

Work and Income

Waitakere City has an increasingly diverse workforce in terms of work patterns, sectors and locations, age, gender, ethnicity and personal incomes. Paid work is the main source of income for Waitakere City residents, and incomes have been rising due to both more people working and rising hourly earnings.

Work patterns follow the national trend towards increasing levels of part time work, and in fact only half of 15 to 65 year olds are in full time employment. Of those in the labour force, one third are professional or managerial, one third clerical or sales and service, and only one third are manual. Nearly half the work force still have no educational qualifications, which is in line with the national average.

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Over half the workforce commutes outside Waitakere City, mostly to Auckland City. This proportion is gradually falling as Waitakere City generates new jobs faster than its population is growing. Within Waitakere City, sources of employment are fairly dispersed geographically, and so is the workforce. The biggest employment sectors/industries are manufacturing, retail and construction, but the fastest growing are health and community services and property and business services. The manufacturing sector is in a relative decline overall, but includes some promising niche activities such as boat building.

The present workforce is predominantly aged 20 to 59, but in future the proportion of over-50 is expected to increase substantially, leading to greater demand for part-time and flexible work. The proportion of women in the labour

force has been increasing over time, and they now make up nearly half the total. Europeans still comprise two thirds of the workforce, but the proportion is falling.

Waitakere City median personal incomes are similar to Auckland’s, above Manukau but below North Shore. Men’s incomes tend to be higher than women’s, and Europeans tend to have higher personal incomes than other ethnic groups. This chapter provides an overview of the following issues related to work and income:

1. **WORK PATTERNS.**
2. **SECTORS AND LOCATION.**
3. **CONTEXT AND SIZE OF THE LABOUR FORCE.**
4. **WORKFORCE BY AGE, GENDER, ETHNICITY.**
5. **PERSONAL INCOME.**

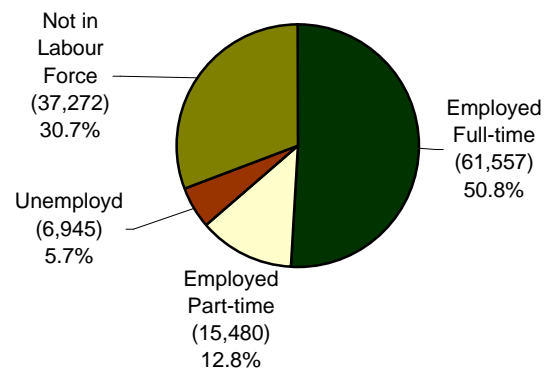
KEY INDICATOR

Average hourly earnings of Waitakere residents in paid work (irrespective of where they work): \$15.81 in 1999.

Waitakere residents tend to earn less per hour than the residents in the rest of the region (\$19.54 for Auckland City residents) and the country (\$16.34 is the New Zealand average). Between 1995 to 1999 the annual increase in hourly earnings was about 3.5% p.a.

1. WORK PATTERNS

**Employment Status Waitakere City 2001
Residents Aged 15-65 Years**



• EMPLOYMENT STATUS

Most people (51%) in the 15-64 age group were employed full-time, while 13% were employed part-time, 6% were unemployed and seeking work and 31% were not in the labour force e.g. students, parents at home with children. A higher proportion of Waitakere residents are in the labour force than other cities in the Auckland region.

• VOLUNTARY WORK

The census asks people over the age of fifteen whether they have been involved in voluntary work in the four weeks prior to census day. In Waitakere City 38% had undertaken some voluntary work.

The most common types of voluntary work were:

- o caring for children not living in the same household,
- o caring for the elderly, ill or disabled people,
- o attending committee meetings for a group, church or marae,
- o training, coaching or teaching.

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• OCCUPATION

Waitakere City residents have a range of occupations. In 2001, the most common occupation for Waitakere City residents was clerks (15.4%), followed by Service and Sales workers (14.0%).

