



NACEW

National Advisory Council on
the Employment of Women

MANA WAHINE, MANA MAHI

Environmental Scan

Women in their Later Career Years

Judith A. Davey

April 2015

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Information from New Zealand agencies and organisations associated with the ageing population, particularly those with an employment focus – with material on their objectives, recent and current work programmes and research released from 2010 onwards. List of organisations covered:

1. CENTRAL/LOCAL GOVERNMENT AND QUASI-GOVERNMENT AGENCIES

- » Auckland Council
- » Commission for Financial Capability
- » Equal Employment Opportunities Trust
- » Health of Older People, Ministry of Health
- » Health Workforce New Zealand, Ministry of Health
- » Human Rights Commission
- » Ministry of Business, Innovation and Employment
- » Ministry for Women
- » National Advisory Council on the Employment of Women
- » Office for Senior Citizens, Ministry for Social Development
- » Older People's Policy Team, Ministry of Social Development
- » Productivity Commission
- » State Services Commission
- » The Treasury

2. TRADE UNIONS

- » FIRST union
- » New Zealand Council of Trade Unions
- » New Zealand Educational Institute
- » New Zealand Nurses Organisation
- » Post Primary Teachers' Association
- » Public Service Association
- » Service and Food Workers Union
- » Tertiary Education Union

3. BUSINESS AND PROFESSIONAL ORGANISATIONS

- » Bank of New Zealand
- » Business New Zealand
- » Canterbury Employers' Chamber of Commerce
- » Careerforce
- » Employers & Manufacturers Association (Northern)
- » Human Resources Institute of New Zealand
- » Partners in Change (Geoff Pearman)
- » Work and Age Trust (Roger Tweedy)

4. VOLUNTARY SECTOR ORGANISATIONS

- » Age Concern New Zealand
- » Grey Power
- » National Council of Women
- » UN Women, National Committee Aotearoa/New Zealand
- » Women's Studies Association

5. RESEARCH GROUPS

- » Australian Retirement Research Institute
- » Business and Economic Research Ltd.
- » ARC Centre of Excellence in Population Ageing Research (CEPAR)
- » Centre for Labour, Employment and Work,
Victoria University of Wellington
- » Family Centre Social Policy and Research Unit
- » Heathrose Research Ltd
- » New Zealand Institute for Economic Research (NZIER)
- » New Zealand Work Research Institute,
Auckland University of Technology

6. OTHER

- » Future of Work Commission NZ Labour Party

SECTION ONE

CENTRAL / LOCAL GOVERNMENT AND QUASI-GOVERNMENT AGENCIES

- » Auckland Council
- » Commission for Financial Capability*
- » Equal Employment Opportunities Trust*
- » Health of Older People, Ministry of Health*
- » Health Workforce New Zealand, Ministry of Health
- » Human Rights Commission*
- » Ministry of Business, Innovation and Employment
- » Ministry for Women
- » National Advisory Council on the Employment of Women
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**Indicates agencies specified by NACEW in their RFP*

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>AUCKLAND COUNCIL</p> <p><i>Employment Relations, Human Resources Section</i></p>	<p>Proposed Auckland Unitary Plan text, notified 30th September 2013, updated 27th February 2015</p> <p>www.aucklandcouncil.govt.nz</p>	<p>Council carries out an “Engagement Survey” across the organisation which looks at differences by age and gender to see what could be done differently and where. Also some research into gender pay equity.</p> <p>Workforce planning is being done in libraries, where there is a predominantly female workforce, older than average and where there is a higher incidence of flexible working arrangements.</p> <p>Research is mostly operational at the moment.</p>
<p>COMMISSION FOR FINANCIAL CAPABILITY*</p> <p><i>(formerly Commission for Financial Literacy and Retirement Income - CFLRI)</i></p>	<p>An autonomous crown entity, responsible to the Minister of Commerce and the Minister for Building and Construction.</p> <ul style="list-style-type: none"> • To build financial capability to equip the retirees of today and tomorrow. • To provide financial education. • To review retirement income policy every three years and report to Government. 	<p>National strategy for financial literacy 2014 – the commission provides leadership and coordination of the National Strategy and sets the direction for improving financial literacy in New Zealand and achieving a financially capable population.</p> <p>Focusing on the future - 2013 review of retirement income policies report, with background papers, submissions, analysis and research (see bibliography). This includes recommendations on: age-friendly workplaces and continued employment - barriers and enablers.</p> <p><i>In theory, longer working lives should enable older people to earn more, save more and accumulate more wealth for their eventual retirement. However, the ability to save can be limited – particularly for women – given the preponderance of part-time work and low-pay scale.”</i></p>

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<p>EQUAL EMPLOYMENT OPPORTUNITIES TRUST*</p>	<p>The Trust provides EEO information and tools to employers and raises awareness of diversity issues in the workplace. It :</p> <ul style="list-style-type: none"> • assists employers in introducing and managing proven EEO thinking and practices • encourages diversity by promoting the recruitment and development of people on the basis of merit and: • generates awareness of the business benefits and rewards of a versatile and inclusive workplace. <p>The trust is linked to the United Nations Global Compact Annual Review Series, which takes stock of the efforts undertaken by business participants and other key stakeholders to advance the ten principles and development, as well as peace, responsible investment, business education and broader UN-business collaboration.</p>	<p>Diversity Survey – the EEO Trust partnered with Auckland Chamber of Commerce and the NZ Work Research Institute. The survey began November 2013. It identifies ageing as a top diversity issue for over half of New Zealand’s employers. But fewer than 40 % of organisations have any kind of policy or programme relating to the ageing workforce. There is still a lack of development of age specific policies or pro-active recruitment of workers over the age of 50. The Diversity Survey will continue during 2015, although will move to a more in depth bi-annual survey conducted during April and September.</p> <p>An on-line survey of the ageing workforce in 2014 did not segment by gender. A second stage starting May will include focus groups, with gender analysis.</p>

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<p>HEALTH OF OLDER PEOPLE, MINISTRY OF HEALTH*</p>	<ul style="list-style-type: none"> • <u>Home support services</u> District Health Boards fund home support services, which enable older people to be supported to live in their own homes. • <u>Long-term residential care</u> Provides information on long-term residential care and about entering residential care. • <u>Needs assessment</u> To get DHB-funded disability support services, people must be needs assessed by a Needs Assessment Service Coordination agency. 	<ul style="list-style-type: none"> • Providing information on services • Statistics and publications on the health of older people. • Links to websites and resources of health of older people organisations.
<p>HEALTH WORKFORCE NEW ZEALAND, MINISTRY OF HEALTH</p>	<p>Health Workforce New Zealand leads and supports the training and development of the health and disability workforce.</p> <p><i>Our aim is to work with key organisations to ensure the New Zealand public has a health workforce fit to meet its needs. We do this by collaborating with educational bodies and employers to ensure that workforce planning and postgraduate training aligns with the needs of current and future service delivery.”</i></p>	<p>The Health Workforce Strategic Plan describes its approach to working with key workforces to develop a healthcare workforce that is sustainable, flexible and fit for purpose. This approach is underpinned by the Triple Aim Approach that results in:</p> <ul style="list-style-type: none"> • an improvement in individuals’ experience of their healthcare and better individual health outcomes • an improvement in the health and wellbeing of our communities • a reduction in the per capita costs of healthcare.

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<p>HUMAN RIGHTS COMMISSION*</p> <p><i>The National Equal Opportunities Network (NEON) is a partnership between the Human Rights Commission and the EEO Trust</i></p>	<p>Promoting EEO is a main function of the HRC. The EEO Commissioner provides leadership and advice on EEO, develops guidelines, monitors and analyses progress in EEO and works with others promoting equal employment.</p> <p>The HRC promotes leading employment practices to employers, employees, trade unions, human resources personnel, small business and every person in New Zealand interested in decent and fair work.</p>	<p>NEON provides: profiles of EEO Groups; information about EEO issues; advice for Crown entities on being a 'good employer'; national and overseas EEO news and media; resources, research and case studies.</p> <p>An update of <i>Tracking equality at Work</i> is to be published in the next few months which will include employment indicators disaggregated by sex, ethnicity and age.</p> <p>The EEO Commissioner has recently made statements in the gender pay gap, valuing carers (<i>Caring Counts and Beyond</i>, SFWU Central Region Women's Conference, November, 2014), the Employment Relations Amendment Act, the Kristine Bartlett Equal Pay Case.</p>
<p>MINISTRY OF BUSINESS, INNOVATION AND EMPLOYMENT (MBIE)</p>	<p>Contributes to the government's goals of building a more competitive and productive economy, delivering better public services, rebuilding Christchurch and creating more affordable housing.</p> <p>MBIE co-leads (with the Treasury) work to develop and implement the Government's Business Growth Agenda to support growth, create jobs and improve standards of living.</p>	<p>Statement of Intent 2014 - 2018 - Mentions population ageing under challenges and opportunities. Women are mentioned as a percentage of MBIE staff (59%)</p> <p>MBIE has labour supply forecasts disaggregated by gender and age amongst other characteristics, but no specific research or initiatives under way.</p>

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<p>MINISTRY FOR WOMEN</p> <p>TE MINITATANGA MŌNGĀ WĀHINE</p>	<p>Principal advisor on achieving better results for women, and wider New Zealand.</p> <p>Four priority areas: supporting more women and girls in education and training, utilising women's skills and growing our economy, encouraging and developing women leaders, and ensuring women and girls are free from violence.</p> <p>The Ministry's main responsibilities are:</p> <ul style="list-style-type: none"> • Policy advice on improving outcomes for women in New Zealand. • Managing New Zealand's international obligations in relation to the status of women. • Providing suitable women nominees for appointment to state sector boards and committees. • Providing support services to the Minister for Women 	<p>The Ministry's work programme is aimed at improving women's outcomes over their life course.</p>

