

in monitoring how hidden unemployment varies over time and what the key factors are in determining the level.

DISCUSSION

Shiplely drew attention to their survey in Palmerston North in which age, sex and health characteristics of the domestic situation played an important role in modifying the effects of unemployment. Grimes then noted how the definition of unemployment (i.e. who goes into the category) depends on its use. Graham noted in addition that the number of categories were important and that we must decide whether hidden employment is in fact a problem. Grimes raised the question of hidden *over*employment and referred to the presence of people working full-time who would like to work fewer hours.

Cook responded to the group's report by noting that the Departments of Labour and Statistics both support a labour force survey but that compensatory saving means such a survey was not possible at this stage. There is presently a lack of willingness to find funds. Imray then asked what policies would change and how if we had such a survey.

GROUP 6. THE RELATIONSHIP OF LABOUR AND EMPLOYMENT RESEARCH AND POLICY
Members : Jim Lennon, Jacques Poot, Dennis Rose, Susan Shiplely, Ross Tanner,
Alan Williams.

General observations The group noted that labour market research has not been given high priority in New Zealand. We have no institutions analagous to those in Australia and and the United Kingdom whose prime research objective is research into labour markets and employment. New Zealand's neglect probably stems from the long period of full employment. Research is also inhibited by data limitations including, most notably, the absence of a labour force survey. There is a need to develop longitudinal survey material.

Major questions

Three major research areas were identified :

- (1) The functioning of the labour market: At the micro level there is a need for positive description of the functioning of labour markets - at occupational, industry and regional levels. How are the markets structured and how do they operate? What factors inhibit their functioning?
- (2) The impact of policy on the labour market: How is labour market functioning affected by public policies in areas such as training and certification, industrial law, migration control and commercial regulation?
- (3) Macro policy and employment: In addition to research into the micro-economics of labour markets, there is a need for research into links

between macro-economic policies and employment. Particular areas for investigation include the limits of Keynesian fiscal management, external transaction regimes and planning mechanisms.

The group also discussed linkages between Government departments and researchers, focussing on the twin problems of ensuring that researchers were aware of research needs as perceived by departments and that departments were informed of research results. It was noted that confidence in research results usually depended upon acceptance of the underlying theoretical framework.

DISCUSSION

Shiplely referred to the mechanism of communication between research and policy makers and the government suspicion of research from "outside". The motivation of those who offer research to policy makers was questioned. Rose noted that it was hard for policy makers to appreciate the learning processes that went on in research and therefore many departments feel they learn more by doing it themselves.

Williams argued that there was not enough research so that policy makers could select among alternative models. Smith then asked Judith Johnston of the Social Science Research Fund Committee (S.S.R.F.C.) the extent to which studies funded by the Committee have been translated into policy. Johnston replied that there had been great interest from policy makers in research funded by the Committee but that the main problem had been the time it takes to complete research; this was the price of purchasing outside research. Johnston noted that she wrote reviews of the work completed which are then sent to the Minister. She did notice that people receiving information in this way were becoming more informed. There are however serious supply problems for there are too few researchers carrying out the kind of work that is needed. The infrastructure for much of the research is not there; the lack of workshops for example. Andrews pointed out that there were policy needs of those in the private sector too. Johnston indicated that the seminar series held by the S.S.R.F.C. was very successful and this forum allows information to go to a variety of different policy makers.

GROUP 7. WOMEN IN THE LABOUR MARKET

Members : Prue Hyman, Rosemary Novitz, Susan Shiplely, David Smith, Nichola Swainson.

Gender difference constitutes a major rigidity in labour market operation and dynamics - and this justifies and requires detailed study.

Major questions

- (1) Documentation of the levels and changes in vertical and horizontal occupational segregation and earnings differences by sex.
- (2) The nature and relative importance of the constraints on change, such as: