aged and young self-employed workers (15 percent, 26 percent and 23 percent, respectively).

Work in the early morning

The proportions who did early morning work (between 5am and 7am) in the previous four weeks were similar for older, prime-aged and young self-employed people (19 percent, 21 percent and 18 percent, respectively). Self-employed males aged 55 to 64 years were more likely to have worked in the early morning than self-employed females in this age group (23 percent and 16 percent, respectively), and this pattern was also observed for self-employed males and females of all ages (23 percent and 15 percent, respectively). Self-employed workers aged 65 to 69 years were less likely to have worked in the early morning than those aged 60 to 64 years and 55 to 59 years (13 percent, 21 percent and 20 percent, respectively).

Work in the weekend

Around six out of ten older self-employed people had worked for one hour or more on a Saturday in the previous four weeks (61 percent), and almost half had worked on a Sunday (46 percent). This was similar to the 65 percent of self-employed people of all ages who had worked on a Saturday and the 44 percent of all self-employed people who had worked on a Sunday. The overall rate of weekend work for older self-employed workers was 65 percent, and this was, again, similar to the proportions of prime-aged and young self-employed people who had worked in the weekend in the previous four weeks (at 69 percent and 65 percent, respectively).

Of the self-employed people who had done some weekend work, the proportions by age who had worked more frequently (that is, on five to eight weekend days) were higher for older self-employed workers than for prime-aged self-employed workers (50 percent and 42 percent, respectively). And, while self-employed workers aged 65 to 69 years were less likely to have done some work in the weekend than self-employed workers aged 55 to 64 years (59 percent and 66 percent, respectively), those aged 65 to 69 years who worked in the weekend did so more often than self-employed workers aged 55 to 64 years (58 percent and 48 percent, respectively, worked on five to eight weekend days).

4.2.7 Difficulties caused by working at a non-standard time

Information was collected from those who had worked at a non-standard time in the four weeks prior to the interview about any difficulties this may have caused. Older self-employed people who had worked at a non-standard time were much less likely

to report that this caused them difficulties than prime-aged and young self-employed workers. Only 13 percent of older self-employed people who had worked at a non-standard time said this had caused them difficulties compared with 28 percent of prime-aged and 22 percent of young self-employed people. This result is likely, in part, to reflect the fact that older workers are much less likely to have dependent children to care for than prime-aged and young workers.

Older self-employed workers who worked at a non-standard time were more likely to report sleeping and health problems than any other difficulty. However, sleeping and health problems were only reported by 6 percent of older self-employed people who worked at a non-standard time compared with 11 percent of prime-aged self-employed who had worked at a non-standard time. Older self-employed workers who worked at a non-standard time were also less likely to report family and home difficulties (2 percent), social, leisure and personal difficulties (5 percent) and other difficulties (2 percent) with working at a non-standard time compared with prime-aged self-employed workers (14 percent, 6 percent and 3 percent, respectively).

4.3 Job flexibility and hours preferences for self-employed older workers

This section of the paper describes the extent to which older self-employed people had flexible start and finish times and were doing some work at home. Data on preferences for working more hours, and for working fewer hours and earning less are also discussed. This information is presented in Table 16, in Appendix 2.

In summary:

- Most older self-employed workers had flexible start and finish times (82 percent), and they were slightly more likely to have flexible hours than prime-aged self-employed workers.
- Just under two-thirds of older self-employed people did some work at home in the four weeks prior to being interviewed (63 percent). This figure was fairly consistent among older workers who were employers of others and those who did not employ others, and those aged 55 to 59, 60 to 64 and 65 to 69 years.
- Self-employed females aged 55 to 64 years were somewhat more likely to have done some work at home than self-employed males in this age group. The difference in the proportions who had worked at home was more marked when comparing self-employed females and males aged 55 to 64 years who were not employers of others (73 percent and 57 percent, respectively, had done some work from home).
- Older self-employed workers who worked at home were more likely to have worked for 20 hours or more at home in the previous four weeks than prime-aged self-employed people who worked at home.
- Only 3 percent of older self-employed workers said they would prefer to work more hours, and one-quarter of self-employed older workers who worked full-time indicated a preference for working fewer hours and earning less.

4.3.1 Flexible start and finish times

As expected, older self-employed workers were highly likely to have flexible working hours, that is, the ability to start and finish work at different times of the day if wanted, with 82 percent saying they had flexible hours and 4 percent saying they sometimes had flexible hours. The corresponding proportions for self-employed workers of all ages were 79 percent and 5 percent, respectively.

Self-employed females aged 55 to 64 years were more likely to have flexible start and finish times than self-employed males in this age group (86 percent and 81 percent, respectively). This pattern was also evident among self-employed females and males of all ages – 83 percent of all self-employed females had flexible hours compared with 78 percent of all self-employed males.

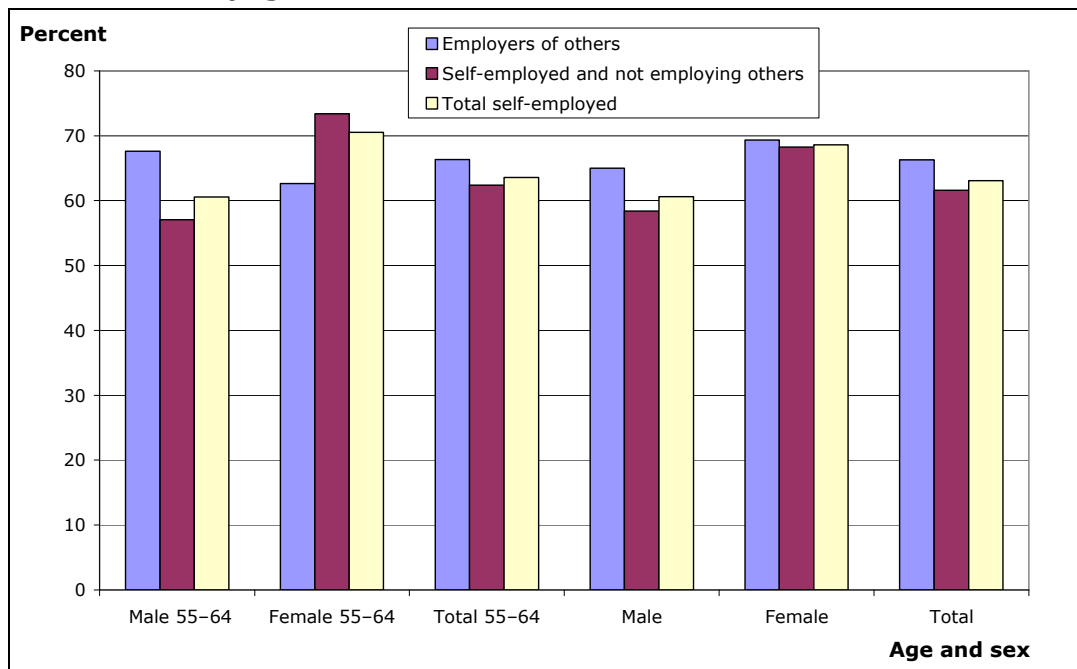
4.3.2 Work at home

Just under two-thirds of self-employed older workers did some work at home in the four weeks prior to being interviewed (63 percent), and the corresponding proportion was very similar for prime-aged workers (64 percent). The likelihood of doing some work at home was fairly consistent among self-employed workers aged 55 to 59, 60 to 64 and 65 to 69 years (64 percent, 63 percent and 62 percent, respectively). Among all self-employed people aged 55 years and over, the proportions who did some work at home were also similar for those who were employers and those who did not employ others (64 percent and 63 percent, respectively).

As shown in Figure 19, self-employed females aged 55 to 64 years were more likely to have done some work at home (71 percent) than self-employed males in this age group (61 percent). They were also more likely to have done some work at home than self-employed males and females of all ages. The difference in the proportions who had worked at home was even more marked when comparing self-employed females aged 55 to 64 years who were not employers of others and self-employed males aged 55 to 64 years who were not employers of others (73 percent and 57 percent, respectively had done some work from home). Conversely, males aged 55 to 64 years who were employers were somewhat more likely to have done some work at home in the previous four weeks than female employers aged 55 to 64 years (68 percent and 63 percent, respectively).

Higher rates of work at home were also evident for self-employed females of all ages compared with self-employed males of all ages and, again, a higher proportion of self-employed females of all ages who were not employers of others did some work at home compared with self-employed males who did not employ others. However, as noted above, while male employers aged 55 to 64 were more likely to have done some work at home than female employers aged 55 to 64, male employers of all ages were somewhat less likely to have done some work at home than female employers of all ages (65 percent and 69 percent, respectively).

Figure 19: Proportion of self-employed people that did some work at home in the last four weeks by age and sex



Older self-employed people who did some work at home were more likely than both prime-aged and young self-employed people to have worked for 20 hours or more at home in the previous four weeks (54 percent and 49 percent, respectively). And, self-employed people aged 65 to 69 years were more likely to have worked at home for 20 hours or more (62 percent) than those aged 60 to 64 years and 55 to 59 years (54 percent and 52 percent, respectively).

Compared with prime-aged workers who were employers and who had done some work at home, older workers who were employers and who had worked at home were more likely to have worked for 20 hours or more at home in the previous four weeks (45 percent and 53 percent, respectively). This pattern was also observed for prime-aged and older self-employed workers who did not employ others – 51 percent and 55 percent, respectively, of those who had done some work at home had worked for 20 hours or more at home in the previous four weeks.

4.3.3 Preference for working more hours

Only 3 percent of older self-employed workers said they would prefer to work more hours. By comparison, 7 percent of prime-aged self-employed workers and 4 percent of young self-employed people indicated a preference for increasing their usual hours of work. The preference for working more hours among older self-employed workers decreased with age, with 5 percent of 55 to 59 year olds, 3 percent of 60 to 64 years olds and only 2 percent of those aged 65 to 69 years saying they wanted to increase their hours of work.

4.3.4 Preference for working fewer hours and earning less

One-quarter of older self-employed workers who worked full-time indicated a preference for working fewer hours and earning less, compared with 22 percent of prime-aged self-employed workers and only 6 percent of young self-employed

workers. A larger proportion of self-employed people aged 60 to 69 years said they would prefer to reduce their hours of work and earn less (29 percent) compared with those aged 55 to 59 years (22 percent).

4.4 Health and safety, and job satisfaction for self-employed older workers

This section of the paper reports on the frequency of specific work-related health and safety issues and the incidence of discrimination, harassment and bullying for self-employed older workers in the 12 months prior to the interview. As noted earlier, work-related health and safety outcomes are likely to be strongly influenced by hours worked, and this paper has described substantial age-related variations in hours worked. The nature of the work undertaken is also likely to be a key factor in determining work-related health and safety impacts.

This section also examines job satisfaction for older self-employed workers, with results presented separately for those who were employers of others and those who were self-employed without employing others. Data on work-related health and safety and satisfaction levels for self-employed workers are presented in Table 17, Appendix 2.

In summary:

- Older self-employed people were less likely than prime-aged self-employed people to say they had often or always experienced stress or tiredness from work in the 12 months prior to the interview, and similarly likely to say they had experienced physical problems or pain due to work.
- Only 3 percent of older self-employed workers said they had experienced discrimination, harassment or bullying at work in the previous 12 months, compared with 7 percent of prime-aged self-employed workers.
- A slightly higher proportion of older self-employed workers were satisfied or very satisfied with their jobs compared with prime-aged self-employed workers. Young self-employed people and those aged 60 to 69 years gave the highest job satisfaction ratings.
- Older workers who were self-employed without employing others were slightly more satisfied with their jobs than those who were employers. This pattern was reversed for prime-aged self-employed workers.
- Older self-employed workers were much more satisfied with their work-life balance than prime-aged self-employed workers.
- Among both older and prime-aged self-employed people, those who were self-employed without employing others were more satisfied with their work-life balance than those who were employers.

4.4.1 Work-related stress, pain and tiredness

As shown in Figure 20, older self-employed people were less likely than prime-aged self-employed people to report they had often or always experienced stress from work in the 12 months prior to the interview (11 percent and 18 percent, respectively). And, just over half of older self-employed people (52 percent) said

they hardly ever or never experienced stress compared with 39 percent of prime-aged self-employed people.

This comparatively low level of reporting stress among older self-employed people was observed across the five-year age breakdowns for older self-employed workers and for both males and females aged 55 to 64 years who were self-employed.

Twelve percent of both older and prime-aged self-employed people said they had often or always experienced pain or physical problems because of work in the previous 12 months. Self-employed females aged 55 to 64 years were less likely to say they had experienced pain than self-employed males in this age group (8 percent and 12 percent, respectively). This was also the case for self-employed females and males of all ages – 8 percent and 13 percent, respectively, reported experiencing physical problems or pain because of work. As might be expected given their increased age, a higher proportion of self-employed people aged 65 to 69 years reported experiencing physical problems or pain compared with those aged 55 to 64 years (17 percent compared with 11 percent, respectively).

Older self-employed workers were less likely than prime-aged self-employed workers to say they had often or always felt too tired from work to enjoy other things (12 percent and 16 percent, respectively). And, similar to the results above for experience of pain at work, self-employed females aged 55 to 64 years were less likely to say they experienced tiredness from work than self-employed males aged 55 to 64 years (9 percent and 14 percent, respectively). Again, self-employed females of all ages were less likely than self-employed males of all ages to say they often or always felt too tired from work to enjoy life outside of work (12 percent and 16 percent, respectively).

Figure 20: Proportion of self-employed people that ‘often or always’ experienced work-related health issues in the last 12 months by age group⁴



⁴ In Figure 20, the columns for ‘stress’ and ‘pain or physical problems’ for self-employed aged 15 to 24 years are suppressed due to small sample sizes.

4.4.2 Discrimination, harassment or bullying at work

Only 3 percent of older self-employed people said they had experienced discrimination, harassment or bullying at work in the 12 months prior to the interview and this compared with 7 percent of prime-aged employees. Self-employed females aged 55 to 64 years were more likely to report experiencing discrimination, bullying or harassment than self-employed males in this age group (6 percent and 2 percent, respectively), while the proportions for self-employed females and males of all ages were similar (6 percent and 5 percent, respectively).

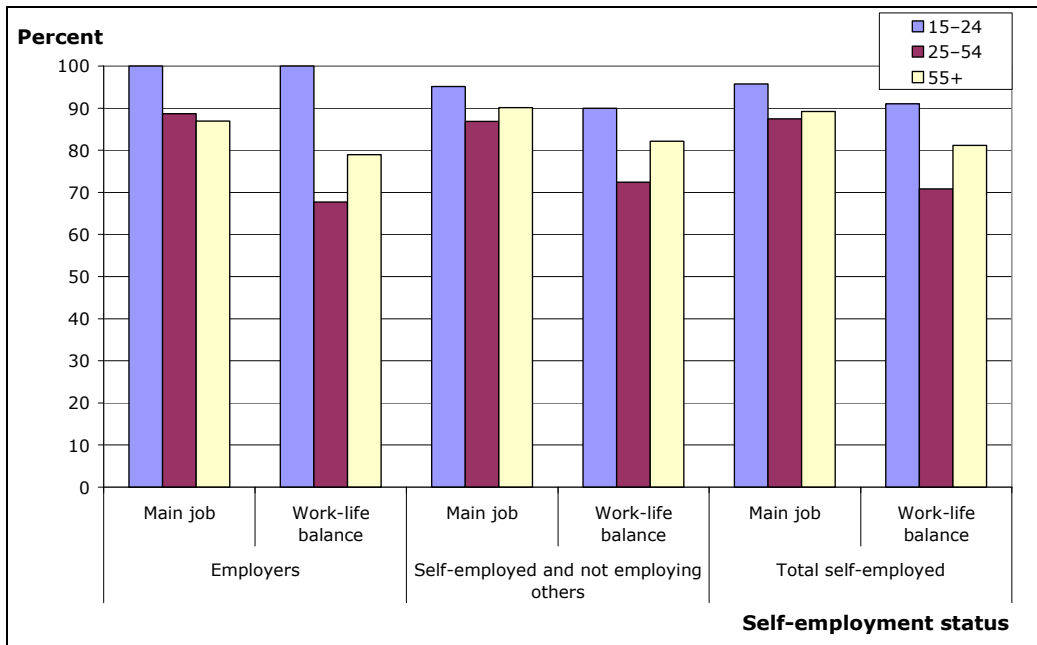
4.4.3 Satisfaction

The ratings given for satisfaction with the main job were similar for older and prime-aged self-employed people, with 89 percent of older self-employed people being satisfied or very satisfied compared with 87 percent of prime-aged self-employed people. Young self-employed people gave the highest job satisfaction rating, with 96 percent being satisfied or very satisfied with their main job (see Figure 21). Self-employed people aged 60 to 69 years were more highly satisfied with their main job (92 percent were satisfied or very satisfied) than those aged 55 to 59 years (84 percent were satisfied or very satisfied).

Older self-employed people were more highly satisfied with their work-life balance than prime-aged self-employed people (81 percent and 71 percent, respectively, were satisfied or very satisfied), but again, young self-employed people were the most satisfied (91 percent were satisfied or very satisfied). Similar proportions of self-employed males and females aged 55 to 64 years were satisfied or very satisfied with their work-life balance (79 percent and 80 percent, respectively), while self-employed females of all ages were more highly satisfied with their work-life balance than self-employed males of all ages (77 percent and 73 percent, respectively). Like the results above for satisfaction with main job, satisfaction with work-life balance was higher for those aged 60 to 69 years compared with those aged 55 to 59 years (84 percent and 76 percent, respectively, were satisfied or very satisfied with their work-life balance).

