

The Jobs Letter

No. 171

30 August 2002

Essential Information on an Essential Issue

KEY

WORK / LIFE BALANCE

WHOS WHO 2002

NZ FIRST AND UNITED FUTURE

THE FAMILY

WINZ AND THE INTERNET

FUTURE OF WORK RESEARCH

YOUTH EMPLOYMENT
RESEARCH

FUNDING TO THE COMMUNITY
SECTOR

REFUGEES AND MIGRANTS

DIARY

6 August 2002

Air NZ is advertising to attract 150 more aircraft engineers. Australian and northern hemisphere airlines now make up about half of the workload for Air NZ's aircraft maintenance business.

An article in *Salient*, the Victoria University student magazine, includes a guide for students on how to marry in order to receive a student allowance. Married students under 25 years old qualify for a student allowance while single students — whose parents' income is more than \$28,080 — do not.

7 August 2002

US president Bush says that his new powers to negotiate trade agreements will increase economic growth. Bush: "Trade is an important source of good jobs for our workers and a source of higher growth for our economy."

Act MP Muriel Newman complains that Employment Minister is refusing to give her information in response to parliamentary questions about the Pathways to Arts and Cultural Employment (Pace) scheme, which gives artists the dole while they concentrate on their art. Newman believes the scheme is trapping recipients on welfare.

- *The Jobs Letter* editors admit being as surprised as anyone when watching the spectacular **crumbling of support for the National Party** in the last election and the consequent rise in popularity of the smaller parties **New Zealand First** (10.38% of the vote and 13 seats) and **United Future** (6.69% of the votes and 8 seats). A common question asked in the weeks following the election was: *Just what do these parties really believe in?*

With NZ First, we did contact the party before the election to ask them to fill out their policy platform in terms of employment issues (see special issue of *The Jobs Letter* No. 168), but — unlike every other party — **they never got back to us**. NZ First really only campaigned on three issues during the election — "fixing up" the immigration mess, the Treaty of Waitangi "industry", and law and order.

Given their thirteen parliamentary seats, we thought we would try again for this issue ... but unfortunately, despite our phonecalls and emails, **we got the same lack of response**.

- For our special election issue, *The Jobs Letter* editors completely **ignored United Future** in terms of asking them our standard employment policy questions ... *yes, we certainly got that wrong!* So, as with NZ First, we thought we'd give the party a chance to **flesh out their policies** in the light of their electoral success.

But it seems they were also **unable to give us any detail**.

The United Future staff at least wrote and told us they were unable to make our deadline. They told us that things have "been extremely mad around here over the past few days ..." as parliament was just starting up again and new staff were being appointed. The party has however appointed a spokesperson on employment issues, **Paul Adams** (who is eighth on their party list).

- Apart from this, we were pointed to United Future's 6-paragraph *Industrial Relations* policies from the election campaign. This included such things as:

— Promoting "a modern, flexible labour market that is stable. [...] We will not indulge in the political ping-pong associated with this issue."

— Increasing workforce skills by getting more people into industry training. "We will aim to increase the numbers involved in formal industry training to 160,000 per year by 2005."

— Improving workplace literacy. "Currently 20% of New Zealand adults have insufficient literacy skills to hold down a job."

- United Future has campaigned as the party that is "**focussing on families**", and "... will not let ideology get in the way of common sense and good policies." As part of its support for confidence and supply to the Labour government over the next three years, the party has won support for a **Commission for the Family** which will take into consideration the United Future policy platforms.

The Jobs Letter

DIARY

8 August 2002

Labour leader Helen Clark announces that Labour and the Progressive Coalition will operate a minority government with United Future promising to vote with the government on issues of confidence and money supply for the next three years.

9 August 2002

35 people have been banned from Wellington region Winz offices following incidents of threatening behaviour, damaging property or assault. Banned clients can nominate a person to act on their behalf.

11 August 2002

Student debt is being blamed for a chronic shortage of veterinarians. Murray Gibb of the NZ Veterinarian Association says that the average vet graduate has \$36,000 of debt. Higher salaries and the low value of the NZ dollar means that many graduates are leaving for Australia and the UK to work.

While there were nearly 20,000 more workers employed in the health sector this year, the Health Workforce Advisory Group says that they are still not meeting demand. The staff increases have been generally in community services, part-time and temporary workers.