Occupation	Number	Percentage
Agriculture and Fishery Workers	1647	2.1%
Plant and Machine Operators and Assemblers	6525	8.5%
Elementary Occupations (incl Residuals)	8508	11.0%
Trades Workers	8958	11.6%
Professionals	9513	12.3%
Technicians and Associate Professionals	9591	12.5%
Legislators, Administrators and Managers	9651	12.5%
Service and Sales Workers	10770	14.0%
Clerks	11871	15.4%
Total	77034	100.0%

Source: Statistics NZ 2001 Census

• HOURS OF WORK

Of Waitakere residents in the workforce in 2001, most (68%) worked between 30 and 59 hours per week. Most of the rest (18%) worked less than 30 hours per week, but some (8%) for 60 hours or more.

Table 2: Number of hours worked by Waitakere residents in workforce, 2001

Hours Worked Per Week	Number	Percentage
1 to 9 hours worked	3486	4.5%
10 to 19 hours worked	5247	6.8%
20 to 29 hours worked	5403	7.0%
30 to 39 hours worked	8442	11.0%
40 to 49 hours worked	34731	45.1%
50 to 59 hours worked	8949	11.6%
60 to 69 hours worked	3726	4.8%
70 or more hours worked	2298	3.0%
Total	77034	

Source: Statistics New Zealand, 2001

• **LABOUR FORCE QUALITY**

Educational levels in Waitakere City are broadly comparable to those of the country as a whole, except at university level where Waitakere has about 30% fewer qualified people than the national average. Given the increasing importance of education in the “knowledge economy”, lack of local staff with higher qualifications could become a barrier to Waitakere City’s future economic development.

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Table 3: Educational Attainment Level, Waitakere and New Zealand

	WCC (%)	NZ (%)
University	9%	12%
Post School	19%	20%
School	45%	40%
None	27%	28%

Source: Statistics New Zealand, 2001

2. SECTORS AND LOCATION

• **SIZE OF EACH SECTOR**

The biggest employment “sectors” in Waitakere City are manufacturing, retail trade, and construction. Together these three sectors account for 50% of Waitakere City jobs. This pattern is quite different to the Auckland region as a whole, where business services and wholesale trade are proportionately more important, and construction and retailing much less important. Other sectors that are proportionately more important in Waitakere City than in the region are central and local government (because of the presence of the airbases in the City) and clothing manufacturing. Since 1991 the fastest growing sectors have been social services (health and education) and property and business services.

Updated as at 1 September 2002
 Updates @ www.waitakere.govt.nz

• **EMPLOYMENT IN WAITAKERE CITY, 2001**

The following table shows the number and percentage of Full Time Equivalent Employees (FTEs) using ANZSIC employment codes.

Table 4: Number and percentage of full-time equivalent employees, 2001

Industry	FTE's	% of total
Manufacturing	8,710	21.3%
Retail Trade	6,640	16.2%
Construction	5,240	12.8%
Property and Business Services	4,170	10.2%
Education	2,950	7.2%
Health and Community Services	2,650	6.5%
Wholesale Trade	2,430	5.9%
Government Administration and Defence	2,100	5.1%
Personal and Other Services	1,630	4.0%
Transport and Storage	1,420	3.5%
Accommodation, Cafes and Restaurants	1,050	2.6%
Cultural and Recreational Services	800	2.0%
Finance and Insurance	570	1.4%
Communication Services	440	1.1%
Agriculture, Forestry and Fishing	100	0.2%
Electricity, Gas and Water Supply	30	0.1%
Mining	12	0.0%
Total All Industries	40,950	

Source: Business Demographics, Statistics New Zealand, 2001

● **LABOUR FORCE STRUCTURE CHANGES**

Between 1996 and 2001 there was a 7% increase in the number of employees in the labour force in Waitakere City. Over that period, the biggest increase in employment was seen in the Cultural and Recreational Services (34%), Health and Community Services (33%) and Education (32%).