Older workers who were self-employed without employing others were slightly more satisfied with their main job than those who were employers (90 percent and 87 percent, respectively, were satisfied or very satisfied with their main job). This was also the case for satisfaction with work-life balance, with 82 percent of older workers who were self-employed without employing others being satisfied or very satisfied with their work-life balance compared with 79 percent who were employers. Among prime-aged self-employed workers job satisfaction ratings were higher for employers than for those who were self-employed without employing others, while work-life balance satisfaction ratings were higher for prime-aged self-employed workers who did not employ others than for prime-aged workers who were employers.

Figure 21: Proportion of self-employed people that were satisfied/very satisfied with their job and work-life balance by age group and self-employment status



5 DISTINCTIVE FEATURES OF OLDER WORKERS' EMPLOYMENT

This section of the paper examines some of the distinctive features of older workers' employment patterns and identifies key differences between older employees and older self-employed workers.

Demographic profile

Compared with employed people of all ages, older workers were proportionately more likely to be:

- male rather than female (57 percent and 43 percent, respectively)
- of European only ethnicity (89 percent)
- either New Zealand born (79 percent) or well established migrants to New Zealand (18 percent)
- living in a rural area or a secondary/minor urban area (18 percent and 13 percent, respectively)
- less qualified – around one-quarter had no qualifications (24 percent)
- living as part of couple without adult or dependent children (59 percent) or living on their own (16 percent)
- married or partnered (77 percent) and living with an employed spouse or partner (58 percent)
- self-employed rather than working as an employee (30 percent and 70 percent, respectively).

Occupation and industry

Older employees had a similar distribution across broad occupational and industry groups as employees of all ages. Comparing employees aged 55 to 64 years with those aged 65 to 69 years, there was a drop-off in the proportion who worked as legislators, administrators and managers and an increase in the proportion working in elementary occupations. And, there was an increase in the proportion of employees aged 65 to 69 years working in the retail trade industry compared with employees aged 55 to 64 years. Older female employees were much more likely to be working in the health and community services industry compared with female employees of all ages.

Older self-employed people were also largely working in the same broadly defined occupations and industries as all self-employed workers. However, a larger proportion of self-employed people aged 65 to 69 years worked as agriculture and fisheries workers compared with those aged 55 to 64 years, reflecting the high likelihood of farmers remaining in self-employment after reaching the age of eligibility for government superannuation. Consistent with this result, older self-employed workers were more likely to work in the agriculture, forestry and fishing industry and less likely to work in construction compared with prime-aged self-employed workers.

Sector of employment

Older employees were more likely to work for central government than employees of all ages. This result was driven by the higher proportion of female employees aged

55 to 64 years who worked for central government compared with females of all ages. However, there was a notable drop-off in the proportion of older employees working for central government among those aged 65 to 69 years.

Job tenure

The average job tenure of both older employees and older self-employed workers was twice that of prime-aged workers. In addition, self-employed older workers had much longer average job tenure than older employees (17.9 years and 10.7 years respectively). Following the same pattern as for male and female workers of all ages, both older male employees and older self-employed males had longer job tenure compared with older female employees and older self-employed females.

Temporary work

The rate of employment in temporary work was higher for older employees than for prime-aged employees. This was mainly driven by the high rate of temporary work among those aged 65 to 69 years, where 16 percent of employees were in temporary jobs. The incidence of temporary employment among those aged 55 to 64 years was similar to that of prime-aged employees. Overall, young employees had the highest rate of temporary employment.

Unlike prime-aged temporary workers, the majority of older temporary employees were casual workers (58 percent). Among older temporary employees, those aged 65 to 69 years had the highest rate of casual work (64 percent).

Older temporary employees also showed a clear preference for continuing to work in a temporary or seasonal job rather than moving to a permanent job. Seventy percent said they would prefer to continue working in a temporary job compared with just over half of all young employees and just under half of all prime-aged temporary employees. This preference was even stronger among those aged 65 to 69 years – 78 percent said they would prefer to stay in a temporary job. The most common reasons given by older temporary employees for doing temporary work were lifestyle reasons, while for prime-aged temporary employees, family reasons were predominant.

The higher rate of temporary work and the preference for doing this type of work among those who had reached the age of entitlement for government superannuation suggests that temporary work may be used by these workers as a way of supplementing income and extending employment and the non-financial benefits associated with work.

Job conditions

Compared with employees of all ages, older employees were more likely to be entitled to more than four week of annual leave per year, to be union members and to be employed on collective agreements. On the other hand, older employees had a lower rate of participation in employer-funded study and training than prime-aged employees (at 29 percent and 35 percent, respectively), with the drop-off in the training rate most evident for those aged 65 to 69 years. Only 19 percent of those aged 65 to 69 years did some employer-funded study and training compared with 29 percent of those aged 60 to 65 years and 32 percent of employees aged 55 to 59 years. This might be expected to some extent, given that employers are likely to

want to seek a return on investment in training and are therefore less likely to train staff who have reached the age of entitlement for government superannuation and who may be intending to retire. There may also be less interest in training among older workers who are approaching retirement.

Working times and hours

Older employees were more likely than prime-aged employees to work part-time, but they were less likely to do so than young employees. In addition, it was more common for older self-employed workers to work part-time than self-employed people of other ages.

The mean number of usual weekly hours worked by older employers was much higher than the mean hours worked by older employees and older self-employed workers who did not employ others. Male employers aged 55 to 64 years had the highest usual mean weekly hours worked of the age and sex groups examined in this analysis, at 52 hours per week.

Working long hours was not uncommon for older workers, with around one-quarter of older employees and 37 percent of older self-employed people working long hours. While the proportions of both older employees and older self-employed people who worked long hours were lower than the proportions of prime-aged workers who did so, the rate for those aged 55 to 64 years was very similar to the rate for prime-aged workers.

Older employees who worked long hours were less likely to say this caused them difficulties than prime-aged employees who worked long hours. This was also the case for older self-employed workers who worked long hours, despite the comparatively high number of mean usual weekly hours worked by older self-employed people who worked long hours (58 hours per week).

Self-employed older workers were much less likely to usually work all their hours at standard times (from 7am to 7pm, Monday to Friday) than older employees (46 percent and 70 percent, respectively). This same pattern was observed among employed people of all ages, with only 47 percent of all self-employed workers working all their hours at standard times compared with 66 percent of all employees.

Work at non-standard times

As well as being more likely to have worked at a non-standard time in the previous four weeks, older self-employed people were also more likely to work more frequently at non-standard times than older employees. Just under half of all older employees who had worked in the previous four weeks had worked at a non-standard time at least once during this time, and around half of those who had worked at a non-standard time had done so more than five times. In comparison, 71 percent of self-employed older workers who had worked in the previous four weeks had worked at a non-standard time, and two-thirds of these workers had done so more than five times.

Although the frequency of work at non-standard times was only slightly lower for older employees compared with employees of all ages and was higher for older self-employed people than for self-employed people of all ages, older workers who had

worked at a non-standard time were much less likely than employed people of all ages to report that this caused difficulties for them. This result may indicate that some older workers are at a stage in their working and personal lives when they are able to be more flexible about their working time arrangements and can potentially adapt these to suit the requirements of the job. Older workers who did report difficulties with working at non-standard times were most likely to report sleeping and health difficulties, while for prime-aged workers, family and home responsibility difficulties were most prevalent.

Job flexibility

The majority of older self-employed people had flexible start and finish times, and they were more likely to have flexible hours than self-employed people of other ages. Older employees were less likely than prime-aged employees to have flexible start and finish times. Given the higher likelihood that working women have caring responsibilities for children and elderly family members than working men, it is concerning that female employees aged 55 to 64 years (like female employees of all ages) were less likely to have flexible start and finish times than male employees in this age group. Interestingly, this pattern was reversed for self-employed workers, where both males aged 55 to 64 years and males of all ages were less likely to have flexible hours than their female counterparts. This suggests that the flexibility associated with some types of self-employment may be an incentive for older females in deciding to become self-employed.

Working at home

As might be expected, self-employed older workers were much more likely to have done some work at home in the previous four weeks (66 percent) than older employees (23 percent), and the proportions who worked at home were very similar for older employers and older self-employed workers who did not employ others. Male employers aged 55 to 64 years were more likely to have done some work at home in the previous four weeks than female employers in this age group. Conversely, self-employed females aged 55 to 64 years were more likely to have done some work at home than self-employed males in this age group, although this was mainly driven by the higher proportion of self-employed females in this age group who were not employers and who worked at home. Again, this finding supports the suggestion that older females may choose to move into self-employment because of the perceived job flexibility this offers.

Older self-employed people who did some work at home were more likely to have worked for 20 hours or more per week from home than prime-aged self-employed people who worked from home. However, among employees, the proportions who worked at home were the same for older and prime-aged workers. Older employees who did some work at home for their main job were less likely than prime-aged employees to have an arrangement with their employer to be paid for all or some of that work. It is notable that female employees aged 55 to 64 years who did some work at home were much less likely than female employees of all ages to have an arrangement to be paid for all or some of that work.

Preferences for working fewer hours

Among older full-time employees, it was more common for those who had reached the age of eligibility for government superannuation (those aged 65 to 69 years) to

indicate a preference for working fewer hours for less pay (30 percent) than it was for those aged 55 to 64 years (21 percent). In comparison, for older full-time self-employed workers a preference for working fewer hours was more evident at a younger age – 29 percent of self-employed workers in both the 60 to 64 years and 65 to 69 years age groups said they would prefer to work fewer hours for less income. The preference for working fewer hours by the age of 60 years among older self-employed workers was more strongly driven by older self-employed workers who were employers of others. However, this result is unsurprising given that older employers were more likely to work long hours and they had much higher median weekly earnings than other older workers.

Work-related health and safety

It was less likely for older workers than prime-aged workers to say they had often or always experienced work-related stress and often or always been too tired from work to enjoy other things in the 12 months prior to the interview. This is likely to be linked to the higher propensity of older employed people to work part-time. A similar proportion of older and prime-aged self-employed people reported often or always experiencing pain or physical problems because of work, while older employees were slightly more likely to say they had experienced physical problems or pain in the previous 12 months than prime-aged employees. However, of the work-related health problems asked about in the survey, experiencing pain or physical problems because of work was the least likely problem to be reported by older workers and by employed people of all ages, while stress was the most frequently reported work-related health issue.

Compared with prime-aged workers, older workers were less likely to say they had experienced discrimination, harassment or bullying at work in the previous 12 months. This was largely driven by the smaller proportion of self-employed older workers who had experienced discrimination, harassment or bullying compared with prime-aged self-employed people. By comparison, similar proportions of older employees and prime-aged employees said they had experienced discrimination, harassment or bullying at work.

Satisfaction

Older workers were more highly satisfied with their main job and their work-life balance than prime-aged and young workers. Satisfaction ratings were higher for older employees who worked part-time than for those who worked full-time, and levels of satisfaction with their job and with work-life balance were highest for part-time employees aged 65 to 69 years. Among older self-employed people, those who were not employers of others were more satisfied with both their job and their work-life balance than those who were employers. The proportions reporting they were satisfied or very satisfied with their job and work-life balance were very similar for older employers and older employees who worked full-time.

6 CONCLUDING COMMENTS

This paper uses data collected in the March 2008 Survey of Working Life to describe the work arrangements and employment conditions of older workers in New Zealand. It is aimed at increasing knowledge and understanding of older workers' employment and also provides a comprehensive resource for examining working conditions, and employment arrangements and outcomes by age and sex, and employment status. The analysis focuses on distinctive aspects of older workers' employment patterns by comparing their outcomes with those of prime-aged and young workers. Given the high proportion of older workers who are self-employed, findings are presented separately for older employees and older self-employed people so that differences in the employment patterns of these two groups of older workers can be highlighted.

Overall, the leading differences in employment arrangements for older workers compared with prime-aged workers were the much higher rate of self-employment, the longer job tenure, the higher rate of temporary employment and, within this, the higher rate of casual work (particularly for those aged 65 to 69 years), the higher level of part-time work and the lower rate of study and training (again, in particular for those aged 65 to 69 years).

In general, while the employment arrangements and working time patterns of those aged 55 to 59 years were broadly similar to those of prime-aged workers, more marked differences in employment patterns were evident for those aged 60 to 69 years. For example, those aged 55 to 59 years were similarly likely to work long hours and at non-standard times as prime-aged workers. However, a drop-off was noted in the proportions who worked long hours and at non-standard times among those aged 60 to 65 years, and a more marked decline was observed for those aged 65 to 69 years. Nonetheless, one in four older employees reported working long hours, and these workers were less likely to report that this caused them difficulties than prime-aged employees who worked long hours. It is also notable that both older employees and older self-employed workers who worked at non-standard times were much less likely to say that this caused difficulties for them than prime-aged workers who worked at non-standard times.

Older workers tended to undertake less study and employer-funded training than prime-aged workers and training rates decreased with age among older workers. Given their shorter future working life, older workers may regard study and training as having less value for them. However, the lower participation in employer-funded training may also reflect a desire among employers to get a reasonable return on investments in training by investing in employees whom they see as being less likely to resign in the near future. The analysis of employer-funded training shows that within the older age group, it was the more highly qualified individuals, those with longer job tenure and those who worked full-time who were more likely to participate in training. Further research could help to inform the extent to which employer-provided training is an incentive for older employees to remain in the workforce.

Levels of job satisfaction and satisfaction with work-life balance were higher for older workers than prime-aged workers, and highest for older employees who worked part-time and older self-employed people who were not employers. Work-related

health and safety outcomes were also more positive for older workers. They were less likely than prime-aged workers to say they experienced discrimination, bullying or harassment at work in the previous 12 months, and to say they had often or always felt stressed or too tired from work to enjoy other things.

In relation to retaining older people in high-quality meaningful work, it is encouraging to note the high levels of job and work-life balance satisfaction among older workers and the comparatively low incidence of work-related health and safety issues. These positive outcomes are not only likely to encourage older workers to remain in the workforce for longer, but may also be linked to increased productivity.

Some older workers are in the process of making a transition from full-time work to retirement, and therefore a relatively high proportion work reduced hours and, or in temporary jobs. Older employees who were in temporary jobs showed a clear preference for continuing to work in a temporary or seasonal job rather than getting a permanent job, with this preference highest among those aged 65 to 69 years. These findings suggest that temporary work may be used by older employees as a way of supplementing income and extending employment, and the non-financial benefits associated with remaining in work, past the age of eligibility for government superannuation.

Given that older workers are expected to comprise around one-quarter of our workforce by 2020, it will become increasingly important for employers to access the skills and experience of these workers and to ensure that older workers have access to high-quality meaningful work that best suits their skills, characteristics and requirements. Work arrangements that fit with older people's lives may help to reduce skill shortages. This may mean ensuring the availability of part-time work and jobs with flexible start and finish times. While job type is probably the main factor driving the lower likelihood of older employees having flexible hours, it is notable that only around one-third of older employees who worked 35 hours or more per week thought their employer would let them reduce to part-time hours, even though older employees showed a stronger preference for working fewer hours (and earning less) than prime-aged employees.

On the flip side of this, both older employees and older self-employed people who worked long hours and at non-standard times were less likely than prime-aged workers to say that that this caused them difficulties. This result illustrates the diversity among older workers in their personal characteristics and working patterns. Many older workers appear to be able to offer a relatively high level of flexibility in the way they work by adapting the hours and times worked to suit the requirements of the job.

Having the capital, skills and experience to run a business may partly account for the high rate of self-employment among older workers. Older workers heading towards retirement might also choose to become self-employed for financial and lifestyle reasons, including the increased autonomy and flexibility offered by some types of self-employment. Encouraging entrepreneurship, so that older workers who wish to move into self-employment can do so, may help to retain these workers in the labour market.

APPENDIX 1: DEFINITIONS OF TERMS

This appendix provides definitions of the variables and classifications that are used in this paper and in the tables in Appendix 2.

Business type

The 'business type' variable indicates whether the respondent worked for a private sector firm, a government sector organisation or a not-for-profit organisation in their main job. It was derived by matching each respondent to a specific business identity appearing on Statistics New Zealand's Business Frame, using the information they gave on the name and address of their employer. The Business Frame is a business register containing data on the characteristics of all businesses that meet certain size and economic significance criteria, including their employee numbers and business type.

Nine percent of respondents could not be linked to any business on the Business Frame, either because their employer was too small to be recorded on the Business Frame or because the details they gave were too vague. These respondents are included in the 'not specified' category.

Casual worker

A casual worker was defined in the survey as a temporary worker who only works when their employer asks them to, on an as-needed basis, whose work is typically done in short episodes. A casual worker may be asked to work a shift, for a few days or, less often, for several weeks at a time. Casual workers do not have any guarantee of regular ongoing work.

In practice, employees who answered 'no' to the initial question on whether their main job was permanent, 'no' to the question on whether they were a temporary agency worker and 'yes' to the following question, were classified as casual workers:

- In this job, are you a casual worker, that is, you ONLY work when your employer asks you to work and you have no guarantee of regular work?