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<p>NATIONAL ADVISORY COUNCIL ON THE EMPLOYMENT OF WOMEN (NACEW)</p>	<p>NACEW's role is to:</p> <ul style="list-style-type: none"> • advise the Minister for Women on matters referred by her concerning the employment of women; • express views and make recommendations as appropriate to the Minister on matters relating to the employment of women; • make representations or submissions as appropriate to public bodies such as commissions of inquiry subject to the approval of the Minister; and • to promote the dissemination of/ information on the employment of women in New Zealand and overseas. 	<p>Goals of the NACEW work programme are to:</p> <ul style="list-style-type: none"> • Increase choices for employment participation for key groups of women. • Increase women's participation in non-traditional/growth areas of employment. <p>NACEW produced Guide 2: Participation of Women and Men (2012) This resource was adapted from guidelines originally developed by the Pay and Employment Equity Unit in the Department of Labour for use in the Public Service and public education and health organisations. It has been adapted specifically for use in the private sector.</p> <p>Presentations from the launch of Paul Callister's research <i>The Employment of Older New Zealand Women</i> are available on the NACEW website.</p>

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<p>OFFICE FOR SENIOR CITIZENS, (OSC)*</p> <p>MINISTRY FOR SOCIAL DEVELOPMENT</p>	<ul style="list-style-type: none"> • To build strong social sector relationships to inform the Minister for Senior Citizens about issues affecting older people. • To promote and monitor the Positive Ageing Strategy (PAS); and assist government departments to identify work items to implement the Strategy. • To manage the Volunteer Community Co-ordinators (VCCs) Programme. • To provide information to promote the rights and interests of older people. • To provide services to the Minister for Senior Citizens. 	<p>For each goal of the Positive Ageing Strategy, to provide indicators, an overall assessment, & suggestions of what more could be done to improve outcomes for older New Zealanders.</p> <p>Goal 9 of PAS is</p> <p><i>The elimination of ageism and promotion of flexible work options”.</i></p> <p>The VCC programme is a network of older volunteers throughout the country, who work with the Office for Senior Citizens to carry out projects that contribute to advice and service development for older people.</p> <p>The (previous) Minister for Senior Citizens identified three priority areas to champion positive ageing: employment of mature workers, changing attitudes about ageing and protecting the rights and interests of older people.</p>

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<p>OLDER PEOPLE'S POLICY TEAM, MINISTRY OF SOCIAL DEVELOPMENT</p>	<p>Work on policy that contributes to positive ageing and the wellbeing of older New Zealanders. Areas include retirement income, employment, housing, transport, ageing in place, disability support, community and voluntary sector involvement, and the protection of older peoples' rights and interests.</p> <p>Currently involved in policy work on:</p> <ul style="list-style-type: none"> • New Zealand Superannuation; • the future delivery of services to older people by government ; • elder abuse and neglect prevention; • New Zealand's international social security agreements and superannuation portability arrangements; • strengthening the ageing research sector; • ways to reduce barriers to employment amongst older people. <p><i>Thinking about how we might adjust, socially and economically, to the increasing numbers and diversity of older people in the population in the years ahead. We work closely with the Office for Senior Citizens."</i></p>	<p>Produced the 2011 <i>Business of Ageing Report</i> with an update in 2013 and a further update planned which will include data from the 2013 Census. It will include projections of labour force participation for males and females aged 65 or over (<i>see biblio</i>).</p> <p>Crown entities ageing workforce survey (with HRC) http://hrc.co.nz/your-rights/employment-opportunities/our-work/crown-entities-ageing-workforce-survey/</p> <p>There is a possibility of undertaking a similar survey of core government departments.</p>

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<p>PRODUCTIVITY COMMISSION</p>	<p>The principal purpose of the Commission is to provide advice to the government on improving productivity in a way that is directed to supporting the overall well-being of New Zealanders, having regard to a wide range of communities of interest and population groups in New Zealand society.</p> <p>To fulfil this purpose, to:</p> <ul style="list-style-type: none"> • undertake in-depth inquiries on topics referred to us by the government; • carry out productivity-related research that assists improvement in productivity over time; and • promote understanding of productivity issues. <p>Work is largely at the ‘framework level’ – considering whether laws, policies, regulations and institutions best support the wellbeing of New Zealanders.</p> <p><i>Our vision is productivity growth for maximum wellbeing.”</i></p>	<p>Current inquiries:</p> <ul style="list-style-type: none"> • More effective social services • Using land for housing <p>The Productivity Hub, which the Commission convenes and chairs, helps inform the research choices of each participating agency and advance collaborative research projects.</p> <p>The <i>Forward Looking Agenda for Research (FLARE)</i>, developed by the Productivity Hub, aims to better understand the drivers of our productivity performance and what policies would turn this around.</p> <p>Each inquiry is an opportunity to promote understanding of inquiry-specific productivity issues as well as the importance of productivity more generally.</p> <p>Corporate communications are produced, including corporate documents, speeches, presentations and articles, which share information and build understanding of the Commission’s role and work.</p>

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<p>STATE SERVICES COMMISSION</p>	<p>The Commissioner's role is to provide leadership and over-sight of the State services by:</p> <ul style="list-style-type: none"> • Promoting the spirit of service to the community; • Promoting the spirit of collaboration among agencies; • Identifying and developing high-calibre leaders; • Working with State services leaders to ensure that the State services maintain high standards of integrity and conduct and are led well and are trusted; • Overseeing workforce and personnel matters in the State services; • Advising on the design and capability of the State services; • Evaluating the performance of Public Service Leaders; • Supporting the efficient, effective and economical achievement of good outcomes by the State services; • Promoting a culture of stewardship in the State services. • SSC's purpose- "leading a State sector New Zealand is proud of". 	<p>Human Resource Capability in the NZ State Services <i>References to issues arising from workforce ageing.</i></p> <p><i>Solutions for an ageing workforce need to be considered as the trend in ageing continues to progress year on year, and the implications in terms of the retention of key knowledge and specialist skills are real."</i></p> <p>Future capability - An ageing workforce</p> <p>Women in the Public Service</p>

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THE TREASURY	<p>The Treasury is New Zealand's lead advisor to the Government on economic, financial and regulatory policy.</p> <p><i>We are committed to helping achieve higher living standards for New Zealanders by providing expert advice and sound management of the financial affairs of the Crown.”</i></p>	<p>Research and Policy Working Papers on economic issues, such as :</p> <ul style="list-style-type: none"> • <i>To Save or Save Not: Intergenerational Neutrality and the Expansion of New Zealand Superannuation (WP 14/02)</i> • <i>Pensions, Savings and Housing: A Life-cycle Framework with Policy Simulations (WP 14/14)</i> • <i>Population Ageing and the Growth of Income and Consumption Tax Revenue (WP 13/09)</i> • <i>Health and Retirement of Older New Zealanders (WP 12/02)</i> <p>The Treasury's forecasts for Government finances and the economy are published in the Economic and Fiscal Updates (EFUs).</p>

SECTION TWO

TRADE UNIONS

- » FIRST union
- » New Zealand Council of Trade Unions*
- » New Zealand Educational Institute
- » New Zealand Nurses Organisation
- » Post Primary Teachers' Association
- » Public Service Association
- » Service and Food Workers Union
- » Tertiary Education Union*

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<p>FIRST UNION</p>	<p>FIRST Union came into being in 2011 when the National Distribution Union and Finsec amalgamated.</p> <p>Members work in Retail, Transport and Logistics, Finance, Wood, and Textile/Clothing/Baking.</p> <p>Members are active in <u>Runanga</u>, Fono and <u>Women's Committee</u> and <u>Migrant Workers' Network</u>.</p>	<p>Activities include</p> <ul style="list-style-type: none"> • Women's Collective - regular newsletters • Women's Seminars • Biennial Conference • Posters and Campaign resources • Submissions & Research <ul style="list-style-type: none"> » <u>Women and work in the New Zealand banking industry: Targets and debt following the crisis (Nov 2013)</u> » <u>Submission on the 2011 review of the minimum wage</u> » <u>Submission to the Parliamentary Inquiry into Manufacturing (Nov 2012)</u> » <u>Submission to the Independent Taskforce on Workplace Health and Safety review (Nov 2012).</u>

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<p>COUNCIL OF TRADE UNIONS / TE KAUA E KAIMAHI*</p>	<p>The Women's Council is a formal part of the CTU structure with women representatives from each of the affiliated unions, <u>Te Runanga o nga Kaimahi Maori</u>, <u>Komiti Pasifika</u>, <u>Out@Work</u> and <u>StandUp</u>. It has representatives on NACEW and the <u>New Horizons for Women Trust</u>. The Council also liaises closely with the <u>National Council of Women</u> and the <u>Ministry for Women</u>.</p> <p><i>The united voice for working people and their families in New Zealand."</i></p>	<p>The Women's Council promotes and supports the goals set by its annual conference. Its current goals are to:</p> <ul style="list-style-type: none"> • Enable women workers to utilise quality flexible working hours legislation. • Promote working women's issues by developing and supporting strong effective networks. • Promote work rights and unionisation for women. • Develop political awareness, activism and leadership of union women. • Achieve fair pay and address low pay and pay and employment equity. <p>Speech by NZCTU President Helen Kelly to the NZCTU Women's Conference, Wellington, 26 July 2013.</p> <p>October 2013, <i>Under Pressure: Insecure Work in New Zealand</i>. Summary Report – several examples of women.</p>

