

- What is the contribution of women's unpaid work to family farm production?
- To what extent is non-market work being commercialised/incorporated into the formal economy and vice versa?
- How do people distinguish the activities they define as work from those they regard as leisure, recreation or hobbies?

The extent to which questions are adequately answered A large amount of relevant theoretical work has been done overseas on which New Zealand researchers can draw. The international literature also provides some examples of empirical work in this field. By contrast, both theoretical and empirical work in New Zealand is seriously lacking on virtually all questions raised above.

Questions of highest priority We need to both refine our conceptual tools and accumulate information about non-market work and this involves reconsideration of the term work itself. This should involve both qualitative and quantitative research, small scale as well as national studies. There was strong support in the group for a national time-use survey to be conducted by the Department of Statistics.

The major obstacles to this research Our own lack of knowledge, the conceptual problems of convincing Government departments and funding agencies of the value of doing this sort of research. We need to clarify the policy implications of this type of research in order to present a convincing case for research funding.

DISCUSSION

Cook began the discussion at the plenary session by asking exactly what voluntary work meant and what can be done with it. Hyman noted that the difficulty of defining these kinds of non-market work meant that the census was not the right place in which to look for data of this kind. Novitz argued however that the observations do not preclude the census from being used to collect some relevant data perhaps on those items which can be defined satisfactorily. Imray pointed out that the terms unemployment, non-market work and work needed to be distinguished especially if we run the danger of calling unemployment non-market work. Williams then referred to the existence of a black market economy in which people engaged in non-market work can actually generate an income. The workshop then considered the extent to which so called unpaid work actually did allow the generation of some income.

GROUP 2. THE CHANGING STRUCTURE OF THE NEW ZEALAND WORK-FORCE

Members : George Barker, Charles Crothers, Andrew Frazer, Harvey Franklin,
David Smith, Nichola Swainson.

Major questions

The major questions for researchers in this field are to identify *what* it is they must decide and *why* it requires explanation. Trends must be identified and

"forecasts" made of changes in the work-force, drawing attention to the range of policy "interventions" they imply. This overall task involves examining changes in the demand for labour (the supply of jobs), the supply of labour (the demand for jobs).

In terms of demand, the changing distribution of requirements by industry, occupation and sector (private, government) needs to be examined as does the allocation amongst types of firms/plants and types of employment (e.g. full-time, part-time). Behind these "surface features" of the structure of the work-force lie changing job content, both in terms of "skill level", and in wider features of job design. Occupational titles often do not adequately reflect job content and this raises difficulties for longitudinal studies using census data in particular.

On the supply side, examination should focus on the distribution of people (in terms of age, sex, education, experience, etc.) amongst the "job slots" in the work-force. Beyond this, researchers need to examine :

- (1) The match between jobs and those in them (e.g. in education skill and where they are obtained, job satisfaction and the appropriateness of job design);
- (2) The flows of people in and out of the work-force and amongst the various "job slots" within it; and
- (3) The broader social consequences of mismatches (e.g. plant closures, community change, job loss and union activity ...).

The extent to which questions are adequately answered At present, it was felt that a rough descriptive grasp of "surface" changes in the work-force was available, and that work was "in place" that allowed more sophisticated systematic description. What was now required was the asking of deeper questions of linkages, flows, mismatches etc., as well as the identification of causal influences on trends. Apart from a few case studies this more difficult work remains to be carried out.

Questions of highest priority Highest priority needs to be accorded to the investigation of impacts of technology on the work-force and the assessment of its overall costs and benefits. Especially important here was the need to try and establish the technical conditions under which jobs might be held. Associated with this is the need to investigate the retraining needs of those displaced through technological change.

The second priority was the investigation of labour supply and the training needs of growth industries - including the evaluation of the extent to which the responsibilities for such training are to be shared between private and public sectors.

The major obstacles to this research The major obstacles to this research lie in the difficulties within existing data sources and lack of availability of other

data. There was some ambivalence in the group about the adequacy of existing data sources in terms of the reliability of the respondent supplied information, and the categories used (although none made a case that adequate aggregate classifications could not be developed from available data). For example, in the case of service industries, apparent changes in trends often reflected a change in categorisations of types of work rather than real changes. By the same token, the nature of certain types of work may change but without a commensurate change in name. Consider for instance the changing nature of clerical work.

The reliability of the linkages between different data-collections was also regarded as an obstacle to research. Many of these concerns have been alleviated in recent years (through New Zealand Standard Industrial Classification (N.Z.S.I.C.) and New Zealand Standard Occupational Classification (N.Z.S.O.C.)) although much work on retrospective reconstruction remains to be done.

A larger problem is the thinness of available data in the face of wide complexity and rapid change. Some form of fairly frequently collected (household) labour force survey seems needed not only to measure the extent of unemployment, but also to monitor a wide range of changes in job conditions, flows, satisfactions and consequences.

DISCUSSION

Grimes asked whether the role of migration in filling in skill needs was discussed. Smith indicated that it was not but noted that Government just allowed technical change to take place and he felt there was a need to plan this more carefully so as to minimize retraining needs. An example was the Think-Big projects where he felt the need for skills could have been anticipated and more local labour used.

Williams questioned the meaning of technical change; did it mean single changes or incremental changes? Did it mean retraining or deskilling? The assumption in the group report was that it was the former.

GROUP 3. ETHNIC GROUPS AND THE LABOUR MARKET

Members : John Hicks, Craig Hill, David Imray, Richard Sawrey.

Major questions

Five main questions were identified :

- (1) What are the appropriate ethnic groupings to be considered?
- (2) What type(s) of disadvantage do these groups experience in employment, for example in income and occupational mobility?
- (3) Does the disadvantage result from "cultural rejection" by the groups or from discrimination?
- (4) What role is played by lack of education, training and experience in