

The Jobs Letter

No. 254

9 September 2006

Essential Information on an Essential Issue

SPECIAL

The Last Jobs Letter

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- Jobs. Employment. Livelihood. Poverty. Education. Opportunity. These have been, and will continue to be *essential issues* for New Zealand.

Over the last 12 years, *The Jobs Letter* has kept a focus on where we have come from and where we are going with these issues. We have tried to help our readers understand what has happened to the fabric of our country since the economic reforms of the late 80s and 90s. Every 2-3 weeks, we have reported the *essential information* on the assessments and statistics involved in these issues, and what our country is learning from them. And we've tried to imagine what will be the next big influences, challenges and opportunities as we approach the second decade of the 21st century.

In this final issue of *The Jobs Letter*, we have thrown our pages and website over to our readers — all of whom have participated in the debate about jobs, unemployment, welfare and poverty in New Zealand, and many of whom have contributed to current public policy. We have encouraged these readers to give us their views on three questions:

- 1) *What has our country achieved on employment and poverty issues over the last 12 years?*
- 2) *What have we learned?*
- 3) *What do you think will be the main issues that we will need to focus on in the next 12 years?*

We have also included a section from the Trustees of The Jobs Research Trust ... which includes our take on these questions ... and our thinking about where our work as a community group may be heading after *The Jobs Letter* ...

What Have We Achieved?

David Benson-Pope, Minister of Social Development and Employment

- We've achieved a lot since 1999, when the Labour-led Government took office. In the mid-1990s the so-called 'economic miracle' had left many families behind. Today, we have: record low unemployment (3.6%); record high employment (2,129,000 people in work); record high labour force participation (68.8%).

Between June 1999 and June 2006: unemployment Benefit numbers fell 74%, from 150,000 to 39,700. And overall benefit numbers fell 25%, from 371,000 to 280,300.

These gains have been shared by everyone — Maori, Pacific, Pakeha, other ethnicities, women, and men. There has been dramatic progress over the past seven years.

360,000 families are getting targeted tax relief through Working for Families. The 'average family' (two children, middle income), receives

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The Jobs Letter No.1
26 September 1994

Labour's Jobs Policies
Job Action Programme
Foodbanks Should Close
Employment Taskforce

The Jobs Letter No.2
10 October 1994

Economic Growth 6.1%!
Anglicans for a 4 Day Week
Lack of Analysis in Setting Benefit Levels

The Jobs Letter No.3
26 October 1994

Task Force Youth Report
Local Economic Development
KT Footwear Hires Long-Term Unemployed

The Jobs Letter No.4
7 November 1994

Apprenticeship Numbers Halved
International Bankers Told to Contain Inflation and Promote Jobs

The Jobs Letter No.5
21 November 1994

Unemployment 7.8%
Community Economic Sector
John Pilger on Poverty in UK

around \$70 a week. Working for Families was launched in 2004, and is forecast to reduce child poverty by 30% or 70% by 2007, depending on which measurement we use.

The *Social Report 2006* confirmed that New Zealanders have better income, education, employment, health, and life expectancy than they did in the mid-1990s. The *Social Report* also showed that income inequality increased between 2001 and 2004, because higher incomes increased more than lower. Working for Families is addressing this gap.

Peter Hughes, *Chief Executive of the Ministry of Social Development*

- Twelve Years On — More of us are working and most of us are better off.

New Zealand's labour market has undergone dramatic changes since *The Jobs Letter* was published for the first time 12 years ago. Take the combined population of Dunedin and Oamaru, roughly 127,000 and that is the number of working aged people who have disappeared from the dole queue over that time.

This fantastic progress has been mirrored in other key areas. The unemployment rate for Maori has dropped from 19.8% in June 94 to 8.2% today. Pacific peoples' unemployment rate is down from 23.4% to 5.9% for the same period.

In the past 12 years, the number of sole parents on Domestic Purposes Benefits has reduced by more than 5,600, the equivalent of the population of Otaki.

As a result of reducing unemployment, more jobs, rising real wages, and increases in housing assistance for those at the lower end, household incomes have risen in real terms across the whole distribution.

Income poverty levels have fallen from 27% to 19% overall and from 34% to 21% for children since the mid 90s, using the *Social Report's* constant value poverty line.

The relative poverty measure used by the OECD is not as positive. Because middle incomes have risen slightly more quickly than lower incomes, relative income poverty has risen from 9% to 11% overall and from 13% to 15% for children. However, there is no doubt that the vast majority of New Zealanders are much better off today than 12 years ago.

Sue Bradford, *Green Party MP Responsible for Employment, Welfare, Community Economic Development*

- 1994 was the year of the Employment Taskforce. Unemployment was very high, intergenerational unemployment and poverty were becoming entrenched features of New Zealand life, and young people, tangata whenua and Pacific Island peoples were disproportionately unemployed. National had cut benefits drastically and used work for the dole, lengthy stand down periods and the threat of time limited benefits to further harass beneficiaries.

What has been achieved since then? Some highlights:

Unemployment rates have massively reduced, but there are still hundreds of thousands of people who would like work, or more, or better work, but can't get it. The numbers of people on Sickness and Invalids Benefits has increased proportionately since 1994.

More young people proportionately are in work, education and training, partly a result of the excellent work of the Mayors Taskforce for Jobs in partnership with the Labour Government.

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The Jobs Letter No.6
5 December 1994

Taskforce on Employment
Shortage of Engineers and Builders
Training or Education?
US Congress Limits Welfare

The Jobs Letter No.7
20 December 1994

Job Losses and Tariff Cuts
Voices on Employment Taskforce
Paid Parental Leave

The Jobs Letter No.8
9 January 1995

NZ Nurses Working in Singapore
Social Audit
The Cost of Unemployment

The Jobs Letter No.9
17 January 1995

Businesses Training Young
Workers
181,091 on the Dole
Ethnic Jobs Discrimination

The Jobs Letter No.10
7 February 1995

Youth Action Programme
Te Araroa: the Long Path
New Jobs are Lower-Paid

Work and Income puts a much greater focus now on helping beneficiaries to get work when they first register, and has extended employment assistance beyond those on the dole.

Forced work-for-the-dole for unemployed people no longer exists, and people on the Domestic Purposes Benefit are no longer work-tested on pain of losing their benefit. Stand down periods have been cut from 26 to 13 weeks.

Some lowlights:

Young people, mature aged people, Maori and Pacific Island peoples, refugees and migrants, and those with long-term illness, injury or impairment are still disproportionately unemployed.

Benefit levels have never been restored to their pre-1991 equivalent levels. Poverty continues to affect beneficiaries and beneficiary families disproportionately and the gap between the well-off and the very poor continues to widen.

The Labour Government has entrenched discrimination against beneficiary families through Working for Families, and has effectively cut benefits through abolishing the Special Benefit. They have created no go zones for the unemployed, further institutionalising some parts of rural and provincial NZ as being economically hopeless cases.

Labour has got rid of the Community Employment Group, the only part of government which — for all its faults — even attempted a conscious community economic development function.

Geoff Bascand, Deputy Government Statistician, Statistics New Zealand

- Three huge employment accomplishments stand out for me over the past 12-15 years. The first is the tremendous growth in employment and corresponding reduction in unemployment we have achieved. In June 1994, the unemployment rate was 8.3%, after being 9.5% on average in 1993 and 10.3% on average in 1991 & 1992. It is now 3.6%. Employment has grown by some 520,000 jobs since June 1994. That is almost a third more people employed, with the increased dignity, social involvement and income that results.

The second is achieving large rises in labour force participation, particularly amongst women and those transitioning to retirement. The overall labour force participation rate is at an all time high. Female participation in the labour force is now 8 percentage points higher than it was in June 1994 (62% c.f. 54.9%), while amongst persons aged 60-64 it has risen from 32.5% to 62.7%. For many of these people, their workforce engagement is on a part-time basis, which they balance with other activities. Social trends, economic drivers, and policy levers are all at work here, but together they have supported and enabled a large number of people to engage in some part in the labour market.

The third is to banish the bogus notion that full-employment is unattainable. This change in understanding and optimism about the future is very significant. Twelve years ago it was common in some circles to suppose that we would not see low-unemployment again; that we had to adjust to a world where jobs were scarce and work was a privilege of the fortunate that needed special rules to share it around. Surely that falsity is now gone. With appropriate labour market rules and sustained economic growth, it is now clear that employment growth does result and unemployment need only be a temporary situation.

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The Jobs Letter No.11
21 February 1995

The Future of Work,
Unemployed Migrating to SB & IB

The Jobs Letter No.12
6 March 1995

ILO: Unemployment Crisis
27% of Placements are Full-Time

The Jobs Letter No.13
20 March 1995

Views on Development
Buy Local Campaign
Self-Employed Women

The Jobs Letter No.14
3 April 1995

Job Intro for School Leavers
Unemployment & Overwork
"Re-Inventing Government"

The Jobs Letter No.15
18 April 1995

Employment Forum
Volunteering Increases
Employability

The Jobs Letter No.16
3 May 1995

Pacific Unemployment in NZ
Rising Dollar is Killing Jobs
Unemployment & Health

Jim Anderton, Progressive Party Leader and Government Minister

- The *Household Labour Force Survey* of August 2006, reported an outstanding report card on the state of the jobs market; employment growth stood at an astounding 1% in the three month period, there was also a big lift in hours worked (1.4%) and a new record was achieved in New Zealand's employment or 'participation' rate (68.8%), the highest rate ever recorded. These are incredible results and the past six years have seen almost unbelievable changes in employment opportunities for Kiwis. In my view, one of this Labour-Progressive's government's greatest achievements to date have been reversing the trend of mass unemployment and getting New Zealanders back into work — 2,129,000 of us are now in work, the highest level of employment ever recorded and up 22,000 from the previous quarter. Almost all that increase is driven by full-time, rather than part-time, work. I have now been in Parliament for 22 years and I can honestly say that most of my rewarding times have been during the period of 1999 – 2005 overseeing the 'jobs machine' and initiating economic development as Minister of Economic, Regional and Industry Development.

New Zealand did not get the lowest rate of unemployment in the developed world and enjoy years of solid growth through good luck! In the days of the National government, I use to say there wasn't an unemployment problem — there was an unemployment policy. With the election of a new government, there were fundamental changes to the way things were done. Investment in economic and regional development was pioneered and now has become the status quo. We had a partnership model and involved everyone who could help build New Zealand again — with industry, central and local government, tertiary education institutions and others.

We got advantage from our small size in developing networks. We have come a long way since those times but still have problems, many of which are hangovers from the past. For example, our current skills shortage isn't only caused by our success in getting more people into jobs but is partly a legacy of the 'hands-off' governments of the 1980s and 1990s.

Jane Kelsey, Professor of Law at the University of Auckland

- The upheavals of the early 1990s shocked and dismayed a majority of New Zealanders. Almost everyone in 1991 knew someone who was unemployed who did not fit the negative stereotype. Poverty became an undesirable part of the everyday lexicon. Growing inequalities between rich and poor were seen as problematic. So was the deterioration in quality and accessibility of our health and education services, especially for those most in need. Tax cuts for the rich were seen to bear a large part of the blame. So was the mentality of greed and self-interest that fuelled the excesses of the market. The Treaty of Waitangi was hailed as the constitutional foundation stone of the nation.

Margaret Crozier, Senior Analyst, Department of Labour

- On the surface the figures look good with high participation rates. However, income disparities are high compared to OECD. Unemployment rates for Maori are three times higher than for the general population. Child poverty 50% higher than before the economic reforms of the late 1980's. Deprived households, i.e. those with low-income and low work skills, are disproportionately high particularly for Maori, Pacific families and migrants — and constitute more than a third of households in the Auckland region. Large numbers of young people are still leaving school without qualifications. The Ministry of Social Development reports high levels of

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The Jobs Letter No.17
16 May 1995

Foreigners Take Fishing Jobs
Welfare Dependency

The Jobs Letter No.18
18 May 1995

Unemployment Lowest Since 1986
Is Technology Destroying Jobs?

The Jobs Letter No.19
17 June 1995

SB & IB Numbers Up
More Teachers Needed
French Unemployment 12%

The Jobs Letter No.20
30 June 1995

Multi-Party Jobs Memorandum:
"Lost Opportunity for Jobs"

The Jobs Letter No.21
17 July 1995

The Rich/Poor Gap
60% of Workers "Anxious"

The Jobs Letter No.22
3 August 1995

Chch Adult Work Scheme
Skills Shortage on the Farm
State Agency for Full-Employment?

churn: i.e. turnover of people in low-income jobs. And large numbers of people that have been recruited from outside of New Zealand face major issues integrating into the New Zealand labour market and accessing health services.

On the plus side, there were some great initiatives from community organisations, and some good partnering from government through the Community Employment Group, which demonstrated that empowering people can generate new opportunities for job creation in sectors like resource recovery, Maori land development, community services, cultural and sports projects, small loan funds, enterprise training, and rural marketing.

Paul Dalziel, *Professor of Economics at Lincoln University*

- June 1994 marked the last major element in New Zealand's decade of radical economic reform, with the passing of the Fiscal Responsibility Act. The economy had recovered from the lengthy recession associated with the April 1991 benefit cuts, but the unemployment rate was still 8.2% for the country as a whole, and was 14% for Maori and Pacific Island workers. Proponents of the reform agenda were refusing to acknowledge the increase in poverty and despair that had been generated by the reforms, so that one of the great contributions of *The Jobs Letter* was to provide a place for the cry of the poor to be heard.

Twelve years later, the atmosphere has certainly changed. Unemployment in June 2006 is 3.2%. The government's policies of regional development have helped all parts of the country to share in the long period of growth after the 1998 downturn. Policy makers and employers are now more worried about skill shortages rather than long-term structural unemployment. The Ministry of Social Development's *Social Report 2006* reveals that most (but not all) indicators of social wellbeing have improved since 1994.

Brian Easton, *Economist*

- It seems such a long time since unemployment peaked in early 1992 at 11.1% of the labour force, when over 181,000 New Zealanders were jobless and actively seeking work. Others had become so disheartened that they were not even bothering to seek work.

Even that figure is misleading as to the size of the trauma. In the 57 months between October 1988 to June 1993, 754,312 had enrolled on the New Zealand Employment Service register. To give some idea of this magnitude, the average size of the labour force was about 1,612,000 people, so the enrolled unemployed represented about 47% of that total. Because people were entering the labour market (from school leavers, those returning to work and immigrants) this over estimates the proportion. But because not everyone who was unemployed registered the actual numbers involved were considerably higher. Whatever the true and meaningful figure there is no question that 15 years ago New Zealand was going through its worse period of unemployment since the Great Depression.

The official rate of unemployment is now 3.6%, which under estimates the change, since there has also been a reduction of those not-in-the-labour force.

Paul Callister, *Institute of Policy Studies, Victoria University*

- We have created a flexible and dynamic labour market which is able to generate a high level of employment. We have also greatly increased

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The Jobs Letter No.23
23 August 1995

Unemployment 6.3%
Maori Unemployment 16.1%
"Natural" Unemployment is 6%

The Jobs Letter No.24
9 September 1995

Unemployment a Mental Health
Issue
CEG's Target Work
Easton on Economic Reform

The Jobs Letter No.25
26 September 1995

Suffering Skill Shortages
Joblessness and Cannabis

The Jobs Letter No.26
16 October 1995

Economy Slowing
Tax Cuts for Mid- High-Incomes
Ruth Richardson's Wish List

The Jobs Letter No.27
26 October 1995

The Long Awaited Jobs Package

The Jobs Letter No.28
9 November 1995

Feedback on Jobs Package
Labour's Employment Proposals

participation in education so through this have, hopefully, lifted the skill levels and the productivity of the workforce.

However, we still have a long way to go in term of reducing poverty, especially child poverty. Connected with this, we have also seen an increase in income inequality.

Susan St John, Senior Lecturer, University of Auckland Business School

- The quantity of employment has increased, but the quality of employment for people on low-incomes has diminished. Curing poverty is not always a question of getting a job. By using the focus on work as the only way out of poverty we have lost sight of the poorest children who can't wait that long. It is outrageous that the percentage of children in hardship in 2004 is 38% compared to those over the age of 65 where it is only 8%. We have a very long way to go in achieving for the young what we have achieved for the old. Working for Families is not the answer even if it does cure poverty for some low-income working families.

Ross Wilson, President of the NZ Council of Trade Unions

- We are still very much feeling the effects of the free market assault 1980s and 1990s — the harsh employment legislation, economic deregulation and privatisation, high unemployment and benefit cuts. As a result, the gap between the rich and the poor grew markedly.

In the last six years some steps have been made to address this gap, with a more active state and unions as social partners. The minimum wage has risen from \$7 to \$10.25 without any significant effect on employment levels, major increases in skills and industry training funding, much improved parental leave provisions and health and safety laws that involve and empower workers. And unions have campaigned hard to lift wages, in particular for low-income and minimum wage workers.

Working for Families will have an effect on many low-income families, however as this year's *Social Report* showed us there remains significant numbers of people facing severe hardship, and we must do much better to increase assistance to beneficiary families, in particular those with children.

Parekura Horomia, Minister of Maori Affairs; Associate Minister for Social Development

- For Maori there have been dramatic changes. In the 1990s we had Maori on an Unemployment Benefit at 44,000, we are now down to 13,500. What that means is the vast majority of Maori are in mahi. And that focus is quality mahi with the re-introduction of apprenticeships and industry training. Working for Families has been huge, for Mum and Dad working hard to bring up their tamariki.

Peter McCardle, Former Minister of Employment

- Over the last 20 years, the strongest achievement has been the increase, (until 2006) in average real growth. This, as concluded by two separate and comprehensive studies by the OECD and Treasury, is due to the economic reforms of the 80s and 90s. From this economic growth has come more jobs, and an associated increase in average living standards.

In my view the word 'poverty' is an emotive and subjective label, and is not in international comparisons strongly applicable to New Zealand. In terms of the significant 'hardship' faced by a number in our society, gains have been made on the back of stronger growth and more jobs. Reductions in beneficiary numbers, where most hardship is experienced, have been greatly enhanced by a greater focus on reducing benefit duration and the

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The Jobs Letter No.29
27 November 1995

Unemployment Top Voter Concern
Kelsey Questions Economic
"Success"
Building Apprentices Shortfall

The Jobs Letter No.30
15 December 1995

"30/30/40" Labour Trend
Local Employment Co-Ordination
Staff Paid Parental Leave at
Woolworths

The Jobs Letter No.31
8 January 1996

Business on Skill Shortages
Teachers from Britain
French Pledges Jobs Action

The Jobs Letter No.32
29 January 1996

Employment Agenda '96
Beneficiary Numbers Rise
The Working Poor

The Jobs Letter No.33
10 February 1996

Recycling and Jobs
Immigration/Employment Debate
Positive Discrimination
Job Search on the Net

WINZ One Stop Shop service, which in particular has made job assistance more accessible to sole parents.