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<p>EDUCATIONAL INSTITUTE (NZEI) TE RIU ROA</p>	<p>New Zealand's largest education union.</p> <p>Representing principals, teachers and support staff who work in primary, area and secondary schools as well as early childhood centres, special education and school advisory services.</p> <p>We advocate for quality public education. We are committed to securing the best employment terms and conditions possible for all members.</p>	<p>Activities include negotiating members' pay and conditions ; providing assistance and support for new teachers ; confidential help and support via Member Assist; campaigning on education and employment issues; linking members with education workers nationally and globally.</p> <p>In the last five years there have been no NZEI initiatives specifically targeted at older women members. There have been initiatives and pieces of work that will have benefits for an older female workforce.</p> <p>These include the Teachers Retirement Savings Scheme; career pathway projects, e.g. targeted at support staff in schools which is a strongly female-dominated sector of the membership, and the Advanced Classroom Expertise Teacher (ACET) initiative; and the pay and employment equity investigation for education support workers.</p>
<p>THE NEW ZEALAND NURSES ORGANISATION (NZNO)</p>	<p>The leading professional body of nurses in Aotearoa/ New Zealand. Members include nurses, midwives, students, kaimahi hauora, health care workers and allied health professionals (covers some caregivers, but some are with SFWU or PSA).</p> <p><i>Our members enhance the health and wellbeing of all people of Aotearoa/ New Zealand."</i></p> <p>NZNO is committed to the representation of its members and seeks to improve the health status of all peoples of Aotearoa/New Zealand through participation in health and social policy development.</p>	<p>The union negotiates salary and conditions for nurses, midwives and hospital aides working in the public and private sectors, other health professionals and health sector workers. It provides professional support and leadership for nurses and midwives and clinical development through special interest sections and colleges.</p> <p>The union provides: indemnity insurance, scholarships and grants, a library, industrial services, professional and legal services.</p> <p>Monthly journal - Kai Tiaki - covers professional and industrial issues facing nurses and other health workers, records major NZNO initiatives, profiles different practice areas and informs members of current health policy issues. <i>Kai Tiaki Nursing New Zealand</i> is available online for members.</p> <p>Strong advocate for flexibility and retraining older workers. Considerable body of research and articles including Employment Survey 2011. Further publications forthcoming. Using results from research to advocate about access to flexible working, night shift avoidance and career planning for older nurses.</p>

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<p>POST PRIMARY TEACHERS' ASSOCIATION (PPTA)</p>	<p>Represents teachers in state and integrated secondary schools, area schools, technicraft centres and community education centres.</p> <p>PPTA objectives</p> <ul style="list-style-type: none"> • To advance the cause of education generally and of all phases of secondary and technical education in particular. • To uphold and maintain the just claims of its members individually and collectively • To affirm and advance Te Tiriti O Waitangi • PPTA is affiliated to the New Zealand Council of Trade Unions and Education International. The Association works closely with other education sector unions. 	<p>PPTA's activities include:</p> <ul style="list-style-type: none"> • Negotiating collective employment agreements. • Advising members about conditions of employment. • Advocating on professional and educational issues. <p>PPTA is committed to quality education and negotiates with government ministers and agencies on issues including curriculum needs and materials, school funding, qualifications and assessment, student needs and teacher needs.</p> <p>The PPTA Women's Network provides a structure and forum for women members to raise, discuss and promote their issues and aims at branch, regional and national levels. Aims to develop and maintain strong communication links for women members; to support the campaign to extend paid parental leave; to coordinate activities with the PPTA Men's Committee on issues relevant to both groups (for example, extending paid parental leave and the White Ribbon campaign).</p> <p>PPTA Women's handbook (July 2014) <i>nothing on older, ageing, midlife.</i></p>

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<p>PUBLIC SERVICE ASSOCIATION (PSA)</p>	<p>The PSA represents members in central government, state-owned enterprises, local councils, and health boards.</p> <p>Purpose - to build a union able to influence the political, economic, industrial and social environments in the interests of the membership of the PSA.</p>	<p>Strategic Plan sets aspirational goals about where the PSA will be in the year 2020</p> <p>The PSA bargains for members in over 400 organisations that between them represent the full breadth and diversity of the public sector. Each sector has its own particular needs and the PSA's bargaining strategies are drawn up accordingly.</p> <p>Current research - The PSA is developing a resource to bridge the gap between older workers and employers about the implications of an ageing workforce. Older workers are reluctant to request flexible hours or changes of tasks/roles for fear of triggering an unwelcome reaction. Employers do not engage with older workers about their careers, aspirations and life goals for the same reason (as well as the consequences of claims of unfair dismissal). The aim is to empower older workers (as well as delegates and organisers) to begin the conversation with employers about what they need to remain actively engaged and productive in the workplace. While at the same time, to provide employers with information about the benefits of keeping older workers engaged and productive. The result will be a set of age-friendly guidelines that provides older workers and employers a common language to have meaningful conversations.</p> <p><i>As 70% of PSA members are women this resource will have strong relevance for older women workers.</i></p>

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<p>SERVICE AND FOOD WORKERS UNION (SFWU) / NGA RINGA TOTA</p>	<p>Union for workers in five sector groups:</p> <ul style="list-style-type: none"> • Age Care, Disability, Health and Community Services • Catering, Cleaning and Contract Services • Clerical, Administration and Technical Services • Food and Beverage Manufacturing and Processing • Hospitality, Tourism & Entertainment Services <p>National Women's Standing Committee discusses women's issues; promotes unionisation of women; provides support and protection of rights; education and training opportunities; networking and a safe space to speak.</p>	<p>All the Way for Equal Pay - SFWU and NZNO are jointly running a new campaign to win equal pay for caregivers.</p> <p>Fair Share for Aged Care - run jointly by the SFWU and NZSO to win fair pay and decent conditions in aged care through collective bargaining and to win increased government funding for the aged care sector. The union is campaigning for increased funding targeted to:</p> <ul style="list-style-type: none"> • Fair pay for caregivers, nurses and support workers in aged care. • Safe staffing levels. • More training opportunities and recognition of training in improved pay. • A charter for care, launched by the SFWU and NZNO asked Kiwis to stand up and support a better deal for older New Zealanders.

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<p>TERTIARY EDUCATION UNION (TEU) / TE HAUTŪ KAHURANGI O AOTEAROA*</p>	<p>Represents the interests of workers employed in tertiary education. Membership includes teachers and workers employed in universities, polytechnics, institutes of technology, wānanga, other tertiary education providers and allied organisations.</p> <p>The objects of the union (abridged):</p> <ul style="list-style-type: none"> • the advancement of tertiary and further education, teaching and research and of education in general; • the maintenance, promotion, and advancement of professional, teaching, and academic standards within tertiary and further education and training institutions; • the furthering of the just concerns and rights of tertiary education staff, employees, and students; • the advancement of academic freedom; • the commitment to and promotion of gender equity and equal employment opportunities for staff in tertiary and further education. 	<p>TEU members work together to safeguard and enhance the union's industrial, professional and educational goals, including: negotiating collective employment agreements so that members have the best possible pay and working conditions; advising and representing members with employment-relationship problems.</p> <p>Statements on pay and employment equity, work-life balance and flexible work. Links and Internet resources.</p> <p>Objects include - developing specialist research and policy to promote the interests of tertiary education workers.</p>

SECTION THREE

BUSINESS AND PROFESSIONAL ORGANISATIONS

- » Bank Of New Zealand
- » Business New Zealand
- » Canterbury Employers' Chamber Of Commerce
- » Careerforce
- » Employers & Manufacturers Association (Northern)
- » Human Resources Institute Of New Zealand
- » Partners In Change (Geoff Pearman)
- » Work and Age Trust (Roger Tweedy)