Employment agreement

An employment agreement is a document agreed by an employee and an employer that covers the employee's terms and conditions of employment. An individual agreement applies only to an individual employee. A collective agreement covers two or more employees who are members of a union.

Ethnic group

Respondents to the HLFS are able to specify up to 14 ethnic groups that they are affiliated with. Their overall ethnic group is determined on the basis of all their responses. For example, the 'European only' group represents people who specified a European ethnic group and no other. The 'European/Māori' group includes people who gave these two ethnic groups and no others. The final 'other categories' group includes everyone who gave responses or combinations of responses that are not covered by preceding categories.

Fixed-term worker

A fixed-term worker was defined in the survey as a temporary employee who is hired until a fixed date or until a project has been completed. This includes replacement workers who are employees contracted to temporarily replace another employee who is absent on leave.

Employees who answered 'no' to the initial question on whether their main job was permanent, 'no' to both the 'temporary agency' and 'casual' questions, and said 'yes' to at least one of the following questions, were classified as fixed-term employees:

- In your current [main] job, are you working on a fixed-term contract, until a certain date?
- Are you working just until a task or project is finished?
- Were you hired to temporarily replace another worker?

Geographic area

Main urban areas are towns and cities with at least 30,000 residents. Minor urban areas are towns with at least 1,000 residents but less than 30,000. The rural category includes rural centres that have less than 1,000 residents and geographical areas with lower population densities.

Highest qualification

- The category 'Higher school qualification' includes NZ Bursary, NZ Scholarships, NCEA level 2 or 3, NZ Higher School Certificate and NZ 6th Form Certificate.
- The category 'Other school qualification' includes overseas school qualifications and any school qualifications that could not be classified by level.
- The category 'Other post-school qualification' includes people who said they had a post-school qualification but did not provide enough details for it to be classified.

Industry

Industry was classified using the ANZSIC96 classification.

Job tenure

The survey's measure of job tenure was derived from a question on the duration of time the respondent had worked for their employer in their main job. The wording of the question did not specify that the work under consideration must have been continuous and unbroken. Some people may have referred to the date when they first began working for their current employer even if they had not worked continuously.

Occupation

Occupation was classified using the NZSCO99 classification.

Parental status

The parental status variable uses the concept of a dependent child – a child who is either aged under 16 or aged 16–17 and not employed full-time.

Part-time employee

A part-time employee is one who usually works for fewer than 30 hours a week.

Seasonal worker

A seasonal job is a job that only exists at certain times of the year because the work does not need to be done year round. Whether a job is seasonal is reasonably clear cut in some industries (such as fruit picking or meat processing). In others, it can be unclear. For example, people who are employed to work during school terms (and are not paid at other times of the year) are technically doing seasonal work, but they may not see themselves as seasonal workers. Classification within the Survey of Working Life relied on self-definition.

The measure 'seasonal employee' as used in this paper includes everyone who said 'yes' to the question on seasonal work, including people who can also be classified as casual, fixed term or temporary agency workers:

- Is your job only available at certain times of the year, in other words, is it a seasonal job?

Some of the people in this group initially said that their job was permanent, but because they also said their job was seasonal, they were later reclassified as temporary employees.

Size of establishment and size of enterprise

An establishment is a business unit or workplace with a single geographical location. An enterprise is a legally defined business entity that may have one or more establishments.

The 'size of establishment' and 'size of enterprise' variables were derived by matching each respondent to a specific business identity appearing on Statistics New Zealand's Business Frame, using the information they gave on the name and address of their employer. The Business Frame is a business register containing data on the characteristics of all businesses that meet certain size and economic significance criteria.

Nine percent of respondents could not be linked to any business on the Business Frame, either because their employer was too small to appear on the Business Frame or because the details they gave were too vague. These respondents are included in the 'not specified' category.

Temporary employee

A temporary employee was defined in the survey as an employee whose job only lasts for a limited time or until the completion of a project. In practice, employees who answered 'no' to a question on whether their main job was permanent, or 'yes' to a question on whether their main job was seasonal, were classified as temporary. These questions were worded as follows:

- A permanent employee is guaranteed continuing work. They can stay in their job until they decide to leave or their employer makes them redundant. In your job, are you a permanent employee?

- Is your job only available at certain times of the year, in other words, is it a seasonal job?

A person who said 'yes' to the first question and 'yes' to the second was classified in the survey outputs as a temporary employee. Some seasonal workers have long-term relationships with a particular employer and return to the same job each season and therefore may believe they have a guarantee of continuing work. Nevertheless, employees in seasonal jobs were classified as 'temporary' in the main survey outputs and in this paper because their job does not provide continuous work around the year.

Temporary employment agency worker

A temporary employment agency worker was defined in the survey as a temporary worker who is paid by or through a temporary employment agency and placed by this agency to perform work at the premises of a third party customer enterprise, that is, someone other than the business enterprise that pays their wage or salary.

In practice, employees who answered 'no' to the initial question on whether their main job was permanent and 'yes' to the following question were classified as temporary agency workers:

- Are you a temporary agency worker who is paid by, or through, an employment agency?

APPENDIX 2: TABLES

TABLE NOTES

Source: Statistics New Zealand's Survey of Working Life

Access to the data used in these tables was provided by Statistics New Zealand under conditions designed to give effect to the security and confidentiality provisions of the Statistics Act 1975. The results presented in these tables are the work of the author, not Statistics New Zealand.

Notes for tables

S = suppressed due to small sample size.

For most variables, "not specified" responses are included in the table totals only. Therefore, the column percentages will not usually add to 100%.

Earnings

Weekly earnings for employees are derived from weekly earnings in the respondent's main job only. Weekly earnings from self-employment are derived from annual earnings from all forms of self-employment. Means and medians are calculated excluding "not specified" responses and mean and median weekly earnings are rounded to the nearest dollar.

Employer-funded study and training

The "Total who did study/training" includes those who gave an "other" response to the amount of time spent on study and training, and those who did not specify the amount of time spent on study and training

Employment relationship

"Temporary employee" is a prioritised classification. For example, if a respondent said they were a "casual" and a "fixed-term" worker they are classified in this table as a "casual" worker.

"Temporary employee" includes "permanent" employees who were reclassified as "temporary" because they said their jobs were seasonal.

The total includes "seasonal workers not further defined" and "other" temporary employees not elsewhere classified, in addition to "not specified" responses

Frequency of work at non-standard times in last 4 weeks (for those who worked in the last 4 weeks)

Tables 10 and 15 only include those who worked for one hour or more in the last four weeks.

Working at a non-standard time includes any work for one hour or more in the evening, at night, in the early morning, on a Saturday, or on a Sunday.

The totals for those who worked in the evening, at night, in the early morning and in the weekend include those who said they worked at this time but who were unable to provide the frequency of times worked

The "Total who worked at a non-standard time" includes those who worked at a non-standard time, where the frequency of non-standard times worked could not be derived.

Highest qualification

"Higher school qualification" includes NCEA Levels 2 and 3, University Entrance, NZ Bursary, Higher School Certificate and NZ Scholarship.

Industry

ANZSIC: Australian and New Zealand Standard Industrial Classification 1996, classifying industrial activity of place of employment

The total includes two extra categories: Mining; and Electricity, gas and water supply, in addition to "not specified" responses.

Occupation

NZSCO: New Zealand Standard Classification of Occupations, 1999.

Overtime worked in last 4 weeks

To be counted as working "paid overtime" a person had to be working additional hours and paid at a higher rate than normal for those hours.

Reasons for doing temporary/seasonal work

Respondents could provide more than one response where applicable. This means the sum of the cells will equal more than the total number of temporary employees

Seasonal vs. non-seasonal job

"Seasonal" counts all employees who said 'yes' to the seasonal employment question, including those whose employment relationship was classified as "casual", "fixed-term", "temporary agency worker"

"seasonal worker not further defined" or "other" temporary.

Also included are "permanent" employees who were reclassified as "temporary" because they said their jobs were seasonal.

Types of difficulties with working at a non-standard time (for those who had difficulties)

Respondents could provide more than one response where applicable. This means the sum of the cells will equal more than the total number of people who had difficulties

These proportions are of the total number of people with difficulties and are therefore not proportions of the weighted number at the bottom of the table.

Type of temporary employee

"Temporary employee" is a prioritised classification. For example, if a respondent said they were a "casual" and a "fixed-term" worker they are classified in this table as a "casual" worker.

"Other temporary employee" includes "fixed-term workers", "temporary employment agency workers", "seasonal workers not further defined", "other temporary employees" and "permanent" employees who were reclassified as "temporary" because they said their jobs were seasonal.

Usual working time

"Standard" is defined as usually working all hours in all jobs between 7am and 7pm, Monday to Friday.

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Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Table 1

Demographic Characteristics: Total Employed
by Age Group and Sex

	Male				Female				Total			
	15-24	25-54	55+	Total	15-24	25-54	55+	Total	15-24	25-54	55+	Total
	Column %											
Ethnic group												
European only	72.6	74.7	89.2	77.2	69.0	74.2	88.8	75.8	70.9	74.5	89.0	76.6
Maori only	4.9	4.6	3.7	4.5	4.8	5.2	3.6	4.9	4.8	4.9	3.7	4.7
European/Maori	5.4	4.2	2.3	4.0	6.8	5.0	2.5	4.8	6.1	4.6	2.4	4.4
Pacific only	4.0	3.7	1.1	3.3	3.9	3.4	1.1	3.1	4.0	3.6	1.1	3.2
Asian only	8.4	9.6	2.4	8.0	9.4	9.4	2.4	8.2	8.9	9.5	2.4	8.1
Other	4.7	3.2	1.4	3.1	5.9	2.9	1.5	3.2	5.3	3.0	1.4	3.1
Birthplace/Time in NZ												
Born in NZ	82.2	73.7	78.3	75.9	81.2	75.3	80.1	77.1	81.7	74.4	79.1	76.5
Overseas, lived in NZ for <5 years	5.0	7.7	1.7	6.1	5.1	6.8	1.6	5.6	5.0	7.3	1.6	5.9
Overseas, lived in NZ for 5-<10 years	6.8	6.6	1.4	5.7	6.6	5.6	1.1	5.0	6.7	6.1	1.3	5.3
Overseas - lived in NZ for 10 years+	5.9	12.0	18.5	12.3	7.1	12.3	17.2	12.3	6.5	12.1	18.0	12.3
Area type												
Main urban	77.3	75.1	68.3	74.1	79.0	74.6	70.7	74.7	78.1	74.8	69.4	74.4
Secondary/Minor urban	10.6	9.9	13.1	10.6	8.6	10.7	12.9	10.7	9.6	10.3	13.0	10.7
Rural	12.1	15.0	18.6	15.3	12.5	14.7	16.3	14.6	12.3	14.9	17.6	15.0
Regional Council												
Northland	3.3	2.7	4.0	3.1	2.4	3.2	3.8	3.2	2.9	2.9	4.0	3.1
Auckland	33.0	33.2	27.4	32.1	31.1	31.3	29.0	30.9	32.1	32.3	28.1	31.5
Waikato	9.8	9.0	11.0	9.5	10.3	8.7	10.9	9.4	10.0	8.9	11.0	9.4
Bay of Plenty	5.0	4.8	5.4	5.0	4.3	4.8	5.6	4.9	4.7	4.8	5.5	4.9
Gisborne/Hawke's Bay	3.0	4.4	4.6	4.2	4.7	4.7	5.4	4.8	3.8	4.6	4.9	4.5
Taranaki	2.5	2.6	3.5	2.8	2.3	2.5	3.6	2.7	2.4	2.6	3.5	2.7
Manawatu-Wanganui	5.2	4.6	6.2	5.0	4.9	4.7	5.3	4.9	5.1	4.7	5.8	4.9
Wellington	8.5	12.4	11.2	11.6	10.4	13.1	10.3	12.2	9.4	12.7	10.8	11.9
Tasman/Marlborough/West Coast	4.0	4.3	4.0	4.2	3.6	4.2	4.1	4.1	3.8	4.3	4.0	4.1
Canterbury	17.4	15.5	15.3	15.7	19.0	16.0	15.2	16.4	18.2	15.7	15.2	16.0
Otago	6.0	3.8	4.7	4.3	4.7	4.3	4.1	4.3	5.4	4.0	4.4	4.3
Southland	2.4	2.6	2.8	2.6	2.2	2.4	2.5	2.4	2.3	2.5	2.7	2.5
Highest qualification												
No qualification	20.9	15.6	22.0	17.6	13.0	14.8	25.8	16.4	17.2	15.2	23.7	17.1
School C/NCEA level 1	17.0	5.5	7.1	7.6	11.0	7.6	9.9	8.6	14.2	6.5	8.3	8.1
Higher school qualification	28.6	9.5	7.1	12.1	37.4	10.9	6.3	14.4	32.8	10.2	6.8	13.2
School qualification level NS	1.8	2.5	2.6	2.4	3.1	3.1	4.0	3.2	2.4	2.8	3.2	2.8
Vocational or trade qualification	21.6	38.5	37.9	35.7	20.8	33.4	36.0	31.8	21.2	36.1	37.1	33.9
Bachelors degree/Post-grad qual.	7.8	23.8	17.7	20.1	12.3	25.6	13.2	21.3	9.9	24.7	15.7	20.7
Post-school qual. level NS	1.8	4.1	4.8	3.9	1.8	4.3	4.5	3.9	1.8	4.2	4.6	3.9
Participating in formal study												
Yes	23.4	3.7	0.8	6.3	17.6	5.6	1.4	6.8	20.7	4.6	1.1	6.5
No	60.6	96.1	99.1	91.1	63.6	94.3	98.3	90.0	62.0	95.3	98.7	90.6
Household composition												
Couple only (and with others)	14.4	22.9	61.4	28.9	16.9	23.6	55.3	28.0	15.6	23.2	58.8	28.5
Couple with dependent child/ren (and with others)	29.8	48.3	6.3	37.4	30.7	41.2	2.1	32.8	30.2	45.0	4.5	35.2
Couple with adult child/ren (and with others)	18.4	6.2	12.7	9.4	19.5	7.5	8.9	9.7	18.9	6.8	11.1	9.5
Sole parent with dependent child/ren (and with others)	7.3	2.1	1.0	2.7	8.9	9.2	1.4	7.8	8.1	5.4	1.2	5.1
Sole parent with adult child/ren (and with others)	5.1	2.3	1.4	2.6	5.3	3.4	4.5	3.9	5.2	2.8	2.8	3.2
One person household	4.5	9.7	11.4	9.2	2.5	7.1	20.9	8.7	3.6	8.5	15.5	9.0
Other household/Not specified	20.4	8.4	5.8	9.8	16.1	8.0	6.7	9.1	18.4	8.2	6.2	9.5
Mother/father of dependent child/ren												
Sole mother of dependent child/ren					1.8	9.5	0.6	6.7	0.8	4.4	0.3	3.1
Sole father of dependent child/ren	S	1.8	0.9	1.4				S	1.0	0.5	0.8	
Mother of dependent child/ren, two parent family					4.2	41.9	1.7	28.8	2.0	19.5	0.7	13.3
Father of dependent child/ren, two parent family	5.7	49.2	6.5	34.2					3.0	26.3	3.7	18.5
Not parent of dependent child/ren	94.1	49.0	92.6	64.4	94.0	48.7	97.7	64.5	94.0	48.8	94.8	64.5
Parent/main caregiver of child/ren under 14 living in household												
Mother					5.7	41.0	0.8	28.3	2.7	19.0	0.3	13.0
Father	5.4	42.3	3.6	29.1					2.9	22.6	2.1	15.7
Other caregiver	0.6	0.4	S	0.4	1.0	0.3	S	0.4	0.8	0.3	0.3	0.4
Not parent/caregiver of child under 14	94.0	57.4	96.1	70.5	93.2	58.8	98.9	71.3	93.6	58.0	97.3	70.9
Marital status												
Married/partnered	18.2	76.5	83.7	68.7	21.2	72.7	68.7	63.6	19.7	74.7	77.2	66.3
Not living with a spouse or partner	81.8	23.5	16.3	31.3	78.8	27.3	31.3	36.4	80.3	25.3	22.8	33.7
Labour force status of spouse/partner in household												
Spouse/partner employed	12.9	56.4	60.8	50.4	19.9	65.8	53.7	56.2	16.2	60.8	57.7	53.1
Spouse/partner not employed	4.6	18.9	20.2	16.9	0.7	4.6	12.3	5.3	2.8	12.2	16.8	11.6
LF status of spouse/partner unknown	2.3	1.6	1.7	1.7	0.8	2.5	1.3	2.0	1.6	2.0	1.6	1.9
No spouse/partner in household	80.3	23.1	17.2	31.0	78.6	27.2	32.7	36.5	79.5	25.0	24.0	33.5
Parent(s) living in household												
Parent(s) living in household	57.2	6.2	1.0	13.2	60.2	5.6	1.0	13.7	58.6	5.9	1.0	13.5
No parent(s) living in household	42.8	93.8	99.0	86.8	39.8	94.4	99.0	86.3	41.4	94.1	99.0	86.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	182.0	752.2	220.8	1155.0	161.0	653.6	169.3	983.9	343.0	1405.9	390.0	2138.9