On a separate level, there has been a positive devolution in relation to employment policy, with a moving on from employment policy being the exclusive domain of Head Office Officials in Wellington, with today far greater ability for regions to initiate, create and influence.

Nicky Hager, *Writer*

- New Zealand has emerged from the depressing depths of free-market dominated politics. This had allowed humanitarian and socially concerned people across society to make concrete efforts on employment and poverty issues ... and to make some progress. The current government had made some decent steps in both areas.

However the achievements have been limited and undermined by a lack of courage or will. Many people who, politically are products of the free-market years, are still in positions of authority in the public service, science, business, parliament and elsewhere. They are the people who went along with the free-market policies and so were promoted during that period. As a result, although mostly the public has moved on, New Zealand is, by many measures, still one of the most deregulated, free-market countries in the world. Even the Labour Government has been unwilling to rethink most of the free-market 'fundamentals'. Consequently we witness the division between rich and poor still growing, housing becoming unaffordable in cities for ordinary people (especially those under about 35-40 years old), companies becoming branch offices of their foreign owners and local industries being ground down by competition from low-wage countries.

Geoff Chapple, *CEO of Te Araroa Trust*

- Both the Labour Governments of 1984-90 and the National Governments of 1990-1999 dismantled what had until then been accepted as the default responsibilities of a New Zealand Government: universal welfare, progressive taxation with high marginal rates at the top end, protection (Labour) or tolerance (National) of organised labour, and a strong civil service.

When *The Jobs Letter* began in 1994, all these fundamentals were either diminished or gone. It was a period of rapid change and dislocation for workers, particularly those in government jobs, and the unskilled. Unemployment peaked at around 11% in the early 1990s, and was still running at 9.5% in 1994.

From 1994, *The Jobs Letter* published regular factual profiles of these matters — even-handed as to its reportage on what the various political parties and the Ministries were doing about it. It promoted the Mayors Taskforce for Jobs with its goal of zero unemployment in the regions. It helped start the Community Employment Group which, at its best, encouraged industries in the smaller centres. *The Jobs Letter* added to this valuable portfolio by culling ideas and philosophy on the job market from sources around the world.

In the 12 years to 2006 unemployment fell to 3.6%. Some credit should go to the reforms. Some credit should go to commitment by groups such as The Jobs Research Trust, that continued to agitate against any unemployment, and published *The Jobs Letter*.

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The Jobs Letter No.34
28 February 1996

Unemployment 6.1%

Tax Cuts Debate

Reserve Bank Can't Solve
Unemployment

Teacher Shortfall

The Jobs Letter No.35
18 March 1996

Real Wage Level Static

Student Loan Debt Growing

Fruit Picker Shortages

The Jobs Letter No.36
1 April 1996

Tariff Removal and Car Plants

Lower Wage Rises

Roundtable Wants Welfare Reform

The Jobs Letter No.37
19 April 1996,

Poverty in NZ

"Work-for-the Dole"

Gangs and Wor

The Jobs Letter No.38
8 May 1996

Summary of the Tax Cuts

Social Policy Bill

Roger Tweedy, *Work & Age Trust NZ / Nework Centre*

- A recent paper on Top Ten Workforce Forecasts for 2006 was sobering reading in that most issues are the same as we would have published in 1994 and to the 'market' they are seen as new issues. Maybe not a surprise as the community sector will always be an early adopter of ideas/trends being closer to the people. We seem to have made little progress on rethinking work — its role in income distribution, its fitting in with the new lifestyles and demands, its productivity through a more holistic lens, and of course the demographics of today's and the future workforce.

Have we a more employed but less fulfilled population? Has work become a necessary evil? Have we even started to comprehend work possibilities beyond that which has been with us since Henry Ford's production lines? In vivian's words, 'have we developed new livelihoods?' Sadly I think not.

Wally Stone, *Kaikoura*

- Those that believe unemployment and poverty is a social cancer that without treatment can cause terminal illness to individuals, families and communities will welcome the reduction in unemployment statistics during the past 12 years.

However I am not sure we have achieved anything regarding poverty, maybe just disguised it.

Trevor Gray, *Manager of the Tindall Foundation*

- Unemployment is definitely down from the days I remember when you started publishing *The Jobs Letter* — when it was 90-100% in some communities in the Far North where I lived. Even youth unemployment, which remained disproportionately high for too long, has eased significantly. With the skills shortages we now face, it will need constant, if slightly different attention still.

Poverty is more of a worry. The most recent Ministry of Social Development *Social Report* placed around one-third of children in homes below the poverty line, with not all being helped by the Working for Families package. In times of apparent plenty and full employment, this is surely unacceptable.

Donna Wynd, *Child Poverty Action Group*

- Growth in jobs has not been matched by growth in incomes for low-paid workers and beneficiaries. Many of the jobs created are low-paid, casual service jobs with few benefits or promotion prospects. The poor quality of many jobs can be seen in the increased number of children living in poverty. While many of those in severe and significant hardship are beneficiaries, others are working families. While poverty levels are down from the highs of the mid-90s, income inequality has continued to grow, and remains well above what it was in the 1980s. In the last 12 years we have achieved a more divided society, and a rising tide of poverty-related social and health problems.

Ian Ritchie, *Manawatu*

- We have achieved very little. Certainly no change in the context from which policy decisions come from. The drivers of both poverty and unemployment remain unchanged. While employment statistics may be up, they are counterbalanced by empty shops in the main street, the massive growth in loan sharks and the dominance of slave labour imports which help people survive. The government is continuing to reduce income support for beneficiaries and increase subsidies for low-wages. Working for Families is the third stage of the latter.

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The Jobs Letter No.39
20 May 1996

Unemployment 6.2%
Shortage of Farm Workers
Immigrant Doctors on the Dole
Boom in Temping

The Jobs Letter No.40
10 June 1996

Budget Details
Boost for EEO
Local Employment Groups
Nurses Off to the UK

The Jobs Letter No.41
3 July 1996

Training and Jobs
Counting the Unemployed
Re-Defining Unemployment

The Jobs Letter No.42
19 July 1996

Farm Labour Crisis
The Stop Poverty Campaign

Jobs Letter No43
29 July 1996

Election 1996
Parties Employment Policies

Alister Barry, *Documentary Maker*

- What has been achieved is a refinement of the use of poverty and unemployment as instruments to achieve price stability (low inflation).

Anne Else, *Freelance Writer; Research Associate, Gender And Women's Studies, Victoria University*

- On paper it's looking good for the Pakeha majority, with much lower official unemployment. But for Maori, Pacific and groups such as refugees, while there have been major improvements, unemployment remains alarmingly high. And with so many casual, insecure, and above all low-paid 'jobs', it's not surprising that rather than a steady decline in poverty and hardship, we're seeing a marked escalation even among those who do have paid work, let alone those on benefits.

There have been similarly double-edged developments for women. It's excellent for women, families and the country that women's rights — not just to paid employment, but to the full range of occupations and positions — is now widely recognised. And paid parental leave is certainly a major achievement. But it seems grossly unfair that women struggling to cope alone with caring for children and other dependent family members are now clearly being expected to shoulder the full burden of wage-earning as well or else be condemned to barely existing on a manifestly inadequate benefit income. This dilemma is starkly highlighted by the fact that poverty is clustered so markedly among families with children. Paid work can only ever be part of the answer.

Paul Matheson, *Mayor of Nelson, Chairperson of the Mayors Taskforce for Jobs*

- Over the last 12 years we have seen a huge decrease in unemployment from the highs of the early 1990's. This has been achieved not only through economic growth but the combined efforts of many determined and visionary groups and individuals.

Many community groups began in order to address the issue of unemployment and sought to provide training and skill development for those who were displaced by the economic 'reforms' of the 80s. The need for such training has now become part of almost every project or programme which seeks to address these issues. There has been some recognition that the private sector alone cannot create all the jobs we need and many have been created in the public and voluntary sectors and many government agencies now recognise that community groups are often best placed to address social issues.

There have also been attempts to involve all participants in problem solving and acknowledgement that all agencies, community groups, the private and public sectors must work together if we are to continue to provide work and livelihood for all New Zealanders. The need to lift incomes, provide quality work and increase productivity is also increasingly being heard. We have achieved much with our large companies in the way of quality flexible work and some are now wrestling with the issues of ensuring all employees have the ability to work hours which allow for a better quality of life.

Denise Eaglesome, *Deputy Mayor of Wairoa; Wairoa College Youth Co-Ordinator*

- Our country has achieved some good things regarding employment, e.g. Modern Apprenticeships, Gateway in schools, Youth Transition programmes, just to name a few of the initiatives in the latter years. But I

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The Jobs Letter No.44
14 August 1996

Big Rise in Lost Jobs
Shortage of Social Workers
Maori Council and Gang Training

The Jobs Letter No.45
27 August 1996

Unemployment 6.1%
Community Wage, Work-for-the-
Dole and Workfare
Job Growth Not Reducing Jobless
Rate

The Jobs Letter No.46
13 September 1996

Keynes' Policies Turn 60
Training and Jobs
Oz Privatises Employment
Service

The Jobs Letter No.47
27 September 1996

Intl Year to Eradicate Poverty
Small Business Boom
Roger Douglas: "Dysfunctional
Families" a Time Bomb

The Jobs Letter No.48
16 October 1996

Long-Term Unemployment
ILO on Child Labour

don't believe it has addressed poverty. Poverty is not only about having a job ... it's about environment, home, health, education and abuse (in all its forms).

Lindsay Jeffs, Christchurch Small Business Enterprise Centre

- New Zealand has in real terms achieved a substantial reduction in the levels of unemployment whilst also increasing the percentage of people participating in the workforce. When measured against other Western countries our performance has been well above par. However, it is interesting to note that skills shortages are still occurring in certain industry sectors such as the building, engineering and construction, as was also the case in 1994. On issues regarding poverty the numbers of New Zealanders living below the poverty line has increased and in comparative terms with other countries we have performed below par.

Jenny Brash, Mayor of Porirua City

- What have we achieved? This is a huge question! I believe people are better off now in general but there is a bigger gap between rich and poor. The *Social Report* just out goes into this in depth. Young people, especially young Maori and Pacific people, are over represented in unemployment stats but this has improved steadily i.e. a drop in their unemployment levels.

I believe that the establishment of Youth Transition Services in local Council areas is a huge step forward in ensuring our young people do not fall into the gaps but make a successful transition from school to work or further education. Together with Gateway programmes, STAR programmes, local programmes like Partners Porirua and the Designing Careers Programmes, hopefully all our young people can reach their full potential. We cannot afford any of our young people to fall by the wayside.

Ron Sharp, Motueka Community House

- We have achieved a reduction in the numbers of unemployed — but at what cost? We have 'stabilised' our society by making middle and working class New Zealanders more insecure and busier, working longer hours for the same or less pay. We travel further in heavier traffic to find tolerable jobs. We borrow more and take extra work to pay for hire purchases and loans. We are not sure whether our jobs will be safe next year. Overtime is diminishing and working hours can be any time of day or night. There has been a huge increase in anxiety and insecurity. Many people escape into addictions and fundamentalist beliefs. Everyone knows that the few super rich manipulate the system, but divert workers anger by scapegoating beneficiaries and Maori and Pacific Islanders and Asian immigrants and gays and terrorists and highly developed techniques fanned by media control and 'talk-back' radio. The astonishing inequality in wealth gives rise to enormous disparities in income, quality of life and opportunities.

Brigid Ryan, Project Coordinator of the Settling In Project, Family and Community Services, Ministry of Social Development

- Employment levels have increased and this can be a good thing for family dynamics and the personal self esteem of the individual who is working. Single parent families where that one parent's primary role is care of the children continue to struggle. The poverty of those families is still one of the biggest challenges to New Zealanders in 2006.

The Jobs Letter

DIARY

The Jobs Letter No.49
4 November 1996

Redefining Jobs Creation
Teacher Numbers Crisis
Prisons: a Growth Industry

The Jobs Letter No.50
22 November 1996

Unemployment 6.3%
Social Employment Projects
Covey on Interdependency

The Jobs Letter No.51
6 December 1996

1 Billion People Unemployed
Farmers Leaving the Land
NAIRU: "Non-Accelerating Rate of Unemployment"

The Jobs Letter No.52
20 December 1996

Minister McCardle's Agenda
Bank's Inflationary Range Expands
Plans for Work-for-the-Dole

The Jobs Letter No.53
17 January 1997

Inaugural WTO Meeting
Jobs and the Environment
Prediction of Job Growth Occupations

Peter Conway, *Economist of the NZ Council of Trade Unions*

- There are pervasive legacies from the 1984-99 period of neo-liberalism. Income disparity, poverty among low-income families, high housing costs, low investment in skills and infrastructure, wages 35% lower than Australia, low capital per worker, high private debt fuelled by profits of overseas owned firms and so on.

But there are positives. There has been a 46% increase in the minimum wage since 1999 — yet unemployment kept falling. A 30% fall in working-age beneficiaries, a doubling of industry training funding, four weeks annual leave on the way, paid parental leave, time-and-a-half for work on public holidays, stronger health and safety laws, and the scrapping of the Employment Contracts Act.

But the diffidence by government towards stronger employment regulation, particularly on industry bargaining, has meant that labour market shortages are not in general translating into higher wages.

Working for Families will make a big difference. But a policy design linking 'making work pay' and 'child poverty' was not the best approach. A universal family benefit separated from other initiatives to 'make work pay' would have been better.

But after the 1980s and 1990s it is a relief to have a government that actually cares about the unemployed, low-income families, and fairness at work and actually tries to help by investing in people and skills. Not everything works as well as we would like — but we are a much better country in 2006 than we were in 1994.

Sandi Morrison, *Deputy Chair of the Economic Development Agency NZ; Trustee of The Big Idea Charitable Trust*

- It's still hard to believe that the percentage of people unemployed in New Zealand reached double figures in the 90s. And now New Zealand has one of the lowest rates of unemployment in the OECD. People with vision in communities throughout the country channelled effort, advocacy and creativity into all manner of employment programmes and community-based enterprises to mediate the crippling impact of high-unemployment. It is sobering to ponder whether the current low rates of unemployment in this century are an outcome of macro economic forces which bear little relationship to the significant public and community investment that was a feature of the 90s. In spite of New Zealand's recent economic growth and low unemployment rate, there are deep pockets of poverty in a number of our marginalised communities; there has not been a fair distribution of the economic benefits.

Lindsay Mitchell, *Institute for Liberal Values NZ*

- While the inroads into unemployment have been significant, inroads into poverty have not. This is because poverty is largely associated with long-term benefit dependency. While 11% or 1-in-9 working age people are still on benefits, hardship will persist. So 'official' unemployment is down but the unemployment of other beneficiaries is either static or up.

Women and children dominate the lower socio-economic group and their situation has remained largely unchanged. In fact, according to recent reports, more single parents (90% are mothers) are experiencing 'severe hardship'.

As a group women appear to be becoming more economically polarised. The employment rate of single parents is the second lowest in the developed

The Jobs Letter

DIARY

The Jobs Letter No.54
31 January 1997

The NZ\$ and Jobs
Dept Calls for Change to Benefits
The Jobs Letter Goes Electronic

The Jobs Letter No.55
17 February 1997

Unemployment 5.9%
1,000 Air NZ Jobs Go
Oz Goes Work-for-the-Dole

The Jobs Letter No.56
6 March 1997

Future of the "Career"
ILO on Work-for-the-Dole
Changing Face of Careers

The Jobs Letter No.57
27 March 1997

New Work Tests
Wisconsin Welfare Model
Europeans Rally Against Lay-offs

The Jobs Letter No.58
18 April 1997

Workfare: the Intl Experience
Skill Shortages
Maharey Disputes Dole Figures

The Jobs Letter No.59
5 May 1997

Where to for CEG?
Another Teacher Shortage Crisis
Looms

world. The percentage of one-parent homes where nobody works increased slightly over the year to June 2006. Over the past few years, it hasn't deviated far from 50% in either direction. This is mainly due to the long-term availability of the Domestic Purpose Benefit.

Persuasive measures to move people off this benefit have not been very successful. Although recipients are commonly described as 'well-motivated,' the statistics do not bear this out. There are still around 37,000 single parents with school-age children only, who do no paid work outside the home. Treasury is well aware of the potential for productivity growth if the employment rate for these women could be raised. The stubbornly low rate can no longer be blamed on a lack of jobs.

Gordon Hudson, Manager of Like Minds Taranaki

- On employment — the country has achieved a great deal of success. But on the negative side, the changes in technology and free trade has left a number of previously skilled people employed in manufacturing without jobs and many without the skills new employment requires. There has been precious little resourcing for support and retraining for these, usually, mature workers.

The lack of forward planning within the tertiary education sector, particularly for trades personnel, combined with the disempowerment of unions has resulted in a mass exodus of skilled tradespeople overseas.

There is a clear need to ensure that we do not continue losing more younger people in the workforce than join it. And ensure that we maintain and retain those currently within the workforce. This will need further government incentives to ensure that Aotearoa/New Zealand competes favourably with our major international competitors in the employment field.

And there seems a lack of acceptance by business leaders that there is a need for more innovative practices within the workplace to encourage younger workers to stay longer and contribute more — as well as more flexible working conditions enabling more women to return to the workforce and more mature workers to continue working.

Clearly, further tax cuts for the wealthy are not a priority however a non-taxable first \$5,000-\$10,000 of income would assist those that need it the most. With poverty comes increased costs in health, housing and welfare in particular. A non-taxable first \$5,000-\$10,000 could be more cost effective than it would, on paper, seem.

Darel Hall, Executive Director of Industry Training Federation

- Demographics have largely eroded the employment issue except in some pockets e.g. youth. At least with such high employment most people have an opportunity to not be poor. But employment has to be connected with ideas of a brighter future to work.

Janfrie Wakim, Child Poverty Action Group

- Sadly, the reasons which lead to the formation of Child Poverty Action Group 12 years ago, still exist today, however, at least the reality of poverty is now recognised after years of denial. Some clear effort has been made to attend to child poverty (Working For Families) but the benefits of the measures taken have not reached the poorest families. Furthermore, coercing mothers into paid work — as their contribution to society — has been prioritised over children's needs.

The Jobs Letter

DIARY

The Jobs Letter No.60
19 May 1997

Unemployment 6.4%
Greens Call for Eco-Tax
Women & Unemployment

The Jobs Letter No.61
30 May 1997

"Natural Capitalism"
Work-for-Dole Battle Lines
What Labour Would Do ...