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<p>BANK OF NEW ZEALAND (BNZ)</p>	<p>BNZ has purposefully categorised their mature workers as 50+ and pitched the work accordingly (but they are not specifically targeted).</p> <p>Flexible working has been open to all workers for some time and is not, as such, targeting employees with carer responsibility. The ability to work any flexible arrangement helps the bank with engagement, work life balance and productivity, among other benefits.</p> <p>Offer unlimited sick leave – helpful for women workers.</p> <p><i>“Helping Kiwis be good with money.”</i></p>	<p>BNZ Case study, <i>Diversity delivers a distinct competitive advantage</i>, published in 2014 –</p> <p><i>“Following an age audit we found one area of the bank to be at “risk of losing a large number of workers at one time. In this unit we conducted a pilot programme on mature workers targeting both the people leaders and then their teams. This is now moving into another round within this same unit. The programme is out of Australia and targets men and women.”</i></p> <p><i>“We cut all of our key people data, such as tenure, promotions, training, pay parity etc., by key demographics including gender and age. What we have found is that in fact we invest more in our older workers than our younger workers. Some of this has to do with our investment being in more senior leadership in recent years.”</i></p> <p>Women workers are being targeted in all banks for promotion and retention, driven by shareholders’ concerns. Identify workers for the “Talent Pipeline” in which women are doing well. Do not want to lose experience. Opinion that older and younger women are asking for same things, e.g. flexible working conditions, for different reasons.</p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>CANTERBURY EMPLOYERS' CHAMBER OF COMMERCE (CECC)</p>	<p>CECC has two main goals – to help local businesses to improve their enterprises, and to ensure the members can operate in a business friendly environment. CECC is a not-for-profit organisation and the largest business support agency in the South Island.</p>	<p>CECC has experienced business advisers offering advice to members, across all aspects of business. Members enjoy free access to useful resources, business evenings, training seminars and workshops.</p> <p>CECC provides a comprehensive training and development programme and a wide range of networking functions providing plenty of opportunities to build business contacts, create leads and showcase products.</p> <p>Current project around providing opportunities for women to grow their capability, skills and knowledge to pursue governance positions. This includes networking events and workshops in 2014 and 2015. These events are aimed at women in general, regardless of age, and have a mix of attendees.</p>
<p>CAREERFORCE</p>	<p>Industry Training Organisation for health and community support services.</p> <p><i>Through workplace training, we help to improve the health and wellbeing of everyday New Zealanders.”</i></p> <p><i>Our flexible qualifications are designed specifically for trainees who are working or volunteering in health, aged support, mental health, disability, social services, youth work, cleaning and urban pest management.”</i></p>	<p>Kaiāwhina Workforce Action Plan</p> <p>Kaiāwhina is the over-arching term to describe non-regulated roles in the health and disability sector. The term does not replace the specific role titles, for example: healthcare assistant, orderly, mental health support worker. Kaiāwhina are respectful and empower others competently using a holistic, strengths-based approach in a wide range of roles with consumers who have health and/or disability needs. This workforce has an average age of 40 and 90% plus are women.</p> <p>Careerforce commissioned BERL to produce the Health and Disability Kaiāwhina Worker Workforce Profile, published in April 2014.</p> <p>BERL also produced a Profile of the Careerforce 2013 workforce (see biblio.)</p> <p>Careerforce is planning to introduce a full adult apprenticeship scheme for workers in this area.</p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>EMPLOYERS AND MANUFACTURERS ASSOCIATION (NORTHERN) (EMA)</p>	<p>EMA serves and represents enterprises of all types (big, small, profit and nonprofit, and all industry sectors) in the upper half of the North Island. A partner with the government in helping shape the business environment. It represents the voice of New Zealand business and regularly contributes to improving the many rules and regulations that shape business.</p>	<p>EMA services include training, advocacy, legal and advisory services including, government relations, networking, and a number of business focused conferences.</p> <p>The EMA published <i>Diversity – Employers’ Guide</i>, in August 2014, available free to members only. <i>This covers discrimination and human rights in the workforce and has a chapter on older employers. References to women but not in depth.</i></p> <p>The February 2015 Employers Forum heard a presentation from Tim Bentley from AUT on the <i>Managing an Ageing Workforce</i> report. EMA have designed and run a training course on managing mature workers called: <i>Managing Mature Workers – Taking Charge of Baby Boomers’ Health and Performance.</i></p>
<p>HUMAN RESOURCES INSTITUTE OF NEW ZEALAND (HRINZ)</p>	<p>HRINZ members include those working in private and public sector organisations, as well as students and academics.</p>	<p><i>We provide members with education and information services, “conferences and seminars, publications, representation at government and official levels, and networking opportunities. This helps members to develop their professional skills and knowledge in the practice and teaching of HRM.”</i></p> <p>Human Resources Journal - <i>relevant articles, see biblio.</i></p> <p><i>HRINZ has not done any recent study in the older worker.</i></p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>PARTNERS IN CHANGE</p> <p>(GEOFF PEARMAN)</p>	<p>Partners in Change is an organisational and workforce development consultancy offering services throughout New Zealand and Australia.</p> <p>The ageing of the population presents significant economic risks and opportunities for regions and organisations.</p> <p><i>We work with organisations to build workforce capability.”</i></p>	<p>Works with organisations through the “Staying On” programme, which “addresses the business risks organisations face from the ageing of the workforce.”</p>
<p>WORK AND AGE TRUST</p> <p>(ROGER TWEEDY)</p>	<p><i>Enabling people of all ages to engage in meaningful work”</i></p>	<p>Current work programme includes – monitoring international work and age issues (old and young), speaking at conferences and seminars, running “Planning for your Third Age” workshops, articles and social media activity.</p>

SECTION FOUR

VOLUNTARY SECTOR ORGANISATIONS

- » Age Concern New Zealand
- » Grey Power*
- » National Council of Women
- » UN Women, National Committee Aotearoa/New Zealand
- » Women's Studies Association

**Indicates agencies specified by NACEW in their RFP*

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>AGE CONCERN NEW ZEALAND* (ACNZ)</p>	<p>A charitable organisation dedicated solely to people over 65. Age Concern promotes wellbeing, rights, respect and dignity for older people.</p> <ul style="list-style-type: none"> • To ensure that older people are given the opportunities to achieve physical comfort, engage in satisfying activities and personal development, and to feel valued and supported. • To ensure that older people have an equal opportunity to achieve wellbeing by directing resources to help those disadvantaged or in greatest need. • To respect the values and social structures of Māori and people of other cultural and ethnic backgrounds, demonstrating respect by working together to gain mutual understanding. 	<p>ACNZ is active and vocal on relevant issues and works to ensure older people stay connected with their family, friends and community.</p> <p>ACNZ informs the government and other national bodies on issues of concern for older people.</p> <p>ACNZ (national office) provides national support to local Age Concerns.</p> <p>Current programmes</p> <p>Elder Abuse and Neglect Prevention Services</p> <p>Accredited Visiting Service</p> <p>Health promotion</p> <p>Local services</p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>GREY POWER*</p>	<ul style="list-style-type: none"> • To advance, support and protect the welfare and wellbeing of older people. • To affirm and protect the right of every New Zealand resident, to a sufficient New Zealand Superannuation entitlement. • To strive for a provision of a quality health care to all New Zealand residents regardless of income and location. • To oppose all discriminatory and disadvantageous legislation affecting rights, security and dignity. • To be non-aligned with any political party. • To promote recognition of the wide-ranging services provided by senior citizens of New Zealand. • To gain recognition as an appropriate voice for all older New Zealanders. <i>(abridged)</i> 	<p><u>Grey Power Advocacy report – October 2013</u></p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>NATIONAL COUNCIL OF WOMEN (NCWNZ)</p>	<p>A network of women's organisations of Aotearoa/ New Zealand which aims to serve women, the family and community at local, national and international level.</p> <p>NCWNZ is a member of the Pay Equity Challenge Coalition and the Campaign to Extend Paid Parental Leave.</p>	<p>Current work programmes are:</p> <p><u>Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)</u></p> <p><u>Women and Work: No Barriers</u></p>
<p>UN WOMEN, NATIONAL COMMITTEE AOTEAROA/NEW ZEALAND</p>	<p>The committee is working with the Federation of Business and Professional Women and the Equal Employment Organisation at the Human Rights Commission, to persuade NZ businesses to sign on to the Women's Empowerment Principles.</p> <p>These offer guidance to companies on how to empower women in the workplace, marketplace and community. They are the result of a collaboration between the United Nations Global Compact and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). Subtitled Equality Means Business, the principles emphasise the business case for corporate action to promote gender equality and women's empowerment and are informed by actual business practices and input gathered from across the globe.</p>	<p>Women's Empowerment Principles</p> <ul style="list-style-type: none"> • <u>Establish high-level corporate leadership for gender equality.</u> • <u>Treat all women and men fairly at work – respect and support human rights and non-discrimination.</u> • <u>Ensure the health, safety and well-being of all women and men workers.</u> • <u>Promote education, training and professional development for women.</u> • <u>Implement enterprise development, supply chain and marketing practices that empower women.</u> • <u>Promote equality through community initiatives and advocacy.</u> <p><u>Measure and publicly report on progress to achieve gender equality.</u></p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>WOMEN'S STUDIES ASSOCIATION (WSA)</p>	<p>WSA (NZ) is a feminist organisation formed to promote radical social change through the medium of women's studies. It is a small, voluntary, non-profit organisation, independent of any institution.</p> <p><i>We believe that a feminist perspective necessarily acknowledges oppression on the grounds of race, sexuality, class and disability, as well as gender. We address racism and promote biculturalism in our work and activities as aims of our organisation."</i></p>	<p>WSA holds conferences, seminars and a summer school. The <i>Women's Studies Journal</i> is a biannual, peer reviewed academic journal, with a primary focus on women's studies in Aotearoa/New Zealand and the Pacific. It contains articles from a wide range of feminist positions and disciplinary backgrounds.</p>

SECTION FIVE

RESEARCH GROUP

- » Australian Retirement Research Institute
- » Business and Economic Research Ltd.
- » ARC Centre of Excellence in Population Ageing Research (CEPAR)
- » Centre for Labour, Employment and Work, Victoria University of Wellington
- » Family Centre Social Policy and Research Unit*
- » Heathrose Research Ltd
- » New Zealand Institute for Economic Research (NZIER)
- » New Zealand Work Research Institute, Auckland University of Technology