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● **EMPLOYMENT IN SELECTED MANUFACTURING INDUSTRIES**

Table 5: Employment in selected manufacturing industries
(all figures exclude agriculture)

	Waitakere		New Zealand	
	Number	% of total	Number	% of total
Wine (direct)	250	0.6%	2060	0.1%
Other food, beverages	823	1.9%	56610	4.0%
Apparel and textiles	1450	3.4%	21080	1.5%
Wood products	1197	2.8%	25790	1.8%
Boat building	855	2.0%	4400	0.3%
Other machinery & equipment	1064	2.5%	37620	2.6%
Pharmaceuticals	140	0.3%	1270	0.1%
Other	3629	8.4%	87425	6.1%
Total manufacturing	9408	21.5%	236255	16.6%
TOTAL ALL INDUSTRIES	42920		1424150	

Source: Infometrics, 'Waitakere City's Economy', March 2001

● **LOCATION OF WORKFORCE**

Massey and New Lynn have the largest resident workforce populations, closely followed by Henderson. The following table shows the size of the workforce in each ward in 1990:

Table 6: Waitakere workforce by place of residence

Source: Statistics New Zealand, 2001

Massey Ward	Waitakere Ward	Henderson Ward	New Lynn Ward	Waitakere City Total
23,040	13,116	17,724	23,151	77,031

Main employment areas for those working in Waitakere City are Henderson, New Lynn, Whenuapai, and Glen Eden.

3. CONTEXT AND SIZE OF LABOUR FORCE

- **SIZE OF LABOUR FORCE**

In 2001, 83,982 or 66% of the 127,005 Waitakere City residents aged between 15 and 64 years were in the labour force (working full-time or part-time, or unemployed and seeking work).

Participation in the labour force increased over the past decade, in line with national trends. In particular, women have increasingly joined paid employment, which has led to a greater need for childcare services, and a reduction in the time available for voluntary work. Anecdotal evidence suggests that, in line with national patterns, Waitakere City residents are increasingly involved in casual and part-time work.

- **UNEMPLOYMENT**

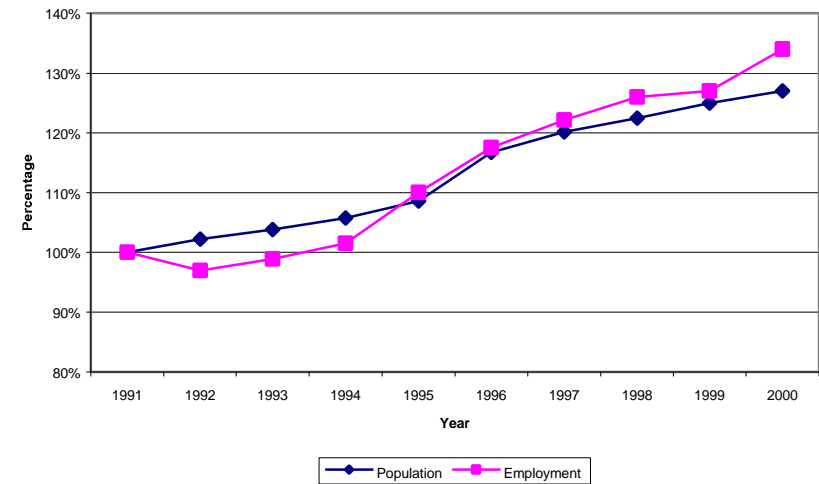
The 2001 census shows that the unemployment rate in Waitakere City, at 8.3%, was higher than the national figure of 7.5%. It was lower than the rates for Manukau City (10.1%) but slightly higher than Auckland City (7.9%) and North Shore City (5.7%). Unemployment rates for Maori people in Waitakere City (15.2%) were lower than the national figure (16.8%).

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- **INCREASE IN LOCAL JOBS, COMPARED TO WORKFORCE**

Since 1994, the overall trend has been for local employment opportunities to grow slightly faster than population.

Waitakere City Growth Trends, 1991-2000



Source: Statistics New Zealand 2000

4. WORKFORCE BY AGE, GENDER, ETHNICITY

- WORKFORCE BY AGE**

Almost three quarters (74.1%) of the workforce are between 20 and 59 years of age.

Table 7: Workforce by age in full-time or part-time employment

	Full-time	Part-time	Total	Percent
15-19 Years,	2,307	2,823	5,130	9.5%
20-59	56,361	11,142	67,503	74.1%
60-64 Years,	2,199	681	2,880	4.7%
65 Years and Over	693	831	1,524	11.7%
Total	61,557	15,477	83,976	100.0%

Source: Statistics New Zealand Census, 2001

The proportion of the population over 60 is expected to increase over the next ten years, in line with national trends.