The Jobs Letter No.62
25 June 1997

No Budget for Workfare
Employer Strategy for Full-
Employment
Job Hunting on the Web

Jobs Letter 63
17 July 1997

McCardle Talks-up Jobs Strategy
"Code of Social Responsibility"

The Jobs Letter No.64
7 August 1997

Multilateral Agreement on
Investment (MAI)
Employers Can't Find Staff,
Telecommuting

The Jobs Letter No.65
22 August 1997

Unemployment 6.7%
Police & Military Staff Shortages
"No Fraud" in Winebox
Investigation

Unemployment has fallen to its lowest levels in over 12 years but costs have risen faster than wages and too many parents are working long hours in jobs which produce insufficient income for their families. Of greatest concern is that the income gap between well-off and poor families continues to widen.

Judy McGregor, *Equal Employment Opportunities Commissioner*

- We have achieved record labour participation and low-unemployment which is great news for all New Zealanders. But not all of the jobs constitute 'decent' work and poverty in New Zealand is shamefully high — particularly for marginalised communities and disadvantaged people. For Maori families with dependant children 20% are in severe hardship and for Pacific families the figure is 30%.

Hugh Hughes, *retired teacher and head master*

- As a casual observer, I believe there's been significant gains made in empowering people who are unemployed. And in some cases these have been gains in community leadership regarding employment initiatives including skill enhancement through co-operative action. But unfortunately this has been patchy.

While there has been some spin off from this in poverty reduction, ingrained welfare dependency and attitudes, along with the wide variety of social problems, especially in particular pockets, indicates this remains a major handicap to developing a civilized society.

Yvonne Sharp, *Mayor Far of the North District Council*

- I would give our collective effort on these interrelated fronts of employment and poverty a mark of 7-out-of-10. Overall, the improving statistics read well, but under the surface the underlying causes of poverty and unemployment have not been fully addressed. Getting to the core of longstanding, often intergenerational unemployment in poverty-stricken areas requires a lot more effort. This need is readily apparent in our remote rural communities who are continually challenged by the lack of basic infrastructure and the tyranny of distance to commerce and traditional employment.

Graeme Dingle, *Chair of the Foundation for Youth Development*

- It is dangerous to comment when one isn't well informed so I'm going to stick to the area I know – youth development. Here at the Foundation for Youth Development we currently have around 14,000 young people in programmes that last between 12 and 14 months. As well, we train about 400 adult mentors per year. We have about 650 people around the country working in both voluntary and paid capacities delivering truly amazing outcomes for young people. What has this got to do with employment and poverty issues? Everything! Each of our programmes has a role to play in minimising negative youth outcomes. 'Kiwi Can' teaches values to primary school students. 'Stars' works with all Year 9 students in a participating school and trains senior students to be peer mentors. 'Project K' targets Year 10 students with low self-efficacy. Good evaluation is vital and we pride ourselves on doing this well. For example we can prove that our programmes motivate students to stay in school and we know if they stay in school their employment and tertiary training opportunities are greatly enhanced.

The Jobs Letter

DIARY

The Jobs Letter No.66
15 September 1997

Maori "Revolving Door" of Temp
Jobs and Schemes
1-in-3 on a Benefit
"Businesses for Social
Responsibility"

The Jobs Letter No.67
1 October 1997

Bounty to Put Maori into Jobs
Treasury Wants Benefit Cuts
Code of Social Responsibility

The Jobs Letter No.68
3 November 1997

France Introduces the 35-hr week
Value of Unpaid Work

The Jobs Letter No.69
28 November 1997

Unemployment 6.8%
Churches Promote Workfare
Standards
Universal Basic Income

The Jobs Letter No.70
22 December 1997

Christmas Eve Job Losses
IB and SB to be Work Tested

The Jobs Letter No.71
9 January 1998

No Student Allowance for Under-
18s
Teacher Morale and Numbers
Plummet
New Economy: "Betrayal of Work"

It has taken us 11 years to build the capacity and systems to support big numbers in programmes but we can now grow to 50,000 young people in programmes in quite a short time. We should soon be able to measure our outcomes against negative youth statistics.

Garry Moore, Mayor of Christchurch; Founding Chairperson of the Mayors Taskforce for Jobs

- The country has gone through a period of sustained growth and high levels of employment. There, however, continues to be poverty issues associated with low wages, part-time work, poor skills and lack of training. Some of this is as a result of several generations moving outside the work force.

One of our best achievements, as the Mayors Task Force for Jobs, has been our opportunity to raise the profile of the importance of trade training in our community. The Trade Training Graduation Ceremony in Christchurch has been a huge success and is enjoyed by graduates and their families and employers.

Bob Austin, Pathways Project Officer, Rotorua District Council

- What we have achieved are opportunities for the majority of people to obtain paid full-time work and gain recognised industry qualifications. We have a labour market where demand now outstrips supply, enabling individuals and or groups to bargain from a position of strength. This is in stark contrast to the 1990s where high unemployment allowed employers to dictate wage rates and conditions of employment.

We have increased opportunities for people to gain transferable skills which enable them to work in a variety of occupations, and recognition of the importance of transferable skills in a labour market that dictates workers will have a number of jobs during their 'working life'. Workers will often change careers in order to achieve a better work life balance and/or secure a more stable income stream.

There is recognition that those who had been unemployed for a long period of time were often victims of the environment and that with the right assistance, could make a worthwhile contribution to their community. And there is recognition that local authorities have an important part to play in providing local solutions to local employment problems.

Central government has been divesting itself of many of its core functions, believing that by empowering local communities, better outcomes can be achieved. Local government is seen as politically neutral and reflecting the aims and aspirations of the community it serves. The Mayors Taskforce for Jobs is one such example.

We have seen significant improvement in the level and variety of qualifications achieved by people of all ages especially Maori. This in turn has allowed a large number of people to gain positions of responsibility in both the professions and the trades

The gap between the 'haves' and the 'have nots' continues to widen despite efforts by government to target assistance to those most in need.

What Have We Learned?

The Jobs Letter No.72
30 January 1998

Asian Economic Crisis
Sowry on Social Policy

The Jobs Letter No.73
10 February 1998

Unemployment 6.7%
High Staff Turnover Rates for
Government Depts

The Jobs Letter No.74
6 March 1998

The "Code of Social Responsibility"
Debate

The Jobs Letter No.75
24 March 1998

Merging of Income Support and
Employment
Employment Challenges of Elders
Health Effects & Unemployment

The Jobs Letter No.76
14 April 1998

What the Current Account Deficit
Means
McCardle is Minister of
Employment
Institutional Barriers to Employment

The Jobs Letter No.77
27 April 1998

Special Issue on the Community
Wage

Geoff Bascand, *Deputy Government Statistician, Statistics New Zealand*

- It strikes me that we have learned a great deal over these years. First that well-working labour markets and stable economic growth matter a lot and yield large employment benefits.

Second, that policy and its implementation does matter. Changes to labour market rules, the age and entitlement to national superannuation, and the concerted performance targets of WINZ and its predecessors in getting people into work have all contributed to these gains.

Third, we have learned that long-term detachment from the labour market has significant, long-term costs. Studies have shown larger lasting income losses for those out of work the longest. Even now, Pacific and Maori participation rates have not returned to earlier levels as detachment was most severe for these and other lower skilled groups.

Fourth, we have learned that getting people off-benefit does not equate with getting them into work and sustaining their attachment and progress in the labour market (e.g. see LEED research reports). We still have some work to determine the appropriate responsibilities of our public institutions in this regard and how best to assist successful work transitions.

Fifth, we've learned that employment growth, by raising the real and relative incomes of low-income people, has the potential to improve equity in the distribution of income, at least in the lower half of the income distribution (see Treasury working paper on the earnings distribution and Motu analysis of the Maori income distribution).

Lastly, I observe that we have gained new understanding of how dynamic the labour market is. The LEED data offer dramatic new insights here. For every new job created in a quarter, perhaps five to ten times as many are starting and a similar number are finishing. High job turnover means that there are many opportunities for job seekers to enter the labour market, but we have also learned that tenure is often very short.

Paul Dalziel, *Professor of Economics at Lincoln University*

- We have learned a great deal over the 12 years. We have learned more about the full social costs of radical economic reform. We have learned more about the strengths and weaknesses of a market economy. We have learned more about our society's willingness to accept ethnic and sexual diversity. We have learned more about the strengths and weaknesses of central and local government policies for improving social, economic, environmental and cultural well-being.

Most of all, we have learned that even in a period of rising economic prosperity, serious problems of poverty (in its widest sense) remain. In particular, New Zealand continues to have shocking issues with child and youth poverty. *Social Report 2006* records that 38% of dependent children under 18 years had low living standards in 2004, an increase from 34% in 2000. It also records that New Zealand has the third highest male youth suicide rate and the highest female youth suicide rate in the world. We are one of the few countries where the suicide rate is higher at younger ages than at older ages.

David Benson-Pope, *Minister of Social Development and Employment*

Punitive approaches like benefit cuts and work-for-the-dole are doomed to fail. They don't lead to real jobs, and they use up case managers' time in administration.

The Jobs Letter

DIARY

The Jobs Letter No.78
11 May 1998

Unemployment 7.1%
Millions Jobless in Asia

The Jobs Letter No.79
27 May 1998

Anglicans on Welfare Protests
Group Apprenticeships
TV Benefit Fraud Ads

The Jobs Letter No.80
18 June 1998

NZ's Unfolding Economic Crisis
Local Economies Rely on
Cannabis Trade

The Jobs Letter No.81
30 June 1998

"Super Agency" WINZ
Hikoi of Hope Planned

The Jobs Letter No.82
17 July 1998

WINS CEO Christine Rankin
Young People Higher
Unemployment
Foreign Fishing Crews

The Jobs Letter No.83
30 July 1998

Income and Inequality
Tamihere Supports Work-for-the-
Dole

Only a strong economy and targeted, specialised services deliver sustained employment growth. Services must match people's skills and circumstances, and acknowledge that some have greater barriers to work than others.

The more we reduce unemployment benefit numbers, the more time and resources we can focus on supporting other groups, like people with ill health or a disability or the long-term unemployed.

Results like benefit numbers are easy to measure and quick to see. Others, like sustained improvements in education or living standards, take a longer time. We need to measure immediate and long-term progress to get a genuine sense of what's working.

Sue Bradford, Green Party MP Responsible for Employment, Welfare, Community

- Work-for-the-dole schemes don't work, and a strong vibrant economy is a better road to creating jobs than forcing people to work for subsistence wages.

Under the current government's approach, part of the price for higher employment rates appears to be very low wages and poor conditions of employment for many workers.

A local government/government partnership (Mayors Taskforce for Jobs) working together to help end youth unemployment can begin to effect real change for the better.

Both National and Labour-led Governments are happy to entrench structural discrimination against beneficiaries and their children and to continue with an income support regime which is usually not enough for people to live on, impossibly complex and expensive in its administration, and often unfair in its application.

There is a lot more that needs to be done by all of us who care — across all sectors — to end unemployment and poverty in this country.

Garry Moore, Mayor of Christchurch, Founding Chairperson of the Mayors Taskforce for Jobs

- I have learned that when we go through significant restructuring we should think long term and not just short term. When we restructured in the 1980's and 1990's, we left a group within our community in NZ without engagement, or hope, and we then did not train people for where our economy was heading. We did not train trades people. We relied on the 'market' to meet future needs. The partnership between public and private was non-existent. The concept of 'non market intervention' was a mantra chanted by the high priests of the market.

A modern economy needs an active engagement by both public and private sectors. Our forebears understood this and they set up a good mix of training which was not just at universities.

We have to make sure that careers advisors understand where jobs are, and what skills are needed. This will lead to our young people being exposed to many potential opportunities for their lives.

We have a lot of lost time to make up if our economy is to have the skilled workforce which will be necessary to meet the demands of new world markets for our goods and services. Let us never repeat the awful mistakes we made during the past two decades with our dreadful 'hands off' approach.

The Jobs Letter

DIARY

The Jobs Letter No.84
13 August 1998

Unemployment 7.7%
Danish Employment/Welfare Model

The Jobs Letter No.85
27 August 1998

5 Planks of Hikoi of Hope:
Real Jobs
Trusted Health System
Accessible Education
Affordable Housing
Addressing Poverty

The Jobs Letter No.86
1 September 1998

Jobs from the Land
Reeves on the Hikoi Hope

The Jobs Letter No.87
23 September 1998

Global Economy in Free-Fall
NZ Job Losses

The Jobs Letter No.88
14 October 1998

ILO on Training Trends
Unite! Unemployed Union
Maori Employment and Training
Commission

We are a resilient country that has been rocked by globalisation, oil prices and even the weather in recent times, but we have met these challenges and continue to grow.

Jane Kelsey, *Professor of Law at the University of Auckland*

- Today, beneficiaries are being blamed once more for their 'dependency' and their children are denied access to the entitlements provided for children or parents in paid work. Hard won recognition of the Tiriti o Waitangi are being expunged from law and policy as Maori are targeted once again through familiar practices of institutional and personal racism. The hospitals are culling waiting lists to meet their budgets. Schools in poor areas struggle with kids who are hungry and whose parents can't pay the 'voluntary' fees. Talk of tax cuts no longer draws howls of outrage about the richer getting richer or what will have to be cut to pay for them.

No-one talks about these things any more. What has changed? Poverty, inequality, exploitive employment, deteriorating public services and user charges for the poor have become normalised. Successive governments that have claimed to represent working people have been more concerned about threats of capital flight and a crisis of investor confidence. Even compliance with New Zealand's international obligations on paid parental leave only occurred through pressure from the Alliance Party, which was deliberately killed off at the 2001 election.

Peter McCardle, *former Minister of Employment*

- I doubt that New Zealand has learned the most important economic facts that are clear from the experience of the last 20 years: that the single most important key to reducing unemployment and hardship is strong and sustained real economic growth of over 3% per annum. Policy must therefore put this goal at the top of its considerations.

While the economic growth of recent times (on the back of the reforms of a decade or more ago) has been hugely positive, it is now falling away to a lower level, and there is a real risk New Zealand's living standards and job growth will fall further behind comparable countries such as Australia that already have much higher standards of living.

Ron Sharp, *Motueka Community House*

- We have learned that the 'divide and conquer' strategy still works, Fritz Schumacher was right, the monetary status quo where interest-bearing-debt-operating-for-profit-only has sucked us all in and is unsustainable, consumerism is unsustainable, competition needs to give way to co-operation, most institutions in our western society need to be reformed into more sustainable social relationships, we must protect our environment, another world is possible, the trickle down system has not worked, divisional barriers need to be abolished, and that we are one species that needs to work together.

Susan St John, *Senior Lecturer, University of Auckland Business School*

- It is more what we are about to learn ... which is attacking poverty with a work-incentive tied to children is a clumsy and ineffective approach. It punishes those children whose parents lose their jobs in a recession and — by being so expensive — diminishes the political will to increase disposable income of those who can't work.

In terms of learning, we have learned nothing from the failures of the family income support measures of the 1990s including the introduction

The Jobs Letter

DIARY

The Jobs Letter No.89
28 October 1998

Budgets for More Unemployment Benefits
WINZ National Roadshow
Common Misconceptions About Poverty

The Jobs Letter No.90
20 November 1998

Unemployment 7.4%
Foodbank Protests
Amartya Sen Nobel Prize

The Jobs Letter No.91
1 December 1998

A Shorter Working Week?
Inmate Jobs Programme

The Jobs Letter No.92
16 December 1998

Universal Declaration of Human Rights
Corporate Welfare
Who Pays for Workfare?

The Jobs Letter No.93
25 January 1999

Launch of the Euro
Skill Shortages

The Jobs Letter No.94
5 February 1999

Unemployment 7.5%
PM Shipley on Jobs
New Compliance Measures for Beneficiaries

of the highly divisive and discriminatory Child Tax Credit in 1996. The In Work Payment of 2006 perpetrates the inequity.

We have learned nothing from the benefit cuts of 1991 as they have been mirrored in 2005 with core benefit reductions and changes to hardship provisions.

We have learned little from the failure to index family support with indexation applying to cumulative inflation over 5% only from 2007.

We have taught women that the only value they have is if they are in the workforce. What we will learn from this is that when women also undervalue their care-giving role, society is immeasurably worse off.

Sandi Morrison, Deputy Chair EDANZ, Trustee of The Big Idea Charitable Trust

- The market does not (nor should it be expected to) provide services and opportunities that are neither commercial nor profitable.

Developing and maintaining a fair, just and equitable society requires visionary public and community intervention and investment.

Contracts for services in the not-for-profit sector is a poor substitute for developing partnership approaches between the public, private and community sectors to address gaps.

A long-term commitment to investing in research and development work in the community sector is a pre-requisite for building more robust and sustainable economies.

Peter Conway, Economist of the NZ Council of Trade Unions

- We should have learned by now that ‘trickle down’ does not work. Tax cuts for the rich, higher profits, privatisation of state assets and so on did not trickle down benefits to all. If anything they trickled up and then flooded out of the country.

We should have learned that there is nothing wrong with strong regulations that can ensure redistribution of income through the tax system and the labour market.

We have learned that in the right circumstances, minimum wages can rise sharply without leading to high unemployment.

Also we know that if employability relies on having a transferable skill, then we need investment in skills. Knowledge may be an infinite resource — but it needs to be nurtured.

We have learned that it is very hard to come back later and address the major social deficits that develop when right-wing economic policies reign supreme for over a decade.

Hopefully we have learned that a sustainable development framework is a better approach.

Peter Hughes, Chief Executive of the Ministry of Social Development

- The Ministry’s living standards research highlighted the difficulties faced by a small proportion of families reliant on the benefit and supporting dependent children. Working for Families focuses on families with children and will make a significant contribution to addressing this issue.

Alister Barry, Documentary maker

- We have learned that if a consensus on the use of unemployment as the basic mechanism for controlling inflation can be achieved amongst the

The Jobs Letter

DIARY

The Jobs Letter No.95
19 February 1999

Stats NZ: the Growing Income Gap

The Jobs Letter No.96
5 March 1999

Election Year Jobs Agenda

Young Oz Men Poorer than Their
Fathers

The Jobs Letter No.97
26 March 1999

CEG Review

WINZ Cops Criticism

The Jobs Letter No.98
27 April 1999

Foodbank Use Rising

Call for Maori Employment
Commissioner

The Jobs Letter No.99
14 May 1999

Unemployment 7.2%

Tobin Tax

Bruce Jesson 1945- 1999

The Jobs Letter No.100
28 May 1999

The Birch Budget

One More Worker

Scheme Workers for Schools

two political parties, the business elite, the business media and most general media commentators, then permanent levels of unemployment (and poverty) around the level of the NAIRU (Non Accelerating Inflation Rate of Unemployment) will be tolerated by the general population.