**Indicates agencies specified by NACEW in their RFP*

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>AUSTRALIAN RETIREMENT RESEARCH INSTITUTE</p>	<p>The ARRI director, Professor Philip Taylor, Professor of Human Resource Management at the Federation University, Gippsland, leads a programme of research on ageing workforces.</p> <p>Interests include the management of labour supply, individual orientations to work and retirement, employers' attitudes and practices towards older workers and international developments in public policies aimed at combating age barriers in the labour market and prolonging working life.</p>	<p>A recently-funded project, <i>Retiring women? Understanding older female labour market transitions</i>, will examine women's labour market behaviour in specific sectors, focusing on the transitions into, within and out of the labour market, giving consideration to the multiple individual, organisational, institutional & regulatory interactions structuring these, including exit to retirement.</p> <p>The study will explore women's experiences within these interactions to develop policy and practice recommendations for structuring and enriching career and retirement transitions, specifically:</p> <ul style="list-style-type: none"> • Organisational responses to the challenge of managing women's labour market trajectories against a background of demographic and economic change. • The meaning, centrality and role of paid work for older women. • Older women's experiences of internal and external labour markets and how these affect retirement intentions and pathways. • Lifestyle options women see as desirable and open to them, including caring roles and other perceived factors that influence and constrain work and lifestyle choices. • The articulation between women's perceptions of their financial resources with work and retirement pathways. • Barriers to remaining in or re-entering the labour market. <p>The research will examine older women's (50 plus) attitudes and aspirations against the changing economic background of growing employment flexibility and sectoral change, and investigate the strategies they adopt to respond to these changes. It will explore perceptions about the barriers women face and explore the pathways they follow in order to maintain their employability - or otherwise.</p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>BUSINESS AND ECONOMIC RESEARCH, LTD. (BERL)</p>	<p>BERL provides a broad range of economic research, analysis, advice and consultancy for business enterprises, organisations, iwi, institutions, community groups, industry associations and public sector clients.</p> <p>BERL is all about people, their communities, and their potential. “Yes, we are economists, but our view of economics is broad and practical, not narrow and theoretical. What’s more, we want our work to make a difference.”</p> <p><i>Our work will add to the knowledge of the way your business, iwi, workforce, community, or industry works. We inform your decisions by understanding your problems, collecting evidence and applying our economic insights.”</i></p> <p><i>Underlying it all, we have a commitment to the wellbeing of current and future generations.”</i></p>	<p>Working with Careerforce on the Kaiawhina workforce, with the Nursing Council on the nursing workforce. These reports (see biblio) include gender analysis and projections. Also give presentations at professional conferences.</p> <p>Ongoing work around Kaiawhina workforce action plan, and tackling need for training (and regulations).</p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>CENTRE OF EXCELLENCE IN POPULATION AGEING RESEARCH (CEPAR)</p>	<p>Based at the University of New South Wales (UNSW) with nodes at the Australian National University (ANU) and The University of Sydney, the Australian Research Council's (ARC) Centre of Excellence in Population Ageing Research (CEPAR) is a unique collaboration bringing together academia, government and industry to address one of the major social challenges of the twenty first century.</p>	<p>Four foci of research:</p> <p>Ageing well and productively</p> <p>A whole-of life approach to ageing naturally suggests that healthier lifestyles will lead to more productive ageing, whether in the formal labour market or in the family context. The core research question here is how public education and policy initiatives can support behaviour change to support ageing well and productively.</p> <p>System-wide economic, social and policy issues</p> <p>Decision making by individuals, households and firms</p> <p>Integrating public and private provision of products and services</p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>THE CENTRE FOR LABOUR, EMPLOYMENT AND WORK (CLEW)</p> <p><i>Formerly the industrial relations centre, victoria university of wellington</i></p>	<p>The leading research organisation in New Zealand on collective bargaining and union membership; providing a forum for research into employment relations, human resource management, labour markets and workplace issues.</p> <p>The multi-disciplinary research group includes academics and practitioners from the fields of human resource management, employment relations, law, sociology, economics, psychology, history, information management and public policy. Supports research needs in government, business and NGOs.</p>	<p>Three key areas of research:</p> <ul style="list-style-type: none"> • Organisational dynamics and performance • Employment rights and institutions • Changing nature of work and the workforce <p>The Centre’s public education programme including the annual Bargaining and Employment Law Update seminars are highly valued by practitioners across New Zealand.</p> <p>The LEW Conference focuses on research into labour markets, employment and the nature of paid work in New Zealand. The two day conference has been held biennially since 1984. The 16th Conference on Labour, Employment and Work (LEW16) was held at Victoria University of Wellington's Pipitea Campus, November 2014. (see papers in biblio).</p> <p>CLEWs research relating to women is focused around two primary areas:</p> <ul style="list-style-type: none"> • Work experiences and voice of women in the public sector; • Gender and diversity in the creative industries. <p><i>The centre is interested in doing more in this area.</i></p> <p>CLEW’s Workplace Dynamics research has produced data on older workers in the Public Service.</p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>FAMILY CENTRE SOCIAL POLICY RESEARCH CENTRE*</p>	<p>A community agency made up of Māori, Pacific Island and Pakeha (European) sections. The key areas of work are social policy research, family therapy services, community development, education and teaching.</p> <p>Social Policy Research Unit - Undertakes independent social policy consultancy and research in all areas of social policy at local, national and international levels.</p> <p>Family Therapy</p> <p>Community Development</p> <p>Education and Training</p>	<p>The centre runs workshops locally, nationally and internationally on all areas of their work.</p> <p>Involved in several large-scale research projects relevant to ageing-</p> <p>Enhancing Wellbeing in an Ageing Society</p> <p>Covered 65 - 84 year old New Zealanders in 2007.</p> <p>With the Population Studies Centre, University of Waikato, Hamilton</p> <p>Involved in the NZ Longitudinal Study of Ageing (NZLSA). Information from this study could be used to look at workforce issues, with gender analysis.</p>
<p>HEATHROSE RESEARCH LTD</p>	<p>Heathrose is an independent provider of research, evaluation and policy thinking. They also have a bigger agenda – to contribute to the greater good by stimulating debate on important issues in New Zealand.</p>	<p>Heathrose Research worked alongside Women In Leadership Aotearoa (WILA) to complete research into women’s participation in the leadership of the Social (not for) Profit Sector (undated).</p> <p>Heathrose Reseach was contracted by NACEW in 2010 to carry out a literature review on flexible work arrangements in a range of countries. The review focuses on employee-driven arrangements that provide opportunities for enhanced choices for employees that also meet employers' needs.</p> <p>Heathrose Research carried out a stocktake of current knowledge and research on retirement income issues for women (2009). This was part of a Retirement Commission review of retirement income policies.</p>

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>NEW ZEALAND INSTITUTE FOR ECONOMIC RESEARCH (NZIER)</p>	<p>NZIER is an independent economic consultancy.</p> <p><i>Our core values of independence and promoting better outcomes for all New Zealanders are the driving force behind why we exist and how we work today.”</i></p> <p><i>As a non-profit organisation we fund and undertake our own economic research in the interests of the public good.”</i></p>	<p>Some reports relate to women’s earnings.</p> <ul style="list-style-type: none"> • Unemployment • Regional development • Implications over ageing <i>Golden years? The impacts of New Zealand's ageing on wages, interest rates, wealth and macro-economy - NZIER Working Paper 2013</i> <i>Hi ho silver lining? What firms need to think about as New Zealand ages - NZIER Working Paper 2013.</i>
<p>THE NEW ZEALAND WORK RESEARCH INSTITUTE, AUCKLAND UNIVERSITY OF TECHNOLOGY</p>	<p>A research institute within the Faculty of Business and Law at AUT, providing high quality research across a broad multidisciplinary programme concerned with people and work.</p> <p>The NZ Work Research Institute’s research & engagement programme is delivered through a number of specialist research groups:</p> <ul style="list-style-type: none"> • <u>Business and Labour History Group</u> • <u>Digital Mobility Research Group</u> • <u>Employment Law Forum</u> • <u>Employment Relations Research Group</u> • <u>Labour Market Research Group</u> • <u>Wellbeing and Performance Research Group</u> 	<p>*Future of Work Conference February 2015 – presentations in biblio.</p> <p>Relevant items on programme</p> <ul style="list-style-type: none"> • Facing the challenge of an ageing workforce • The opportunities presented by a future ageing workforce • NZ Aged care survey <p>Working with EEO Trust on diversity research and managing an ageing workforce . Other recent research topics include teleworking, diversity and bullying</p>

SECTION SIX

OTHER

- » Future Of Work Commission*, NZ Labour Party

**Indicates agencies specified by NACEW in their RFP*

ORGANISATION	OBJECTIVES	CURRENT WORK RELEVANT TO OLDER WOMEN WORKERS
<p>FUTURE OF WORK COMMISSION*</p> <p>NZ LABOUR PARTY</p>	<p>There are five themes for the work of the Commission. All the themes have been asked to take into account the particular issues affecting women, and older women.</p> <p>Five themes:</p> <ul style="list-style-type: none"> • Security of work and income • Technology • Education and training for the future of work • Maori and Pasifika • Economic development and sustainability. 	<p>The Commission will run over the next two years. Each stream will be led by Labour spokespeople alongside business, academics, workers and community representatives, to develop policy options.</p> <p>The Commission will be guided by a reference group of people with a mix of backgrounds and skills relevant to the future of work. An on-line survey will ask Kiwis about their experience of work.</p> <p><i>At the end of the Commission's work we want to have a "programme and policies clearly mapped out to ensure there is decent work, lower unemployment, higher wages, greater economic security and high skilled and resilient workers."</i></p> <p>The stream on Security of Work and Income will address issues of equal pay and there have been strong representations on the importance of recognition of voluntary or unpaid work. In this stream and in the one on technology the Commission will be looking at how to promote flexibility in work arrangements that do not lead to exploitation. This is a particularly relevant question for both women and older workers.</p> <p>The <i>Education and training for the future of work</i> theme will include re-training and learning for life.</p>

National Advisory Council
on the Employment of Women (NACEW)

Bibliography

Women in their Later Career Years

Judith A. Davey

April 2015

CONTENTS

- A. Older Women Workers – New Zealand
- B. Women in the New Zealand Workforce
- C. New Zealand workforce material with gender analysis
- D. Statistics on Women Workers in New Zealand
- E. Workforce Ageing in New Zealand*
- F. Older Women Workers – Overseas*
- G. Workforce Ageing, Overseas*

GUIDELINES AND LIMITATIONS

- Material is either published or close to publication.
- Annotations are added where needed to highlight relevant issues.
- Wherever possible an internet link to the full text, or to an abstract, is included. There is no guarantee that these links will be stable and accessible over time.
- The listings cover the period from 2020 to 2015 (January to March). Further items may be in press and it is inevitable that some have been missed, despite rigorous searching.
- In the broader and overseas categories only items selected as especially useful are included.

SOURCES

- Index NZ
- Google Scholar
- Web-sites of research groups/institutes
- Web-sites of government and quasi-government agencies which publish research
- Contents of relevant journals
- Published conference proceedings
- Author's personal resources

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Clendon, J. and Walker, L. (2013) Nurses aged over 50 years and their experience of shift work. *Journal of Nursing Management*, Vol.21 (7).

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Women's financial wellbeing and net worth in retirement are influenced by a variety of contextual factors and by decisions that women make during their life spans. Women tend to face more constraints than men in accumulating adequate wealth for retirement and, on average, women's net worth is lower than men's. Factors likely to impact on women's financial wellbeing in retirement are discussed.