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Table 2a (continued on next page)

Demographic and Job Characteristics: Total Employed
by Age Group and Employment Status

	Employee (working for wages or a salary)				S	Employer of others in own business			S	Self-employed and not employing others			
	15-24	25-54	55+	Total		15-24	25-54	55+		Total	15-24	25-54	55+
Column %													
Sex													
Male	52.3	50.9	50.5	51.1	S	69.4	74.9	70.7	S	78.2	66.1	72.1	68.2
Female	47.7	49.1	49.5	48.9	S	30.6	25.1	29.3	S	21.8	33.9	27.9	31.8
Ethnic group													
European only	71.1	72.6	87.5	74.7	S	85.6	91.3	86.9	S	78.0	80.5	93.0	84.2
Maori only	4.7	5.5	4.5	5.2	S	1.3	S	1.6	S	2.7	1.6	S	2.6
European/Maori	6.2	4.9	2.6	4.8	S	2.5	S	2.5	S	3.5	S	S	2.7
Pacific only	3.9	4.2	1.4	3.7	S	S	S	S	S	0.9	S	S	1.0
Asian only	8.6	9.6	2.4	8.3	S	7.6	S	6.4	S	9.7	2.9	S	7.5
Other	5.4	3.1	1.5	3.3	S	2.7	S	2.4	S	2.7	S	S	2.0
Birthplace/Time in NZ													
Born in NZ	81.6	73.7	78.5	76.0	S	80.6	81.5	81.0	S	88.2	75.9	79.4	77.4
Overseas, lived in NZ for <5 years	5.0	8.0	2.0	6.5	S	2.5	S	2.1	S	4.7	S	S	3.6
Overseas, lived in NZ for 5-<10	6.5	6.2	1.6	5.5	S	2.2	S	1.8	S	7.6	S	S	5.4
Overseas - lived in NZ for 10 years+	6.7	12.0	17.9	11.9	S	14.6	17.0	15.2	S	11.7	19.2	S	13.6
Area type													
Main urban	78.4	77.4	73.3	76.9	S	57.2	60.4	58.5	S	66.9	68.2	62.0	66.3
Secondary/Minor urban	9.7	10.6	14.2	11.0	S	9.7	11.1	10.0	S	S	9.8	S	8.9
Rural	11.9	12.0	12.5	12.1	S	33.1	28.5	31.5	S	27.6	23.2	28.2	24.8
Regional Council													
Northland	2.7	2.5	2.7	2.6	S	4.4	7.6	5.3	S	4.5	6.5	S	5.2
Auckland	31.9	32.0	27.2	31.2	S	27.7	31.2	28.9	S	44.7	37.3	31.1	35.6
Waikato	9.9	8.4	11.7	9.2	S	13.8	11.3	13.1	S	9.6	8.8	S	9.4
Bay of Plenty	4.8	4.6	4.9	4.7	S	6.2	7.1	6.4	S	5.5	6.7	S	5.7
Gisborne/Hawke's Bay	3.9	4.6	5.5	4.6	S	6.6	5.2	6.1	S	3.3	3.1	S	3.2
Taranaki	2.4	2.4	3.2	2.5	S	3.3	S	3.0	S	3.2	4.8	S	3.7
Manawatu-Wanganui	5.0	4.7	5.3	4.9	S	3.8	6.3	4.5	S	4.7	6.6	S	5.4
Wellington	9.6	13.4	12.2	12.5	S	7.9	7.1	7.8	S	10.9	8.0	S	9.7
Tasman/Marlborough/West Coast	3.9	4.1	4.2	4.0	S	5.1	4.8	4.9	S	4.9	3.1	S	4.3
Canterbury	18.2	16.6	15.5	16.7	S	13.3	10.1	12.3	S	16.4	11.3	16.2	13.0
Otago	5.5	4.1	4.9	4.5	S	3.7	4.5	3.9	S	3.5	3.1	S	3.3
Southland	2.2	2.6	2.7	2.5	S	4.3	S	3.8	S	1.3	1.9	S	1.6
Highest qualification													
No qualification	17.2	15.8	24.7	17.5	S	11.8	20.6	14.1	S	16.7	13.0	21.6	15.8
School C/NCEA level 1	14.3	6.1	7.8	8.0	S	7.5	10.0	8.4	S	7.7	9.6	S	8.3
Higher school qualification	33.2	10.3	6.8	14.1	S	12.8	7.2	11.8	S	7.7	5.5	S	7.1
School qualification level NS	2.5	2.5	3.5	2.6	S	3.7	3.8	3.7	S	4.4	2.0	S	3.5
Vocational or trade qualification	21.0	34.9	36.7	32.5	S	41.8	36.1	39.9	S	38.0	41.3	38.9	40.4
Bachelors degree/Post-grad qual.	9.5	25.6	15.2	20.9	S	19.3	18.7	19.0	S	22.2	21.5	17.0	20.2
Post-school qual. level NS	1.8	4.3	4.8	3.9	S	2.7	S	2.7	S	4.0	4.7	S	4.2
Participating in formal study													
Yes	20.9	5.2	1.2	7.5	S	2.3	S	1.6	S	19.0	1.7	S	2.1
No	61.4	94.7	98.6	89.0	S	97.3	99.7	98.0	S	81.0	98.3	98.7	97.9
Household composition													
Couple only (and with others)	15.4	23.0	54.9	26.5	S	19.5	73.8	34.2	S	28.6	27.3	64.4	38.7
Couple with dependent child/ren (and with others)	30.7	42.9	4.8	34.6	S	59.2	3.0	43.5	S	50.5	4.4	S	35.1
Couple with adult child/ren (and with others)	18.6	6.9	10.1	9.7	S	8.0	11.8	9.7	S	23.0	5.4	13.5	8.4
Sole parent with dependent child/ren (and with others)	8.3	6.1	1.6	5.8	S	1.9	S	1.4	S	3.0	S	S	2.2
Sole parent with adult child/ren (and with others)	5.1	3.1	3.2	3.5	S	1.2	S	0.9	S	1.8	2.5	S	2.3
One person household	3.4	8.8	17.9	9.2	S	7.2	7.3	7.1	S	7.5	11.7	S	8.9
Other household/Not specified	18.5	9.2	7.5	10.7	S	3.0	3.8	3.2	S	13.9	4.5	3.1	4.4
Mother/father of dependent child/ren													
Sole mother of dependent child/ren	0.9	5.1	S	3.5	S	S	S	S	S	1.5	S	S	1.1
Sole father of dependent child/ren	S	1.0	0.7	0.8	S	S	S	S	S	0.8	S	S	0.6
Mother of dependent child/ren, two parent family	2.0	19.5	0.7	13.3	S	19.0	S	13.7	S	17.7	S	S	12.0
Father of dependent child/ren, two parent family	3.0	24.3	3.9	17.1	S	40.4	S	29.8	S	33.1	3.5	S	23.1
Not parent of dependent child/ren	94.0	50.0	94.3	65.3	S	38.6	97.0	55.1	S	94.6	46.8	95.3	63.2
Parent/main caregiver of child/ren under 14 living in household													
Mother	2.7	19.5	S	13.3	S	16.2	S	11.7	S	15.8	S	S	10.6
Father	2.8	21.1	2.1	14.6	S	32.5	S	23.5	S	28.5	2.3	S	19.7
Other caregiver	0.7	0.3	0.4	0.4	S	S	S	S	S	S	S	S	0.4
Not parent/caregiver of child under 14	93.7	59.1	97.2	71.7	S	50.8	99.0	64.2	S	92.3	55.3	97.0	69.2
Marital status													
Married/partnered	19.4	72.3	73.2	62.4	S	88.0	91.9	88.5	S	29.6	84.0	83.2	81.9
Not living with a spouse or partner	80.6	27.7	26.8	37.6	S	12.0	8.1	11.5	S	70.4	16.0	16.8	18.1
Labour force status of spouse/partner in household													
Spouse/partner employed	16.0	58.3	52.3	49.3	S	76.2	78.4	76.1	S	22.6	68.3	65.5	65.9
Spouse/partner not employed	2.7	12.3	18.0	11.4	S	10.6	12.2	11.0	S	S	13.4	15.1	13.7
LF status of spouse/partner unknown	1.5	2.1	1.5	1.9	S	S	S	1.0	S	S	2.3	1.7	2.2
No spouse/partner in household	79.9	27.4	28.2	37.5	S	12.3	7.9	11.9	S	64.4	16.1	17.7	18.1
Parent(s) living in household													
Parent(s) living in household	58.7	6.8	1.3	15.8	S	1.5	S	2.0	S	40.4	2.6	S	3.2
No parent(s) living in household	41.3	93.2	98.7	84.2	S	98.5	99.6	98.0	S	59.6	97.4	99.5	96.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	331.2	1139.0	273.0	1743.2	1.1	87.8	33.4	122.2	8.5	169.7	78.3	256.5	

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Table 2b (continued)

Demographic and Job Characteristics: Total Employed
by Age Group and Employment Status

	Total employers and self-employed				Total employed			
	15-24	25-54	55+	Total	15-24	25-54	55+	Total
	Column %							
Sex								
Male	78.2	66.1	72.1	68.2	53.1	53.5	56.6	54.0
Female	21.8	33.9	27.9	31.8	46.9	46.5	43.4	46.0
Ethnic group								
European only	74.9	82.3	92.5	85.1	70.9	74.5	89.0	76.6
Maori only	S	2.2	1.8	2.3	4.8	4.9	3.7	4.7
European/Maori	S	3.2	1.7	2.6	6.1	4.6	2.4	4.4
Pacific only	S	0.6	S	0.7	4.0	3.6	1.1	3.2
Asian only	S	9.0	2.6	7.1	8.9	9.5	2.4	8.1
Other	S	2.7	1.1	2.2	5.3	3.0	1.4	3.1
Birthplace/Time in NZ								
Born in NZ	89.5	77.5	80.0	78.6	81.7	74.4	79.1	76.5
Overseas, lived in NZ for <5 years	S	4.0	S	3.1	5.0	7.3	1.6	5.9
Overseas, lived in NZ for 5-<10	S	5.8	S	4.2	6.7	6.1	1.3	5.3
Overseas - lived in NZ for 10 years+	S	12.7	18.5	14.1	6.5	12.1	18.0	12.3
Area type								
Main urban	70.5	64.5	61.5	63.8	78.1	74.8	69.4	74.4
Secondary/Minor urban	S	9.0	10.2	9.3	9.6	10.3	13.0	10.7
Rural	24.5	26.5	28.3	27.0	12.3	14.9	17.6	15.0
Region								
Northland	S	4.4	6.9	5.2	2.9	2.9	4.0	3.1
Auckland	45.3	34.0	31.1	33.4	32.1	32.3	28.1	31.5
Waikato	S	11.0	9.5	10.6	10.0	8.9	11.0	9.4
Bay of Plenty	S	5.7	6.8	5.9	4.7	4.8	5.5	4.9
Gisborne/Hawke's Bay	S	4.4	3.7	4.1	3.8	4.6	4.9	4.5
Taranaki	S	3.3	4.1	3.5	2.4	2.6	3.5	2.7
Manawatu-Wanganui	S	4.4	6.6	5.1	5.1	4.7	5.8	4.9
Wellington	S	9.9	7.7	9.1	9.4	12.7	10.8	11.9
Tasman/Marlborough/West Coast	S	5.0	3.6	4.5	3.8	4.3	4.0	4.1
Canterbury	S	12.0	14.4	12.8	18.2	15.7	15.2	16.0
Otago	S	3.5	3.5	3.5	5.4	4.0	4.4	4.3
Southland	S	2.4	2.1	2.3	2.3	2.5	2.7	2.5
Highest qualification								
No qualification	14.9	12.6	21.3	15.2	17.2	15.2	23.7	17.1
School C/NCEA level 1	S	7.6	9.7	8.3	14.2	6.5	8.3	8.1
Higher school qualification	16.8	9.5	6.0	8.6	32.8	10.2	6.8	13.2
School qualification level NS	S	4.1	2.5	3.6	2.4	2.8	3.2	2.8
Vocational or trade qualification	33.8	41.5	38.0	40.3	21.2	36.1	37.1	33.9
Bachelors degree/Post-grad qual.	19.7	20.8	17.5	19.8	9.9	24.7	15.7	20.7
Post-school qual. level NS	S	3.6	4.1	3.7	1.8	4.2	4.6	3.9
Participating in formal study								
Yes	16.8	1.9	S	1.9	20.7	4.6	1.1	6.5
No	83.2	98.0	99.0	97.9	62.0	95.3	98.7	90.6
Household composition								
Couple only (and with others)	25.5	24.7	67.2	37.2	15.6	23.2	58.8	28.5
Couple with dependent child/ren (and with others)	12.5	53.5	4.0	37.8	30.2	45.0	4.5	35.2
Couple with adult child/ren (and with others)	29.5	6.3	13.0	8.8	18.9	6.8	11.1	9.5
Sole parent with dependent child/ren (and with others)	S	2.6	S	1.9	8.1	5.4	1.2	5.1
Sole parent with adult child/ren (and with others)	S	1.6	1.8	1.8	5.2	2.8	2.8	3.2
One person household	S	7.4	10.4	8.4	3.6	8.5	15.5	9.0
Other household/Not specified	12.3	4.0	3.3	4.0	18.4	8.2	6.2	9.5
Mother/father of dependent child/ren								
Sole mother of dependent child/ren	S	1.4	S	1.0	0.8	4.4	0.3	3.1
Sole father of dependent child/ren	S	0.9	S	0.6	S	1.0	0.5	0.8
Mother of dependent child/ren, two parent family	S	18.1	S	12.5	2.0	19.5	0.7	13.3
Father of dependent child/ren, two parent family	S	35.6	3.3	25.3	3.0	26.3	3.7	18.5
Not parent of dependent child/ren	95.2	44.0	95.8	60.6	94.0	48.8	94.8	64.5
Parent/main caregiver of child/ren under 14 living in household								
Mother	S	15.9	S	11.0	2.7	19.0	0.3	13.0
Father	S	29.8	1.8	21.0	2.9	22.6	2.1	15.7
Other caregiver	S	0.5	S	0.5	0.8	0.3	0.3	0.4
Not parent/caregiver of child under 14	91.0	53.7	97.6	67.6	93.6	58.0	97.3	70.9
Marital status								
Married/partnered	28.4	85.3	85.8	84.0	19.7	74.7	77.2	66.3
Not living with a spouse or partner	71.6	14.7	14.2	16.0	80.3	25.3	22.8	33.7
Labour force status of spouse/partner in household								
Spouse/partner employed	20.1	S	71.0	69.4	16.2	60.8	57.7	53.1
Spouse/partner not employed	S	12.4	14.2	12.8	2.8	12.2	16.8	11.6
LF status of spouse/partner unknown	S	1.8	1.7	1.9	1.6	2.0	1.6	1.9
No spouse/partner in household	68.3	14.8	14.7	16.1	79.5	25.0	24.0	33.5
Parent(s) living in household								
Parent(s) living in household	47.0	2.2	S	2.8	58.6	5.9	1.0	13.5
No parent(s) living in household	53.0	97.8	99.5	97.2	41.4	94.1	99.0	86.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	9.5	257.5	111.7	378.7	343.0	1405.9	390.0	2138.9

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Table 6a (continued on next page)