12 August 2002

100 jobs go at the BHP NZ Steel mill in Glenbrook. The job cuts are blamed on the 30% tariff imposed earlier this year by the US on imported steel products.

14 August 2002

The NZ Council of Trade Unions calls to raise the minimum wage to \$10/hr and to abolish the youth minimum wage. The adult minimum wage is currently \$8/hr and the youth rate is \$6.40/hr.

After months of laying-off staff without making any public acknowledgement, the IBM Corporation says it is in the process of cutting 15,600 jobs from its global workforce.

Susan St John of the **Child Poverty Action Group** argues that these family policy platforms deserve thorough and critical scrutiny. She says that the “good intentions” behind the policies are not enough, and there needs to be a proper cost benefit analysis of the new Commission and a wider discussion of the purpose or the need for it before it proceeds.

St John: “There are already academic centres in various universities for the child and family, to say nothing of the research projects already undertaken at great expense in the Ministry of Social Development. How much costly duplication is going to be involved? How much is the structure itself going to cost to run and staff? Will it mean the income improvements for families, that must occur if the costs of child poverty are to be averted, will be delayed yet again while the Commission is being established?”

- Instead of a Commission, the Child Poverty Action Group is calling for **an immediate action plan** from the government to address family issues. This action plan could include
 - Extending the Child Tax Credit of fifteen dollars per child per week to all low-income families. (Cost: around \$250m)
 - Adjusting Family Support, and the income thresholds from which Family Support starts to reduce, for the cost of living over the past decade. (Cost: around \$250m)
 - Raising the threshold that can be earned by each beneficiary before losing their benefit almost dollar for dollar, from \$80 to \$130 dollars to compensate for inflation.
 - Placing an obligation on the IRD to ensure families access their tax credits.
 - Giving all children under 18 access to free health and dental care including after hours services and prescriptions.
 - Indexing all family-related payments, including health subsidies.
 - Adopting an official measure of poverty, and monitoring it on a regular basis to ensure progress is being made to eliminating child poverty.
- ACT MP **Muriel Newman** is also **not holding out big hopes** for the Commission. Newman: “If this new bureaucracy is true to form, it will do little to improve the future lot of families in this country. With the government taking more than 40% of the country’s wealth, poor families — especially those with children — are struggling to get by. That’s why lowering taxes has to be the way of the future, to raise the incomes of these families, as well as to improve our standard of living. “

ACT is also calling for the government to abandon its plans for a Commission, and instead **adopt a proactive plan** to improve the lot of families. For Newman, this would include: scrapping the Independent Youth Benefit; transforming the DPB into a stepping-stone to work; introducing Shared Parenting and opening up the Family Court; encouraging adoption; as well as lowering taxes to lift the disposable incomes of families.
- **Winz** is soon to bring its job-matching services **into the internet age**. Next year, it should also be possible for people to apply for unemployment and domestic purposes benefits and student allowances over the web. The new system will also take Winz **out of the brokering role** (for those who have access to the internet) and will allow jobseekers to apply directly when they see a vacancy they think suits them.

(continued on page five)

DEBATE

WORK / LIFE BALANCE

ANDREW LITTLE, National Secretary of NZ's largest trade union—the Engineering, Printing and Manufacturing Union—observes that “work/life balance” policies have become very fashionable in Human Resources circles in recent years. He asks: Is it just another HR fad? Or are there any solutions emerging that are actually addressing the problem?

Last week, Little gave a “worker perspective” to the “Work/Life Balance Conference” in Auckland. He believes the fact that our society has organised itself in such a way that we have to have a conference on balancing work and life “... ought to send a shudder down our collective spine.”

Here are some excerpts from his speech.

- It is clear from a growing body of evidence that, at least in the Western world, wage and salary earners are working longer hours. Research from Europe suggests that a rapidly growing proportion of full-time workers are working an average of between 45 and 50 hours a week. Recent official statistics from the UK show one in six people now working more than 48 hours a week and one in ten men are working more than 55 hours a week.

Anecdotal evidence suggests that many traditional blue-collar workers, who tend to be paid on an overtime basis, routinely work these sorts of hours. Many traditional white-collar workers, who tend to be paid on a salary and therefore who are not paid extra for working overtime, are routinely working more than 50 hours a week.