- LABOUR FORCE BY GENDER**

Women comprise an increasing proportion of the labour force over time from 44% in 1991 to 47% in 2001, and this applies to all wards within the City.

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- ETHNICITY OF THE LABOUR FORCE**

The breakdown by ethnicity of Waitakere City labour force (i.e. residents aged 15 years and over) is shown in the table below:

Table 10: Ethnicity of Waitakere City labour force, 2001

	Labour Force	Not in Labour Force	Total
European	71.5%	28.5%	87,609
Maori	71.3%	28.7%	13,131
Pacific People	68.3%	31.7%	14,292
Asian	58.2%	41.8%	12,981
Other	58.4%	41.6%	1,131
Total Labour Force	83,976	37,272	127,005

Source: Statistics New Zealand, 2001

5. PERSONAL INCOME

Most Waitakere City residents earn their income through paid employment. In 2001, of the 127,000 Waitakere City residents aged 15 years and over:

- 51% were employed full-time
- 13% were employed part-time
- 6% were unemployed and
- 31% were not in the labour force.

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Eighteen percent of those gainfully employed are self-employed (with or without employees).

About a third of Waitakere City residents (33%) over the age of fifteen receive some form of income support from central government.

A smaller proportion of Waitakere City residents are superannuitants than in North Shore or Auckland City, but slightly higher than Manukau City (see also the Housing section of the chapter “City Wellbeing”):

Table 8: Proportion of Superannuitants by City

	National Superannuation	Population	% Superannuitants
North Shore City	22,932	184,821	12.4%
Waitakere City	15,612	168,750	9.3%
Auckland City	37,425	367,734	10.2%
Manukau City	23,418	283,200	8.3%

Source: Statistics New Zealand, 2001

In terms of household incomes, Waitakere City is a middle income city. For further information on household incomes, refer to the chapter “Who lives in Waitakere City”.

• AVERAGE HOURLY EARNINGS

Average hourly earnings of Waitakere City residents have been rising more slowly than the rest of Auckland, but as fast as other cities in New Zealand.

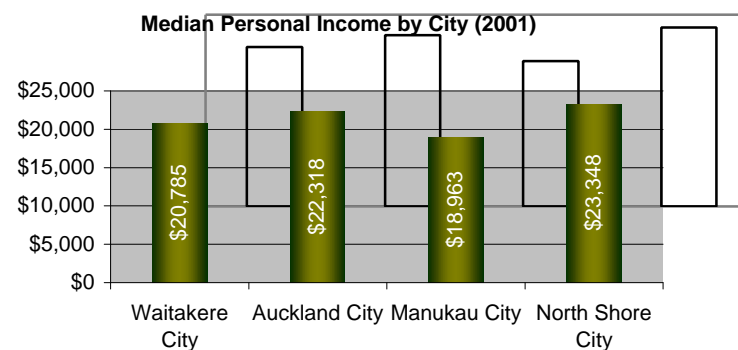
Table 9: Average hourly earnings by city of residence (\$) (1995 to 1999)

	1995	1996	1997	1998	1999	% growth per annum
Auckland	16.7	17.3	18.0	18.5	19.5	3.4%
Manukau	15.4	16.0	16.6	17.2	17.7	3.0%
North Shore	15.0	15.5	16.4	16.8	17.1	2.8%
Waitakere	13.8	14.2	14.8	15.3	15.8	2.9%
Wellington	18.7	19.5	20.5	21.0	21.3	2.8%
Christchurch	14.7	15.2	15.9	16.3	16.8	2.9%
Rest of NZ	14.6	15.0	15.6	16.0	16.3	2.3%