Russel Norman, Green Party Co-Leader, Spokesperson on Economics and Trade

- We have learned that cutting the wages of the lowest paid has negative economic outcomes as well as negative social outcomes. The productivity drop after the introduction of the Employment Contracts Act in 1991 should have surprised no one but is a sobering lesson. If we want to have a high wage economy then we need to have high productivity and you don't get there by cutting wages. Extreme inequality is a major contributor to ill health and a raft of other negative social indicators.

Inequality matters in and of itself. Social policy that remains focussed on getting people into low-wage jobs and is blind to the gap between the rich and the rest will fail to address inequality and all that goes with it.

Hugh Hughes, retired teacher and head master

- Retaining of power and control generally drives political leaders and their bureaucracies, at both national and local levels, resulting in a reluctance to work in true partnership with citizens. Consequently local initiatives lack of support and encouragement and don't tap the potential that exists within its citizens, limiting what can be achieved.

There's growing evidence across all sections of society, of increasing anti-social attitudes and values ranging from things like selfishness, greed, lack of accountability, lawlessness, violence and abuse, lack of concern or consideration of others and so on, which also impinges on results. The need is for holistic rather than the pepper-pot approach for attempting to solve the symptoms of social problems or ills when the public demand for action means they can longer be ignored by authorities.

Such negative trends feature, in varying degrees, in all developed nations, indicating there's a common denominator in this socialising failure of young over the last century or so.

Denise Eaglesome, Deputy Mayor of Wairoa; Wairoa College Youth Coordinator

- I'm not sure that we have learned anything or we have we done anything to change or improve what we know. We have learned that we have a critical shortage of skilled workers and we are now addressing that with a number of initiatives.

We know that varsity graduates are leaving the country in order to pay off their huge debts because they are being offered better wages overseas ... and we are not really doing anything about that.

We have learned that wages are far better in Australia than here and we are advised by Michael Cullen not to ask for wage increases ... so we are not doing anything about that.

In a nutshell we have learned many things but are not doing anything about them.

Donna Wynd, Child Poverty Action Group

- Sadly, in respect of poverty we have learned nothing. The policies that brought so much hardship to so many in the 1990s have not been abandoned, and in the case of the In Work Payment, they have been made

The Jobs Letter

DIARY

The Jobs Letter No.101
18 June 1999

Maori and Work-for-the-Dole
Jubilee: Intl Debt Relief Campaign
New Ministry of Social Policy

The Jobs Letter No.102
30 June 1999

1-in-4 Parents Jobless
Farewell to the Auckland
Unemployed Workers Rights
Centre

The Jobs Letter No.103
17 July 1999

Shipley: Dropping Tariffs Has
Increased Job Numbers
Roundtable Focus on Workplace
Flexibility

The Jobs Letter No.104
3 August 1999

The WINZ Whirlpool
Voices from the Whirlpool
Rankin's "Danger Zone" Video

The Jobs Letter No.105
13 August 1999

Unemployment 7%
Widespread Job Losses
Student Loans and the Brain Drain

The Jobs Letter No.106
23 August 1999

WINZ Censured
The Public Service We Need

harsher. While CPAG endorses the principle that decent, well-paid work should be available to all who want it, we believe there must be official acknowledgement that the needs of children do not change according to the work status of their parents. And this acknowledgment should be accompanied by policies.

Nor have we relearned the value of well-paid, secure work. Communities devastated by the reforms of the 1980s are now struggling as parents work two or more jobs to stay afloat. A liveable minimum wage would seem an obvious lesson that has eluded us.

Ross Wilson, President of the NZ Council of Trade Unions

- It is now acknowledged that the Employment Contract Act era of the 1990s encouraged employers to focus on reducing labour costs rather than investing in skill development and technology. The result is that our wages here are low enough to drive skilled workers offshore, particularly to Australia. The neo-liberal economic and welfare policies of the 1980s and 1990s created and worsened the conditions that result in the significant hardship faced by many low-income workers and beneficiaries.

More recently though, we have learned that if we involve workers in decision making on matters on the job that effect them, it can have positive results. A good example is the increased worker participation introduced by the 2002 health and safety reforms that are helping to bring down our still too high rates of workplace fatalities.

We have also learned that regular, albeit modest, increases in the minimum wage over the last six years has not seen large numbers of people being put out of work, instead it has coincided with the lowest unemployment in 20 years.

Dr Anne Else, Freelance writer; Research Associate, Gender and Women's Studies, Victoria University

- The drive to raise the minimum wage, like paid parental leave, indicates we've started to learn that what matters is not just jobs, but sustainable work — and that has to include unpaid work. When I wrote *False Economy* in 1996, there was little notion of how important this was. Talk of 'work-life balance' is commonplace now, even if real change is not. (At a recent seminar, I heard Treasury officials solemnly citing research to prove that having young children impacts on women's paid work 'commitment'. Well, yes.)

Darel Hall, Executive Director of the Industry Training Federation

- We've re-learned that high-employment is good for poverty reduction — that high employment per se is a good goal. And we're becoming better at constructing jobs within a career context so people feel an entry level job actually goes somewhere rather than just being a poorly paid job — that a brighter future for me is possible.

Ian Ritchie, Manawatu

- What have 'we' learned? That summarising the information in main stream print media is not likely to change anything, merely confirm the dominant, *laissez-faire* right wing agenda that poverty — even in work — is good, and that low-wage employment is totally acceptable.

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The Jobs Letter No.107
13 September 1999

APEC Summit in Auckland
NetAid Global Charity Concert

The Jobs Letter No.108
24 September 1999

Hazel Henderson
Unemployment No.1 Voter
Concern
Government's WINZ Policies

The Jobs Letter No.109
11 October 1999

Hardship Survey
Costs of Youth Unemployment
Bauer's "Right to Work" Run

The Jobs Letter No.110
21 October 1999

Election 1999
The Parties' Jobs Policies

The Jobs Letter No.111
5 November 1999

Election Campaign
Petition to Cut Unemployment
Food Poverty Affecting Children

The Jobs Letter No.112
17 November 1999

Unemployment 6.8%
Poverty Research in NZ

Graeme Dingle, *Chairperson of the Foundation for Youth Development*

- We have learned that good governance is one of the most vital ingredients to the survival of an organisation and the effectiveness of the programmes it delivers. Robust evaluation is vital so that programmes can prove positive outcomes and improve delivery. Funding streams are too often short term and there is a tendency from funders to throw money at good ideas that are not sustainable. Organisations too often get obsessed with the process rather than outcomes and the end game. There is insufficient emphasis on benchmarking for quality. There is too much competition between organisations and not enough collaboration. There is not enough collaboration between government ministries.

Gordon Hudson, *Manager of Like Minds Taranaki*

- There has been little long-term planning for sustained full-time employment — particularly in employment legislation and in tertiary training. Much of the current changes in employers' attitudes to ensuring more flexible working conditions and retaining and retraining experienced staff is at best ad hoc. Better that than nothing happening.

Jenny Brash, *Mayor of Porirua City*

- Partnerships between business, economic development agencies, local government and central government are bringing good results both at national, regional and local level. Work & Income Regional Commissioners being given more autonomy and flexibility has enabled innovation and creativity in employment creation areas in partnership with Councils, the community and other key stakeholders. Regional labour market strategic plans also provide for a clear way forward. Key Department of Labour staff working with Ministry of Social Development staff at regional office level is a great step forward in breaking down central government silo thinking. I would like to see Tertiary Education Commission also working closer together with these two key government departments and members of the Mayors Taskforce for Jobs and their Councils. Now we have done the planning, let's all work together to implement them and achieve full employment.

Nicky Hager, *Writer*

- These 12 years have been hugely valuable as the population, in spite of much of the leadership, has re-established a consensus in favour of public services and other forms of social support and community building: essentially, a re-legitimisation of democratic government. It is now more legitimate to try to control socially and environmentally destructive activities and to plan and introduce desirable social and environmental policy. As well, some of the consumerist frenzy that followed deregulation seems to have eased.

Paul Callister, *Institute of Policy Studies, Victoria University*

- We have learned about the challenges faced by New Zealand in a time of high unemployment. But we have also learned that there are challenges when there is low unemployment. We have to make sure that we don't lose this knowledge.

Trevor Gray, *Manager of the Tindall Foundation*

- What have we learned? It will be hard to tell until, and if, the economy eases to levels similar to what it was 12 years ago. Only then will we know

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The Jobs Letter No.113
6 December 1999

Labour-Alliance Victory
WTO Battle for Seattle
Media Peace Award for Jobs
Research Trust Website

The Jobs Letter No.114
21 December 1999

Interview with the New Minister
Steve Maharey
Government Puts Heat on Rankin

The Jobs Letter No.115
17 January 2000

Key Ministerial Briefing Papers to
the New Government

The Jobs Letter No.116
24 January 2000

Maharey Meets Beneficiary
Advocats
No Interest on Student Loans for
Low-Earners

The Jobs Letter No.117
8 February 2000

Unemployment 6.3%
Clark Takes-on the Maori/Pakeha
Gap
1-in-3 NZ Children in Poverty

The Jobs Letter No.118
18 February 2000

Jobs from Waste
Who, What, When, Where & Why
of Waste Reduction

if robust, effective and sustainable changes have been made to the economic and social fundamentals, or whether our former unemployment, poverty and deprivation levels will return, perhaps at worse levels.

We think we have learned that it is best to help communities find their own sustainable futures through processes that focus on their assets and cross sector commitment to agreed actions and desired outcomes. This is not easy especially in deprived and 'over serviced' communities, but it promises to provide more resilient, caring, and self determining futures than those primarily dependent on outside resources and programmes.

Brigid Ryan, *Project Coordinator of the Settling In Project, Family and Community Services, Ministry of Social Development*

- We have learned how to encourage people to work and we have learned to appreciate the skills of our workforce. Visiting United States and Europe in late 90s clearly illustrated the likelihood of this to me. New Zealand needs to learn now from the experiences of other countries with a workforce that is accelerating in its ageing and its ethnic diversity.

Dr Judy McGregor, *Equal Employment Opportunities Commissioner*

- We've learned that New Zealand needs to be vigilant about the promotion and protection of employment rights, whether it be accessing the labour market, moving within it or exiting paid employment.

Despite high levels of employment, disabled people for example, find it very difficult to access decent work.

Despite the increased female labour force participation, the gender pay gap is still structurally embedded and may even be widening.

Despite years of workplace policies, media exposure and societal debate, sexual harassment and bullying are too prevalent.

We have learned that we cannot take equal employment opportunities for granted.

Margaret Crozier, *Senior Analyst, Department of Labour*

- We've learned how important the passion and commitment is of people who push for more collaboration and better strategies, who articulate social objectives and build a community vision.

Lindsay Mitchell, *Institute for Liberal Values NZ*

- Carrots alone are not effective. This is evidenced by the large drop in numbers drawing the unemployment benefit by people who want to work, and, given an alternative, others will not. The economy of itself will not solve our dependency-driven poverty problem.

Lessons from the United States welfare reforms should be heeded. They have 60% fewer people on welfare since passing the 1996 Personal Responsibility and Work Opportunity Reconciliation Bill, which time-limited welfare. Different measures of poverty show varying results — some up, some down. But the main consideration should be the gain for the next generation, many more of whom are now growing up in working homes.

Parekura Horomia, *Minister of Maori Affairs; Associate Minister for Social Development*

- We have learned that with an increase in work and education, people's lives change. If it's a parent, it positively affects their whole whanau. Even

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The Jobs Letter No.119
6 March 2000

Mayors Taskforce for Jobs
Callister: Disappearing Work a Myth
Labour Shortage in the Orchards

The Jobs Letter No.120
17 March 2000

The Jobs Machine
New Ministry of Economic Development
Industry NZ

The Jobs Letter No.121
27 March 2000

Modern Apprenticeship Scheme
The Extent of Unpaid Work

The Jobs Letter No.122
26 April 2000

Youth Unemployment
Nursing Shortages

The Jobs Letter No.123
12 May 2000

Unemployment 6.4%
Mayors Taskforce Focus: Youth Unemployment
DotCom Share Market Crash

The Jobs Letter No.124
19 May 2000

Hunn Report on WINZ
Rankin: Hunn Report Prejudicial

with employment and education at high levels, there will always be more to do. We have also learned that to support every member of society, it takes ownership from each and every one of us.

Janfrie Wakim, Child Poverty Action Group

- We have learned that anti-poverty measures are complicated and need collaborative multi-faceted approaches across sectors. However, political commitment to these understandings is weak and where trialled, have been piecemeal and short-term and under resourced.

Lindsay Jeffs, Christchurch Small Business Enterprise Centre

- To address unemployment requires the active participation of the government, private and community sectors. Unemployment cannot be solved by any one sector working alone and cannot be left to market forces. To achieve positive employment outcomes there is a necessity to encourage economic development in the provincial regions, not only the main urban centres. Strong regional growth in employment comes from incremental improvement in predominantly locally owned businesses rather than a series of one off big projects.

Bob Austin, Pathways Project Officer, Rotorua District Council

- Dependency on benefits not only disempowers individuals but is also detrimental to their health and well being. The encouragement of the 'benefit culture' in the mid to late 80s has seen generational benefit dependency resulting in a lack of role models for teenage young people. It has taken years to roll back this dependency and perception by many 'working people' that anyone who has been long-term unemployed does not want work and is not worth employing.

Many of our young people do not have the basic work habits which were almost instinctive 30 years ago. Moreover many have related issues such as alcohol and drug abuse, family violence and related mental illness that need to be addressed before they are ready to undertake training or employment.

Collaboration rather than competition achieves far more for communities.

Sharing of information and resources enable communities to feel empowered and assist with their development.

Our economy is increasingly susceptible to world events and the waxing/waning of major economies like United States and China. This in turn reflects on our competitiveness in the export market and the opportunities for growth in employment.

Full-employment is no longer achievable. However a vision that people of all ages have the opportunity and are encouraged to be in paid work, in training or education or in productive community activities is one which should be achievable.

Yvonne Sharp, Mayor of the Far North District Council

- I believe that our successes and the still-prevailing challenges portray the key lessons. The former is manifest when all government agencies including local authorities work collaboratively and closely with communities to achieve sustainable economic development. This requires an ongoing commitment to identify and harness opportunities in tune with available resources, plus ensuring that appropriate upskilling is focused on those most in need.

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The Jobs Letter No.125
2 June 2000

The Hot Jobs ... in 2025
Calls to Address the Skill Shortages

The Jobs Letter No.126
23 June 2000

Funding the Jobs Machine
The Income Gap Widens

The Jobs Letter No.127
14 July 2000

Anderton Wants to Guarantee
Opportunities for Every NZer Under
20 years

The Jobs Letter No.128
31 July 2000

Maharey: Single Benefit by 2002
Southland's Fees Free Tech
Social Worker Shortage

The Jobs Letter No.129
18 August 2000

Unemployment 6.1%
The Jobs Letter Goes "Free to Air"

The Jobs Letter No.130
8 September 2000

The National Employment Strategy
Income and Job Insecurity

The challenges include the continuing high incidence of youth featuring in our unemployment statistics. Many of these same youth are at-risk with poor role modelling from both their immediate peers and their unemployed parents or caregivers.

Paul Matheson, Mayor of Nelson; Chairperson of the Mayors Taskforce for Jobs

- We have learned that economic growth alone will not provide the quality outcomes we want for all our people. There is now more recognition that we need to start with the local and take local ownership and leadership and devise local solutions. We also know that these local solutions need to be well resourced and given time — a long-term view is needed for real change to occur. Whilst projects and programmes can bring people together and galvanise enthusiasm and action, it is the long-term vision and quality leadership which will drive us to a sustainable future.

Taking a long-term view will ensure we do have the required skills in our workplaces of the future and that groups such as the young who provide us with enthusiasm, energy and vitality will be assured of their value and seen as an investment; and that the older workforce provides us with knowledge, experience and wisdom which we also need to value. We have learned that our vision for the future must encourage diversity, courage and eccentricity! When central government policy is informed by local information and perspectives the best policy is made.

We have learned that while controversial and not always successful, risk taking is imperative if we are to find solutions which will last over time and be adaptable to change. We have also learned that even with our current low-unemployment the gap between rich and poor is increasing and needs to be addressed to ensure equity in our society.

Brian Easton, Economist

- The official rate of unemployment is now 3.6%, which under estimates the change, since there has also been a reduction of those not-in-the-labour force. Why has this happened?

The first reason is that the economy has expanded, creating some 660,000 jobs, or around 45% more than 15 years ago. The second reason is that in the early 1990s the government introduced a more active labour market programme, although many saw this as the stick of forcing people to look for work, to go with the carrot of pay and training.

We cannot rely on either trend in the future. First, past economic growth has involved low productivity growth and the taking aboard of additional labour. The labour reserves are running out — New Zealand now has high labour force participation by OECD standards, and it appears that the annual hours worked by New Zealanders are among the highest in the OECD (although the data may not be internationally comparable). Future economic growth is going to have to be from greater productivity growth, which means higher skills, more capital, changing workplace practices, and the abandoning low-productivity jobs for high-productivity ones. Labour market programmes need to be more pervasive.

A second difficulty occurs from the anti-inflation regime. The Reserve Bank has shown it has no 'target rate' of unemployment, below which it will try to reduce demand in contrast to the 1990s when a 5% rate seemed to be the target. But can unemployment get so low that the Bank will take action? In fact, the labour market inflationary pressures are not likely to come through a shortage of unskilled labour, which low unemployment

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The Jobs Letter No.131
25 September 2000

Digital Divide: the Growing Gap
Between the Information Technology
Haves and Have-Nots

The Jobs Letter No.132
13 October 2000

Paid Work Isn't Disappearing
"Atlas" of Socio-Economic
Deprivation in Local Communities

The Jobs Letter No.133
30 October 2000

CEG's Charlie Moore
Maori Earn 9%—14% Less

The Jobs Letter No.134
16 November 2000

Unemployment 5.9%
Modern Apprenticeships
Government's Employment Strategy

The Jobs Letter No.135
1 December 2000

Zero Waste Conference
The Politics of "Natural Capitalism"
Kaitaia's CBEC

The Jobs Letter No.136
14 December 2000

The Jobs Challenge Feature
Nationwide Conversation on Jobs

indicates, but by a shortage of key skilled labour who push up their wages as employers compete for them. If other workers follow the wage rises then the labour market adds to other rising costs. Higher unemployment among the unskilled is just collateral damage – but very damaging to those concerned.

Moreover, we cannot rule out that there will be an economic downturn which will slow down economic and jobs growth. Hopefully it will not be a self-induced one as occurred in the 1987-1993 period and, if it is an internationally induced one, it will be short and not too deep — more like the Asian crisis of the late 1990s rather than that of the Great Depression.

So macroeconomic concerns won't go away, Even if they did there will still be 'frictional unemployment' — workers moving from low-productivity to high-productivity jobs passing through a transitional (and hopefully brief) period of unemployment. But there is likely to remain a core of those who will not easily return to employment. Some will have various limitations, others have got so embedded into the culture of welfare through a long — and often inter-generational — period of unemployment, that it will be difficult to shift them into employment.