Characteristics of Main Job: Employees Only
by Age Group and Sex

	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total employees
	55-59	60-64	65-69	Total 55-69	Male 55-64	Female 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
Column %													
Occupation													
Legislators, administrators and managers	13.8	12.5	7.8	12.6	17.0	9.6	13.3	4.1	14.6	12.5	14.6	9.9	12.3
Professionals	22.3	17.0	20.5	20.3	18.3	22.2	20.2	6.9	20.2	20.2	14.7	20.8	17.7
Technicians and associate professionals	8.6	11.6	7.4	9.5	7.7	12.0	9.8	9.0	13.6	9.4	10.7	13.6	12.1
Clerks	15.5	16.9	16.9	16.2	5.8	26.4	16.1	13.9	13.5	15.9	5.9	22.4	14.0
Service and sales workers	14.2	15.6	17.8	15.1	9.0	20.5	14.7	34.1	12.6	15.1	12.2	22.1	17.1
Agriculture & fishery workers	4.3	2.9	5.1	3.9	5.3	2.2	3.8	6.4	3.7	4.1	5.8	2.7	4.3
Trades workers	8.0	7.6	7.7	7.8	15.4	S	7.9	10.8	8.1	7.8	16.1	0.8	8.6
Plant & machine operators & assemblers	8.6	10.2	7.8	9.0	15.9	2.4	9.2	6.9	8.7	9.0	13.7	3.0	8.4
Elementary occupations	4.5	5.7	9.0	5.5	5.6	4.3	5.0	7.7	4.9	5.9	6.4	4.7	5.6
Industry													
Agriculture, forestry & fishing	4.6	4.1	5.3	4.5	6.6	2.2	4.4	6.3	4.4	4.5	6.3	3.2	4.8
Manufacturing	14.8	13.4	13.6	14.2	21.1	7.3	14.2	11.5	15.6	13.9	20.5	8.4	14.6
Construction	5.4	6.5	3.2	5.5	10.7	1.0	5.9	7.5	6.1	5.4	10.8	1.5	6.2
Wholesale trade	3.9	5.1	5.2	4.5	6.0	2.8	4.4	3.7	5.5	4.5	6.6	3.4	5.0
Retail trade	8.7	8.5	13.6	9.3	7.0	10.2	8.6	30.0	9.9	9.2	12.1	15.2	13.6
Accommodation, cafes and restaurants	2.9	2.9	4.6	3.1	2.2	3.6	2.9	11.0	3.2	3.1	3.3	6.1	4.7
Transport and storage	4.7	6.6	4.3	5.3	8.1	2.8	5.4	2.3	4.4	5.3	5.7	2.5	4.1
Communication services	1.3	S	S	1.0	1.0	0.9	1.0	2.3	1.8	1.0	2.2	1.4	1.8
Finance and insurance	2.0	3.0	S	2.3	2.0	2.8	2.4	2.1	4.4	2.2	2.8	4.4	3.6
Property & business services	10.6	7.7	6.5	9.1	9.4	9.5	9.5	7.2	10.3	9.6	9.3	9.9	9.6
Government administration and defence	6.0	5.9	4.5	5.8	6.1	5.9	6.0	1.5	5.5	5.7	4.1	5.5	4.8
Education	12.6	14.1	12.2	13.0	8.5	17.9	13.2	3.6	9.7	12.9	5.0	13.3	9.1
Health & community services	15.3	15.5	14.6	15.3	4.3	26.5	15.4	4.5	11.4	15.3	3.7	18.0	10.7
Cultural & recreational services	2.2	S	6.0	2.3	1.7	1.7	1.7	3.3	2.2	2.5	2.7	2.3	2.5
Personal and other services	4.2	4.5	3.1	4.2	3.9	4.7	4.3	3.0	4.2	4.1	3.4	4.6	4.0
Enterprise type													
Private	59.3	60.5	60.6	59.8	66.6	52.8	59.7	79.1	64.5	59.4	72.3	60.4	66.5
Central Government	22.8	19.9	13.2	20.6	16.5	26.9	21.7	5.3	17.9	20.4	11.5	20.5	15.9
Local Government	2.5	1.8	S	2.3	3.1	1.4	2.2	1.1	2.2	2.4	2.3	1.8	2.0
Not for Profit	8.5	9.3	14.5	9.5	5.5	12.1	8.8	4.4	7.1	9.9	4.7	9.5	7.0
Other/Unspecified	7.0	8.5	9.0	7.8	8.4	6.8	7.6	10.1	8.2	7.9	9.2	7.8	8.5
Workplace employee count													
0 to 4 employees	17.4	17.3	24.1	18.2	16.8	17.9	17.4	20.8	20.3	18.5	20.6	19.6	20.1
5 to 9 employees	11.9	10.4	12.7	11.5	9.6	13.0	11.3	14.9	11.9	11.4	11.9	12.8	12.3
10 to 19 employees	14.0	13.4	12.2	13.6	14.2	13.4	13.8	13.4	12.5	13.8	13.0	12.8	12.9
20 to 49 employees	17.7	18.6	13.4	17.5	19.2	16.9	18.1	14.2	14.9	17.5	15.4	15.0	15.2
50 to 99 employees	9.3	10.1	9.1	9.5	9.9	9.3	9.6	9.7	9.8	9.3	9.8	9.5	9.7
100 to 499 employees	15.2	12.8	16.1	14.5	14.3	14.2	14.3	14.1	15.7	14.3	15.0	15.3	15.2
500 or more employees	7.0	9.0	S	7.1	7.0	8.6	7.8	2.4	6.6	7.0	4.8	7.0	5.8
Not specified	7.4	8.5	9.9	8.1	8.9	6.8	7.9	10.5	8.4	8.2	9.5	8.0	8.8
Enterprise level employee count													
0 to 4 employees	15.0	15.8	20.9	16.0	14.7	15.8	15.3	20.2	18.6	16.3	19.2	17.9	18.6
5 to 9 employees	10.5	9.0	10.0	9.9	8.4	11.4	9.9	12.3	9.4	9.8	9.7	10.3	10.0
10 to 19 employees	10.4	10.5	9.2	10.3	9.8	11.1	10.5	11.1	10.0	10.5	10.5	10.1	10.3
20 to 49 employees	14.9	15.2	12.9	14.7	16.4	13.6	15.0	12.3	11.9	14.8	12.6	12.3	12.4
50 to 99 employees	7.5	8.5	8.8	8.0	8.7	7.0	7.9	7.3	8.1	7.9	8.2	7.7	7.9
100 to 499 employees	15.9	13.8	15.3	15.1	16.4	13.8	15.1	14.4	15.5	15.1	15.7	14.7	15.2
500 or more employees	18.2	18.8	13.4	17.8	16.8	20.1	18.4	12.2	18.4	17.4	15.1	19.2	17.1
Not specified	7.5	8.6	9.5	8.1	8.7	7.2	7.9	10.2	8.1	8.2	9.2	7.8	8.5
Total employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	139.3	89.2	33.5	262.0	114.7	113.8	228.5	331.2	1139.0	273.0	890.5	852.7	1743.2

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Table 6b (continued)

Characteristics of Main Job: Employees Only
by Age Group and Sex

	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total employees
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
Column %													
Employment relationship													
Temporary employee	7.1	8.0	16.1	8.6	7.5	7.4	7.5	17.3	7.2	9.0	8.2	10.7	9.4
Casual	3.9	4.2	10.2	4.8	3.8	4.1	4.0	10.9	3.1	5.2	4.3	5.5	4.9
Fixed-term & temp agency	3.3	3.8	5.9	3.8	3.7	3.3	3.5	6.4	4.2	3.7	3.8	5.2	4.5
Permanent employee	92.8	92.0	83.9	91.4	92.4	92.5	92.5	82.2	92.6	91.0	91.5	89.2	90.4
Tenure													
Less than 1 year	12.0	9.2	10.0	10.8	10.2	11.6	10.9	47.7	20.3	10.7	22.7	25.4	24.0
1 year to less than 5 years	31.1	29.9	22.9	29.6	31.7	29.6	30.6	48.0	40.3	29.4	39.2	41.0	40.1
5 years to less than 10 yrs	18.6	18.3	16.3	18.2	17.6	19.3	18.5	4.0	20.8	18.2	17.9	16.5	17.2
10 years+	38.2	42.6	50.7	41.3	40.5	39.4	39.9	S	18.4	41.7	20.2	17.0	18.6
Mean tenure (years)	9.6	11.6	12.3	10.6	11.4	9.4	10.4	1.5	5.5	10.7	6.1	5.1	5.6
Median tenure (years)	6.0	7.2	10.0	7.0	7.0	6.4	6.8	1.0	3.2	7.0	3.0	2.5	3.0
Paid leave entitlement													
4 weeks	64.7	63.7	54.8	63.1	65.6	63.1	64.3	54.5	69.4	62.8	68.2	62.7	65.5
More than 4 weeks	22.9	20.0	13.5	20.7	23.4	20.1	21.8	3.9	16.9	20.2	15.6	14.3	14.9
Percentage added to pay instead of annual leave	4.5	6.4	14.3	6.4	3.8	6.7	5.2	13.4	4.3	7.0	5.0	8.0	6.5
Less than 4 weeks	1.8	2.1	S	1.9	2.0	1.9	1.9	3.2	1.7	1.9	1.7	2.3	2.0
No leave entitlement	2.6	4.7	9.9	4.2	2.6	4.1	3.4	10.9	4.2	4.6	5.1	6.0	5.5
Do not know	3.4	3.1	5.7	3.6	2.5	4.1	3.3	13.8	3.4	3.5	4.2	6.7	5.4
Union member													
Yes	37.5	35.2	29.5	35.7	33.9	39.3	36.6	20.2	31.8	35.0	27.4	33.0	30.1
No	62.0	64.6	69.4	63.9	65.6	60.5	63.0	75.8	67.5	64.5	71.3	65.8	68.6
Type of employment agreement													
Collective agreement	33.9	31.5	26.1	32.1	30.3	35.7	33.0	17.2	28.5	31.5	24.5	29.2	26.8
Individual agreement	54.4	54.9	54.9	54.7	58.8	50.4	54.6	54.0	59.8	54.5	60.6	55.0	57.9
Not aware of being on any agreement	8.4	10.0	16.5	10.0	7.5	10.5	9.0	17.5	8.0	10.5	10.0	10.3	10.2
Do not know	3.1	3.6	S	3.2	3.2	3.4	3.3	11.2	3.6	3.4	4.6	5.4	5.0
Employer-funded study and training (all jobs in last 12 months)													
Total who did study/training	32.3	29.2	18.9	29.5	30.0	32.2	31.1	20.4	34.5	28.9	31.3	30.5	30.9
No study or training	67.3	70.6	81.1	70.2	69.6	67.6	68.6	79.2	65.3	70.9	68.4	69.3	68.8
Time spent on study and training for those who participated													
1 day or less	17.1	24.5	38.7	20.9	19.1	20.5	19.8	25.2	20.1	21.3	21.1	20.7	20.9
2-5 days	52.4	53.7	41.7	46.5	55.1	50.8	52.9	37.6	46.9	51.9	45.3	47.8	46.5
6-10 days	16.9	10.5	S	14.6	14.4	14.6	14.5	13.0	14.9	14.2	15.8	13.3	14.6
11 days or more	11.0	9.1	S	16.8	8.8	11.8	10.3	23.3	17.0	10.2	17.1	16.5	16.8
Weekly earnings													
Less than \$100	1.3	2.9	6.5	2.5	1.2	2.6	1.9	10.9	1.6	3.1	2.7	4.6	3.6
\$100-\$199	3.7	5.7	9.4	5.1	1.8	7.2	4.5	13.5	3.3	5.6	3.4	7.9	5.6
\$200-\$399	7.7	9.4	16.9	9.5	3.2	13.6	8.4	14.8	7.4	9.8	4.2	14.4	9.2
\$400-\$599	12.0	12.6	16.3	12.7	7.9	16.5	12.2	22.8	12.2	12.8	11.1	17.7	14.3
\$600-\$999	31.8	28.4	24.4	29.7	29.5	31.4	30.5	28.3	34.3	29.1	33.6	31.0	32.3
\$1,000-\$1,499	23.2	21.6	8.9	20.8	29.4	15.7	22.6	3.2	22.7	20.2	23.5	13.4	18.6
\$1,500+	12.6	9.6	6.3	10.8	18.7	4.1	11.4	0.8	11.8	10.5	14.8	3.9	9.5
Not specified	7.7	9.9	11.3	8.9	8.2	8.9	8.6	5.7	6.7	8.9	6.6	7.1	6.8
Mean weekly earnings (\$)	973	871	643	898	1148	717	934	471	955	880	1017	676	850
Median weekly earnings (\$)	810	780	506	767	1016	650	806	480	850	765	880	614	756
Hourly earnings													
Mean hourly earnings (\$)	25.7	23.8	22.4	24.7	28.4	21.6	25.0	14.2	25.1	24.5	25.0	20.7	22.9
Median hourly earnings (\$)	20.8	20.0	18.4	20.0	22.8	18.8	20.4	13.0	21.0	20.0	20.1	17.5	19.0
Total employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	139.3	89.2	33.5	262.0	114.7	113.8	228.5	331.2	1139.0	273.0	890.5	852.7	1743.2

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Table 7

Characteristics of Main Job: Temporary Employees Only
by Age Group and Sex

	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total temporary employees
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
Column %													
Type of temporary employee													
Casual worker	54.1	51.9	63.5	55.7	50.6	55.9	53.2	63.1	42.4	58.2	53.1	51.1	52.0
Other temporary worker	45.9	48.1	36.5	44.3	49.4	44.1	46.8	36.9	57.6	41.8	46.9	48.9	48.0
Seasonal vs. non-seasonal													
Seasonal worker	23.2	32.0	20.8	25.5	37.3	16.2	26.9	30.9	27.6	25.4	35.4	22.9	28.4
Non-seasonal worker	74.2	68.0	79.2	73.4	60.8	82.6	71.6	68.9	72.2	73.2	64.0	77.0	71.2
Preference for permanent/ongoing work													
Prefer permanent/ongoing job	31.9	20.3	S	21.8	29.4	24.6	27.0	38.4	47.2	20.5	39.7	40.5	40.1
Prefer to continue doing temporary/seasonal work	62.0	70.6	77.7	68.5	63.4	67.8	65.6	53.8	46.7	70.1	52.6	52.8	52.7
Reasons for doing temporary/seasonal work													
Educational reasons	S	S	S	S	S	S	S	53.9	10.2	S	24.2	24.1	24.1
Lifestyle reasons	41.1	32.2	38.2	37.6	42.2	32.4	37.4	5.9	14.3	38.0	17.4	12.9	14.9
Involuntary reasons	13.4	17.6	S	12.9	12.9	17.5	15.2	10.2	14.4	12.1	12.6	12.6	12.6
Family reasons	S	S	S	5.3	S	S	6.5	S	16.3	4.8	2.5	14.7	9.2
Financial reasons	S	S	S	7.5	13.4	S	7.6	9.3	8.1	8.4	11.9	5.8	8.5
Health reasons	S	S	S	S	S	S	S	S	2.0	S	1.4	1.4	1.4
Other reasons	33.7	40.9	43.5	38.3	26.6	47.1	36.7	25.8	38.2	38.8	36.9	31.7	34.0
Tenure													
Less than 1 year	24.1	32.6	26.8	27.4	31.1	24.1	27.6	67.0	48.5	26.4	53.9	49.9	51.7
1 year to less than 5 years	49.0	29.3	S	34.4	40.1	41.4	40.7	29.6	34.1	36.2	30.0	35.1	32.8
5 years to less than 10 years	13.1	S	24.7	15.2	S	13.7	12.3	2.9	7.9	15.2	7.8	6.8	7.2
10 years+	13.9	26.9	34.1	22.9	18.0	20.8	19.4	S	9.4	22.2	8.3	8.1	8.2
Mean tenure (years)	5.2	8.2	8.2	6.9	7.0	5.9	6.5	1.0	3.0	6.9	3.0	2.8	2.9
Median tenure (years)	2.4	2.1	5.7	2.4	2.3	2.5	2.4	0.5	1.0	2.5	0.8	1.0	0.9
Usual hours worked per week													
Mean number of usual hours	28.3	24.8	19.6	25.1	32.3	21.6	26.9	25.7	30.7	24.4	31.5	25.2	28.0
Median number of usual hours	26.0	21.0	15.0	25.0	30.0	18.8	25.0	23.0	35.0	24.0	37.0	24.0	30.0
Hours change from week to week to suit employer's needs													
Yes/sometimes	61.0	65.9	51.7	60.3	66.9	59.1	63.1	56.5	60.6	59.5	57.5	60.2	59.0
No	39.0	34.1	48.3	39.7	33.1	40.9	36.9	43.1	39.2	40.5	42.4	39.4	40.7
Weekly earnings													
Mean weekly earnings (\$)	517	594	437	525	643	446	551	387	638	496	609	462	527
Median weekly earnings (\$)	390	350	288	360	473	337	375	312	537	345	497	358	425
Hourly earnings													
Mean hourly earnings (\$)	19.5	22.5	24.0	21.5	21.7	19.8	20.9	13.8	21.3	21.0	18.4	18.6	18.5
Median hourly earnings (\$)	16.0	16.0	19.0	16.0	16.0	15.0	16.0	12.5	17.0	16.0	15.0	15.0	15.0
Total temporary employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	9.9	7.1	5.4	22.4	8.6	8.4	17.1	57.1	82.1	24.4	72.7	91.0	163.6

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Table 8

Employer-funded Study and Training: Employees Only
by Demographic and Main Job Characteristics

	Employees aged 55 years and over		All employees		Total employees
	Participated in employer-funded study and training in last 12 months	No employer-funded study or training in last 12 months	Participated in employer-funded study and training in last 12 months	No employer-funded study or training in last 12 months	
	Row %				
Highest qualification (aggregated)					
No qualification	15.0	84.4	17.1	82.6	100.0
School qualification	21.4	78.6	22.6	77.3	100.0
Vocational or trade/Other post-school qual.	36.4	63.3	36.0	63.7	100.0
Bachelors degree/Post-grad qualification	40.2	59.8	43.8	55.9	100.0
Full-time vs. part-time hours					
Full-time	32.6	67.1	34.5	65.2	100.0
Part-time	18.4	81.6	18.2	81.5	100.0
Tenure⁽¹⁰⁾					
Less than 1 year	17.8	81.9	22.6	77.2	100.0
1 year to less than 5 years	24.5	75.3	31.8	67.9	100.0
5 years to less than 10 years	28.4	71.3	33.6	66.2	100.0
10 years+	35.0	64.8	37.4	62.5	100.0
Occupation⁽⁸⁾⁽⁹⁾					
Legislators, administrators and managers	36.8	63.2	35.2	64.7	100.0
Professionals	47.7	51.7	51.0	48.7	100.0
Technicians and associate professionals	34.7	65.3	37.4	62.4	100.0
Clerks	19.4	80.6	22.1	77.5	100.0
Service and sales workers	26.3	73.7	24.0	75.9	100.0
Agriculture and fishery workers	10.3	89.7	17.2	82.7	100.0
Trades workers	17.4	82.6	25.6	74.1	100.0
Plant and machine operators and assemblers	17.8	81.6	24.5	75.1	100.0
Elementary occupations	15.5	83.5	15.4	84.0	100.0
Industry					
Agriculture, forestry and fishing	10.8	89.2	17.5	82.1	100.0
Manufacturing	17.0	82.5	23.5	76.1	100.0
Electricity, gas and water supply	S	91.9	52.7	47.3	100.0
Construction	27.2	72.3	25.8	74.1	100.0
Wholesale trade	20.3	79.7	25.9	73.7	100.0
Retail trade	13.6	86.4	19.7	80.3	100.0
Accommodation, cafes and restaurants	S	91.0	11.5	88.4	100.0
Transport and storage	30.4	69.6	31.9	67.3	100.0
Communication services	S	95.0	25.9	74.1	100.0
Finance and insurance	25.0	75.0	35.3	64.7	100.0
Property and business services	24.4	75.3	31.9	67.7	100.0
Government administration and defence	46.3	53.7	51.1	48.8	100.0
Education	40.4	59.2	45.8	54.1	100.0
Health and community services	49.0	50.6	47.4	52.2	100.0
Cultural and recreational services	18.6	81.4	27.0	72.4	100.0
Personal and other services	39.9	60.1	40.7	59.3	100.0
Total employees	28.9	70.9	30.9	68.8	100.0
Total weighted number	78.8	193.5	538.9	1199.4	1743.2