Source: Statistics New Zealand

• PERSONAL INCOMES

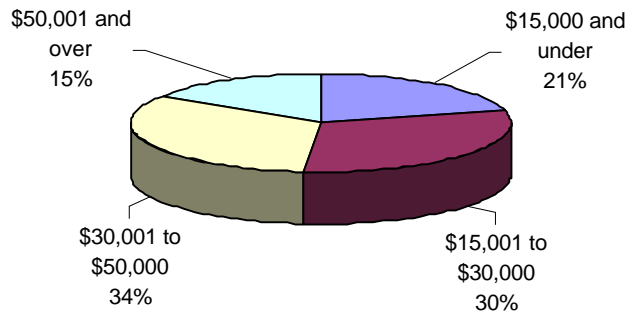
In 2001 the median personal income of Waitakere City residents was \$20,785. This is higher than Manukau City residents (\$18,963). However, the median personal income in Waitakere City is lower than in both North Shore City (\$23,348) and Auckland City (\$22,318).



Source: Statistics New Zealand, 2001

On average, Waitakere residents are better off than they were in 1996. While the median personal income of residents over the age of 15 (including superannuitants) increased by 15% between 1996 and 2001, living costs (as measured by the Consumer Price Index (CPI)) increased by 7.7%. However, fourteen percent of Waitakere City residents over 15 years still have a personal income (before tax) of less than \$10,000 and 21% under \$15,000 per annum.

Personal Income Bracket Waitakere City 2001



Source: Statistics New Zealand, 2001

Increases in median personal income in Waitakere City (15% between 1996 and 2001) were less than the increase in median personal income for the other Auckland Region Cities, North Shore City (18.0%), Manukau City (16.9%) and Auckland City (21.3%).

Increases in median personal income in Waitakere City were less than ... other Auckland Region Cities

BREAKDOWN BY GENDER

In Waitakere City, almost one-third of women (27%) have a personal income of less than \$15,000 per year. In comparison, most men (85%) have a personal income of more than \$15,000 per year. This is because women are often paid less than men, and are more likely to be working part-time or not be in paid work.

Personal Income by Gender Waitakere City 2001

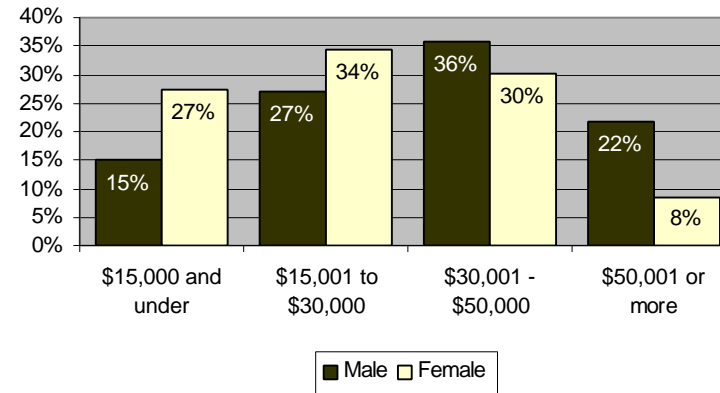


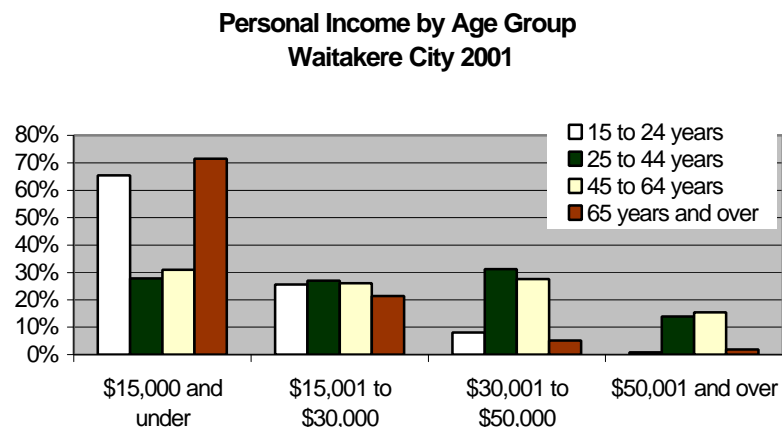
Table 10: Labour Force Status by Gender

	Male	Female
Employed Full Time	63.1%	39.4%
Employed Part Time	7.5%	17.6%
Unemployed	6.0%	5.5%
Not in the Labour Force	23.4%	37.5%
Total	58,284	62,970

Source: Statistics New Zealand, 2001

● **PERSONAL INCOME BREAKDOWN BY AGE**

The following graph shows the number of Waitakere residents in different age groups earning different levels of income.