Jim Anderton, Progressive Party Leader; Government Minister

- Judging from the results of the last election, New Zealanders want to stick with the Labour-Progressive coalition government because we get things done.

People often forget how bad it was when National was last in government — how they froze the minimum wage for two years in a row so that the gap between those who were on benefits and those who were on low wages closed. This Labour-Progressive government has increased the Minimum Wage every single year we've been in government so that there is merit in getting a job and improving your financial position.

Roger Tweedy, Work & Age Trust NZ / NETWORK Centre

- Have we even started to comprehend work possibilities beyond that which has been with us since Henry Ford production lines? Any change of this nature takes a generation. Many of the issues championed by *The Jobs Letter* have not been picked up or even considered by those developing public policy.

We have learned that the power players in the world of work are comfortable and won't change easily. I sat at the recent Flexible Work Summit reflecting on this as the industry partners squared off and celebrated making minor adjustments at the fringes.

We have also learned that the great tall poppy machine is alive in well in this land which has created the biggest growth industry in NZ — the risk management mantra that has taken the public service by storm and now moving to the community sector (the 'Hip Hop' fallout).

Wally Stone, Kaikoura

- What have we learned? Unfortunately, not a lot.

Main Issues for the Future?

The Jobs Letter No.137
10 January 2001

The New Jobs Will Be in Civil Society
Youth Employment Schemes
Portfolio Work

The Jobs Letter No.138
29 January 2001

Poverty Measurement Project
How Many Hours We Are Working?
How Unemployment Is Measured

The Jobs Letter No.139
12 February 2001

Unemployment 5.6%
Skilled Migrants Numbers Up
Students and the Emergency Unemployment Benefit

The Jobs Letter No.140
22 February 2001

The Top 10 Job Search Websites
Jobs Search Tips

The Jobs Letter No.141
15 March 2001

Jobs Letter's Dave Owens in East Timor
"One More Worker"
CEG's Social Entrepreneurs Scheme

Peter Hughes, *Chief Executive of the Ministry of Social Development*

- Looking ahead, the main labour market issues facing New Zealand are likely to revolve around labour shortages rather than too few jobs. This is a good position to be in, but it will raise its own set of challenges.

The Ministry is increasingly focused on ensuring sole parents, older people and people on sickness and invalid's benefits are well placed to participate in the gains made in the labour market. Work offers the best opportunity for people and their families to improve their living standards.

The government's benefit reform proposals also provide us with an ideal opportunity to examine the better ways of supporting those New Zealanders for whom work is not an option.

In the past 12 years New Zealand has come a long way. The Ministry of Social Development is committed to building on these successes and ensuring all New Zealanders can take advantage of the progress achieved.

Margaret Crozier, *Senior Analyst, Department of Labour*

- We must take into account that a lot of people are low-paid and employed in vulnerable sectors of the economy at a time of rising costs of transport and housing.

New Zealand is slow to anticipate the big shifts in thinking and the structural changes re fossil fuel dependency which are being forced by climate change.

There are issues with an aging population, but South Auckland particularly has a youthful population and many job-poor communities.

Solutions will need to be developed at the local level by bringing together people and resourcing initiatives. The role of the community sector and social enterprises will be important for tackling the economic dimension of social issues and defining the good work which needs to be done.

Peter Conway, *NZ Council of Trade Unions*

- The main issues for the future may well be the employment effects of climate change, energy crises and so forth. But in terms of employment and poverty, the main issues include:

Developing and maintaining active labour market policies that can support workers in transition as we invest more and more in technology and skills to lift levels of productivity (value);

Supporting a state that can harness resources for collective investments rather than downsize due to constant pressure for tax cuts;

Addressing equity issues that continue in relation to Maori and Pacific Peoples unemployment levels;

Work-life balance;

A constant focus on investment in the people who need it most.

Hugh Hughes, *retired teacher and head master*

- The issues for the future will be the identification of causes of 'why we are as we are' and then spreading this understanding widely to empower people to make personal changes; and, the acceptance that — as we've all

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The Jobs Letter No.142
12 April 2001

New Ministry of Social
Development
Warning of Teacher Shortages

grown up under the existing system — that we also have suffered from this deprivation.

We must recognise that in any society, there must be some values, attitudes, skills and knowledge that are absolutely essential for it to prosper or survive, and that these must be personally gained by all within its populace.

Two issues we then face are: establishing new socialisation processes to ensure deprivation no longer continues and; helping those who have unconsciously suffered deprivation through failure of the socialisation they experienced.

I believe the following points are vital when we are considering the factors behind this holistic failure:

The Jobs Letter No.143
26 April 2001

Community and Voluntary Sector
Report
Skills Shortages

Every person when born, has potential as a human social being, but this potential has to be fostered for them to achieve feelings of self worth, personal achievement and contentment as contributing members of society. The greater the failure in this regard, the more likely their responses, especially in times of stress, will be basically anti-social, selfish survival instincts and ultimately unfulfilled adults.

The Jobs Letter No.144
18 May 2001

Unemployment 5.4%
Economic Development Guidebook

Every person when born is a potential parent, but these skills and responsibilities must be fostered in all people if society is to flourish through the resulting contributions of its individuals. Similarly, the greater the failure in this regard, the more likely their responses, especially in times of stress, will be basic selfish survival instincts and again unfulfilled adults.

The Jobs Letter No.145
29 May 2001

The Workforce 2010 Report

The prison population, number of police, number of politically correct laws, number of lawyers/judges and courts, and when society basically uses money as the measure of a person, or businesses' worth rather than what they are contributing to the wellbeing of society — these are all indicators of the 'health of that society'.

Geoff Bascand, Deputy Government Statistician, Statistics New Zealand

The Jobs Letter No.146
8 June 2001

Unpaid Work at 39% of GDP
Business and Skill Shortages

- Looking ahead, one cannot ignore the ageing of our workforce and its increasing cultural diversity. The median age in New Zealand is currently 36 years, with some 25% of the workforce over 50. In 12 years time, the median age will be 40 years and some 30% of the workforce will be over 50. Social and ethnic diversity is expanding: the proportion of Maori, Pacific and Asian peoples in the labour force will rise by another 3-4 percentage points over this period. Successfully managing this changing workforce will be essential for productivity growth and social cohesion.

The Jobs Letter No.147
26 June 2001

Special Feature: Social
Entrepreneurs

Notwithstanding the tremendous gains in labour force participation, we still have large numbers of people on-benefit, with limited engagement in the workforce. Unless we can successfully transition more sole parents, sick and disabled back into work, income and other disparities will widen further.

I anticipate that, as important as these transitions into the labour force are, our focus will increasingly shift to the nature of transitions and relationships that occur inside the workplace. While attaining a step on the ladder is an essential first step, the path to higher incomes is still often fraught for many. As we gain new understanding of our dynamic labour market, I expect we will be challenged in what can be done to support successful upward mobility of those in work, to support real income growth for the lower skilled, and how to achieve higher productivity from our workforce.

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The Jobs Letter No.148
6 July 2001

The Social Report 2001
Treasury Debunks the Brain Drain
Unemployment & Mental Health

The Jobs Letter No.149
16 July 2001

Rankin Not Reappointed to WINZ

The Jobs Letter No.150
2 August 2001

Incomes Lower than 20 Yrs Ago
Tracking School Leavers
Myths Surrounding the DPB

The Jobs Letter No.151
20 August 2001

Unemployment 5.2%
"Closing the Gaps" Finished

The Jobs Letter No.152
24 September 2001

The Jobs Cost of the 9/11 Attacks
Social Justice Week

The Jobs Letter No.153
3 October 2001

Overwork and Unreasonable Hours
"Sharing the Work, Sparing the Planet"

The quality of work, productivity, lifetime learning, the balance between employee and employer responsibility for training, the role of mandated rewards to work versus negotiated ones and those resulting from skills and performance will all be vigorous debates.

Sandi Morrison, *Deputy Chair Economic Development Agency NZ, Trustee of The Big Idea Charitable Trust*

- Issues for the future will include ...

Negotiating — across diverse cultural world views — an agreed set of shared values and principles to underscore what it means to be a responsible New Zealand citizen in the 21st century;

Breaking the cycle of intergenerational poverty, low school achievement, poor health, drug and alcohol addiction, child abuse and domestic violence;

Tackling employment issues of the low waged and 'working poor';

Creating and sustaining an attractive and affordable lifestyle for young people and their families to retain skills and talent in New Zealand;

Accelerating opportunities for more trade apprenticeships to address skill gaps;

Understanding and communicating effectively the economic opportunities for the application of unique intellectual and cultural capital in a global market.

Recognising that the above issues cannot be tackled successfully without a public commitment to pioneer and resource new solutions that engage the public with the private.

Paul Callister, *Institute of Policy Studies, Victoria University*

- Issues for the future will be ensuring that we retain our best and brightest in New Zealand or at least attract them back after their 'OE'.

Ensuring that we attract some of the best and brightest migrants and once they are here to make sure we can fully utilise their skills.

Ensuring that all young New Zealander have a good grounding in numeracy and literacy and that a high proportion of New Zealanders attain a good tertiary education.

Linked to the above, ensuring that boys and young men are able to achieve educationally at the same rate as girls and young women and linked further to this ensuring that young Pacific and Maori men increase their educational attainment.

We must also ensure that the labour market does not develop into a dual labour market with one group of New Zealanders in the core labour market and another on the margins.

Paul Dalziel, *Professor of Economics at Lincoln University*

- Ironically, (given where we started 12 years ago) part of the problem appears to be our jobs. Low-paid work, multiple job holdings including night-time work, casual employment punctuated by spells of unemployment, poor work-life balance, non-family-friendly workplaces, high average working hours per week — these all contribute to greater personal and social pressures on households with children. It would be a great achievement if we succeeded in reducing those pressures by 2018.

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The Jobs Letter No.154
19 October 2001

Maori Jobs Growth Twice that of
the Overall Rate
NZers Returning Home

The Jobs Letter No.155
2 November 2001

Tracking School Leavers
Student Debts Pushing Away NZ
Doctors
Labour Market Info Online

The Jobs Letter No.156
19 November 2001

Crisis in Global Jobs Market
"Decent Work" in the 21st Century

The Jobs Letter No.157
26 November 2001

Unemployment 5.2%
Artists-on-the-Dole Scheme
Southland Campaign to Recruit
Workers
Paid Parental Leave Arrives

The Jobs Letter No.158
12 December 2001

Skill Shortages in Regions and
Sectors
Talent Visas

The Jobs Letter No.159
10 January 2002

Dairy Farm Labour Shortage
Sirolli on Enterprise Facilitation

David Benson-Pope, *Minister of Social Development and Employment*

- The Labour-led Government has three core themes: economic transformation, families — young and old, and national identity.

Economic transformation requires a skilled workforce, globally competitive business, strong infrastructure, and environmental sustainability. Our focus must remain on building a world-class economy with security and opportunity for everyone.

Families — young and old are about every family being safe and secure, free from poverty and violence, and nurturing for all its members. The Labour-led Government's focus is on strengthening and extending early intervention services for young children and families, giving them the best chance for success.

National identity is about how we see ourselves as New Zealanders and the pride we take in who we are and where we live. We will continue working towards a prosperous, confident nation that attracts people from around the world and is known for its environment, cultural identity, and opportunities.

Sue Bradford, *Green Party MP Responsible for Employment, Welfare, Community*

- Issues for the future include working to decrease the rich/poor gap by lifting wages and conditions for those in work; transforming the welfare system on principles of simplicity, sufficiency and universality; and doing more to ensure that there is affordable, secure, healthy housing for all.

Proactively work to keep jobs and nurture job growth in New Zealand — a responsibility of all sectors — private, government, local government and community. Unemployment is very unlikely to remain as low as it is now.

Do more to support and encourage good work for young people, mature age jobseekers, tangata whenua, Pasifika peoples, migrants and refugees and people who are sick, injured or have long-term impairments.

Donna Wynd, *Child Poverty Action Group*

- In the absence of policies to address poverty and income inequality, the next 12 years will be spent dealing with the social fallout of the last 20. If we ignore increasing poverty, the ensuing lack of social cohesion will be within the context of ever more volatile external environment, and the continued outward flow of jobs to developing economies. We need to focus on investing in the next generation so we have a healthy, capable population and communities, able to support each other in our increasingly uncertain world. Dealing with social, educational and health problems will need a broader focus than simply 'changing attitudes', and this change in focus needs to start now.

Dr Anne Else, *Freelance writer; Research Associate Gender and Women's Studies Victoria University*

- Issues for the future will be ...

The quantity of paid work: not just the number of jobs, but the spread of hours — whether too long (understaffing) or too short (casualisation) — and the total burden of paid and unpaid work combined.

The quality of paid jobs: for example, how to ensure minimum pay and conditions for contract workers, such as the increasingly vital home caregiver sector.

The Jobs Letter

DIARY

The Jobs Letter No.160
31 January 2002

The Youth Employment Challenge
NZBCBS's Youth Employment
Project

The widening gap between the comfortable (not all of whom work long hours for pay) and the deprived (not all of whom are outside the paid workforce, let alone the unpaid workforce) — and their children, who are everyone's future.

How we recognise and support unpaid work, in a culture where paid work is so increasingly dominant — even though the realities of unglamorous, everyday work are increasingly invisible.

And above all, how we make such issues central to public debate.

Jenny Brash, Mayor of Porirua City

The Jobs Letter No.161
14 February 2002

Unemployment 5.4%
Chronic Shortage of Trade Skills
Government's Employment
Progress Report

- Issues for the future will be how to fill skill shortages as well as how to retain in New Zealand (or attract back) skilled young people needed for our economy. While we cannot compete with salaries overseas even in Australia we can compete on quality of life.

I still believe there is a need to survey school leavers in their last year at school to find out what their career aspirations are and then follow them up the following year to see where they ended up. In many areas in New Zealand we are doing surveys of local businesses and gathering info on present and future skill sets they need. We have no way of matching up these needs with the career and job aspirations of our young people either locally regionally or nationally.

The Jobs Letter No.162
15 March 2002

Maharey on Full-Employment
Youth Policy Launch

I believe the Mayors Taskforce for Jobs have done a great job together with *The Jobs Letter* over the last few years in highlighting the need for more young people to take up trade apprenticeships and we have succeeded with central government in raising the numbers on the Modern Apprenticeship scheme with the result that more young (and not so young) are taking up trade training. However there will be shortages soon in the health services, hospitality industry, engineering and science (and probably others) and we do not know how many of our young people are being encouraged to pursue careers in these areas of existing and future workforce shortages.

The Jobs Letter No.163
28 March 2002

Feedback on the Government's
Employment Goals

In my own area — local government — we will also have to look at how to attract and retain staff in areas of existing and potential shortages e.g. planners, engineers, building inspectors, policy analysts etc. In a country the size of New Zealand we should be doing school leaver surveys such as this. I believe in the UK every school leaver is surveyed as to their future career aspirations — if they can do this surely we can! There was a trial in three areas including my own in 2002-2003 but this was stopped after two years. It provided us with invaluable data on areas we needed to focus on.

The Jobs Letter No.164
10 April 2002

Statistics NZ on Work, Education
and Income
Fewer People Working after Age 50

An associated issue would have to be to provide more support and resources to career services in schools. The Designing Careers pilot projects need to roll out to all schools. I have had positive feedback from two schools in my area as to the value of this programme that they both want to see continue in their schools. Ideally the Career Aspirations and destinations surveys should be incorporated into this programme.

The Jobs Letter No.165
24 April 2002

WINZ's Ray Smith Interview
How Many Jobs from the "Jobs
Machine"?
National's Economic Policy

Nicky Hager, Writer

- A thoughtful (and, I thought at the time, horribly pessimistic) person said to me in the early 1990s that it would take a generation for New Zealand to recover from the takeover by free-market ideas that had occurred. I now think that is true and so the next 12 years is essentially the other half of that process. The goal: to build and institutionalise a new humanitarian

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The Jobs Letter No.166
17 May 2002

Unemployment 5.3%
90-Day Job Probation Plan

The Jobs Letter No.167
14 June 2002

Ending Child Poverty in NZ
Fruit and Veggie Labour Shortages

The Jobs Letter No.168
28 June 2002

Election: the Parties' Spokespeople
on Jobs & Training
The Agenda for Children

The Jobs Letter No.169
18 July 2002

Election 2002 Policies
Barry's Documentary of NZ's
Economic Revolution

The Jobs Letter No.170
12 August 2002

Unemployment 5.1%
Teachers Leaving Teaching
Foreign Student: \$1.1 Billion
Industry
International Demand for NZ Nurses

The Jobs Letter No.171
30 August 2002

New Coalition Line-Up
Work/Life Balance
Youth Employment Research

politics in New Zealand. I believe that a lot of the public battle is won. The next 12 years need every caring person to work on the hard part, which is changing the personnel and core policies in government, the public service and other public institutions. In other words, returning the market to its proper place in society and cementing in a new philosophical consensus.

Alister Barry, Documentary maker

- The issue for the future will be the acceptance by a politically significant majority of key opinion leaders — and the policy elite — that a return to a policy of full-employment is practical. And that low domestic inflation can be achieved by a mix of economic instruments other than unemployment and the fear of impoverishment.

Ron Sharp, Motueka Community House

- The issues for the future are the depletion of natural resources; the end of cheap oil; the use of nature as a toilet; global warming; water shortages; rising inequalities between the single figure percentage of super rich from the rest; the rising cost of medical care and education etc; escalating rates and huge national and regional debts; fading retirement and welfare care; increase in fear and insecurity; growing dissatisfaction and resulting abuse; and scape-goating to divert attention from increasing control by the greedy.

Grifin Hope, Taranaki Environment Centre

- Kia ora. My name is Grifin. I am from Taranaki, the place I stand, and take my stance. I am Nga Mokai — the tribeless youth, descendant of artists, teachers and healers. I am ready; a warrior, poised, filled with love, courage, hope ... and despair. For make no mistake, the very near future is not a friendly place of peace, but a time of turmoil like we have never seen. I believe it will get better. I live in the expectation that I will be there to witness. But first it will get worse.

Whatever eventual form of future emerges, it is being contested and shaped now! The war rages all around. The dominant voices are winning. We are being drowned out in a cacophony of misinformation, found floundering on a beach of kindred bones in a rising sea of our own shit, left gulping in an illusory sea of media induced fantasy ... while we hurtle headlong towards impossible futures.

A critical fork in the road is approaching. A fundamental choice looms, a central question posed: is a 'sustainable' future possible, yes...or no? If yes, the prospects pivot on your decisions, they are hinged on your actions. The future is contingent upon your will to make your aspirations heard, to make your voice reverberate in the forums of design.