- But it is not just the fact that long hours are being worked that is of concern. The nature of work, people's engagement with it and what they take away from work in their non-working hours are also important. In this respect, health statistics show an increase over the past 10-15 years in stress-related conditions, musculoskeletal disorders, etc. There is greater reported use of therapeutic drugs for anxiety and depression and related conditions.

It might be possible to say about some of these health conditions that we have simply become more aware of them, and certainly more aware of how to treat them. And it is also possible to say that the increased incidence of some of these conditions might be related to factors other than work. But the significant increase in these conditions must also be seen in the context of significant changes in the way that a lot of work is done. Specifically, more information is processed electronically, more manufacturing

operational tasks have been automated and are controlled by sitting at a console, and the advent of operations such as call centres has introduced a type of work that did not exist before.

- A combination of individuals' economic needs, of the impact of technology on modern day work, and of our individual and collective expectations for a certain standard of living, have converged to put work at a place in society which is now challenging the value and importance of people in society.

This is not what we were led to believe would happen 25 or more years ago. Then, we were told that the impending technology revolution would not only free us up, but would also generate sufficient wealth for us to enjoy our extra leisure time. It was predicted, then, that schools would have to train young people in how to use leisure time.

“For an increasing number of workers, irrespective of the nature of the work they do, work — and the need to make a living — is interfering in their ability to lead a healthy, balanced life.”

— Andrew Little

- At this conference, the EEO Trust will present its work/life balance awards. I looked at the awards made last year, and I was horrified. If these are the best measures that New Zealand business can come up with, then we are in serious trouble. The role that the Trust should be playing is not rewarding these half-measures, but pushing for the real issues to be addressed. In my view, many of the measures being taken — and rewarded — are wholly inadequate to deal with the real problem. Indeed, they don't deal with the problem at all. They merely seek to soften the symptoms. They are simply palliative.

- The following measures were either considered for awards last year or were given awards as indicative of progress by employers towards a work/life balance at work. They included:

- Free cappuccinos at work.
- Mountain bikes available “24 hours a day”.
- Family visits to work and work functions for families.
- Massages at work.
- Blood pressure readings at work funded by the employer.
- Vending machines (presumably, for food).
- Incentives for new mothers to return to work early.
- Teleworking and remote access to local area networks.
- Allowing one day a year to work for a charity.

In fairness, there were some measures listed in some of the employer profiles which deserve positive recognition. Two such measures were special leave for new fathers and unlimited sick and domestic leave for personal or family sickness.

- I find it difficult to see how access to free cappuccinos in the workplace could possibly be seen as addressing the problem of work organisation and

excessive working hours. Free cappuccinos, like massages at work and blood pressure readings, are about accommodating a culture of excessive work demand.

Having a family visiting space at work seems the ultimate perversity. I am sure if you asked most families who avail themselves of such measures, you would find that they would prefer to have the working family member at home or down at the park or on the beach rather than the family having to see them at work.

- It is wrong, in my view, for the EEO Trust to be celebrating palliative measures. They are practices that reinforce an unhealthy approach to work, rather than promote a healthy balance in life. If we are serious about ensuring a work/life balance, then it is work that needs to be organised in such a way that it is humanly possible for people to do it, it is economically viable to do it and it can be done without compromising personal and family responsibilities. Let's focus on fitting the work around people, rather than jamming people into bad work patterns.

"It is wrong, in my view, for the EEO Trust to be celebrating palliative measures. They are practices that reinforce an unhealthy approach to work, rather than promote a healthy balance in life."

— Andrew Little

- In this day and age, less work is based on brawn and more work is based on using the brain. Workers are increasingly required to make a range of decisions and judgements on behalf of their employer. But the brain can't be used continuously or excessively. It needs adequate rest.

Fitting work around this basic need is critical. The obvious business benefit is a more refreshed workforce, capable of taking on tasks on a sustainable or enduring basis. It probably means better decisions and judgement. It must also mean a workforce that has a greater degree of goodwill and a greater commitment to the business.

But the benefits of good work organisation don't just accrue to business. The community as a whole benefits. Working people who are able not only to fulfil their work obligations but also to fulfil social needs such as being with their family and friends, and engaging in social activities such as sport and church, strengthen our communities.

- Ultimately, we are talking about people fulfilling their basic role of citizenship. It is about maintaining our social capital. People who are engaged with their community not just through work but through their own personal activities are more able to contribute to that community. Having an employer-sanctioned one day a year in which to perform charitable works does not, in my view, cut the mustard.

