Overview

- Introduction, sources, and definitions
- Labour market participation
  - Changes in, and structure of labour market by parent and partner status
  - Influencing factors
- Employment
  - What jobs do working mothers have?
  - What is the working life of mothers like?
Introduction

- Participation rates of women increased notably over last couple of decades (from 54.5% to 63.3% over last 20 years).
- Male rates remain higher but largely unchanged.
- Much of female growth in older age groups, significant gains in 25-49 year olds also.
- Year ended June 2014, 62.4% of women aged 25-49 were a parent to at least one dependent child.
- About a fifth of these sole mothers...
Sources & definitions

- Household Labour Force Survey – annual averages

- Survey of Working Life 2012 (December quarter)

- Population = women aged 25-49 years

- Mother = female in parent role to a dependent child living in the same household as them

- Dependent child = child aged 17 or less who is not in full-time employment
Labour force participation

- Increased for all women aged 25-49 over last 20 years
- More significant for mothers, specifically sole mothers

Labour force participation rate of women
By parent status
Annual averages

Source: Statistics New Zealand
Labour force participation of women
By labour force status and parent status
June annual averages

<table>
<thead>
<tr>
<th>Year</th>
<th>Sole mothers</th>
<th>Partnered Mothers</th>
<th>No dependent children</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>37.1%</td>
<td>8.8%</td>
<td>80.3%</td>
</tr>
<tr>
<td>2004</td>
<td>50.9%</td>
<td>8.3%</td>
<td>83.5%</td>
</tr>
<tr>
<td>2014</td>
<td>57.8%</td>
<td>11.7%</td>
<td>82.9%</td>
</tr>
</tbody>
</table>

Source: Statistics New Zealand
What affects a woman’s participation?

Age of mother

Employment rate of women
By parent status and age group
Year ended June 2014

Unemployment rate of women
By parent status and age group
Year ended June 2014

Source: Statistics New Zealand
Age of youngest child (women aged 25-49)

Employment rate of mothers
By age group of youngest dependent child
Year ended June 2014

Unemployment rate of mothers
By age group of youngest dependent child
Year ended June 2014

Source: Statistics New Zealand

www.stats.govt.nz
Change in employment rate of mothers between 1994 and 2014
By age group of youngest dependent child
Year ended June

Source: Statistics New Zealand
Age of mother and child

Employment rate of mothers
By age groups of mother and youngest dependent child
Year ended June 2014

Source: Statistics New Zealand
Ethnicity (women aged 25-49)

Proportions of women
By ethnic group and parent status
Year ended June 2014

<table>
<thead>
<tr>
<th>Ethnic group (total response)</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>European</td>
<td>37.4</td>
</tr>
<tr>
<td>Māori</td>
<td>31.5</td>
</tr>
<tr>
<td>Pacific</td>
<td>26.5</td>
</tr>
<tr>
<td>Asian</td>
<td>44.3</td>
</tr>
</tbody>
</table>

- No dependents
- Partnered mothers
- Sole mothers

Source: Statistics New Zealand
Proportions of mothers
By labour force status and ethnic group
Year ended June 2014

Ethnic group (total response)

European  Māori  Pacific  Asian

Percent  Percent
20  18  16  14  12  10  8  6  4  2  0

Not in the labour force (left-hand side)
Employed (left-hand side)
Unemployed (left-hand side)
Unemployment rate (right-hand side)

Source: Statistics New Zealand
Highest qualification (women aged 25-49)

Employment rate of women
By highest qualification and parent status
Year ended June 2014

- Women with no dependent children
- Partnered mothers
- Sole mothers

No qualification | Bachelor’s degree or higher

Source: Statistics New Zealand
Highest qualification of women
By parent status
Year ended June 2014

Source: Statistics New Zealand
Working mothers

What jobs do working mothers have?
- Industry
- Occupation
- Employment relationship

What is the working life of mothers like?
- Job satisfaction
- Work-life balance
- Stress
- Pain
- Usual hours
- Non-standard hours
What jobs do working mothers have?

**Industry**

*Industries women are employed in*

By parent status

Year ended June 2014, annual averages

- Health care & social assistance
- Retail trade & accommodation & food services
- Education and training
- Prof., sci., tech., admin., & supp. services
- Manufacturing
- Arts, recreation, & other services
- Public administration & safety
- Agriculture, forestry, & fishing
- Financial & insurance services
- Wholesale trade
- Transport, postal & warehousing
- Other

© Notable differences:
- Health care and social assistance
- Retail trade and accommodation and food services
What jobs do working mothers have?