The critical challenge in coming days and decades is to break through the information barriers to the mainstream, to mobilise the collective genius of our people. We must create the space for community conversation about 'truth' and real choices, to make the time for behaviour change, and take action in partnership. We must assert our fundamental right and our responsibility to self-determination, to be citizens rather than subjects.

Time is pressing. I for one am ready; Warrior, poised, filled with love, courage, hope...and despair. Abracadabra: I create as I speak. "Another world is not only possible, but she is on her way. On a quiet day, I can hear her breathing". Do you will her hither with me?

The Jobs Letter

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The Jobs Letter No.172
13 September 2002

Ministry Wants to Overhaul Benefits
MSD's Top 10 Priorities
Skill Shortages Limiting Business

The Jobs Letter No.173
27 September 2002

The High Cost of Not Being in Work
or Training
Needed: Coherent and Strategic
Young People's Education

The Jobs Letter No.174
21 October 2002

Making the Agenda for Children
Happen
The Income Gap between Maori &
Pakeha

The Jobs Letter No.175
21 November 2002

The Employment Catalyst Fund
Projects

The Jobs Letter No.176
1 December 2002

Unemployment 5.4%
Lifelong Effects of Poverty

The Jobs Letter No.177
16 December 2002

Special Issue: Skill Shortages

Susan St John, *Senior Lecturer, University of Auckland Business School*

- The main issues for the future will be the generation of sufficient political and popular will to shift the required resources in health, education, housing and income to the most deprived families if we are to realise the dream of a productive and happy society.

Trevor Gray, *Manager of the Tindall Foundation*

- Skills shortages and an aging, retiring population will definitely change the 'engine room' of our economy and our country. Globalisation will keep sending challenges to this small, remote trading nation to remain relevant and viable. We'll need to be smart, nimble and very strategic with our assets to maintain and improve our current lifestyle.

Environmental issues. Reaching the tipping points of what the planet can handle (personally I place climate change at the top) will question the very core of how we function. Strong leadership, entrepreneurism and innovation will be needed to avoid us placing this complex global problem into the too hard basket.

Positively, a renaissance in engaged citizenship and altruistic caring will bear fine fruits if we continue to focus on trends that are emerging at present.

Wally Stone, *Kaikoura*

- In the future, employment and poverty will go hand in hand. Unemployment will be replaced by a type of employment that will challenge our whole concept of poverty: the necessity of two-income families to stay ahead of the poverty trap will recreate our concept of family and community. For many, the dream of home ownership will become a nightmare. Reliance on the state will grow, politics and bureaucracy rather than people and community will be the winner.

The biggest impact we can have ... is on ourselves first.

Brigid Ryan, *Project Coordinator of the Settling In Project, Family and Community Services, Ministry of Social Development*

- The issues for the future will be the ageing population and the subsequent skill shortages as more people retire. This will mean New Zealand will need more migrants to fill these gaps and we need to be more receptive in recognising skills and formal qualifications of these people so they can fully contribute to this country's future.

We need to ensure how young people are developed to their full potential.

Dr Judy McGregor, *Equal employment Opportunities Commissioner*

- Three issues for the future are:

Older worker retention and age discrimination for mature job seekers and the need for a better co-ordinated employment strategy will be a major issue in the next decade;

Ensuring that quality flexible work options are available to both men and women in employment;

Ensuring that 'life long learning' and skills becomes the norm not the exception and the gap between 'work rich' and 'work poor' narrows.

The Jobs Letter

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The Jobs Letter No.178
24 January 2003

GATS: the NZ Implications
NZ's Leaked GATS "Requests"
Youth Employment Alexandria
Declaration

The Jobs Letter No.179
5 February 2003

Brash: Abolish the Dole
Jobs that Aren't Permanent or Full-
Time

The Jobs Letter No.180
17 February 2003

Unemployment 4.9%
Long-Term Jobs Trends

The Jobs Letter No.181
3 March 2003

Maharey and Brash Face-to-Face
on Employment
Tamihere on Welfare Reform

The Jobs Letter No.182
31 March 2003

New Child Poverty Report
Raising Children Is Nation Building
Work
National's Welfare Reform Plan

Geoff Chapple, CEO of the Te Araroa Trust

- The issues for the future now are ... low wages for youth; unemployment that remains high amongst racial groups — upwards of 8%; child poverty which under reliable international measures, is high, and; inequality of income, which has increased every year since 1988.

Women as a group are doing better than other definable groups in closing the income gap against male rates. But youth, also Asian and other immigrant groups, Pacific Islanders and Maori, when compared to the median and upper wages, are not doing better.

Major redistributive programmes such as the Labour Government's Working for Families' tax rebates address this, but only in part. The government claim that this programme will reduce child poverty by 70% by 2007 depends on the take-up rate. Militating against that rate, as is usual with anything to do with transfers of income from state to individuals, is a bureaucracy that wields complex formulae.

Note, when assessing the future how quickly in 2004 the government disassembled its 'Closing the Gaps' programme after National detected that its emphasis on Maori did not have mainstream support.

In assessing the future we should note that affluence has weakened New Zealanders' traditional demand for equality of health, education and opportunity. The poor get less sympathy. Partly this is because the middle class knows that modern poverty is defined in relative terms — as those households that, after allowing for housing costs, have less than 60% of the median income. The New Zealand poor are not as badly off as they were, say, 30 years ago. Something like 40% of Pacific Islanders, Asians and other immigrant groups, 24% of Maori, and 16% of Europeans live in officially defined poverty. But while these households struggle, there is more opportunity for jobs than previously, the wages for the employed, though low, have risen. And in support of making a low wage go further, there's the Warehouse.

That, like it or not, is the attitude, and so the classic redistribution of income by a Labour Government will probably not remain at the centre of the game. Rather than gifts from above, I'd hope for investment down below. I'd hope that innovation and infrastructure development will in future yield wealth in the lower-income communities. The government should assist such small-scale infrastructure.

Renewable energy, as one example, is now an emerging economic sector. Biofuels production seems a genuine employment opportunity for this country — it presently contributes one million jobs worldwide, and we've as yet paid it little attention. Investment in such infrastructure has the merit of being decentralised. Why not trucks to collect biomass material in the countryside? Why not digesters within every small community to take this material? Why not a bit more trust and support for the skills and leadership that is out there? On a table just put out by the Worldwatch Institute, New Zealand gets only two ticks out of a possible range of 10 for renewable energy promotion policies. That's well below the average for developed countries worldwide, below Australia's four or China's six.

Tourism is another area where local start-ups will become significant. New Zealand has landscapes of huge variety from the small warm beaches of the North to the chiselled mountains of the South. Our land is diverse and sufficiently isolated to be an intriguing corner of the world. We will further open countryside and forest and mountain to individual exploration and risk. Our own Te Araroa — The Long Pathway — is part of

The Jobs Letter

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The Jobs Letter No.183
15 April 2003

Business Guide to Youth
Employment
Waitakere and Porirua Youth Pilots
Building Skill Shortage

The Jobs Letter No.184
1 May 2003

Working-Aged Men Struggling
Fewer than 100,000 on Dole
Capacity Tests for SB & IB
"Job Packaging" in Central Otago

The Jobs Letter No.185
20 May 2003

Unemployment 5%
\$56m for Education and Training
Young People
Need to Retain Older Workers

The Jobs Letter No.186
4 June 2003

National on Welfare Dependency
Maharey and Bradford on Welfare
Pay Rates for Not-for-Profit

The Jobs Letter No.187
18 June 2003

Katherine Rich Interview
OECD: What Works in Welfare
Social Worker Exodus

that — a 2,920 km corridor with huts and small enterprise such as marae stays that will emerge along its length.

Janfrië Wakim, *Child Poverty Action Group*

- Policies which address poverty and income inequalities directly are essential. Poverty impoverishes us all and the cost of neglecting poverty is high for society as a whole. The need for child-focussed policies is particularly acute. A champion of children in Cabinet or as Prime Minister is sorely needed. The wise words anthropologist Dame Anne Salmond should be heeded by politicians and policymakers: "An aging society that does not take care of its young has a death wish".

Roger Tweedy, *Work & Age Trust NZ / NETWORK Centre*

- Issues for the future will be the same ones we have been banging on for the last 12 years — the ageing workforce and the need to change our thinking around work structure.

I would probably amend this first in light of the upcoming decade of the changing workforce demography — which picks up older, younger, ethnic diversity etc. Much (not all) of the current obsession with 'skills shortage' is about perceived fit in our view: why can't your next apprentice electrician be 55 years old, your salesman be African, or your planner have a disability. Your next worker may not be the same as your last.

The flexible/changing nature side will be the major frontier for employers and society to grapple with. Not only does it need to deal with the changing nature of how workers want to or could sell their time (e.g. more outcomes rather than inputs focused); it will be driven by energy and travel demands, work/life (or life/work which comes first) balance, technological advancements, and an ageing workforce with different motivations.

Russel Norman, *Green Party Co-Leader, Spokesperson on Economics and Trade*

- Peak oil is going to result in serious structural reform of the economy. The capacity of the world's oil fields to produce oil is near its peak and world demand isn't far behind. The difficulty of substituting other commodities for oil means that when demand hits the peak capacity there will be persistently rising oil prices, and possibly a major oil shock. The structural impact on the New Zealand economy will be significant because of the oil inputs into passenger transport, freight transport, agriculture, tourism and most everything else directly or indirectly. The sooner we move to reduce the oil intensity of the economy the lesser will be the impact of that adjustment.

Paul Matheson, *Mayor of Nelson, Chairperson of the Mayors Taskforce for Jobs*

In the future we will need to address the widening gap between rich and poor, continue to increase our skills and talents, invest in quality education, invest in our young people and encourage them to invest in our country and increase the availability of quality flexible work. Looking at these issues in a global context and focussing on sustainable solutions will be essential.

Lindsay Jeffs, *Christchurch Small Business Enterprise Centre*

- To prevent New Zealand slipping from a first world to a second world country will require a complete change in focus from the present economic growth orientation to a sustainable growth orientation. This will mean the

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The Jobs Letter No.188
7 July 2003

Immigration for Skills Shortage
Nurse Debt and Skills Shortage
Arts Jobs Scheme (PACE)

The Jobs Letter No.189
29 July 2003

Social Report 2003
Job Growth Slowing
Builders Recruiting in South Africa

The Jobs Letter No.190
8 August 2003

"Jobs Jolt": \$104.5m to Tackle Skill Shortages and Get People Off Benefits

The Jobs Letter No.191
22 August 2003

Unemployment 4.7%
Govt Guarantee for Home Mortgages

The Jobs Letter No.192
5 September 2003

Work & Sustainable Development
OECD: Pension Crisis
Mayors Back Council Cadetships

The Jobs Letter No.193
29 September 2003

DoL's Guide to Future of Work
Attracting Trades Apprentices
Nursing Shortages

development of co-ordinated national development plans rather than a series of ad-hoc strategy frameworks that result in industry and regions competing against one another.

Brian Easton, Economist

- It is worth recalling the clumsiness of the jobs service when it first began using the stick. More than one unemployed worker suffered an undeserved thwack. The service will have to lift its performance another step to deal with this rump of unemployed.

We also need to review the carrots. An important one was from first reducing the real value of the unemployment benefit in 1991 and then maintaining it since, even though wages have risen faster. Thus the gap between wages and benefits has risen, providing a greater income boost when someone finds work. But there is an absurdity here. The standard social security benefit has the same real value as it had fifty years ago, and is projected to remain there for another 50 years. Real wages will quadruple in the 100 years. Does that make sense? Especially as it is punishing the unemployed by excluding them from belonging to and participating in society. Surely the frictionally unemployed deserve better.

The current situation is even more vicious to families with children. In order to get as big an income boost on returning to work, a key element of income assistance (the Child Tax Credit) is given only to working families, thus punishing the already poor children of the unemployed. Just as the unemployed can be collateral sufferers of macroeconomic policy, children are collateral sufferers of the labour market policy. Is either deserved?

Darel Hall, Executive Director of the Industry Training Federation

- I'd like people to be more demanding of quality of goods and services, more demanding of good work — probably more demanding full stop. I mean demanding in a reasonable fashion, being engaged in their work and their purchase of others' work is perhaps a better term.

Denise Eaglesome, Deputy Mayor of Wairoa; Wairoa College Youth Co-ordinator

- Issues for the future will be: the lack of qualified workers because they have all headed overseas; youth violence which is growing everyday; smaller local bodies having to amalgamate with their bigger neighbours because increasing government legislation has wiped them out so rate payers will definitely pay more for less.

Here's an idea ... All young people who leave school at 15-16 years with low or no qualifications and no pathway to further education should be made to go into the armed forces for two years. This isn't a new idea and happens overseas ... I am sure it would address so many things and probably youth violence. What do readers think?

Graeme Dingle, Chairperson of the Foundation for Youth Development

- My dream is that in my lifetime some of our most appalling negative statistics will be severely impacted on, including: numbers in prison down; proportion of Maori in prison down; numbers committing suicide down; numbers not in education down.

Let's get on with it — I haven't got that much time.

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The Jobs Letter No.194
9 October 2003

Int'l Employment Policies
Poor Families Lose Child Support
Housing Too Costly for Families

The Jobs Letter No.195
29 October 2003

Work/Life Balance
History of the 40hr Wk
Working Hours in NZ

The Jobs Letter No.196
10 November 2003

Finances Forcing Mothers to Work
Women Saying "No" to Having Children

The Jobs Letter No.197
28 November 2003

Unemployment 4.4%
4-Weeks Annual Leave
Leave No Young Person Behind

The Jobs Letter No.198
17 December 2003

Private Surgery for Beneficiaries
Women Apprentices Wanted
Working Past Retirement

The Jobs Letter No.199
23 January 2004

The "No Go" Zones:
Mayors Have Their Say

Gordon Hudson, Manager of Like Minds Taranaki

- The major challenges will be to attain a viable workforce to further develop the Aotearoa/New Zealand economy. With current demographic patterns of rapidly increasing elderly and rapidly diminishing youth — there will be a major discrepancy in available labour to sustain, yet alone grow the economy.

Already there is a dire shortage of people prepared to work in the care-giving industries. Nothing significant, despite endless reports, has been done to address this problem. It will rapidly escalate in the very near future.

Another major concern will be to place increased emphasis on unemployed youth. There is really too much waste of untapped talent and resource.

Combating teenage pregnancies, particularly where there is no viable support for the parent and child is an essential problem that needs significant resourcing to achieve satisfactory outcomes for parent and child.

Finally, I believe that a major attitude change needs to occur to reduce our energy consumption, particularly our waste, increase our energy output and become a great deal more environmentally aware.

Peter McCardle, former Minister of Employment

- How, and if, we respond to the astonishing growth in Sickness and Invalid dependence is one significant issue. In 1970, there were around 16,000 adults (including spouses or partners) supported by these benefits. Just 36 years on, with population growth of around 30%, the number of adults supported by these benefits is over 150,000. A rise of around 900%.

The capacity to provide opportunities and answers for this and other challenges lies in the degree to which strong economic growth and therefore job growth is restored. Growth provides not just jobs, but income for the government to provide services and income assistance.

The achievement of sustained strong growth will increasingly become the single most important issue.

After 25 years of involvement, from front line work with the unemployed, to time as the Minister of Business Development and the Minister of Employment, I have learned that the key answers are not in government grants or subsidies to help start or grow businesses; nor in taxing working people and businesses more to spend it on a myriad of central or local Government programmes. Rather, it is in the more politically challenging approach of central and local government politicians being careful and disciplined in their taxation of peoples earnings, reducing the bureaucratic and red tape burdens, and providing access to information and infrastructure to allow people to get on with getting ahead.

Emphasis therefore should not be on political rhetoric such as transforming the economy, and the announcing of endless central Government new initiatives, but on lowering taxes and barriers, providing infrastructure and information, the right incentives, and making New Zealand internationally attractive for investment.

Failure to do so will see New Zealand slip very quietly but steadily, further and further behind other nations in terms of our standard of living, including our capacity to provide jobs for our people, and the alleviation of hardship.

The Jobs Letter

DIARY

The Jobs Letter No.200
30 January 2004

Climate Change
Skilled Migrants Wanted
Racial Unemployment Gap
Narrows

The Jobs Letter No.201
24 February 2004

Unemployment 4.6%
Trades Recommended Over
Degree
Fruit Pickers Needed

The Jobs Letter No.202
11 March 2004

Official "No-Go" List
Widespread Worker Shortage
WINZ Bonuses Race-Based

The Jobs Letter No.203
29 March 2004

How to Reduce Child Poverty
Raising the Retirement Age
Dunedin Pitches for Skilled Workers

The Jobs Letter No.204
7 April 2004

Clampdown on CEG
The Scheme that Brought CEG
Down

The Jobs Letter No.205
21 April 2004

Flexible Workforce Argument
Stats NZ on Older Workers
The Outsourcing Bogey "Beat-Up"

Ross Wilson, *President of the NZ Council of Trade Unions*

- Our future lies in building a high skill, high performance, high wage economy which recognises the value of skills and knowledge and treats workers as a valuable asset. We need to focus on building the 'high road' economy. If we are to compete in a global economy, we need the best education, the best skills, the best infrastructure and the best regional and industry development programmes.

Above all we need to urgently turn around the low wages crisis facing New Zealand. Our wages are 35% lower than Australia and far too many workers are reliant on movements in the minimum wage to see any pay increases. 91,000 workers received a wage increase when the minimum wage was lifted in March this year, and of these 61,000 were women. These workers deserve better, and an immediate twelve-dollar minimum wage and scrapping youth rates would be a start.

We will also need more action on pay and employment equity and a full commitment to close the 14% gender pay gap that still exists in this country, despite the Equal Pay Act being now over 30 years old.

The impact of China on all countries, including ours, is going to be immense over the coming years. Some people have argued that the future for many New Zealand industries is one where we design products here but manufacture them offshore, an argument that has resurfaced during the recent debate over the Buy Kiwi Made project. The CTU doesn't share this somewhat defeatist view and I'm sure that the 300,000 workers who have jobs in the manufacturing sector don't either. However unless we accelerate the transformation of our economy to one of higher skill, higher value and higher wage levels we have little chance of avoiding the negative impact of China's burgeoning manufacturing sector.

We will increasingly be grappling with productivity. Understandably the term 'productivity' is something of a four-letter word for many workers who remember the restructuring, job losses, work intensification and so forth that has often accompanied management efforts to lift productivity in the past. For our part, the CTU is contributing to the national debate around the issue with a Workplace Productivity Education Project, which is an adult education programme giving employees the opportunity to grapple with the drivers of productivity from a worker perspective.