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Table 9

Working Times and Hours in All Jobs: Employees Only
by Age Group and Sex

Working times and hours (all jobs)	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total employees
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
Column %													
Usual working time													
Usually worked all hours at standard times	67.3	72.2	73.9	69.8	64.1	74.4	69.2	54.8	68.6	69.9	63.2	69.4	66.2
Didn't usually work all hours at standard times	30.7	26.6	23.6	28.4	34.1	24.0	29.1	43.7	29.7	28.4	34.9	29.3	32.1
No usual working time	2.0	1.2	S	1.8	1.8	1.6	1.7	1.5	1.6	1.8	1.9	1.4	1.6
Time of day usually worked													
Mainly daytime	91.0	92.9	94.7	92.1	90.9	92.6	91.8	81.6	89.8	92.3	88.0	89.3	88.6
Mainly evening, 7pm-11pm	2.0	1.7	S	1.8	1.8	2.0	1.9	10.3	2.6	1.9	3.6	4.3	3.9
Mainly night, 11pm-5am	1.2	S	S	1.0	1.2	S	1.0	1.2	1.2	1.0	1.1	1.2	1.2
Changing shifts	4.5	3.9	3.2	4.1	5.3	3.3	4.3	5.8	5.3	4.0	6.1	4.2	5.2
Other pattern	1.2	S	S	0.9	S	1.3	1.0	1.0	1.1	0.9	1.1	1.0	1.1
Number of days usually worked per week													
Less than 5 days per week	16.8	20.9	38.0	20.9	9.3	27.5	18.4	33.7	14.6	21.9	12.1	27.0	19.4
5 days per week	66.2	64.3	46.9	63.1	70.6	60.2	65.5	52.0	69.3	61.9	69.0	60.5	64.9
More than 5 days per week	12.0	10.0	8.4	10.9	14.9	7.6	11.2	10.8	12.1	10.7	15.0	8.1	11.6
No usual/other	4.9	4.8	6.8	5.1	5.1	4.6	4.9	3.4	3.9	5.4	3.8	4.3	4.1
Usual hours worked per week													
0-29 (part-time)	18.0	24.6	45.3	23.7	7.5	33.7	20.6	37.5	16.5	25.4	11.0	33.3	21.9
30-44	52.7	49.0	40.2	49.8	50.4	52.1	51.3	45.6	54.5	48.9	50.7	53.1	51.9
45+ (long hours)	27.9	25.6	11.6	25.0	41.4	12.5	27.0	16.0	28.1	24.1	37.3	12.4	25.2
Mean number of usual hours	38.6	36.2	28.9	36.6	42.8	32.5	37.7	31.1	39.0	36.0	41.5	32.5	37.1
Median number of usual hours	40.0	40.0	30.0	40.0	40.0	37.0	40.0	40.0	40.0	40.0	40.0	38.0	40.0
Total employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	139.3	89.2	33.5	262.0	114.7	113.8	228.5	331.2	1139.0	273.0	890.5	852.7	1743.2
Results for employees who usually worked long hours (45+ hours per week)													
Whether working long hours caused difficulties (for those who worked long hours)													
Yes/sometimes	35.0	31.3	30.7	33.5	30.5	44.3	33.6	32.9	37.4	33.3	32.5	47.9	36.2
No	64.5	68.7	69.3	66.2	69.1	55.7	66.0	67.3	62.0	66.4	67.2	51.2	63.3
Total employees who worked long hours	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	38.8	22.8	3.9	65.6	47.5	14.2	61.7	53.0	319.6	65.9	332.4	106.0	438.4
Results for employees who worked in last 4 weeks													
Overtime worked in last 4 weeks (for those who worked in last 4 weeks)													
Worked paid overtime at a higher rate	15.4	11.9	7.5	13.2	20.5	7.4	14.0	16.6	15.2	13.0	18.9	11.1	15.1
Worked extra unpaid hours	14.0	12.6	14.7	13.6	13.5	13.4	13.4	6.6	17.0	13.3	13.8	15.1	14.4
Total employees who worked in last 4 weeks	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	134.1	84.6	31.8	250.5	110.5	108.2	218.7	324.2	1099.3	261.3	869.0	815.8	1684.8

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Table 10

**Non-standard Working Times in All Jobs: Employees Who Worked in Last 4 Weeks
by Age Group and Sex**

Frequency of work at non-standard times in last 4 weeks (only includes those who worked in last 4 weeks)	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total employees
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
	Column %												
Evening work (7-11pm)													
Total who worked evenings	26.0	19.6	14.5	22.3	26.7	20.2	23.5	35.8	30.4	22.0	32.6	27.5	30.1
No evening work	73.9	80.4	85.5	77.6	73.1	79.8	76.4	64.1	69.5	77.9	67.3	72.4	69.8
Frequency for those who worked evenings													
1-5 times	54.8	62.5	43.3	56.1	55.5	59.6	57.3	54.1	54.5	56.6	52.7	57.2	54.7
6-10 times	15.2	13.2	30.5	15.9	18.3	9.4	14.5	20.4	21.4	15.7	21.6	19.3	20.5
More than 10 times	28.4	21.6	26.2	26.2	23.3	30.1	26.2	23.3	22.8	25.9	24.0	22.3	23.3
Night work (11pm-5am)													
Total who worked nights	8.3	5.3	4.2	6.8	9.5	4.7	7.1	9.1	11.1	6.5	12.7	7.2	10.0
No night work	91.7	94.7	95.8	93.2	90.4	95.3	92.8	90.8	88.8	93.5	87.2	92.8	89.9
Frequency for those who worked nights													
1-5 times	42.7	47.0	S	41.9	37.5	57.0	43.9	48.2	53.0	41.9	48.0	56.7	51.1
6-10 times	17.7	S	S	17.6	20.6	S	16.1	21.6	18.7	17.6	21.8	14.0	19.1
More than 10 times	36.9	33.6	S	36.8	39.3	29.1	36.0	27.1	26.7	36.8	27.8	27.7	27.8
Early morning work (5-7am)													
Total who worked early mornings ³	15.3	12.5	9.9	13.6	21.6	6.6	14.2	11.7	15.9	13.5	20.1	9.0	14.7
No early morning work	84.5	87.5	90.1	86.2	78.3	93.1	85.6	88.3	84.0	86.3	79.8	90.9	85.2
Frequency for those who worked early mornings													
1-5 times	39.5	41.8	S	38.8	41.2	37.4	40.3	35.2	46.3	38.6	42.8	45.3	43.5
6-10 times	18.7	14.2	S	18.1	16.8	18.5	17.2	18.2	17.0	18.2	17.2	17.8	17.3
More than 10 times	40.6	40.3	49.2	41.3	40.0	42.2	40.5	44.2	35.6	41.4	38.3	36.5	37.8
Saturday work													
Total who worked Saturdays	40.2	33.9	28.3	36.6	45.4	30.0	37.8	49.1	40.1	36.4	45.2	37.1	41.2
No Saturday work	59.2	65.6	71.5	62.9	54.3	69.1	61.7	50.6	59.5	63.1	54.5	62.5	58.4
Frequency for those who worked Saturdays													
1-2 times	54.7	53.1	42.5	53.0	54.7	53.3	54.2	42.5	55.6	53.2	53.2	51.2	52.3
3-4 times	45.3	46.9	57.5	47.0	45.3	46.7	45.8	57.5	44.0	47.0	46.8	48.8	47.7
Sunday work													
Total who worked Sundays	28.1	21.1	20.4	24.8	27.1	23.7	25.4	36.1	26.9	24.8	29.4	27.2	28.3
No Sunday work	71.5	78.4	79.4	74.9	72.7	75.7	74.2	63.7	72.8	74.8	70.3	72.4	71.4
Frequency for those who worked Sundays													
1-2 times	63.3	58.2	66.5	62.1	66.4	56.0	61.6	42.0	57.6	62.0	57.0	51.3	54.4
3-4 times	36.7	41.8	33.5	37.9	33.6	44.0	38.4	58.0	42.4	38.0	43.0	48.7	45.6
Weekend work													
Total who worked weekends	44.7	37.1	32.4	40.6	48.2	35.2	41.8	58.4	44.8	40.5	50.1	43.1	46.7
No weekend work	55.3	62.7	67.4	59.3	51.8	64.7	58.2	41.5	55.2	59.5	49.8	56.8	53.2
Frequency for those who worked weekends													
1-4 Saturdays/Sundays	70.9	74.7	75.6	72.6	75.8	67.2	72.2	69.6	72.9	72.7	73.2	70.8	72.1
5-8 Saturdays/Sundays	27.7	24.5	24.4	26.4	23.6	30.9	26.6	29.9	26.3	26.2	26.2	28.3	27.1
Non-standard working time totals													
Total who worked at a non-standard time	52.6	44.1	41.6	48.3	57.3	41.0	49.3	66.2	54.6	48.1	60.7	50.6	55.8
None	47.2	55.8	58.4	51.6	42.4	58.9	50.6	33.7	45.3	51.7	39.2	49.3	44.1
Frequency for those who worked at a non-standard time													
1-5 times	47.0	44.7	48.3	46.4	43.9	49.4	46.2	40.8	44.5	46.9	41.9	46.6	44.0
6-10 times	15.8	22.9	18.6	18.3	17.5	19.3	18.2	25.7	18.6	18.2	18.6	22.2	20.2
More than 10 times	35.3	30.1	33.1	33.5	36.8	28.9	33.5	32.3	35.8	33.1	38.2	30.1	34.6
Total employees who worked in last 4 weeks													
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number													
	134.1	84.6	31.8	250.5	110.5	108.2	218.7	324.2	1099.3	261.3	869.0	815.8	1684.8
Results for employees who worked at a non-standard time in last 4 weeks													
Difficulties for those who worked at a non-standard time													
Total with difficulties	22.4	17.5	8.4	19.4	20.4	21.2	20.7	22.8	29.9	18.7	26.3	27.4	26.8
Total with no difficulties	77.3	82.5	91.6	80.5	79.3	78.8	79.1	77.2	70.0	81.1	73.6	72.6	73.2
Types of difficulties with working at a non-standard time (for those who had difficulties)													
Sleeping/health	36.4	42.9	S	38.6	40.2	35.6	38.3	33.7	36.7	38.5	39.3	32.6	36.3
Family/home	32.1	26.5	S	30.7	27.6	34.3	30.4	14.5	45.5	31.0	35.8	41.0	38.1
Social/leisure/personal	28.5	34.2	S	29.9	23.9	38.9	30.2	48.7	25.2	29.8	28.2	32.6	30.1
Other	17.3	S	S	14.3	15.7	13.4	14.7	22.6	14.5	14.3	16.7	15.2	16.0
Total employees who worked at a non-standard time													
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number													
	70.5	37.3	13.2	121.0	63.4	44.4	107.8	214.5	600.4	125.8	527.6	413.2	940.8

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Table 11

**Job Flexibility, Job Security and Hours Preferences in Main Job: Employees Only
by Age Group and Sex**

	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total employees
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
(Column %)													
Has flexible hours													
Yes	38.5	34.1	42.7	37.6	39.7	33.9	36.8	34.2	43.4	38.1	42.7	38.9	40.8
No	55.5	57.5	51.2	55.6	53.5	59.0	56.3	58.7	49.8	55.3	50.3	54.5	52.3
Sometimes	5.7	8.2	5.7	6.6	6.4	6.9	6.7	6.5	6.6	6.4	6.8	6.3	6.6
Perceived ability to take a few days of unpaid leave													
Yes/probably	91.3	91.7	91.9	91.5	91.0	92.0	91.5	87.1	90.3	91.5	89.6	90.1	89.9
No	6.8	6.5	5.7	6.6	7.6	5.8	6.7	9.3	7.0	6.5	7.6	7.2	7.4
Preference for working more hours													
Yes	5.2	2.8	S	4.0	4.1	4.5	4.3	15.2	8.0	4.0	8.8	8.7	8.8
No	94.0	97.0	97.6	95.5	95.4	95.0	95.2	83.0	91.3	95.5	90.3	90.5	90.4
Total employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	139.3	89.2	33.5	262.0	114.7	113.8	228.5	331.2	1139.0	273.0	890.5	852.7	1743.2
Results for employees who worked in last 4 weeks (all jobs)													
Work at home in last 4 weeks (for those who worked in last 4 weeks)													
Did some work at home	24.5	22.1	20.4	23.2	24.2	22.9	23.6	6.7	26.1	22.9	22.7	21.0	21.9
Did not work at home	75.4	77.9	79.6	76.8	75.7	77.1	76.4	93.2	73.9	77.0	77.2	79.0	78.1
Hours worked at home (for those who did some work at home in last 4 weeks)													
Less than 20 hours	68.9	71.6	82.7	71.3	70.5	69.2	69.9	77.2	72.8	71.9	72.4	73.5	72.9
20 hours or more	28.3	26.9	17.3	26.6	26.8	28.9	27.8	21.9	25.8	26.0	26.0	25.2	25.6
Did work at home for main job (for those who did some work at home in last 4 weeks)													
Yes/Some of it	97.2	92.6	94.6	95.4	96.8	94.1	95.5	96.0	94.8	95.5	95.2	94.7	95.0
No	S	7.4	S	4.6	S	5.9	4.5	S	5.2	4.5	4.7	5.3	5.0
Arrangement to be paid for work at home (for those who did some work at home in last 4 weeks for their main job)													
Yes/Some of it	26.5	30.8	42.7	29.6	28.9	27.1	28.0	37.5	35.1	30.7	31.0	38.6	34.5
No	73.5	68.7	57.3	70.2	70.8	72.9	71.8	62.5	64.4	69.1	68.5	61.2	65.1
Total employees who worked in last 4 weeks	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	134.1	84.6	31.8	250.5	110.5	108.2	218.7	324.2	1099.3	261.3	869.0	815.8	1684.8
Results for employees who worked 35 hours or more per week (in all jobs)													
Perceived ability to reduce to part-time hours (for employees who worked 35+ hours per week)													
Yes/probably	33.2	36.2	45.7	35.2	31.3	39.3	34.3	31.6	32.3	35.6	27.4	40.9	32.7
No	58.4	56.1	48.7	56.8	61.7	50.6	57.5	61.5	60.8	56.4	66.2	51.0	60.3
Total employees who worked 35+ hours pw	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	103.6	60.7	13.7	178.0	102.0	62.3	164.3	189.7	873.4	180.2	757.8	485.5	1243.2
Results for employees who worked 30 hours or more per week (in all jobs)													
Preference for working fewer hours in main job and earning less (for employees who worked full-time)													
Yes	22.9	18.8	29.7	22.1	22.0	20.4	21.4	7.2	17.6	22.1	16.3	17.3	16.7
No	76.2	79.3	69.0	76.7	76.6	78.6	77.4	91.7	81.2	76.6	82.5	81.6	82.1
Total employees who worked full-time	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	112.3	66.6	17.4	196.2	105.3	73.5	178.8	203.9	940.0	199.4	784.2	559.0	1343.3
Results for permanent employees only													
Perceived likelihood of job loss													
Almost certain	1.1	S	3.6	1.3	1.1	1.0	1.0	1.3	1.2	1.3	1.0	1.4	1.2
A high chance	2.9	2.4	S	2.6	2.1	3.4	2.7	1.4	2.3	2.7	2.2	2.3	2.2
A medium chance	10.7	10.5	6.1	10.1	11.9	9.3	10.6	6.0	9.2	9.9	9.4	8.1	8.8
A low chance	32.7	31.2	26.7	31.5	34.1	30.1	32.1	32.7	32.9	31.1	34.8	30.2	32.6
Almost no chance	49.0	50.7	59.3	50.8	47.6	51.8	49.7	55.3	51.2	51.4	49.5	54.5	51.9
Total permanent employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	129.2	82.1	28.2	239.4	106.0	105.3	211.3	272.3	1054.5	248.4	814.9	760.3	1575.2

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Table 12

Work-related Health and Safety, and Satisfaction: Employees Only
by Age Group and Sex

