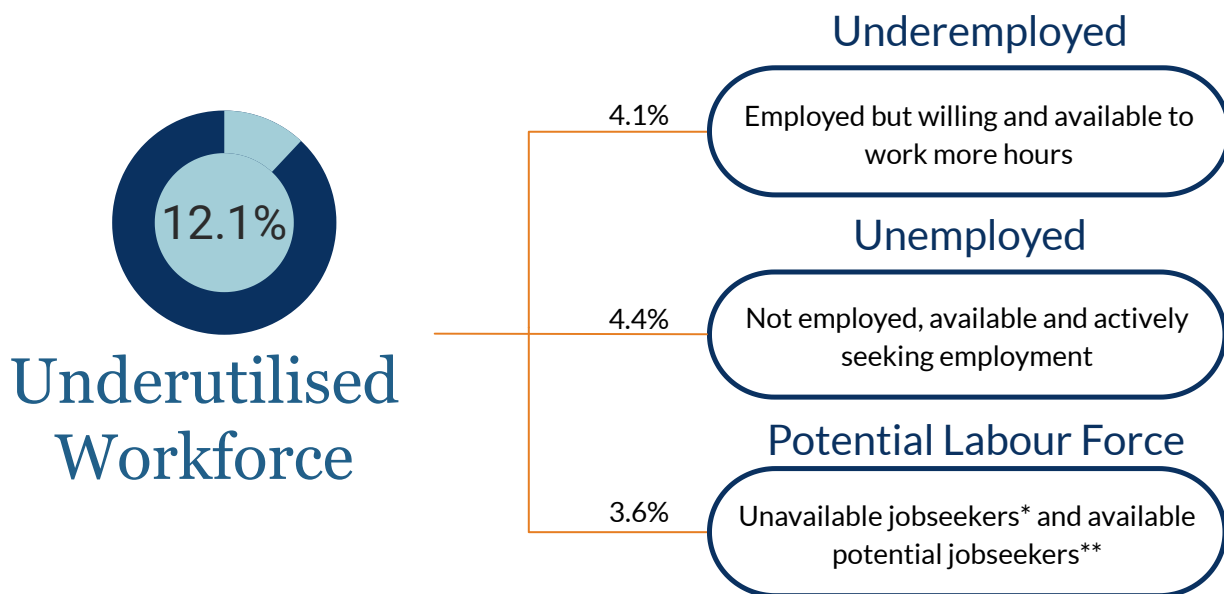


CHARACTERISING NEW ZEALAND'S UNDERUTILISED WORKFORCE

Objective: We use the Household Labour Force Survey to characterise New Zealand's underutilised workforce between June 2016-2018.

Method: Descriptive analysis is used for Aim 1; transition probability matrices are employed for Aim 2; and a multinomial logistic regression is used for Aim 3.



*individuals who are actively seeking work, but were not available to have started work in the survey week, but would become available within a short subsequent period.

** individuals who are not actively seeking work but were available in the survey week and want a job.

To understand social, economic, demographic and work-related characteristics of underutilised workers in New Zealand

AIM 1

60% Of the underemployed say that the main reason is not enough work available.

1.6 times Underemployed workers desire as many hours per week, relative to current hours.

4 times Women are more likely than men to be underemployed as a result of difficulty finding suitable childcare.

Underemployed Individuals



53% have a post-school qualification



Nearly **70%** women



38% ethnic minorities



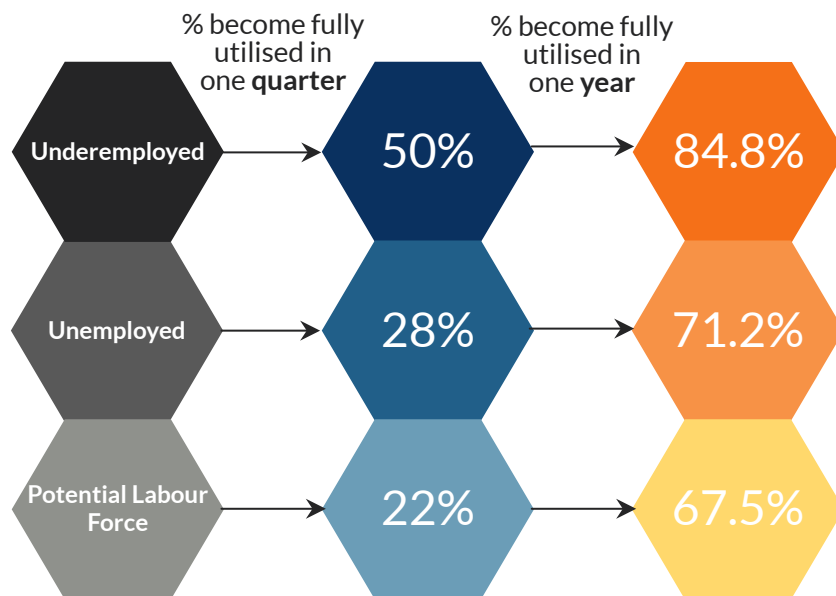
Nearly **1/3** aged 15-24



71% have permanent roles

To explore the transience of underutilisation

AIM
2



Underutilisation
is often a short-term
phenomenon

To identify risk factors associated with underutilisation intensity and unemployment duration.

AIM
3

Underutilisation

INTENSITY

Low intensity: <50% of time; High intensity: \geq 50% of time.

Reference group: fully utilised

- Women are **1.8** times as likely as men to experience high intensity underutilisation.
- Education is a significant factor. Individuals with school qualifications are **73%** as likely to experience high intensity underutilisation relative to no qualifications; this risk drops to **37%** if holding a bachelor's qualification.
- The likelihood of underutilisation initially decreases with age, before increasing in later years.

Unemployment

DURATION

Short-term: < 1 month; Medium-term: 1-12 months;
Long-term: \geq 12 months. Reference group: fully utilised

- Unlike ethnicity and education, there is **no** significant relationship between age and long-term unemployment.
- Compared to workers in a rural area, living in an urban area is associated with an increase in medium-term unemployment, but not long-term unemployment.
- Non-Europeans are more likely to experience unemployment of **any** duration.



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