And although our unemployment is the second lowest in the OECD we must not ignore the disparities that exist in this figure — the significantly higher rates of unemployment for Maori workers and Pacific workers — and an absolute commitment is required from all to address this. The CTU remains committed to a policy goal of full-employment and we recognise the responsibility of society as a whole and government in particular to ensure that all New Zealanders have the opportunity to work and receive a living wage.

Parekura Horomia, *Minister of Maori Affairs; Associate Minister for Social Development*

- I'm excited about the future for Maori. With unemployment low, it will be the challenge for us to live local but think global. That will start with rangatahi gaining specific education to meet these challenges and NZ, with its uniqueness, competing on the world stage, Maori tourism and arts to name a few.

The Jobs Letter

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The Jobs Letter No.206
16 May 2004

\$57M for Youth Transitions
Newman on Welfare Reform
Better Support for SB & IB

The Jobs Letter No.207
31 May 2004

Unemployment 4.3%
"Working For Families"
Maharey on Youth Transition

The Jobs Letter No.208
15 June 2004

Understanding the Workplace
Public Service to Grow
Getting Dropouts Back to School

The Jobs Letter No.209
30 June 2004

New Job Vacancies Monitor
Refugees Struggle to Get Jobs

The Jobs Letter No.210
19 July 2004

CEG Becomes "Work
Opportunities"
World-Wide Search for Staff
European 35-Hour Week On Way
Out

The Jobs Letter No.211
11 August 2004

Construction Skills Shortage
Youth Unemployment Fallen
National Promises Work-for-the-
Dole

Lindsay Mitchell, Institute for Liberal Values NZ

- We must focus less on state redistribution as a means to alleviating poverty. This method only puts in place disincentives. For instance, the Working for Families package makes it unprofitable for an existing worker to take on more hours or seek promotion or for a second potential earner to take a part-time job. It is difficult to see how productivity can be lifted if income is not tied to work effort. The Working for Families package should be repealed.

A lighter hand is needed on the labour market. Raising minimum and youth rates will not increase employment. Wage controls hurt the people they are supposed to help.

The qualification age for state superannuation has to go up or stricter means testing applied. With over 65s making up an ever-growing percentage of the population, scrutinising their health and financial needs cannot be avoided. People should be encouraged to work longer where they wish to. In 1997, it was calculated if time spent on the old-age pension in 1900 was equivalent, the eligibility would be 75 years for men and 80 for women. The ages will have risen further since.

The inflow of newcomers into the benefit system must be stemmed. In particular, teenage parents who stay on welfare the longest and have children most at risk of negative social outcomes should not be lured by a Domestic Purposes Benefit lifestyle. More effort must go into contraception advocacy and adoption consideration.

Two parent families should be recognised and encouraged as the successful economic social unit. The encouragement should be through less intervention, lower taxes and less economic bias towards one-parent families.

We need to attract overseas investment and immigration through a more competitive tax regime. We must commit to competing in the global economy — not to sliding back to protectionism and controls.

Yvonne Sharp, Mayor of the Far North District Council

- I believe that all levels of government need to provide both leadership and the needed impetus to 'make things happen' for our communities. The latter requires key staff experienced in economic and social development, as well as readily available networks of knowledge-brokers with practical business acumen. Good communication and building relationships with the targeted communities is of course vital.

The years ahead will see increased pressure brought to bear by increasing mobility and transport costs. Appropriate responses such as the recent upsurge in the number and patronage of community markets are a case in point. However, on a broader front, more focus is required to foster innovative solutions to essential infrastructure such as energy creation. Access to communication technologies such as fast broadband is also essential. Correspondingly, this will require well targeted resourcing as well as upskilling to truly sustain our communities.

Bob Austin, Pathways Project Officer, Rotorua District Council

- The issues for the future include catering for the training/employment needs of generation Y and Z; ensuring that everyone that wants to be in employment, education, training or community activity is catered for; developing strategies to minimise the effects of economic downturns on employment growth; ensuring we do not become too dependant on

The Jobs Letter

DIARY

The Jobs Letter No.212
25 August 2004

Unemployment 4%
Skills Shortage Solutions
Higher Wages Needed

The Jobs Letter No.213
9 September 2004

Skill Shortages Intensify
Maharey: "People Don't Want to Stay on a Benefit"

The Jobs Letter No.214
23 September 2004

Human Rights Commission's "Right to Work" Report

The Jobs Letter No.215
1 October 2004

Migrants Can Fill Skills Shortage
Social Worker Shortage Intensifying
Enticing Teachers from Overseas

The Jobs Letter No.216
14 October 2004

Economy Wide Skills Shortage
Child Poverty and Health
Not Taking Ageing Workforce Seriously

The Jobs Letter No.217
28 October 2004

Global Income Insecurity
Women the Answer to Skills Shortages
Charities Bill a Muzzle

products manufactured/assembled overseas (e.g. in China as such a dependency would not only make us reliant on their supply chains but also could put pressure on emerging NZ industries which may compete with these products) and; improving the work/life balance for all New Zealanders.

Jim Anderton, Progressive Party Leader; Government Minister

My new role as Minister of all the Primary Industry portfolios gives me a slightly different perspective on New Zealand's future.

Our primary industries remain the sustaining heart of our economy. Between 70% and 95% of our primary goods are exported. Two-thirds of our foreign exchange comes from primary sector industries. Over the last 15 years agriculture, forestry, and related industries have increased their productivity at more than double the rate of the rest of the economy. The contribution of agribusiness to New Zealand's economy has been rising.

Our gross domestic product grew by over 25% in the six years to March 2005, and it has grown further since then. As a result real national income per head — that is, the average income of each of us adjusted for inflation — rose by nearly 19%.

But we have to do even better. We need to keep increasing our earnings if we want to enjoy a rising standard of living. The goods and services we enjoy from overseas can only be paid for with our earnings from our exports. It has become a bit of a mantra of mine to say that to have a first world health and education system, we need a first world economy. There is no doubt that the economy under the Labour-Progressive coalition government has improved out of sight and if it continues to do so, our public services will continue to improve along with it.

Economic growth in the primary sectors will continue to drive New Zealand's economic future. Skills shortages are affecting most of our businesses and industries. The skills shortage makes it harder to develop high value industries and increase productivity. But it is a better problem to have than a job shortage!

I'm proud of the government's track record in industry training. There were 150,000 New Zealanders learning on the job at the end of last year. Some thirty thousand businesses are involved in industry training programmes.

The Labour-Progressive government is ready to adapt the way we work with industry and productivity is the guiding beacon of the next three years of economic and industry policy.

Ian Ritchie, Manawatu

- Issues for the future will be ...

Challenging the dominant ethos of greed and individuality and TINA, re-establishing a sense of community and collective responsibility, mechanisms for citizen power; developing alternative information networks.

Challenging the overwhelming dominance of right and ultra right wing parties in government/parliament and avoiding the bankruptcy of the New Zealand economy as a result of asset sales and the takeover of services in New Zealand by overseas multinationals.

Challenging the lies and empire building of the American elite and its key supporters.

The Jobs Letter

DIARY

The Jobs Letter No.218
11 November 2004

Boost Skilled Immigration
Social Entrepreneur Scheme
Dumped
NZers Work Long Hours

The Jobs Letter No.219
26 November 2004

Unemployment 3.8%
Young Missing Out on Jobs
Let's Not Flood the Country with
Cheap Labour
Working for Families Ignores the
Poorest NZers

The Jobs Letter No.220
7 December 2004

Preparing Students for Work
Average Workers Can't Buy House
UK's Child Poverty Strategy

The Jobs Letter No.221
17 December 2004

Employers' Training Role
Lifting Workers' Skills
Under-Funded Caregivers

The Jobs Letter No.222
21 January 2005

Asia's Tsunami Toll
Social Policy "Big Picture"
NZ: Low Middle-Income Country

Jane Kelsey, *Professor of Law at the University of Auckland*

- Is it all bad? No. There are positive signs of fightback — the sight of several hundred young people on Queen Street chanting 'union power' as they mount the campaign to 'Supersize My Pay' — left unionists in the leadership of mainstream unions spear-heading successful campaigns, notably the multi-employer contract for nurses — awareness among young people I teach of the horrors of war and cynicism of political trade-offs between human rights and economic interests — and more.

But my fear is about what happens in the next five years when the economy turns, unemployment grows, safety nets have disappeared, public services are run down, Maori and migrant communities are abandoned, thousands more people die in imperialist wars, the world is even more unsafe and energy becomes unaffordable. Undoubtedly, the voices of neoliberalism will ring out with the familiar refrain that we must maintain investor confidence and the only solution lies in the global market. And when they insist, yet again, that 'there is no alternative', will we have one?

Garry Moore, *Mayor of Christchurch; Founding Chairperson of the Mayors Taskforce for Jobs*

- The main issue of the future is to have people in key positions who can sit in the corner, like Dr Seuss' Lorax, and say "I speak for our young people. I am your conscience. They are our future. As a society we have an obligation to prepare for them playing a part in the future of this economy and this country."

Without this ethical commitment we will continue to repeat the mistakes of yesterday, tomorrow.

DIARY

Last Words From Us ...

Dave Owens, Taranaki, Editor of *The Jobs Letter*, Trustee of the Jobs Research Trust

The Jobs Letter No.223
4 February 2005

Welfare Policy Shake-Up
Brash Targets Welfare
Tsunami: a Million Jobs Lost

The Jobs Letter No.224
17 February 2005

Unemployment 3.6%
1-in-3 NZ Children in Poverty
Every Child Counts Campaign
Jobs Jolt Scaling Back

The Jobs Letter No.225
3 March 2005

Still Aiming for a Single Core Benefit
Wage Rises Less than Inflation
Prisoners Fill Labour Shortages

The Jobs Letter No.226
18 March 2005

1/4 of NZ's Skilled People Live Overseas
Pleas for NZers to Come Home

The Jobs Letter No.227
4 April 2005

NZ "Least Generous" to Families
Teens Urged to Fill Trades Gap
Oz & NZ Compete for Workers

- *What have we achieved?*

With unemployment at 3.6%, many of us are patting ourselves on the back, especially when we compare ourselves to other countries. But I wonder if we're just **best of a bad bunch**? When I started working in the community sector (like Rodger, in a Work Skills Development Programme) in 1983, unemployment was 2% —and that was considered crisis level. People were genuinely concerned that a group of New Zealanders were being left out and there was a sense of urgency because as a community we believed that all people deserved the means to earn a living and be included. People were also able to raise a family and buy a house on one income. Where has that New Zealand gone? Has it been our intention to let these things go?

One explanation is that the 1980s and 90s economic reforms have left us with a **monetarist slewing of public policy**. Modern 'Centre-Left' political arguments in New Zealand are far more market-oriented (rather than people-centred) than 'Centre-Right' arguments were in the 1980s. An expressive example of this is the way successive governments have opted to support the community sector through tender processes that pits community groups against each other and against the private sector, and creates accountability requirements that distract community workers from their purpose. Over the years, many dedicated community workers have left the sector because they can longer find no room there to express their values.

- *What have we learned?*

We've learned that **more jobs is not the magic bullet** we imagined it would be. Poverty is increasing at a time of high economic and job growth. Our policies aren't providing a pathway out of poverty. We've learned that we haven't got it right. The UK has reduced child poverty over the last decade. They have achieved this by including *all* children in poverty reduction policy. We can do that without cementing in benefit dependency.

We've also witnessed, over the years, the social welfare system creating its own industry that includes a workforce of thousands, if not tens of thousands of people in the public, community and private sectors. The sad fact is that the drive of this **poverty industry** is to manage people in poverty — not lift them out of it. This very costly management approach to welfare essentially farms clients rather than dealing to the systemic causes of poverty. Perhaps this poverty industry is where 'benefit dependency' is originating from ...

- *The main issues for the future?*

Children. It is inexcusable that one-third of New Zealand children are growing-up in poverty. The cost of this systemic negligence will haunt not only those individuals, but also all our communities through greater and greater welfare dependency, health problems and criminality. We need to focus on the **well-being of every child** in our country, and strive to see they all are fed and secure in their home. This means better supporting parents and families with resources that help them provide the best possible environment for their children to live, grow and thrive in. Children should be our No 1 priority.

The Jobs Letter

DIARY

The Jobs Letter No.228
15 April 2005

Trades Filling 4-of-10 Jobs
Debt Directing Graduate Doctors' Careers

The Jobs Letter No.229
4 May 2005

Record Low Benefit Numbers
Focus on Child Well-Being
Poorer People Die Younger
2/3 the World's Resources Are Already Used

The Jobs Letter No.230
17 May 2005

Unemployment 3.9
Defence Force Short Staffed
Caregivers Leaving Sector

The Jobs Letter No.231
1 June 2005

Budget 2005 for Jobs
Work-Focus for DPB, SB & IB

The Jobs Letter No.232
15 June 2005

Poor Countries Training NZ Doctors
Oz & NZ's German Job Expo
"Working for Families" Concerns

The Jobs Letter No.233
28 June 2005

Making Poverty History:
Campaign to End World Poverty
The Poverty Issues: Debt, Aid, Trade

Economic Sustainability — Not Endless Growth. Our governments have been chanting the mantra of 'high economic growth' for the last two decades. Let's get over it. Every organism finally has to stop growing and our economy will stop growing, as will the world economy. We need to plan and prepare for nil growth — even negative growth — because this will be an overwhelming feature as the world's resources fail to support demands of six billion people.

The Elephant in the Room. We are gradually exhausting the earth's resources — and the first will be the loss of easily available and cheap petroleum. Endlessly rising oil prices will re-figure the world economy, including ours. We need to be prepared for this with useful policies so we aren't caught out by this inevitable eventuality.

We need to take into our hearts as citizens that the welfare of our neighbours — including all the people, animals, plants and natural systems with which we share the earth — are, in the end, as important and interlinked with us as are our own families and friends.

Let's also imagine ... what New Zealand would look like if no one was unemployed?

What would New Zealand be like if there was no poverty?

What would the world look like if every person could depend on having adequate food and water, everyday?

What if every human being had basic housing, health services, education and work?

- And finally ...

It's been a privilege to provide *The Jobs Letter* to you. We have often described our editorship as standing in a river of information and pulling out the pieces that we thought would help people do their work better.

We at the Jobs Research Trust haven't worked ourselves out of a job. We aren't closing *The Jobs Letter* because unemployment has been solved: it hasn't. We are stepping back and having another look at how we can best make our next contribution.

— *Dave Owens*

Rodger Smith, Auckland, Trustee of the Jobs Research Trust

- WSDP – Work Skills Development Programme. I'm wondering if the name rings a bell with any readers — and jog the memory about the numerous schemes that have come and gone over the years as a response to unemployment. I mention this one not only because it was the first scheme I was involved with, but what I remember it offering to the young people who attended.

The work 'skills' were initially the traditional community gardening, lawn mowing, home care type projects. But I'm pleased that one I was involved with became one of the first of such schemes, in conjunction with the unions and a local manufacturing company, to offer welding training as a prior entry into an apprenticeship.

Over the years this emphasis on skill development has rightly increased, but I wonder if it has been at the detriment to the other component we offered the young people at that time — good sensible social support. Whether it was with problems with drugs, sex education, or with parents, we tried to stand alongside them as they struggled through issues that

The Jobs Letter

DIARY

The Jobs Letter No.234
5 July 2005

Oz Mayors' Taskforce for Jobs
Argentina's Job Guarantee

The Jobs Letter No.235
25 July 2005

NZ with 2nd Highest Job Growth
OECD: Globalisation Job Losses
Inevitable
Labour Shortage Near Record High

The Jobs Letter No.236
4 August 2005

Election 2005: the Parties'
Employment Policies

The Jobs Letter No.237
18 August 2005

Unemployment 3.7%
Social Report 2005
No Student Loan Interest for
Residents

The Jobs Letter No.238
1 September 2005

Tax Cuts and Child Poverty
Skills Shortage Biggest Voter
Concern
Parties' Skills Shortage Policies

The Jobs Letter No.239
15 September 2005

Hurricane Katrina costs 400,000
Jobs
National's Work-for-the-Dole Plan
Keeping Older Workers

often impacted heavily on their ability and attitude to find their place as young adults.

I've not worked in this area for many years but I wonder if in the current world of 'silo' government initiatives, young unemployed people are regarded now just as 'output' targets. It's great that our unemployment rate is lower. But has our 'inclusion rate' of young people in our society also lowered?

- On a more positive note, as a 'non-working' trustee of the Jobs Research Trust I have valued the opportunity for the past eight years to have supported Vivian and Dave in their work as editors of *The Jobs Letter*. I admire their skill in regularly distilling from the huge quantity of information that poured past them, the key stories and news that has kept me abreast of the issues ... and in turn allowed me to keep asking the questions in the circles of limited influence I have. I trust that this has also been your experience and you join me in acknowledging their commitment to this task.

— Rodger Smith

vivian Hutchinson, Taranaki, Founding Editor of The Jobs Letter, Trustee of The Jobs Research Trust

- *The Jobs Letter* has been an ambitious community media project that has sought to become part of the regular media diet of people active on employment and poverty issues. In an Information Age when we are literally 'drowning' in data, our publication and website was the first to really explore the challenge of getting essential information out to a wide range of students, thinkers, activists, public servants and decision-makers who want to make a difference on livelihood issues in this country.

In setting up *The Jobs Letter*, we were inspired by the English social entrepreneur Florence Nightingale who spent the last 50 years of her life writing letters to people from across the political spectrum who could make a difference to public health. From Florence, we learned the philosophy that our job would be "... not to tell people what to think, but to give them the tools to think with."

As you can see from the contributions to this special issue, *The Jobs Letter* has indeed reached across New Zealand's political spectrum, and has helped inform a wider community debate on the future of work and welfare in this country.

As the contributions for this special final issue rolled into our office over the past couple of weeks, it has been humbling to read the comments and tributes from such a wide variety of fellow New Zealanders who have been regular readers of our work.

Thank you all so much for your thoughts and for your best wishes in our work ahead.

- I suppose the most common question I have been asked in recent months is: *What are you going to do next?*

We haven't closed *The Jobs Letter* because New Zealand has solved unemployment and poverty. Just a brief look at this special report is enough to show that there is going to be just as much work ahead to address these issues in the next twelve years. So of course our work isn't remotely finished yet ...

The Jobs Letter

DIARY

The Jobs Letter No.240
29 September 2005

Asia Unemployment Highest Ever
Americans to Work After They
Retire

The Jobs Letter No.241
20 October 2005

Benson-Pope New Minister
Oil Prices Affecting NZ
Is Oil Production Peaking?

The Jobs Letter No.242
14 November 2005

Unemployment and Paris Riots
Farewell to Rod Donald

The Jobs Letter No.243
5 December 2005

Unemployment 3.4%
Briefings to the New Minister
Challenge to "Working For
Families"
Mayors Want Young People
Connected

The Jobs Letter No.244
20 December 2005

Schools & Businesses on Skill
Shortages
Abolish Youth Rates?
Freight Costs Costing Jobs

But we are stopping our particular small contribution so that we can create a space for ourselves for a different sort of inquiry.