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Miller, E. (2013) *Women and work in the New Zealand banking industry: Targets and debt following the crisis*. FIRST Union, Wellington. <http://firstunion.org.nz/files/Women-and-work-in-NZ-banking-industry.pdf>

Gender has played a role in post-crisis debates about the banking sector. This paper presents a trade union perspective on that debate. Job security is now primarily premised on a practice that the majority of women are uncomfortable with – the sale of debt. The paper is informed by the insight of female members of FIRST Union working in the banking sector. Comments on pay and discrimination.

New Zealand Human Rights Commission (2012) *New Zealand Census of Women's Participation*. New Zealand Human Rights Commission, Wellington. <http://www.hrc.co.nz/wp-content/uploads/2012/11/web-census.pdf>

Nursing Council of New Zealand (2013) *The New Zealand Nursing Workforce: A profile of nurse practitioners, registered nurses and enrolled nurses, 2012-2013*. Business and Economic Research (BERL) for the Nursing Council of New Zealand, Wellington. <http://www.nursingcouncil.org.nz/Publications/Reports>

Provides workforce data to inform policy development, planning and research. The Council previously published workforce reports in 2000, 2002, 2010 and 2011. Appendices on Maori nurses, Pacific nurses, and internationally-qualified nurses.

Nursing Council of New Zealand (2012) *The Future Nursing Workforce: Supply Projections 2010 to 2035*, Business and Economic Research (BERL) for the Nursing Council of New Zealand, Wellington. <http://www.nursingcouncil.org.nz/Publications/Reports>

Projections based on available workforce information and predicted changes in New Zealand's population size and structure. By 2035 it is estimated there will be 5.26 million people living in New Zealand and a predicted increase in demand for health care based on an ageing population and lifestyle diseases.

Plimmer, G., Wilson, J., Bryson, J., Blumenfeld, S., Donnelly, N. and Ryan, B. (2013) *Workplace Dynamics in the New Zealand Public Service*, a survey report prepared for the NZ Public Service Association, Industrial Relations Centre and School of Management, Victoria University of Wellington.

Proctor-Thomson, S., Donnelly, N. and Plimmer, G. (2011) *Constructing Democracy: Women's Voice in the New Public Services*, Public Service Association/ Centre for Labour, Employment and Work, Victoria University of Wellington.

Plimmer, G. and Desmond, P. (August 2013) *Survey shows hard road for public sector reforms*. Centre for Labour, Employment and Work, Victoria University of Wellington. <http://www.victoria.ac.nz/som/clew/files/PSA-Workplace-report-1-FINAL140814.pdf>

In April 2013, the Public Service Association and Victoria University's School of Management surveyed public servants about their jobs, workplaces and organisations. Almost 16,000 PSA members took part from a wide range of occupations and agencies, making it the largest survey of workers undertaken in New Zealand. This article, the first of two, explores public servants' perceptions of their managers, workplace processes, organisational systems and performance. A follow-up article in 2015 will look at public servants' experiences of their jobs.

Plimmer, G. and Desmond, P. (October 2013) *Public servants want to make a difference*. Centre for Labour, Employment and Work, Victoria University of Wellington. <http://www.victoria.ac.nz/som/clew/publications/PSA-Workplace-Report-2nd-articleFINAL.pdf>

The New Zealand public sector workforce is rapidly ageing and increasingly female. According to the survey, the average PSA member is a 48-year-old Pakeha woman. The SSC estimates that 57% of public servants are women. Female membership of the PSA is even higher at 70%, a little more than women's response rate to the survey.

State Service Commission (2014) *Women in the Public Service*. State Service Commission, Wellington. <http://www.ssc.govt.nz/node/9803>

Walker, L. and Clendon, J. (2012) A multi-cultural nursing workforce: views of New Zealand and internationally qualified nurses. *Kai Tiaki Nursing Research*, Vol. 3 (1), 4-11.

Walker, L. and Clendon, J. (2012) A growing multicultural nursing workforce – identifying the stress points. *Kai Tiaki Nursing New Zealand*, Vol. 18 (8), 12-13.

Walker, L. and Clendon, J. (2013) *NZNO employment survey: our nursing workforce: 'for close observation'*. New Zealand Nurses Organisation, Wellington.

Washington, S., Peak, M. and Fahey, K. (2015) Engendering Diversity: women's employment in the public service. *Policy Quarterly*, Vol.11 (1), 11-18. <http://igps.victoria.ac.nz/publications/publications/show/361>

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NEW ZEALAND WORKFORCE MATERIAL WITH GENDER ANALYSIS

Callister, P., Didham, R. and Badkar, J. (2014) *Ageing New Zealand: The growing reliance on migrant caregivers, a 2014 update*. Working Paper, Callister and Associates.

The median age of caregivers rose from 45 to 49 between 2001 and 2013. There has been a considerable increase in temporary migrant workers in the sector. The source area is now predominantly Asia. Contains gender analysis.

Cameron, M. (2014) Appendix A: Labour force participation among older New Zealanders, 1991-2013. P.109-131 in Koopman-Boyden, P., Cameron, M., Davey, J. and Richardson, M. (2014) *Making Active Ageing a Reality: Maximising participation and contribution by older people*. Report to the Ministry of Business, Innovation and Employment. NIDEA, University of Waikato, Hamilton. <http://www.waikato.ac.nz/nidea/research/recent-publications>

A descriptive analysis of labour force and employment trends among New Zealanders aged 55 and over. Data drawn from the Census of Population and Dwellings (1991, 1996, 2001, 2006, and 2013).

Cameron, M. and Roskrug, M. (2014) Labour Force Participation and Well-being among Older New Zealanders. *Policy Quarterly* Special Issue – Ageing Population, Vol. 10 (3), 35 – 41. <http://igps.victoria.ac.nz/publications/files/22a24261819.pdf>

Similar topic without statistical detail.

Rose, J. (2010) *The demand and supply for phased retirements – evidence from the Survey of Working Life*. Workforce 2020 Discussion Paper. Department of Labour, Wellington.

Women appear to be much more forward-looking and seek out the jobs, occupations and career paths that are more likely to offer them part-time work and more flexible hours. Older women tend to be better placed than men in holding jobs that can successfully seek a reduction in working hours. Many more older women than older men already work part-time or they work full-time and have access to flexible working arrangements. Any lack of access to phased retirements is much more of a problem for older men than it is for older women workers.

State Service Commission (2014) *Future capability - An ageing workforce*. State Service Commission, Wellington. <http://www.ssc.govt.nz/node/9792>

Twaddle, S. and Khan, M. (2014) *Health and Disability Kaiawhina Worker Workforce 2013 Profile*. Business and Economic Research (BERL), for Careerforce, Wellington. <http://www.workforceinaction.org.nz/wp-content/uploads/sites/2/2014/05/2013-Health-and-Disability-Kaiawhina-Worker-Workforce-Profile.pdf>.

Includes demographic profile by age and sex

Heathrose Research (2010) *Flexible Work Arrangements*. Report to the National Advisory Council on the Employment of Women (NACEW), Wellington.
<http://womenatwork.org.nz/assets/Uploads/Files-PDFs-Docs/flexible-working-literature-review.pdf>

A literature review on flexible work arrangements in a range of countries. The review focuses on employee-driven arrangements that provide opportunities for enhanced choices for employees that also meet employers' needs.

Human Rights Commission (2010) *What next? National Conversation about Work*. Human Rights Commission, Wellington. <http://www.neon.org.nz/documents/Final%20Report.pdf>

Considers women's issues – pay equity, working hours, caring & transition from work.

Nana, G., Stokes, F. and Lynn, A. (2010) *Academic Workforce Planning —Towards 2020*. Report to Universities NZ Human Resources Committee Steering Group. Business and Economic Research Ltd., Wellington.

Nana, G., Stokes, F. and Masrur, K. (2014) *Profile of Careerforce 2013 workforce*. Business and Economic Research Ltd., Wellington. (unpublished)

Careerforce is the industry training organisation for the non-regulated health, mental health, aged support, disability, social services, youth work, cleaning and pest management industries. Its workforce is female-dominated – 77% - and has a higher average age profile than the total NZ workforce – 58% aged 45 plus. A higher proportion of workers in health and social assistance have multiple jobs than in any in other sector. Ravenswood, K. (2015) New Zealand Aged Care Survey. Inaugural Future of Work Conference Presentation, New Zealand Work Research Institute, Auckland University of Technology, Auckland.

http://www.aut.ac.nz/data/assets/pdf_file/0005/522689/Katherine-Ravenswood.-AUT.-NZ-Aged-Care-survey.pdf

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Callister, P. (2014) *The Employment of Older NZ Women*. Paper prepared for the National Advisory Council on the Employment of Women, Wellington.

Department of Labour (2006) *45 Plus: Choices in the labour market. Final Report – Stage 2 Quantitative Survey*. Department of Labour, Wellington.
<http://www.dol.govt.nz/pdfs/45plus-quantitative.pdf>
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Gardiner, P., Bell, M. and Rodway, P. (undated) *Long-term fiscal projections under alternative labour force scenarios*. Motu Economic and Public Policy Research, Wellington.
http://www.motu.org.nz/files/nidea/FINALPAPER_Gardiner_Ageing_and_fiscal.pdf
Some gender analysis.

New Zealand Human Rights Commission (2012) *New Zealand Census of Women's Participation*. Human Rights Commission, Wellington.
<http://www.hrc.co.nz/files/2314/2360/5171/web-census.pdf>

Paterson, D. and Brown, S. (2010) *Labour force participation in New Zealand: Recent trends, future scenarios and the impact on economic growth*. Department of Labour, Wellington.
<http://www.dol.govt.nz/publications/lmr/participation/participation.pdf>

Statistics New Zealand – search on “women”

http://www.stats.govt.nz/browse_for_stats/people_and_communities/Women.aspx

New Zealand General Social Survey

Information on the well-being of New Zealanders aged 15 years and over. Covers a wide range of social and economic measures, and how well-being outcomes are distributed across different population groups. The NZGSS standard tables include data disaggregated by sex.

