

Attendance at the Seminar was excellent with keen interest and involvement from both officials and rank and file membership. It was felt that there had to be greater education of workers if the Government's propaganda was to be countered and a viable alternative found. The Educational Programme of the Auckland Trades Council will continue with a seminar to be held shortly to consider "Special Forms of Organised Activity for Female Workers."

Unions in Auckland have also been active in opposing the Government's **S.I.S. Amendment Bill**. The Combined State Service Organisations held a meeting of some 2000 members to state their opposition to the Bill. This almost matched the size of a meeting held a few weeks earlier to protest at restrictions being placed on them by the Government under the State Services Remunerations and Conditions of Employ-

ment Act. The Government's proposed amendments to the Act are similar to those which they have already passed against Trade Unions in the private sphere.

Typists have also been active in the Public Service in stating their discontent at the discriminatory career prospects that are available to them in the Public Service.

Of major interest in Trade Union circles is the forthcoming elections of the Auckland Trades Council Executive. Bill Andersen, the President, has been re-elected unopposed. All other positions are being keenly contested with most interest centering on the position of Secretary. Peter Purdue is not standing for another term as Secretary, and his loss will be deeply felt. He has made a particularly outstanding contribution to the Trade Union Movement during his time as Secretary of the Council. ©

SPECIAL FEATURE:

New Zealand's Multi-Cultural Workforce

INTRODUCTION

W. F. McDONALD*

Even the most cursory examination of New Zealand's population would reveal a mixture of cultural backgrounds. Whilst the majority of the 3,100,000 people do share a general European affiliation, the newly arrived migrant is nevertheless likely to experience major differences in attitudes and beliefs between himself and indigenous New Zealanders.

Furthermore, within this population of native born New Zealanders are included 257,000 Maori people with their own unique cultural background. The other major recent cultural influence in New Zealand has been the immigration of Pacific Islanders, which has increased their population in New Zealand from 45,000 in 1966 to 76,000 in 1976. Within this pattern of cultural mix there has also occurred a rapid develop-

ment of the industrial sector and the concomitant shift of population from rural to urban areas in New Zealand, e.g. from 1951 to 1966 some 40% of the Maori population moved into the cities.

The growth of industry has increased the demand for labour, especially the demand for semi or unskilled workers. The pattern of industrial development which is supported both by movement of people from the country to the cities, and the mass immigration of people from agricultural coun-

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tries to cities in a host country, is typical of most western industrialised countries during post-war times.

Many studies show that without such immigrant workers industrial development would have been drastically slowed down. In New Zealand, for example, a very high percentage of both male and female Pacific Islanders are active in the workforce and most of these are presently engaged in unskilled or semi-skilled jobs in manufacturing industry. In Auckland Maoris and Pacific Islanders make up one-third of the shop floor labour force, and are actually in the majority in a number of large companies.

However, only an insignificant number of Pacific Islanders or Maoris have risen to managerial positions, bringing with them a first hand familiarity with the cultural background of such a high proportion of the labour force. This situation carries with it an obvious potential for cross-cultural misunderstandings and conflicts between managers and workers as well as between various groups of workers themselves. Such misunderstandings can be costly in time lost on the job, low worker morale,

or high absenteeism and turn-over rates.

Awareness of the problems faced by migrant workers has been developing for a number of years. In 1972, on the recommendation of employers, the Vocational Training Council established a Polynesian Advisory Committee "to help meet the challenges associated with the education and training of Maoris and other Polynesians at all levels of the labour force and in all sectors of the economy." Through the two appointed Polynesian Advisory Officers a wide variety of aids have been developed, with a particular emphasis on management/employer education.

As interest increased the need for further research became obvious. Through funding from the Vocational Training Council, a 3-year research programme has now been established. Every attempt will be made to distribute the practical results as widely through industry as possible.

I trust that opportunities like this to publish accounts detailing the nature of our multi-cultural workforce will be of interest to readers, and will continue to foster the co-operation and initiative from industry that such research demands. ©

SOUTH PACIFIC WORK RESEARCH PROJECT — A PROGRESS REPORT

N. R. MARSH*

This project, which began in 1976, consists of a series of inter-linked, cross-cultural studies of the Multi-Cultural Workforce in Auckland. Whilst the 1976-78 part of the project concentrates solely on studying attitude and behaviour in manufacturing industry, this is planned to develop into the service sector in 1979. Furthermore, studies have been planned to investigate the effects in the Pacific Islands of the return to the labour force of their own people who have learned industrial skills in New Zealand.

BACKGROUND AND NEED FOR RESEARCH

The stimulus for a comprehensive research programme which explored attitudes and behaviour patterns of industrial workers in Auckland arose from several sources. Firstly, there was a feeling of

inadequacy in teaching courses dealing with Organisation Behaviour and Man Management without having data or models of attitudes and behaviour in New Zealand industry. The development of research on work attitudes in New Zealand mainly dates from the 1970s; a conclusion that can be drawn from this work is that much of the man-management and motivation theories

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