The Jobs Research Trust is a fairly small community group, led by volunteers ... and we have limits on what we can contribute. But not only have we defined the mission of our Trust as one of "giving people the tools to think with" ... we have also always seen one of our contributions as opening up the "thinking space" to explore some fresh ideas.

Over the last couple of years, the conversations at our Trust Board have been focussing on some troubling issues. We have been concerned about the state of community groups and citizenship action in the social development field ... and we have been concerned about wider issues of capacity in New Zealand's voluntary and community sector.

We have also been re-assessing our own place in this work ... both as active citizens, and as a community group.

So for the last year, our trustees has been in dialogue about exploring a different future. This conversation has seen us dig beneath many strategic questions ... some of which have included:

What would it take to reinvent citizen engagement in an age of retail politics?

What would it take to reinvent community groups in an age of contracted social services?

What would it take to reinvent the welfare state in an age of the poverty industry?

What would it take to reinvent environmentalism in an age of global climate change?

This has been a juicy inquiry ... we have been challenging ourselves to look anew at the very idea of community groups. And we have been asking ourselves what it would look like if community groups were ...

- self funding
- self organising
- focused on questions and inquiry
- focused on positively imagining the future
- focused on Big Pictures and on systemic and sustainable change
- fostering long-term thinking
- fostering social entrepreneurship and exploring innovations
- capacity-building at the level of each individual citizen
- taking advantage of the new networking technologies

We haven't come up with any big solutions yet ... our inquiry is still a work-in-progress.

We have however started to explore a new prototype of community group which we are calling ChangeMakers. These are envisaged as groups of 'active citizens' who are working on a variety of social, economic and environmental projects, and who are joining together around a simple organising strategy of '5-10-5-10'.

- 5 - spend 5% of your income directly supporting citizenship action that inspires you
- 10 - do ten actions in the next year on your personal passion in citizenship action
- 5 - spend 5% of your time on active citizenship tasks
- 10 - join with ten other people to create a learning community to support each other's work for change

The Jobs Letter

DIARY

The Jobs Letter No.245
24 January 2006

Skilled Migrant Criteria Raised
Denmark Keeps Jobs at Home
"Making Poverty History" all
Headlines

The Jobs Letter No.246
9 February 2006

Industry NZ Grants:
Corporate Welfare or Social
Investment?
Total Benefit Numbers Down

The Jobs Letter No.247
24 February 2006

Unemployment 3.6%
Buy Kiwi-Made

The Jobs Letter No.248
10 March 2006

Skill Shortage Solutions
90-Day Probationary Bill
Youth Rates and the Minimum
Wage

The Jobs Letter No.249
31 March 2006

The Benson-Pope Interview
French Youth Unemployment
NZers Still Pouring into Oz

The Jobs Letter No.250
28 April 2006

Bringing Graduates Home
"Working for Families" Debate
Early Childhood Interventions

- Over the last 12 years, we have reviewed and recommended many new books and reports in the pages of *The Jobs Letter*.

I think one that stands out most for me during this time has been *Natural Capitalism* by the American environmental activist and social entrepreneur Paul Hawken (with Hunter and Amory Lovins). It is a book that elegantly brings together many of the threads of how we can work towards economic, social and environmental sustainability in our communities.

Paul Hawken has visited New Zealand several times, and his ideas have had a deep impact on thinkers in many areas of our corporate, government and community life. It was perhaps no coincidence that when we started the Mayors Taskforce for Jobs in 2000, the core group of Mayors met and discussed ideas and strategies with Hawken when he was speaking at the Redesigning Resources conference in Christchurch.

Next year Paul Hawken is due to release a film and publish a new book called *Blessed Unrest*. In the book, he argues that we are seeing the beginning of a new type of movement for civil society — a movement composed of hundreds of thousands of community and not-for-profit groups and social entrepreneurs. Hawken's Natural Capital Institute has done research which shows that millions of people with shared sets of values are involved in countless organisations that address social justice, ecological sustainability and indigenous rights in the broadest sense of those terms.

Hawken believes that these movements for change are morphing, unknowingly, into the world's largest social movement ... something which he describes as "... humanity's immune response to political corruption, economic disease, and ecological degradation." None of us can yet say how big it is ... because it is a movement that doesn't yet fully know that it is a movement.

- Perhaps our own 'call to dialogue' within The Jobs Research Trust has been our contribution to how the 'immune system' of New Zealand's voluntary and community sector is seeking to renew itself.

We certainly hope that our plans for ChangeMaker groups will enable us to grow the active citizenship that we know will be needed in so many social development and environmental areas in the years ahead.

It is all early days yet, and ... as they say, watch this space. Or better still ... come and join the conversation, and re-discover your own opportunities to act for change.

All the very best ahead ...

— *vivian Hutchinson*

Jo Howard, Taupo, Trustee of The Jobs Research Trust

- It seems an age ago that vivian, Ian Ritchie and I sat round the fire at the Tauhara Centre and decided that our contribution to getting employment issues back on the political agenda would be to start a news letter.

As improbable clones of Florence Nightingale, we would not express our own opinions but provide relevant digestible information in the hope that people would make up their own minds how best to solve constructively the problems of unemployment.

While there is still much to do on employment issues — particularly on research on the future of work which may have alleviated the current skill

The Jobs Letter

DIARY

The Jobs Letter No.251
17 May 2006

Unemployment 3.9%
WINZ "New Service"
Petrol Prices Shaping the Economy

The Jobs Letter No.252
9 June 2006

NZ Public Servants Wanted in Oz
Maori Unemployment
Working While Pregnant Warning

The Jobs Letter No.253
30 June 2006

UK Recruiting NZ Social Workers
OECD Employment Strategies
Govt Warns Against Wage Rises

shortages — we feel *The Jobs Letter* has to an extent achieved what it set out to do. So what next?

The low percentage of votes cast in recent elections reflects the feeling of many citizens that their vote does not really count. Many feel there is a widening gap between those exercising political governance and themselves. Community groups in particular which not so long ago were self funding and independent are now contractors to the government. In return for funding they are required to be accountable. This is reasonable enough but how and for what they are accountable is the problem. Loaded with 'targets' and 'measurable out-comes' with the consultation process often reduced to a public relations exercise, sadly community groups often feel they have lost their independence and sometimes their energy and drive.

- When asked "Why do you suppose it is so difficult to create a real citizens movement as a proper counter-weight to the US Administration's power?", Noam Chomsky replied: "The question is much too important for a brief answer. The level of action is high, probably higher than the 1960s — but it is diffuse and not well integrated. An ideal of social control is an atomised collection of individuals focused on their own concerns, lacking the kinds of organizations in which they can gain information and articulate their thoughts, and act constructively to achieve common ends. By many familiar mechanisms that ideal has been approached in dangerous but not reversible ways."

Can we do better? The Athenians based their first experiment in democracy on a Citizens Forum, an open space where citizens expressed their own views and, above all, listened to others. Our climate, not being quite as benign as in Greece, a physical open space may not often serve the purpose so well but we have one great advantage they did not have — modern communication systems and particularly the internet. Why not start our own version of a Citizens Forum? Could be exciting.

— *Jo Howard*

Editors

Dave Owens
vivian Hutchinson

Associates

Jo Howard
Rodger Smith

*The Diary is sourced from our
media watch of New Zealand daily
and weekly newspapers.*

*our internet edition is available at
www.jobsletter.org.nz*

The Jobs Letter



***Trustees of the Jobs Research Trust in the New Plymouth "garage".
Rodger Smith, Vivian Hutchinson, Dave Owens, and Jo Howard (seated)***

VOICES

on THE JOBS LETTER

In 2000, The Mayors Taskforce for Jobs signed a memorandum of understanding with The Jobs Research Trust, the first partnership negotiated by the Taskforce. Over the last five years The Jobs Letter has provided Mayors with up to date, succinct information on work and livelihood which we have been able to use in our work on youth employment. The resource has been invaluable and has given us an insight into the many issues facing our communities. We have been very pleased to be a part of this community project which has given all of us information not always readily available in the mainstream media, and we acknowledge the work of The Jobs Letter in supporting the aims and goals of the Mayors Taskforce for Jobs.

— Paul Matheson

When I learned The Jobs Letter was putting together its final issue, I was very disappointed and immediately wondered who else could provide as good a service in this field. When I began researching, The Jobs Letter was a marvellous discovery. The well-presented up-to-date stats (which Statistics New Zealand don't make highly accessible), the news round-up, book reviews and the generally unbiased tone has made this publication one I look forward to receiving. It will be missed. Thank you for the work you have done

— Lindsay Mitchell

Finally I would like to congratulate Vivian Hutchinson and The Jobs Letter team for consistently providing a one stop shop for what's hot and what's not on the employment/unemployment frontier for 12 long years — a remarkable achievement.

— Sandi Morrison

Thank you to the Jobs Research Trust for all your work over the years. You have created a really useful tool and information resource and I wish you all the best with your next project.

— Russel Norman

Outside the appropriate academic circles, commentary on socioeconomic relations in terms of the enduring dynamic between 'labour and capital' is no longer taken very seriously. Yet I cannot rid myself of the view that most, if not all, of the socioeconomic concerns we have at multiple levels of community, nation and globe, can be understood in terms of how we mismanage such relationships. That of labour and capital remains one of those central to our current socioeconomic structures. The Jobs Research Trust has, and continues, to provide important witness to how that relationship not only remains so central but continues to struggle to achieve a semblance of equitable justice — and has extended that role to also being an extra-ordinary clearing-house of employment related information (widely interpreted, thank goodness!). Thank guys, for having what it took to make it happen.

— Greg Pirie

The Jobs Letter has been a great source of current information for people working in this sector. I work as a consultant in an isolated work environment and The Jobs Letter has been really helpful for me to stay in touch with trends and have access to statistics presented in a useful and easily understood format. I hope The Jobs Letter will be resurrected in some other form! Congratulations on what you have achieved and good luck for the future!

— Brigid Ryan

The Jobs Letter has been a wonderful resource and will be sorely missed.

— Susan St John

Having experienced the energy emanating from 12 years and 253 issues I know that the closure of The Jobs Letter is only the end of a chapter. You held out this light through years of devastating restructuring, keeping hopes alive. Your new horizons will develop creative new ways to follow. We have learned to hold you in great respect and look forward to your new fields of leadership.

— Ron Sharp

The Jobs Letter has been our inspiration at Work & Age Trust. Those wonderful Hutchinson think pieces have lifted our spirits at times when all around (the policy shop) is bleak. Vivian has introduced us to new world thinkers — the Jeremy Rifkins, the Paul Hawken etc. who have taken us in new directions. The facts and figures have always been presented 'au naturel' without that all too familiar spin from other sources. WE WILL MISS THE JOBS LETTERS HEAPS.

It was during my Churchill Fellowship through North America in 2001 that the international effects of The Jobs Letters and Vivian were highlighted for me. When introducing myself as a kiwi in many meetings, conferences etc the common question was do you know Vivian Hutchinson — that famous kiwi and leader in the field of employment. They often saw The Jobs Letter as part of some big institution — little did they know (till I told them) that it operated from a kitchen table in the Naki.

Ka kite ano my friends

— Roger Tweedy

Heartfelt thanks to everyone involved in producing with The Jobs Letter for their invaluable work over the past 12 years and best wishes to all in their future projects.

— Janfrie Wakim

Many people in the union movement have appreciated and contributed to the work of The Jobs Letter. It has been an excellent resource for people involved in employment, poverty and welfare campaigning and community economic development, and its regular contributions to these areas will be missed.

— Ross Wilson

We will miss this resource, and wish those involved all the best in the future.

— Donna Wynd

VOICES

on THE JOBS LETTER

Heartfelt thanks to The Jobs Letter team for keeping a spotlight on the issues of employment while economic policies have fluctuated between action and neglect. You communicated speedily and thoughtfully in a way that was accessible to a wide group of interested parties: local authorities, community projects, iwi, government employees, politicians and unemployed people. You kept an eye on the global picture and you fed the local networking which allowed us to share our thinking and be encouraged by the responses of others round the country.

There is still work to be done. What will you do next? Kia kaha!

— Margaret Crozier

Thank you for all the time and energy you have all put into The Jobs Letter. It set a new benchmark of quality, clear accurate reporting, a watching/tracking role on the issue of unemployment, great resources and commentary, and such a wide ranging distribution. 12 years is a long time to have been holding that role. I support you taking time to rest and review, as well as fully celebrating the many gains of the past 12 years. And of course I want to be kept in touch with what emerges from that considering.

— Elaine Dyer

Implicit in this brief review is an agenda for further work. It is sad that The Jobs Letter won't be there to think about it, as it has been pursuing the earlier agenda set by the trauma of the 1987-1993 period. Who will?

— Brian Easton

I want to thank The Jobs Letter team for the outstanding contribution you have made to ensuring that the New Zealand public is better informed and encouraged to think and talk about these important issues. As a freelance commentator, I will miss The Jobs Letter immensely.

— Anne Else

I just wanted to say how much I will miss The Jobs Letter, it was always informative, thought provoking, unbiased, and a great read. I think that Aotearoa will be the lesser for its passing as there is no other publication that comes close to keeping those working in the employment sector up to date with what is happening in our world. A big thank you to The Jobs Letter team, we do owe you heaps for your commitment.

— Elaine Gill

We have been immensely privileged to be provided for on a regular basis, through thick and thin and for no cost, the magnificent publication called The Jobs Letter. It has informed, advised, connected, challenged and inspired us in a variety of ways that have sparked innumerable acts of good and it mostly never received credit for. Nothing can replace it nor should. Thanks vivian, Dave and Sue and many others I don't know of who have consistently made the daily bread and to Rodger and Jo who joined them as Trustees to provide wise and humble voluntary guidance to this unique phenomenon.

— Trevor Gray

I hope you're all feeling good about your efforts over the last 12 years. Congratulations from an irregular but appreciative reader.

— Nicky Hager

What I hope is that we don't have to re-learn all these lessons again in 12 years.

— Darel Hall

Kia ora to The Jobs Letter Team! 12 years ago seems like yesterday. I can clearly remember, like Employment Matters, when The Jobs Letter was produced. With its challenges on government policy, businesses and the wider community, information and detail has always been forthright and up to date.

Along with the 12 years of The Jobs Letter production, many great community development initiatives and organisations like CEGs and CEDU have moved on. I recognise the people and teams within The Jobs Letter and their effort over the years.

As somebody who has come from community development, along with many present day leaders who are now in a variety of forums, I certainly want to recognise The Jobs Letter Team and say 'a job well done!' Heio ano

— Parekura Horomia

As for The Jobs Letter – this has been a national icon for a number of years, always well researched, always timely and always relevant. Much of this success is clearly the result of the calibre and resilience of the editorial board. It always has appeared to be politically impartial. That it is not planned to continue will be a great loss. While it would be a very difficult act to follow – the process and standards have been long set. I earnestly hope that some agency/group will pick up the reins. In the interim – rest well in your big shoes. You have done exceedingly well for far longer than anyone could have hoped for.

— Gordon Hudson

The Jobs Letter will be greatly missed.

— Judy McGregor

The Jobs Letter

VOICES

on THE JOBS LETTER

You have made a huge contribution to so many during The Jobs Letter's lifetime. It was the only voice that was accessible and courageous. You made complex data digestible and you provided the nearest thing to what many community people could call 'professional development'. I believe you have had one of the few roles of monitoring social and economic consequences in NZ since the NZ Planning Council disbanded. My good wishes to you in your future endeavours.

— Hilary Allison

I would like to salute The Jobs Letter team for being there for people during the last 12 years. Many of these years were bleak. I am glad you leave with good times, and hopefully, with effort and perseverance, even better times are ahead. I wish you all the best in your future projects and endeavours.

— Jim Anderton

It is sad that all our efforts at local, regional and national levels to fight poverty and unemployment are wiped out every few years by the Reserve Bank and yet we were never able to organize ourselves politically to stop it.

— Alister Barry

This must be a celebration for having worked yourselves out of this particular job! A huge thank you to The Jobs Letter for its persistent and passionate belief that unemployment should be eliminated, and for its superb contribution to the community. It is a great reminder to those of us in a similar business that disseminating high quality and relevant information is important. The Jobs Letter has been a must-read of mine for many years and I will miss it greatly.

— Geoff Bascand

We've achieved a lot, but there's more to do. We will continue to make real progress through working in partnership with business and employers, with iwi and community groups and with non-government organisations.

Government has a key role to play in building a strong economy and a strong society, but it's not a job for us alone. We highly value our partnerships with people and organisations across New Zealand's diverse and growing society.

— David Benson-Pope

I would like to thank the members of the Jobs Research Trust for all the work they have done over the last 12 years in providing an invaluable resource for all of us who work in the area of employment and welfare. You have done an amazing job and I will miss The Jobs Letter tremendously.

— Sue Bradford

I am very sad that this is the last issue of The Jobs Letter. I congratulate and thank most sincerely Vivian, Dave, and the Jobs Newsletter team who have produced a very professional, very readable and very useful newsletter every 2 weeks for many years. It provided very valuable information and commentary for me and my Council on current employment issues that we needed to know about and to think about! Issues discussed were always topical and very relevant. You have made a huge contribution to reducing unemployment in your own right by ensuring we as readers of The Jobs Letter were kept informed. Thank you again and best wishes to you all.

— Jenny Brash

The Jobs Letter began when unemployment was a very worrying feature of New Zealand life. In a balanced way, the letter played an important part in helping a wide range of New Zealanders understand the problems that were then facing employers, employees, the unemployed and the government. All those involved in The Jobs Letter can take some credit for the gains we have made since this difficult period.

— Paul Callister

It interests me that we formed Te Araroa Trust in 1994, within a month of The Jobs Letter's first publication. We were all concerned then about unemployment. Our trust had a vision of Te Araroa being constructed quickly, with black singlets massed along its length. The unemployed would work alongside politicians to do the job. It didn't happen. Nothing happens quickly nor quite according to plan, but we're still here, still doing it. As it segues to another form, I salute the Jobs Research Trust and its Jobs Letter, which was a beacon. I know its people will keep doing it, in whatever form.

— Geoff Chapple

It's been a great newsletter. Networks matter. Open exchange of views is vital. Sometimes a complacency creeps in around employment when we have low levels of unemployment by historical standards. I remember in March 2000 when Westpac said that 6.3% unemployment was "worryingly low". They were worried about wages and inflation — but it shows the problems that occur when (say) monetary policy becomes the main focus — rather than decent jobs and full employment. So — those in the union movement — along with readers of The Jobs Letter will need to keep the focus on jobs going.

— Peter Conway

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