Time Use Survey

Time use statistics provide information about how New Zealand residents aged 12 and over spend their time. This includes details about the amount of time people spent on paid and unpaid work, education, leisure, and personal care, what time of day these activities occur, who they are with, and who unpaid work activities were done for. A large number of characteristics of the people doing the activities are collected, including sex and labour force status.

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WORKFORCE AGEING IN NEW ZEALAND (SELECTED)

Alpass, F. and Stephens, C. (2012) NZLSA: *Workforce participation and wellbeing in older New Zealanders*. Ageing and Diversity Conference 2012, Auckland, New Zealand, New Zealand Association of Gerontology <http://mro.massey.ac.nz/handle/10179/6158>

Reasons for retirement, contextual factors.

Alpass, F. and Stephens, C. (2012) *Actual versus preferred work status in older workers: Findings from the New Zealand Health, Work and Retirement Study*. International Federation on Ageing [IFA] 11th Global Conference on Ageing: Ageing Connects, Prague, Czech Republic. http://www.massey.ac.nz/massey/search.cfm?section_uuid=C647BDF4-5056-977E-484D-9899590A2047&dq=Actual+versus+preferred+work+status&searchtype=all

The past two decades have seen a significant increase in labour force participation by older workers, particularly by women and those aged over 65. Decisions around work continuation are influenced by financial preparedness for retirement and health status.

Avery, K. (2010) The ageing workforce. *Employment today*, Issue 151, 20-23. <http://www.employmenttoday.co.nz/databases/modus/hrpoint/etmagazine/toc>

Points to ways that organisations can better prepare for an ageing workforce.

Ballingall, J. and Lees, K. (2013) *Hi ho silver lining? What firms need to think about as New Zealand ages*, Working Paper 2013/2, New Zealand Institute for Economic Research, Wellington. <http://nzier.org.nz/publication/hi-ho-silver-lining-what-firms-need-to-think-about-as-new-zealand-ages-nzier-working-paper-20132>

Bentley, T., McLeod, L., Teo, S., O'Driscoll, M., Jackson, N., Roche, M. and Catley, B. (2014) *Engaging Older Workers Productively: Understanding organisational preparedness for an ageing workforce*. Report to the EEO Trust. Work Research Institute, Auckland University of Technology, Auckland. www.workresearch.aut.ac.nz.

Bentley, T., McLeod, L., O'Driscoll, M., Jackson, N., Catley, B. and Cassidy-MacKenzie, B. (2015) *Ageing Workforce Survey*. Work Research Institute, Auckland University of Technology, Auckland. <http://www.workresearch.aut.ac.nz/news-and-events/news/all-news/ageing-workforce-survey>

The New Zealand Work Research Institute and their research partners from Massey and Waikato Universities conducted a survey of almost 300 organisations which are EEO Trust members. The

majority of respondents currently had or planned to implement flexible work arrangements for older workers, or to use older workers in a training or mentoring capacity. Further research in 2015 will examine the perceptions of individual older workers from a sub-sample of the organisations who participated in this study.

Bentley, T. (2015) *Facing the Challenge of an Ageing Workforce*. Presentation at the Inaugural Future of Work Conference, Auckland 9 February, 2015. http://www.aut.ac.nz/data/assets/pdf_file/0011/522695/Tim-Bentley.-AUT.-Ageing-Workforce.pdf

CFLRI (2013) *Focusing on the Future: Report to Government*. 2013 Review of Retirement Income Policies. Commission for Financial Literacy and Retirement Income, Wellington. <http://www.cffc.org.nz/assets/Documents/RI-Review-Report-to-Govt-Dec-2013.pdf>

Age-friendly workplaces (p.10) - recommends that MBIE work with employers, industry associations and unions to implement ways to encourage the recruitment, retention, retraining and mobility between jobs of older workers.

Continued employment (p.79) - longer working lives should enable older people to earn more, save more and accumulate more wealth for their eventual retirement. However, the ability to save can be limited – particularly for women – given the preponderance of part-time work and low-pay scale occupations. Barriers and enablers (p.81) - numerous references to women – pension age, superannuation, longevity, savings, pay gap. Raises many pertinent issues for older women workers.

CFLRI (2013) *Women's retirement income*. Background paper for the 2013 Review of Retirement Income Policies. Commission for Financial Literacy and Retirement Income, Wellington. <http://www.cffc.org.nz/what-we-do/retirement-policy/2013-review/background-papers/womens-retirement-income/>

Women's financial wellbeing and net worth in retirement are influenced by a variety of contextual factors and by decisions that women make during their life spans. Women tend to face more constraints than men in accumulating adequate wealth for retirement and on average, women's net worth is lower than men's.

Davey, J. (2014) Paid Employment, pages 42-79 in Koopman-Boyden, P., Cameron, M., Davey, J. and Richardson, M. (2014) *Making Active Ageing a Reality: Maximising participation and contribution by older people. Report to the Ministry of Business, Innovation and Employment.* NIDEA, University of Waikato. <http://www.waikato.ac.nz/nidea/research/recent-publications>

Davey, J. (2014) Managing an ageing workforce. *New Zealand Management*, Vol. 61 (2), 6. <http://www.nzim.co.nz/wawcs0161712/management-magazine.html>

Comments on topics such as flexibility, a range of ages in an organisation, mentoring, retirement and business culture.

Davey, J. (2014) Age Discrimination in the Workplace. *Policy Quarterly* Special Issue – Ageing Population Vol.10 (3), 42-48. <http://igps.victoria.ac.nz/publications/publications/show/361>

Examines why age discrimination happens and offers solutions in terms of formal policy and legislation, education, and information.

Gorman, E., Scobie, G. and Towers, A. (2012) *Health and Retirement of Older New Zealanders.* New Zealand Treasury Working Paper (WP12/02). Treasury. Wellington. <http://www.treasury.govt.nz/publications/research-policy/wp/2012/12-02>

Some gender analysis.

Jackson, N., Cochrane, B. and McMillan, R. (2013) *Workforce participation of older workers as an element of New Zealand's retirement income framework: a review of existing knowledge and data.* National Institute of Demographic and Economic Analysis, University of Waikato. Also as a CFLRI background paper - <http://www.cffc.org.nz/assets/Documents/RI-Review-2013-Workforce-participation-of-older-workers.pdf>

A review of recent trends in older age (55+ years) employment, followed by implications of these trends for income.

Lees, K. (2013) *Golden years? The impacts of New Zealand's ageing on wages, interest rates, wealth and macro-economy,* Working Paper 2013/1, New Zealand Institute for Economic Research, Wellington. <http://nzier.org.nz/publication/golden-years-the-impacts-of-new-zealands-ageing-on-wages-interest-rates-wealth-and-macro-economy-nzier-working-paper-20131>

Le Pla, R. (2010) The changing face of the workplace. *New Zealand Business*, Vol. 24 (7), 22-26.

Looks at diversity in the workplace and the work of the 40+ Employment Support Trust in helping older workers back into the workplace.

Littlewood, M. (2012) *A commentary on older workers and some HR issues facing employers.* Retirement Policy and Research Centre, University of Auckland. <http://www.business.auckland.ac.nz/en/about/our-research/bs-research-institutes-and-centres/retirement-policy-and-research-centre-rprc/publications-28.html>

McCarthy, B. (2015) *The Opportunities Presented by a Future Ageing Workforce.* Future of Work Conference, Auckland 9 February.

http://www.aut.ac.nz/data/assets/pdf_file/0008/522683/Blair-McCarthy.-Office-for-Senior-Citizens.-Ageing-Workforce.pdf

McLeod, L., Bentley, T. and Pio, E. (2014) *The New Zealand Diversity Survey: Findings from the first four quarters Report to EEO Trust.* New Zealand Work Research Institute, Auckland University of Technology, Auckland. http://www.aut.ac.nz/data/assets/pdf_file/0010/502003/NZDS-Annual-

In 2013, the New Zealand Work Research Institute partnered with the EEO Trust and the Chamber of Commerce, Northern, to survey New Zealand organisations about a broad range of diversity issues. The New Zealand Diversity Survey has been conducted on a quarterly basis. This report presents the main findings from the first year of the survey, providing an up-to-date baseline of diversity practices in New Zealand organisations. This will assist the EEO Trust in developing their diversity initiatives, while supporting the Institute in planning its future research projects.

Ministry of Social Development (2011) *The Business of Ageing – Realising the economic potential of older people in New Zealand: 2011-2051.* Ministry of Social Development, Wellington. <http://www.msd.govt.nz/documents/about-msd-and-our-work/publicationsresources/research/business-of-ageing/business-of-ageing.pdf> *New Zealand.*

Ministry of Social Development (2013) *The Business of Ageing, Update 2013.* Ministry of Social Development, Wellington. <http://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/research/business-of-ageing/business-of-ageing-update-2013-pdf.pdf>

Work is underway on a further update using data from the 2013 census. This will include projections of labour force participation for males and females aged 65 or over. <http://www.msd.govt.nz/about-msd-and-our-work/publications-resources/research/business-of-ageing/index.html>

New Zealand Human Rights Commission (2008) *Valuing Experience: a practical guide to recruiting and retaining older workers.* Human Rights Commission, Wellington. <http://www.neon.org.nz/documents/Final%20Report.pdf>

OCG Consulting (2013) *Coming of Age: The Impact of an Ageing Workforce on New Zealand Business.* OGC, Auckland and Wellington. <http://www.ocg.co.nz/>

Includes local surveys but no gender analysis.