Incidence (last 12 months/ Perception/ Satisfaction level)	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total employees
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
Column %													
Found work stressful													
Always/Often	48.3	15.5	8.8	16.9	17.5	18.7	18.1	12.3	20.1	16.3	17.1	19.0	18.0
Sometimes	43.0	36.2	29.3	38.9	37.6	43.1	40.3	34.1	43.9	38.5	41.4	41.0	41.2
Hardly ever/Never	36.8	48.3	61.5	43.9	44.6	37.9	41.3	53.2	35.4	44.9	41.0	39.6	40.3
Had physical problems/pain because of work													
Always/Often	9.4	8.2	S	8.0	8.9	8.9	8.9	6.1	6.3	7.8	6.8	6.1	6.5
Sometimes	23.2	21.4	16.4	21.7	21.6	23.4	22.5	18.6	22.0	21.1	20.9	21.4	21.2
Hardly ever/Never	67.0	70.3	81.8	70.0	69.3	67.3	68.3	75.1	71.4	70.7	71.9	72.1	72.0
Too tired to enjoy life outside of work													
Always/Often	15.6	12.0	4.3	12.9	11.9	16.5	14.2	11.1	14.7	12.5	12.9	14.5	13.7
Sometimes	31.0	27.3	22.3	28.6	30.5	28.6	29.6	27.6	34.1	27.9	32.6	31.3	31.9
Hardly ever/Never	53.0	60.5	72.4	58.0	57.3	54.6	55.9	61.1	50.7	59.1	54.1	53.9	54.0
Experienced discrimination, harassment or bullying													
Yes/sometimes	12.6	10.0	5.1	10.8	8.8	14.4	11.6	9.3	11.2	10.5	8.0	13.6	10.7
No	86.7	90.0	94.6	88.8	90.9	85.0	88.0	90.3	88.3	89.1	91.5	86.0	88.8
Perception of how health and safety risks are managed (in main job)													
Very well/Well	84.6	85.8	91.7	85.9	84.5	85.7	85.1	88.7	84.3	86.1	85.5	85.4	85.5
Neither well nor poorly	8.2	7.1	S	7.1	8.7	6.8	7.8	6.5	9.2	7.0	8.6	8.1	8.4
Poorly/Very poorly	5.2	5.3	4.4	5.1	5.3	5.2	5.2	2.9	4.8	5.0	4.3	4.6	4.4
Job satisfaction (main job)													
Satisfied/Very satisfied	84.6	89.7	95.3	87.7	86.0	87.1	86.6	80.3	82.9	88.0	83.2	83.2	83.2
Neither satisfied nor dissatisfied	9.1	5.7	3.1	7.2	8.2	7.3	7.8	13.8	11.7	7.0	11.4	11.4	11.4
Dissatisfied/Very dissatisfied	5.7	4.6	S	4.7	5.4	5.0	5.2	5.5	5.0	4.6	5.0	5.1	5.1
Work-life balance satisfaction (all jobs)													
Satisfied/Very satisfied	77.3	83.5	94.0	81.6	78.9	80.6	79.7	78.1	74.0	82.1	74.8	77.3	76.0
Neither satisfied nor dissatisfied	13.4	11.9	4.2	11.7	13.8	11.8	12.8	15.2	15.6	11.4	16.2	13.5	14.9
Dissatisfied/Very dissatisfied	8.7	4.6	S	6.4	6.9	7.3	7.1	5.7	10.0	6.1	8.4	8.7	8.5
Total employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	139.3	89.2	33.5	262.0	114.7	113.8	228.5	331.2	1139.0	273.0	890.5	852.7	1743.2

Results for employees who worked part-time

Job satisfaction (main job) for part-time employees													
Satisfied/Very satisfied	88.1	88.0	97.8	90.5	88.0	88.1	88.1	78.4	83.7	91.1	82.5	83.6	83.3
Neither satisfied nor dissatisfied	7.5	7.3	S	6.0	S	7.3	7.4	17.1	11.6	5.4	13.1	12.0	12.3
Dissatisfied/Very dissatisfied	S	4.6	S	3.0	S	3.8	3.8	4.3	4.6	3.0	4.1	4.3	4.2
Work-life balance satisfaction (all jobs) for part-time employees													
Satisfied/Very satisfied	91.8	88.7	99.6	92.6	89.4	90.5	90.3	81.9	85.2	93.2	84.1	86.0	85.6
Neither satisfied nor dissatisfied	5.8	7.6	S	5.1	S	6.3	6.6	15.0	8.8	4.7	12.7	9.2	10.1
Dissatisfied/Very dissatisfied	S	S	S	1.9	S	S	2.6	2.3	5.7	1.7	2.1	4.5	3.9
Total part-time employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	25.1	21.9	15.2	62.2	8.6	38.4	47.0	124.2	188.3	69.4	98.2	283.6	381.8

Results for employees who worked full-time

Job satisfaction (main job) for full-time employees													
Satisfied/Very satisfied	84.0	90.3	92.7	86.9	86.1	86.8	86.4	81.5	82.9	87.0	83.3	83.2	83.3
Neither satisfied nor dissatisfied	9.2	5.1	S	7.4	8.1	7.2	7.7	11.9	11.7	7.5	11.3	10.9	11.1
Dissatisfied/Very dissatisfied	6.3	4.6	S	5.4	5.6	5.8	5.7	6.1	5.1	5.3	5.1	5.5	5.3
Work-life balance satisfaction (all jobs) for full-time employees													
Satisfied/Very satisfied	74.4	81.8	89.1	78.2	78.0	76.0	77.1	75.8	71.8	78.4	73.7	72.9	73.4
Neither satisfied nor dissatisfied	15.1	13.4	7.5	13.9	14.3	14.7	14.5	15.4	17.0	13.8	16.6	15.7	16.3
Dissatisfied/Very dissatisfied	9.9	4.8	S	7.5	7.2	9.1	8.0	7.8	10.8	7.4	9.2	10.7	9.8
Total full-time employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	112.3	66.6	17.4	196.2	105.3	73.5	178.8	203.9	940.0	199.4	784.2	559.0	1343.3

Table 13

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Characteristics of Main Job: Self-Employed Only
by Age Group and Sex

	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total self-employed
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
(Column %)													
Type of self-employment													
Employer of others	34.3	25.5	32.2	30.8	32.4	26.2	30.5	11.1	34.1	29.9	33.5	29.7	32.3
Self-employed and not employing others	65.7	74.5	67.8	69.2	67.6	73.8	69.5	88.9	65.9	70.1	66.5	70.3	67.7
Occupation													
Legislators, administrators and managers	22.9	25.0	22.3	23.6	23.7	24.1	23.8	S	21.6	22.5	19.6	25.2	21.4
Professionals	9.6	12.8	11.5	11.1	11.8	9.1	11.0	S	14.0	10.8	12.3	14.1	12.9
Technicians and associate professionals	15.2	12.7	10.5	13.5	11.9	19.1	14.1	24.5	13.9	14.6	12.0	19.5	14.4
Clerks	5.8	S	S	4.3	S	13.3	4.3	S	3.5	3.9	0.6	9.7	3.5
Service and sales workers	3.3	4.6	S	3.8	2.0	8.0	3.9	S	4.8	3.6	2.5	8.8	4.5
Agriculture & fishery workers	22.3	18.1	27.7	21.7	20.8	19.7	20.5	19.7	17.0	23.3	20.0	16.6	18.9
Trades workers	12.5	13.9	12.0	12.9	18.3	S	13.1	21.4	17.1	12.5	22.5	1.6	15.9
Plant & machine operators & assemblers	4.9	7.6	S	6.0	8.0	S	6.1	10.7	5.6	5.8	7.8	1.6	5.8
Elementary occupations	3.5	2.9	S	3.2	3.1	S	3.2	S	2.5	2.9	2.7	2.8	2.7
Industry													
Agriculture, forestry & fishing	24.2	17.3	24.0	21.7	21.0	21.6	21.2	23.0	16.5	23.0	19.0	17.6	18.6
Manufacturing	7.3	9.9	13.8	9.3	9.1	6.8	8.4	S	8.1	9.2	8.8	7.3	8.3
Construction	14.3	11.5	8.6	12.4	17.8	S	13.1	25.6	17.8	11.8	21.0	6.0	16.2
Wholesale trade	S	3.6	S	2.4	3.0	S	2.4	S	3.5	2.4	3.6	1.9	3.1
Retail trade	7.5	8.6	7.9	7.9	7.0	10.2	8.0	S	10.1	7.5	8.3	11.2	9.2
Accommodation, cafes and restaurants	5.5	4.4	6.7	5.3	3.5	8.5	5.0	S	3.5	4.9	2.6	6.5	3.9
Transport and storage	2.9	3.8	S	3.4	4.6	S	3.3	S	2.5	3.2	3.3	1.3	2.7
Finance and insurance	S	S	S	1.6	S	S	1.4	S	1.5	1.6	1.7	S	1.5
Property & business services	20.6	24.5	15.6	21.2	20.2	27.0	22.3	15.2	20.0	20.8	18.0	24.7	20.1
Education	2.0	S	S	1.7	S	4.9	1.7	S	1.5	2.0	S	3.6	1.8
Health & community services	3.1	5.3	S	4.3	2.2	8.2	4.0	S	4.9	4.2	2.6	8.8	4.6
Cultural & recreational services	S	S	S	2.0	2.0	S	2.1	11.5	4.0	2.3	3.8	3.5	3.7
Personal and other services	6.4	4.8	S	5.5	6.4	4.1	5.7	S	4.4	5.9	4.6	5.2	4.8
Tenure													
Less than 1 year	3.7	7.0	2.9	4.7	4.1	7.4	5.1	15.3	11.8	4.5	8.4	12.7	9.7
1 year to less than 5 years	16.0	18.8	8.7	15.8	16.7	18.4	17.2	74.1	31.5	15.3	26.9	29.7	27.8
5 years to less than 10 years	16.7	11.6	8.3	13.5	12.9	18.2	14.5	S	20.8	13.0	17.6	19.4	18.2
10 years+	63.6	62.7	80.1	65.9	66.3	56.1	63.2	S	35.7	67.2	47.0	37.8	44.1
Mean tenure (in years)	16.5	16.0	21.1	17.1	17.3	14.0	16.3	2.1	8.5	17.9	11.8	9.5	11.1
Median tenure (in years)	14.0	13.0	20.0	15.0	15.0	10.9	14.0	1.5	5.2	15.0	8.0	6.0	7.0
Weekly earnings													
Mean weekly earnings (\$)	1058	1007	652	976	1209	636	1035	524	1235	936	1289	750	1127
Median weekly earnings (\$)	863	575	575	671	863	479	767	384	959	671	959	575	767
Total self-employed	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	48.9	37.0	16.3	102.2	59.6	26.2	85.9	9.5	257.5	111.7	258.1	120.6	378.7
Results for employers of others													
Enterprise level employee count for employers of others													
0 to 4 employees	53.5	53.7	65.4	55.5	50.6	61.9	53.5	S	58.2	57.5	57.3	59.5	57.9
5 to 9 employees	28.2	31.7	21.2	28.1	32.4	21.1	29.5	S	18.5	26.7	20.5	20.7	20.6
10 or more employees	6.1	S	S	6.0	5.3	S	5.7	S	16.7	5.6	13.8	12.8	13.5
Total employers of others	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenure for employers of others													
Mean tenure (in years)	21.1	18.0	21.6	20.3	20.6	18.4	20.0	1.2	10.6	21.3	14.0	12.0	13.4
Median tenure (in years)	23.2	15.0	25.0	20.0	20.0	16.0	20.0	1.5	8.5	20.0	11.0	10.0	10.0
Weekly earnings for employers of others													
Mean weekly earnings (\$)	1492	1700	880	1473	1794	917	1575	266	1645	1446	1808	985	1581
Median weekly earnings (\$)	1103	1343	614	1055	1247	767	1151	288	1151	1055	1247	921	1112
Total weighted number	16.8	9.4	5.3	31.4	19.3	6.9	26.2	1.1	87.8	33.4	86.4	35.8	122.2
Results for self-employed and not employing others													
Tenure for self-employed and not employing others													
Mean tenure (in years)	14.1	15.3	20.9	15.7	15.8	12.4	14.7	2.1	7.4	16.5	10.7	8.5	10.0
Median tenure (in years)	10.0	11.0	18.0	12.0	11.0	10.0	10.0	2.0	5.0	12.1	6.8	5.0	5.8
Weekly earnings for self-employed and not employing others⁽¹⁰⁾⁽¹³⁾													
Mean weekly earnings (\$)	832	735	557	750	907	538	787	559	992	717	1002	641	889
Median weekly earnings (\$)	767	518	527	575	671	422	575	384	767	575	767	479	690
Total weighted number	32.1	27.6	11.1	70.8	40.3	19.4	59.7	8.5	169.7	78.3	171.7	84.8	256.5

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Table 14

Working Times and Hours in All Jobs: Self-employed Only
by Age Group and Sex

Working times and hours (all jobs)	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total self-employed
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
	Column %												
Usual working time													
Usually worked all hours at standard times	40.8	48.7	51.7	45.4	47.2	37.6	44.2	46.3	48.2	45.6	48.0	46.2	47.4
Didn't usually work all hours at standard times	54.0	48.0	43.7	50.2	49.1	56.7	51.4	50.7	49.1	50.1	49.3	49.7	49.4
No usual working time	5.2	3.3	S	4.4	3.8	5.7	4.4	S	2.8	4.3	2.8	4.2	3.2
Time of day usually worked													
Mainly daytime	93.4	93.6	92.7	93.4	95.7	88.3	93.5	89.5	92.6	93.6	93.6	91.0	92.8
Mainly evening, 7pm-11pm	S	S	S	1.3	S	S	1.4	S	1.9	1.2	1.3	2.4	1.6
Changing shifts	S	S	S	1.6	1.8	S	1.8	10.5	2.5	1.6	2.5	2.4	2.5
Other pattern	3.0	S	S	3.2	S	5.9	2.7	S	2.1	3.0	1.8	3.2	2.3
Number of days usually worked per week													
Less than 5 days per week	13.4	21.9	22.5	18.0	12.9	26.6	17.1	12.8	11.5	18.7	9.4	22.7	13.6
5 days per week	35.5	34.9	36.8	35.5	39.4	25.9	35.3	45.7	43.2	34.8	44.5	32.8	40.8
More than 5 days per week	41.8	33.9	30.1	37.1	38.9	37.3	38.4	37.7	37.9	37.0	39.5	33.7	37.6
No usual/other	9.2	9.2	10.3	9.4	8.8	10.2	9.2	S	7.0	9.5	6.5	10.1	7.7
Usual hours worked per week													
0-29 (part-time)	20.7	28.2	33.0	25.4	15.6	43.0	24.0	14.4	19.3	28.3	12.1	42.6	21.8
30-44	31.8	32.0	37.1	32.7	34.5	25.9	31.9	45.3	31.7	31.5	34.2	27.2	32.0
45+ (long hours)	44.7	38.3	24.6	39.2	48.1	28.1	42.0	34.7	44.7	37.5	50.6	24.7	42.3
Mean number of usual hours	42.5	38.7	35.3	40.0	44.1	33.4	40.8	41.6	42.1	39.0	45.1	32.5	41.2
Median number of usual hours	40.0	40.0	35.0	40.0	44.0	33.0	40.0	40.0	40.0	40.0	45.0	30.0	40.0
Total self-employed	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	48.9	37.0	16.3	102.2	59.6	26.2	85.9	9.5	257.5	111.7	258.1	120.6	378.7
Results for self-employed who usually worked long hours (45+ hours per week)													
Whether working long hours caused difficulties (for those who worked long hours)													
Yes/sometimes	28.3	29.7	44.8	30.4	24.6	45.1	28.8	S	39.9	30.5	35.1	45.3	37.0
No	67.7	69.7	58.1	67.4	72.3	53.5	68.4	80.1	60.1	67.4	64.2	54.5	62.4
Total self-employed who worked long hours	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	21.9	14.2	4.0	40.1	28.7	7.4	36.0	3.3	115.2	41.9	130.6	29.8	160.4
Results for employers of others													
Usual hours worked per week for employers of others													
Mean number of usual hours	46.9	50.0	41.5	47.0	51.5	38.5	48.0	64.6	46.4	46.4	50.7	36.2	46.5
Median number of usual hours ¹	50.0	50.0	42.0	47.0	50.0	40.0	50.0	70.0	48.0	45.0	50.0	39.0	48.0
Total weighted number	16.8	9.4	5.3	31.4	19.3	6.9	26.2	1.1	87.8	33.4	86.4	35.8	122.2
Results for self-employed and not employing others													
Usual hours worked per week for self-employed and not employing others													
Mean number of usual hours	40.1	34.9	32.4	36.8	40.5	31.5	37.6	40.2	39.9	35.8	42.3	30.9	38.6
Median number of usual hours ¹	40.0	38.0	33.0	40.0	40.0	30.0	40.0	40.0	40.0	38.0	40.0	30.0	40.0
Total weighted number	32.1	27.6	11.1	70.8	40.3	19.4	59.7	8.5	169.7	78.3	171.7	84.8	256.5

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Table 15

Non-standard Working Times in All Jobs: Self-employed Who Worked in Last 4 Weeks
by Age Group and Sex

Frequency of work at non-standard times in last 4 weeks (only includes those who worked in last 4 weeks)	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total self-employed
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
Column %													
Evening work (7-11pm)													
Total who worked evenings	41.0	37.2	34.7	38.6	38.8	40.8	39.4	33.7	42.0	37.3	39.5	42.3	40.4
No evening work	58.1	62.4	63.6	60.5	60.5	58.7	59.9	66.3	56.9	61.8	59.3	57.1	58.6
Frequency for those who worked evenings													
1-5 times	44.4	51.5	51.0	47.8	50.1	41.2	47.3	46.9	48.6	47.7	48.4	48.2	48.3
6-10 times	20.0	11.1	26.2	17.8	12.3	25.2	16.4	37.9	19.5	17.9	18.6	21.1	19.4
More than 10 times	34.4	36.4	20.4	33.1	36.6	32.4	35.2	S	29.8	33.1	30.8	29.6	30.4
Night work (11pm-5am)													
Total who worked nights	8.5	5.5	8.2	7.4	7.1	7.4	7.2	S	9.7	6.9	9.0	8.2	8.8
No night work	91.5	94.3	91.8	92.6	92.9	92.4	92.7	94.5	89.8	93.1	90.5	91.7	90.9
Frequency for those who worked nights													
1-5 times	61.3	81.1	86.2	71.2	69.0	65.8	68.0	S	59.9	71.8	61.7	65.7	62.9
More than 5 times	38.7	S	S	28.0	31.0	S	31.0	S	39.4	27.4	37.4	33.7	36.3
Early morning work (5-7am)													
Total who worked early mornings(1)	20.4	20.7	12.5	19.3	22.7	15.6	20.6	17.7	21.4	19.0	23.0	15.3	20.6
No early morning work	78.6	79.1	87.5	80.2	77.3	82.4	78.8	82.3	77.6	80.6	76.1	84.2	78.6
Frequency for those who worked early mornings													
1-5 times	34.2	39.3	58.9	38.7	34.6	41.7	36.4	S	38.0	37.5	34.0	49.1	37.5
6-10 times	14.3	S	S	13.8	14.7	S	13.6	S	14.3	15.0	14.8	14.5	14.7
More than 10 times	47.2	47.0	S	45.0	50.7	36.6	47.1	S	45.3	45.1	48.9	33.7	45.3
Saturday work													
Total who worked Saturdays(3)	65.0	58.8	54.9	61.1	64.1	58.2	62.3	62.7	66.1	61.3	67.0	59.4	64.6
No Saturday work	35.0	40.7	42.7	38.3	35.7	41.4	37.5	37.3	33.1	38.2	32.4	39.7	34.7
Frequency for those who worked Saturdays													
1-2 times	39.5	33.0	27.6	35.6	37.8	34.6	36.9	29.3	42.0	35.9	40.1	39.6	40.0
3-4 times	60.5	67.0	72.4	64.4	62.2	65.4	63.1	70.7	58.0	64.1	59.9	60.4	60.0
Sunday work													
Total who worked Sundays	47.0	42.6	46.0	45.3	45.4	44.6	45.1	40.7	43.9	46.0	44.2	45.0	44.4
No Sunday work	52.8	56.9	52.8	54.3	54.2	55.4	54.6	59.3	55.3	53.5	55.1	54.4	54.9
Frequency for those who worked Sundays													
1-2 times	43.6	39.4	37.8	41.2	43.1	39.0	41.9	29.3	45.2	40.9	44.5	41.7	43.6
3-4 times	56.4	60.6	62.2	58.8	56.9	61.0	58.1	70.7	54.8	59.1	55.5	58.3	56.4
Weekend work													
Total who worked weekends	67.5	63.2	59.0	64.6	67.3	62.0	65.7	65.2	69.3	64.8	69.9	63.6	67.9
No weekend work	32.5	36.8	41.0	35.4	32.7	38.0	34.3	34.8	30.5	35.2	30.0	36.4	32.0
Frequency for those who worked weekends													
1-4 Saturdays/Sundays	51.1	51.0	37.7	49.1	52.1	48.6	51.1	55.5	57.4	49.0	55.8	53.2	55.0
5-8 Saturdays/Sundays	48.6	47.8	58.4	49.7	47.2	50.7	48.2	44.5	41.5	49.9	43.4	45.4	44.0
Non-standard working time totals													
Total who worked at a non-standard time	72.2	71.8	68.5	71.5	73.6	68.5	72.0	69.0	75.8	71.1	76.0	70.6	74.3
None	27.4	28.2	30.7	28.2	26.1	31.5	27.7	31.0	24.1	28.4	23.8	29.4	25.6
Frequency for those who worked at a non-standard time													
1-5 times	28.7	36.0	39.0	32.9	32.1	30.9	31.8	47.5	36.5	32.9	35.5	36.1	35.7
6-10 times	25.5	24.8	25.5	25.2	25.0	25.7	25.2	12.0	19.1	25.9	20.3	22.3	20.9
More than 10 times	44.9	37.6	32.1	40.3	41.7	42.0	41.8	40.5	42.3	39.7	42.0	40.2	41.5
Total self-employed who worked in last 4 weeks	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	47.6	35.9	15.9	99.4	58.0	25.5	83.5	8.6	249.9	108.5	251.7	115.2	366.9
Results for self-employed who worked at a non-standard time in last 4 weeks													
Difficulties for those who worked at a non-standard time													
Total with difficulties	18.1	9.5	14.5	14.4	14.2	14.8	14.4	21.7	27.7	13.4	23.0	24.6	23.5
Total with no difficulties	81.9	90.5	85.5	85.6	85.8	85.2	85.6	78.3	72.1	86.4	76.8	74.9	76.2
Types of difficulties with working at a non-standard time (for those who had difficulties)													
Sleeping/health	44.5	S	S	41.9	41.5	S	39.6	S	40.1	42.5	41.0	37.3	39.8
Family/home	S	S	S	16.6	16.6	S	18.5	S	48.9	16.5	40.4	50.4	43.5
Social/leisure/personal	29.8	S	66.7	36.2	29.3	S	30.7	91.6	20.5	35.9	22.6	28.4	24.4
Other	S	S	S	13.8	S	S	14.9	S	9.2	13.7	10.4	8.3	9.8
Total self-employed who worked at a non-standard time	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	34.4	25.7	10.9	71.0	42.7	17.5	60.2	5.9	189.4	77.1	191.2	81.3	272.5

Table 16

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Job Flexibility, Hours Preferences and Work at Home: Self-employed Only
by Age Group and Sex

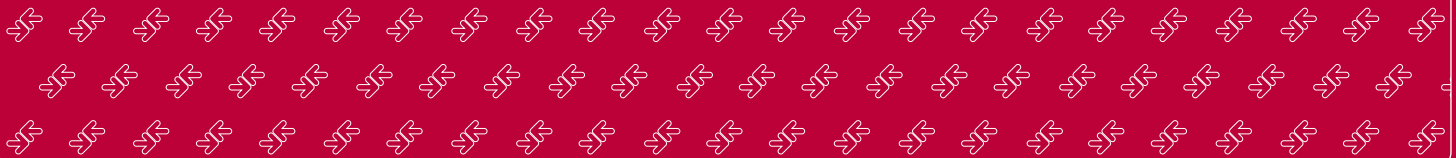
	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total self-employed
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
Column %													
Has flexible hours													
Yes	85.6	78.5	83.1	82.6	80.8	86.5	82.6	70.8	78.6	82.3	77.8	83.1	79.5
No	9.2	18.4	10.2	12.7	14.4	10.3	13.1	21.9	16.7	13.2	17.0	13.3	15.8
Sometimes	4.4	3.1	6.7	4.3	4.2	S	3.8	S	4.7	4.1	5.1	3.5	4.6
Preference for working more hours													
Yes	5.0	2.9	S	3.7	3.7	5.0	4.1	S	6.8	3.4	4.7	7.9	5.7
No	94.1	96.9	98.1	95.7	95.9	93.8	95.3	94.3	92.5	96.0	94.8	91.0	93.6
Total self-employed	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	48.9	37.0	16.3	102.2	59.6	26.2	85.9	9.5	257.5	111.7	258.1	120.6	378.7
Results for self-employed who worked full-time (30 hours or more per week)													
Preference for working fewer hours and earning less (for self-employed who worked full-time)													
Yes	22.1	29.1	28.9	25.5	24.9	25.2	25.0	S	22.3	25.0	22.4	23.3	22.6
No	74.7	68.7	71.1	72.1	72.9	69.8	72.2	85.3	76.3	72.5	75.8	74.2	75.5
Total self-employed who worked full-time	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	37.4	26.0	10.1	73.5	49.2	14.2	63.4	7.6	196.8	77.0	218.9	62.6	281.4
Results for self-employed who worked in last 4 weeks													
Work at home in last 4 week (for those who worked in last 4 weeks)													
Did some work at home	63.9	63.2	61.7	63.3	60.6	70.5	63.6	45.3	63.7	63.3	60.6	68.6	63.1
Did not work at home	35.3	36.6	38.3	36.2	39.1	28.3	35.8	54.7	35.8	36.2	39.1	30.5	36.4
Hours worked at home (for those who did some work at home in last 4 weeks)													
Less than 20 hours	45.4	40.3	31.7	41.4	45.1	39.5	43.2	50.7	48.3	41.0	48.1	42.3	46.2
20 hours or more	51.8	54.2	61.6	54.2	49.8	58.9	52.8	49.3	48.9	54.4	48.4	54.7	50.5
Total self-employed who worked in last 4 weeks	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	47.6	35.9	15.9	99.4	58.0	25.5	83.5	8.6	249.9	108.5	251.7	115.2	366.9
Results for employers of others who worked in last 4 weeks													
Work at home in last 4 weeks (for those who worked in last 4 weeks)													
Did some work at home	60.5	76.6	54.4	64.3	67.6	62.6	66.3	S	67.4	64.4	65.0	69.4	66.3
Did not work at home	37.6	23.4	45.6	34.7	32.0	33.9	32.5	S	32.4	34.7	34.9	29.5	33.3
Hours worked at home (for those who did some work at home in last 4 weeks)													
Less than 20 hours	46.0	33.3	S	37.6	42.5	35.2	40.7	S	51.6	38.1	47.3	49.4	47.9
20 hours or more	47.9	60.5	58.5	53.9	50.0	62.4	53.1	S	45.0	52.9	47.2	47.0	47.2
Total employers of others who worked in last 4 weeks	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	16.7	9.4	5.2	31.2	19.2	6.8	26.1	0.5	86.1	33.1	84.7	35.1	119.8
Results for self-employed and not employing others who worked in last 4 weeks													
Work at home in last 4 weeks (for those who worked in last 4 weeks)													
Did some work at home	65.7	58.5	65.2	62.8	57.1	73.4	62.4	48.2	61.7	62.8	58.4	68.3	61.6
Did not work at home	34.0	41.3	34.8	37.0	42.7	26.3	37.4	51.8	37.6	36.9	41.2	31.0	37.9
Hours worked at home (for those who did some work at home in last 4 weeks)													
Less than 20 hours	45.1	43.5	37.1	43.2	46.6	40.9	44.4	50.7	46.4	42.3	48.6	39.2	45.2
20 hours or more	53.8	51.3	62.9	54.4	49.6	57.7	52.7	49.3	51.1	55.0	49.0	58.1	52.3
Total self-employed and not employing others who worked in last 4 weeks	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	31.0	26.5	10.7	68.2	38.8	18.7	57.5	8.1	163.8	75.3	167.1	80.1	247.2

Survey of Working Life: March 2008 quarter (Statistics New Zealand)

Table 17

Work-related Health and Safety, and Satisfaction: Self-employed Only
by Age Group and Sex

Incidence (last 12 months/ Perception/ Satisfaction level	55-69 years				55-64 years by sex			Age groups (years)			Sex		Total self- employed
	55-59	60-64	65-69	Total 55-69	Males 55-64	Females 55-64	Total 55-64	15-24	25-54	55+	Male	Female	
	Column %												
Found work stressful													
Always/Often	12.0	11.7	9.9	11.6	11.7	12.3	11.9	S	18.0	11.0	16.1	14.8	15.7
Sometimes	41.2	35.4	33.9	37.9	38.6	38.8	38.7	S	35.4	42.4	36.8	40.3	40.6
Hardly ever/Never	45.7	52.9	56.2	50.0	48.9	48.5	48.8	S	57.5	39.4	51.7	43.3	43.5
Had physical problems/pain because of work													
Always/Often	11.9	10.2	17.3	12.2	12.4	8.3	11.2	S	11.6	11.9	13.2	8.0	11.5
Sometimes	23.6	21.1	16.9	21.6	23.5	20.3	22.5	S	24.4	20.5	23.5	21.2	22.8
Hardly ever/Never	63.0	68.7	65.1	65.4	63.3	70.2	65.4	S	88.2	63.8	66.6	62.8	65.3
Too tired to enjoy life outside of work													
Always/Often	12.6	13.0	15.7	13.2	14.4	9.1	12.8	S	18.7	16.3	12.1	16.3	15.1
Sometimes	32.2	25.2	24.0	28.3	29.0	29.6	29.2	S	11.2	33.0	27.0	30.3	30.7
Hardly ever/Never	53.9	61.6	59.6	57.6	55.8	60.5	57.2	S	69.2	50.5	60.1	53.0	53.8
Experienced discrimination, harassment or bullying													
Yes/sometimes	3.4	3.3	S	3.5	2.4	5.6	3.3	S	6.7	3.2	5.1	6.4	5.5
No	95.5	96.7	95.1	95.9	96.9	94.1	96.0	S	93.1	96.2	94.7	93.1	94.2
Job satisfaction (main job)													
Satisfied/Very satisfied	84.3	92.0	92.0	88.3	86.5	90.1	87.6	S	95.7	87.5	89.2	88.3	88.2
Neither satisfied nor dissatisfied	7.8	5.5	S	6.2	7.6	5.0	6.8	S	9.0	5.8	8.1	7.5	7.9
Dissatisfied/Very dissatisfied	6.1	S	S	4.7	5.3	S	4.5	S	3.2	4.3	3.4	3.7	3.5
Work-life balance satisfaction (all jobs)													
Satisfied/Very satisfied	75.7	83.4	84.4	79.9	78.6	80.0	79.0	S	91.1	70.8	81.2	73.2	74.4
Neither satisfied nor dissatisfied	11.4	9.5	9.8	10.5	10.9	9.9	10.6	S	18.1	9.8	16.9	11.6	15.2
Dissatisfied/Very dissatisfied	11.1	6.5	S	8.5	9.6	8.1	9.1	S	10.8	8.0	9.4	11.0	9.9
Total self-employed	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	48.9	37.0	16.3	102.2	59.6	26.2	85.9	9.5	257.5	111.7	258.1	120.6	378.7
Results for employers of others													
Job satisfaction (main job) for employers of others													
Satisfied/Very satisfied	85.0	87.7	87.3	86.2	85.1	88.2	85.9	S	100.0	88.7	87.0	89.2	88.3
Neither satisfied nor dissatisfied	10.2	S	S	8.1	12.0	S	9.7	S	8.0	7.6	7.5	8.5	7.8
Dissatisfied/Very dissatisfied	S	S	S	5.2	S	S	S	S	3.2	4.9	3.2	4.8	3.6
Work-life balance satisfaction (all jobs) for employers of others													
Satisfied/Very satisfied	77.0	82.6	74.5	78.2	75.5	89.0	79.0	S	100.0	67.7	78.9	69.0	71.1
Neither satisfied nor dissatisfied	9.5	S	S	9.1	9.4	S	8.6	S	19.2	9.1	18.6	10.8	16.3
Dissatisfied/Very dissatisfied	12.5	S	S	11.7	14.4	S	11.5	S	12.9	11.0	12.1	12.8	12.3
Total employers of others	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	16.8	9.4	5.3	31.4	19.3	6.9	26.2	1.1	87.8	33.4	86.4	35.8	122.2
Results for self-employed and not employing others													
Job satisfaction (main job) for self-employed and not employing others													
Satisfied/Very satisfied	84.0	93.5	94.2	89.3	87.2	90.8	88.4	S	95.2	86.9	90.1	87.8	88.2
Neither satisfied nor dissatisfied	6.5	4.4	S	5.3	5.5	5.7	5.6	S	9.6	5.0	8.4	7.1	8.0
Dissatisfied/Very dissatisfied	7.3	S	S	4.4	6.7	S	4.9	S	3.3	4.0	3.5	3.2	3.4
Work-life balance satisfaction (all jobs) for self-employed and not employing others													
Satisfied/Very satisfied	75.0	83.7	89.1	80.6	80.1	76.8	79.0	S	89.9	72.4	82.1	75.3	76.0
Neither satisfied nor dissatisfied	12.4	10.4	S	11.1	11.6	11.2	11.5	S	17.5	10.0	16.1	11.9	14.7
Dissatisfied/Very dissatisfied	10.4	5.4	S	7.1	7.3	9.7	8.1	S	9.7	6.7	8.0	10.2	8.8
Total self-employed and not employing others	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total weighted number	32.1	27.6	11.1	70.8	40.3	19.4	59.7	8.5	169.7	78.3	171.7	84.8	256.5



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