Most residents aged 65 years and over earn less than \$15,001 per year. This is most likely due to them being less involved in the workforce. Residents between the age of 15 and 24 years also are more likely to be earning \$15,000 or less. This could be due to students working part time through tertiary education, but more likely due to them being involved in entry level work which is subsequently lower pay. Residents earning \$50,001 and over are most likely to be between 45 and 64 years.

Table 11: Average Personal Income by Age Groups by City (2001)

	Waitakere	North Shore	Auckland	Manukau
15-19 Years	\$2,607	\$2,506	\$2,154	\$2,103
20-24 Years	\$17,659	\$16,887	\$14,306	\$14,749
25-29 Years	\$27,030	\$31,114	\$30,616	\$24,779
30-34 Years	\$27,975	\$32,536	\$32,477	\$25,625
35-39 Years	\$27,545	\$31,587	\$30,806	\$26,044
40-44 Years	\$28,312	\$32,362	\$30,536	\$27,371
45-49 Years	\$28,963	\$33,882	\$31,407	\$27,829
50-54 Years	\$29,140	\$34,106	\$31,616	\$27,598
55-59 Years	\$25,336	\$30,486	\$27,130	\$23,770
60-64 Years	\$14,990	\$21,980	\$17,667	\$15,242
65-69 Years	\$12,771	\$14,318	\$13,603	\$12,477
70-74 Years	\$12,042	\$13,641	\$13,411	\$12,396
75-79 Years	\$12,341	\$13,664	\$13,508	\$12,657
80-84 Years	\$12,667	\$13,639	\$13,553	\$12,915
85+ Years	\$12,286	\$13,518	\$13,146	\$13,259
Total	\$20,785	\$23,348	\$22,318	\$18,963

Residents in Waitakere City aged between 50 and 54 have the highest average personal income (\$29,140). This is consistent with other Auckland region cities.

• **INCOME BY ETHNICITY**

In 2001, personal incomes of Waitakere City residents aged 15 years and over tend to be higher for Europeans and lower for Maori, Pacific Islanders and Asian people. The extent to which the average income is higher than the median is one indication of income inequality within the ethnic group, and is greatest for Asians. Participation in the labour force is an influence in median and average personal income. For example, Europeans have the highest rate of full-time workers (75%) and the highest average personal income. Similarly, Asians have the lowest rate of full-time workers and a high rate of part-time workers (19%) and also have the lowest average personal income.

“Personal incomes of Waitakere residents aged 15 years and over tend to be higher for Europeans and lower for Maori, Pacific Islanders and Asians.”

Table 14: Personal Incomes by Ethnicity, 2001

Ethnicity	Median Personal Income \$	Average Personal Income \$	Employed Full-Time	Employed Part-Time
Total European	\$23,188	\$27,414	74.7%	19.2%
NZ Maori	\$19,271	\$22,219	69.2%	15.6%
Pacific Islands	\$17,004	\$18,824	69.3%	16.1%
Asian	\$11,118	\$16,910	67.8%	18.9%
Total	\$20,785	\$25,161	73.3%	18.4%

Source: Statistics New Zealand, 2001

WHAT THE COUNCIL IS DOING:

Supporting the local economy promotes local employment, which is a source of work and income:

- Funding Enterprise Waitakere - an Economic Advisory Board with business growth programmes, tourism promotion, investment attraction, etc.
- City design – regulation, encouraging town centre development, passenger transport.
- Infrastructure and services for both local businesses and residents.
- Cleaner Production advice to assist local businesses.
- Council is also a major employer in its own right.

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WHAT YOU CAN DO:

- Maintain high education and technical skills.
- On the job training.
- Buy locally.
- Set up businesses locally.
- Encourage staff to work from home in Waitakere.

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