- The union movement's claim, during the recent election campaign and before, for four weeks annual leave is aimed at ensuring that everybody has access to more leisure and personal time to rest and recu-

perate from longer hours at work. It will be interesting to see over the next couple of years how many employers who profess to have an interest in work/life balance measures will look at current leave entitlements and increase them to allow for additional rest and recuperation.

Leave is not the only issue. For some operations and jobs in which employees work extended periods (for example, 12 hour shifts) there need to be adequate breaks at work. For continuous processes, this means having adequate staff available to ensure that everyone gets to have a break. For sedentary roles, it means structuring, and providing facilities for, breaks from work.

- Employers need to be aware that the claim for four weeks leave is only one remedy for these issues. Internationally, unions are raising concerns about the speeding up of work and the effect this has on employees. The issue becomes even more important against the background of the ageing workforce in the Western world.

Employers may find that more than just economic factors will drive what happens in this area of employee relations and business practice. The new government has, through its coalition arrangements, promised a Commission for the Family. This is in response to at least two political parties calling for either a Commission for the Family or an inquiry into the family.

I welcome the fact that these issues will now get some attention from the public policy process. The term "family" needs to be broadly understood; it is not just Mum and/or Dad and a couple of kids. It is the full range of household arrangements in which people live and that make up our diverse society. If the role of the Commission is to provide a framework within which we can look at institutions and practices in our communities, including private sector conduct, and their impact on families and households, then the prospect of the Commission is to be welcomed.

If it looks at how work is affecting the extent to which people are able to contribute to our social infrastructure, then it will be a worthwhile enterprise.

- The challenge will be for a political party like United Future to be bold enough to accept that significant changes might be needed if we are to reinstate greater social cohesion in New Zealand.

If we are serious about addressing the issue, then we need to be prepared to be radical. The challenge lies not only with politicians to be bold enough to promote the necessary kinds of changes. The challenge ultimately lies with employers; it is employers who will make the decisions. Employers will decide what kind of leadership they collectively are prepared to show in ensuring a healthy future for business and our communities.

The union movement looks forward to the debate. You can be sure that we will be taking a vocal part.

Source — excerpts from "A Worker's Perspective Of Work/Life Balance Policies" by Andrew Little, Engineering Printing and Manufacturing Union speaking to the Work/Life Balance Conference, Waipuna International Hotel, 22 August 2002.

The Jobs Letter

DIARY

15 August 2002

Act MP Deborah Coddington says that, in calling for a lift to the minimum wage, the CTU "couldn't care less about NZ'ers struggling to get ahead" Coddington: "When the boot of Government stamps on the aspirations of business, the first to suffer are the community's poorest. Employers can't hire more staff if flexibility and choice are replaced with increased taxes and compliance costs."

16 August 2002

Teachers at state kindergartens accept an offer that will bring them to pay parity with primary and secondary teachers by 2006. The five-stage pay parity schedule does not apply to the staff of the 80% of pre-schools that are privately run.

Only 10% of people who change jobs do it for an increase in pay. Recruitment consultancy Robert Walters says most workers leave because they either see another firm as offering better career prospects or they were seeking new challenges.

Winz will try to match the existing services provided by many privately-run Net recruitment agencies. It plans to allow jobseekers to **store their CV on the Winz database** which can then be forwarded electronically to an employer. The new services will also provide self-assessment tools to help jobseekers gauge their suitability for a position.

- Prior to the establishment of Winz, physical job-boards that listed job vacancies were a feature of every Employment Service centre in the country. As part of the movement towards a corporate "look" in Winz offices, all job boards were ordered removed in the late 90's. Without job-boards, and with few publicly available computers in Winz offices, jobseekers had little if any reason to call in at their Winz office unless they had an appointment with their case manager.

At an appointment, the case manager (or "work broker") could access the vacancy database on their computer terminal. If a suitable job was found, the case manager would provide an introduction for the jobseeker to the employer.

Currently, a jobseeker can view the job vacancy database from a home computer. The information available is the general title of the job, whether it is temporary or permanent, the hours, pay rate, skills requirements and where it is located. But in order to apply for a job, the jobseeker must contact their case manager to get the specifics about the name of the company and whom to contact for an interview.