Pearman, G. (2014) The ageing workforce: is it an HR issue? *Employment Today*, Issue 185, 46. <http://www.employmenttoday.co.nz/databases/modus/hrpoint/etmagazine/toc?tid=376633833>

Concerns the ageing workforce, the strategies that businesses will need to develop to address the risks & challenges this poses, & the leadership role of the human resource management profession.

Plimmer, G., Wilson, J., Bryson, J., Blumenfeld, S., Donnelly, N. and Ryan, B. (2012) *Workplace dynamics on New Zealand public services*. Public Service Association and Industrial Relations Centre, Victoria University of Wellington, Wellington.

References to gender, caring, engagement

Poulston, J. and Jenkins, A. (2013) The persistent paradigm: Older worker stereotypes in the New Zealand hotel industry. *Journal of Human Resources in Hospitality and Tourism*, Vol. 12 (1), 1-25.

A study of 954 mature job-seekers: participants reported that age was the main barrier to employment, with many employers thinking younger people would be cheaper to employ and should be "given a chance" at work.

Reed, P. (2011) Creating an age-friendly workforce. *Human Resources*, Vol. 16 (3), 22-23.

Examines the need for employers to cater to mature workers in the labour force. Mentions the benefits for both employers and employees of enabling a gradual exit of baby boomers and other older workers.

Rive, G. (2010) *Work patterns in later life: work intentions and behaviours in older New Zealanders*. Master's thesis: Master of Arts in Psychology at Massey University, Palmerston North.

http://nzresearch.org.nz/records/20394182?locale=en&search%5Bi%5D%5Bsubject_text%5D%5D%5Bolder+people&search%5Bi%5D%5Byear%5D%5D%5B2008+TO+2015%5D&search%5Brecor-dset%5D=research

The goal of this study was to find positive predictors of workforce participation for older workers, therefore assisting in retaining and prolonging participation of this group in the labour force. Investigated gender differences.

Robertson, G. (2015) *Introducing the Future of Work Commission*. Inaugural Future of Work Conference Presentation, New Zealand Work Research Institute, Auckland University of Technology, Auckland. http://www.aut.ac.nz/data/assets/pdf_file/0003/522687/Grant-Robertson.-Labour-Party.-Future-of-Work-Commission.pdf

Simpson, M., Richardson, M. and Zorn, T. (2012) A job, a dream or a trap? Multiple meanings for encore careers. *Work Employment Society*, Vol. 6, 429. <http://wes.sagepub.com/content/26/3/429.short>

Participants were five Māori and 20 Pakeha.

State Services Commission (2014) *Ageing Workforce in the New Zealand: Crown Entity Sector Survey Report*. Prepared for the New Zealand Human Rights Commission in partnership with The Office for Senior Citizens and OCG Consulting. *NZ Crown Entity Sector Ageing Workforce White Paper November 2014*

No gender analysis

State Services Commission (2014) *Ageing Workforce in Crown Research Institutes: Supplementary Survey Report*. Prepared for the New Zealand Human Rights Commission in partnership with The Office for Senior Citizens and OCG Consulting. *NZ Crown Entity Sector Ageing Workforce White Paper – Supplementary Report for the Crown Research Institutes November 2014*

No gender analysis

State Services Commission (2014) *Ageing Workforce in District Health Boards: Supplementary Survey Report*. Prepared for the New Zealand Human Rights Commission in partnership with The Office for Senior Citizens and OCG Consulting. *NZ Crown Entity Sector Ageing Workforce White Paper – Supplementary Report for the District Health Boards November 2014*

No gender analysis

Stephens, C., Alpass, F., and Stevenson, B. (2014) *Inclusion, contribution and connection: A study of the ageing in Aotearoa*. Summary Report. Massey University, New Zealand: http://www.massey.ac.nz/massey/fms/Colleges/College%20of%20Humanities%20and%20Social%20Sciences/Psychology/HART/publications/reports/ICC_Summary_Report_2014.pdf?CC3F1B9AE2CE105B8A36E3DE735C7D81

Workforce participation p. 16-19. Combining caregiving with workforce participation p.20-22

Work Research Institute (undated) *Managing an Ageing Workforce*. A Future of Work Programme report in conjunction with the Equal Employment Opportunities Trust, Work Research Institute, Auckland University of Technology, Auckland. http://www.aut.ac.nz/data/assets/pdf_file/0010/525277/Ageing-Workforce-NZWRI_Feb15.pdf

This briefing document provides guidance for managers implementing or reviewing systems and practices for engaging older workers within their organisations. No reference to women.

Work Research Institute (2014 update) *Aged Care Workforce Survey*. A Future of Work Programme report in conjunction with the Equal Employment Opportunities Trust, New Zealand Work Research Institute, Auckland University of Technology, Auckland. <http://www.workresearch.aut.ac.nz/news-and-events/news/all-news/aged-care-workforce-survey>

The survey data is being analysed. The final report is expected to be launched early in 2015.

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OLDER WOMEN WORKERS – OVERSEAS (SELECTED)

Earl, C. and Taylor, P. (2015) Is Workplace Flexibility Good Policy? Evaluating the Efficacy of Age Management Strategies for Older Women Workers, *Work, Aging and Retirement*
<http://workar.oxfordjournals.org/content/workar/early/2015/01/06/workar.wau012.full.pdf>

What do managers understand flexibility to mean and how do they implement flexible working options? What are the perceived benefits and costs for organizations and for older women workers? Interviews revealed a gap between policy and practice regarding the management of older women workers.

Austen, S. and Ong, R. (2010) The employment transitions of mid-life women: health and care effects, *Ageing and Society*, Vol. 30, 207–227.
<http://journals.cambridge.org/action/displayAbstract?fromPage=onlineandaid=7008712andfileId=S0144686X09990511>

Mid-life women's representation in the paid workforce is growing as population ageing proceeds and as educational qualifications expand. However, current understandings of the needs and circumstances of mid-life women in paid work are limited. Australian data used to identify the causal influences of health, care and other factors on the ability of mid-life women to remain in and re-enter paid work.

Duvvury, N., Ní Léime Á., Callan, A., Price, L. and Simpson, M. (2012) *Older Women Workers' Access to Pensions; vulnerabilities, perspectives and strategies*. Irish Centre for Social Gerontology, Galway.

Earl, C., Taylor, P., Williams, R. and Brooke, E. (2015) Falling between the cracks: Older women and employer policymaking. Chapter 4 in Bimrose, J., McMahon, M. and Watson, M. (eds.) *Women's Career Development throughout the Lifespan: an international exploration*. Routledge Taylor and Francis Group, London and New York.

Investigated workplace policies in Australia relating to older women workers in university education, financial services and state services, through interviews with HR professionals. Noted an absence of such policies.

Flood, S. and Moen, P. (2015) Do Work, Resources, Relations, and Gender Matter? *Journal of Health and Social Behavior*, Vol. 56 (1), 74.

<http://journals.cambridge.org/action/displayAbstract?fromPage=onlineandaid=7008712andfileId=S0144686X09990511>

Uses a life course perspective to examine associations between paid work, resources, relationships, and healthy time use for men and women in the first (55–64) and second (65–74) halves of the encore years.

Gilfillan, G. and Andrews, L. (2010) *Labour Force Participation of Women Over 45*. Staff Working Paper, Productivity Commission, Canberra.
<http://www.pc.gov.au/research/completed/women-over-45/women-over-45.pdf>

The share in employment accounted for by mature aged women has increased across nearly all industries in Australia, including those where they have traditionally not been employed in large numbers. Younger women have higher levels of education and labour force participation than mature aged women had when they were younger therefore participation rates for mature aged women will continue to rise. Health status and caring responsibilities also influence the likelihood of participating in the labour force in later life. Almost one quarter of mature aged women working part time want to increase their hours of work. However, one half of women working full time want to work fewer hours. As in most OECD countries, women retire earlier than men, although the gap is narrowing. The decision to retire is influenced mainly by considerations of financial security and health/physical ability.

Loretto, W. (2013) Not seen not heard: Older women in the workplace. In Bamford, S. and Watson, J., *A Compendium of Essays: Has the sisterhood forgotten older women?* International Longevity Centre, London.

Loretto, W. and Vickerstaff, S. (2013) The domestic and gendered context for retirement. *Human Relations*, Vol. 66, 65-86. <http://hum.sagepub.com/content/66/1/65.short>

Ni Leime, A. (2010) *Decision-making among older workers in the Irish Civil service*. Ph.D., School of Social Work and Social Policy, Trinity College, Dublin.

Asks how much choice older women workers in the Irish Civil Service have about the timing of retirement. Influence of socio-economic resources, life-course trajectories and gendered caring norms.

Ní Léime Á., Duvvury, N. and Callan, A. (2015) Delayed Retirement: Gender, Ageing and Work in Austerity. In Carney, G., Walsh, K. and Ní Léime Á. (eds.) *Ageing through austerity: critical perspectives from Ireland*, Policy Press, Bristol.

Pleau, R. (2010) Gender Differences in Postretirement Employment. *Research on Aging*, Vol. 32 (3), 267–303 <http://roa.sagepub.com/content/32/3/267.short>

Examines gender differences in postretirement employment, using the first eight waves of Health and Retirement Study (USA) data. Gender is shown to be an important factor in understanding transitions into postretirement employment.

TUC (2014) *Age Immaterial: Women over 50 in the Workplace*. Trade Union Congress (UK). [https://www.tuc.org.uk/sites/default/files/Age Immaterial Women Over 50 Report 2014 LR.pdf](https://www.tuc.org.uk/sites/default/files/Age%20Immaterial%20Women%20Over%2050%20Report%202014%20LR.pdf)

Points out pressures on older women in the workforce; access to training opportunities, particularly those working part-time; low pay; cuts to health and social care services so that many women are constantly juggling care and paid work. These pressures can have a negative impact on older women's health. Age and sex discrimination present further challenges.

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