Occupation

Partnered mothers and women with no dependent children have a similar distribution.

A lower proportion of sole mothers are managers and professionals.

A higher proportion of sole mothers are in community and personal services, and labourers occupations.
What jobs do working mothers have?

**Employment relationship**

![Bar chart showing employment relationship of women by parent status.]

- **Sole mothers** were more likely to be temporary employees.
- **Partnered mothers** were more likely to be employers/self-employed.
What is the working life of mothers like?

Job satisfaction

- The majority of women were either satisfied or very satisfied with their jobs:
  - 80.2 percent of sole mothers
  - 87.4 percent of partnered mothers
  - 85.7 percent of women with no dependent children

- Plotting the mean scores indicated an interaction between parent status and partner status, but no significant interaction was found.

- A main effect of partner status was found.

Note: a lower job satisfaction score on the y axis indicates higher job satisfaction.

Source: Statistics New Zealand
What is the working life of mothers like?

Satisfaction with work-life balance

- The majority of women were satisfied or very satisfied with their work-life balance:
  - 66.4 percent of sole mothers
  - 76.3 percent of partnered mothers
  - 80.7 percent of women with no dependent children

![Work-life balance satisfaction of mothers](chart.png)
What is the working life of mothers like?

**Stress**

How often in the last 12 months women have found being at work, or the work itself, stressful

By parent status

December quarter 2012

<table>
<thead>
<tr>
<th>Parent status</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women with no dependent children</td>
<td></td>
</tr>
<tr>
<td>Sometimes</td>
<td>43.2</td>
</tr>
<tr>
<td>Hardly/never</td>
<td>33.2</td>
</tr>
<tr>
<td>Always/often</td>
<td>23.7</td>
</tr>
<tr>
<td>Partnered mothers</td>
<td></td>
</tr>
<tr>
<td>Sometimes</td>
<td>37.4</td>
</tr>
<tr>
<td>Hardly/never</td>
<td>42.9</td>
</tr>
<tr>
<td>Always/often</td>
<td>19.7</td>
</tr>
<tr>
<td>Sole mothers</td>
<td></td>
</tr>
<tr>
<td>Sometimes</td>
<td>38.8</td>
</tr>
<tr>
<td>Hardly/never</td>
<td>39.5</td>
</tr>
<tr>
<td>Always/often</td>
<td>21.7</td>
</tr>
</tbody>
</table>

The age of a sole mother’s youngest child impacted her reported stress – the older the child, the higher the stress

- **0-4 years** – 14.2 percent often/always experiencing stress
- **5-13 years** – 23.0 percent often/always experiencing stress
- **14+ years** – 27.5 percent often/always experiencing stress
What is the working life of mothers like?

**Pain**

- Most women reported hardly or never experiencing physical problems or pain because of work:
  - 63.9 percent of sole mothers
  - 75.6 percent of partnered mothers
  - 72.1 percent of women with no dependent children

For all mothers, pain increases as age of youngest child increases

Sole mothers have a higher baseline, and are more affected by the age of the youngest child
What is the working life of mothers like?

### Hours

#### Usual hours worked by women

**By parent status**

- **December 2012 quarter**
  - Women with no dependent children
  - Partnered mothers
  - Sole mothers

#### Usual hours worked by women

**By age of youngest child**

- **December 2012 quarter**
  - 0–4 years
  - 5–13 years
  - 14+ years

- A smaller proportion of working mothers worked fulltime than women with no dependent children
  - Sole mothers: 61.4 percent
  - Partnered mothers: 57.5 percent
  - Women with no dependent children: 83.9 percent

- Mothers were most likely to be working fulltime when their children were over 14
What is the working life of mothers like?

Non-standard hours

The majority of women did not experience difficulties from working non-standard hours.

- Mothers were more likely to experience home or family difficulties.
- Women with no dependent children were more likely to experience social or leisure difficulties.
Conclusions

- Gains in labour force participation over the last 20 years for women aged 25-49 years largely driven by increased participation of mothers.

- Large gains seen for sole mothers, but still lower rates of employment and higher rates of unemployment.

- Extent of engagement in employment varies depending on characteristics of both the mother and the dependent child.

- Partnered mothers in employment had similar industry, occupation and status distributions to women with no dependent children. Sole mothers were different.

- However, sole mothers and partnered mothers more similar when looking at other measures such as hours of work, stress from work.
Any questions?