- The new online services may eventually become part of the **new labour market information "portal"** which will act as an internet one-stop-shop for information on labour market research and careers in different regions. This \$2.8m government initiative (announced in the last Budget) will mean **enhancing the KiwiCareers website** and including more information on the current skills needed in the NZ economy. Economics forecasters Infometrics and BERL are developing an occupational and skill forecasting model for the website which will be used to supplement the "outlooks" currently produced by Careers Services.
— For more information see www.work.govt.nz
- The Department of Labour is establishing a **Future of Work Research Fund** to "gather, produce and disseminate non-partisan information to enable people involved in the world of work to plan better for the future." The Fund (\$150,000 for the 2002/03 financial year) will support research proposals that are associated with the following topics:
 - The evolution of skills and occupations
 - Labour force participation rates
 - Work-life balance issues
 - Economic growth and labour market outcomes

The Department is particularly interested in sponsoring proposals to investigate how these issues impact **Maori labour market** outcomes. Deadline for Proposals is 1st October 2002. Projects funded in this financial year will need to be completed by 31st May 2003. For more information, contact william.dillingham@lmpg.dol.govt.nz

- TMP Business Consulting have completed their **research report on Youth Employment** for the NZ Business Council for Sustainable Development. (The NZBCSD — which includes many NZ business leaders such as Fonterra and The Warehouse — has entered into a partnership with the Mayors Taskforce for Jobs and wants to "lead NZ

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DIARY

18 August 2002

The forestry industry and its staffing needs are expected to increase threefold over the next three to five years. Forestry companies are already finding it difficult to find workers. Consultant Bruce Willis says that in Gisborne, the problem is not a lack of numbers, but of skilled workers. Central North Island workers are reportedly being lured to away to work in Northland, Gisborne and the Hawke's Bay.

The University Students Association reports that women graduating with a 1-year certificate from polytechnic will take an average of 23 years to repay their student loan.

KPMG Consulting hopes to employ an additional 100 – 200 software developers in NZ by the end of 2003. Managing director Thomas Gary says they intend to do more work in-house rather than having it done in India. While NZ software development costs are about 10% higher than in India, the NZ costs are one-third of that in the US.

In Argentina, unemployment is now estimated to be at 21.5% and 36 million people are living in poverty.

An advertising campaign by the New South Wales government to attract doctors to work in the outback from NZ, UK, US, Ireland and Canada has had just two responses.

Tourism Industry CEO John Moriarty is critical of local authorities who are calling for powers to tax tourism in their local areas. Moriarty says tourism taxes would lead to job reductions.

business in their role of ensuring current employment or training for all young NZ'ers by 2005").

The TMP research report will be used by Business Council members and by Mayors in fostering an understanding of the causes of youth unemployment, and developing an awareness of **the impact on business**. The report brings together current data on youth employment and unemployment in NZ, as well as the results of a survey of Schools Careers Advisors, and the opinions of focus groups run in a selection of Auckland secondary schools.

The research report will contribute to the publication of **a guide and a website** that the Business Council hopes will educate businesses on the issues of youth unemployment, motivate them to accept the challenge of youth employment, and equip them with the necessary tools and resources to take on the challenge. This project should be completed by the end of this year.

— *TMP Research Report on Youth Employment*, July 2002, can be downloaded (31 pg, 1.7MB) from the NZBCSD website at www.nzbcscd.org.nz/project.asp?ProjectID=7

- **Richard Lauder**, CEO of Christchurch-based City Care and **Jacquie Sherborne**, HR Manager of Fonterra last month addressed the Local Government NZ Conference about the Youth Employment project, and gave "the business case" for participation in these issues.

Some of the **youth employment initiatives** envisaged by Business Council members may include: member businesses reporting against youth employment targets; employer mentoring; employer representation on school Boards of Trustees; school partnerships; sponsoring training courses and equipment; funding training delivery; scholarships, competitions and awards; employer organisations acting as hiring brokers; linking with school's careers advisory services; and involvement in pre-apprenticeship work skills programmes.

VOICE

on the EARTH SUMMIT 2002 in JOHANNESBURG

"The rich world is approaching the point at which "satiation turns into deprivation". Even if we were to forget the damage our growing economies inflict upon the environment, even if we were to ignore the conflict between our greed and the fulfilment of other people's needs, we should be able to see that economic growth in nations which are rich enough already is a disaster.

"Environmentalists have been fudging this issue for far too long. We have been demanding an accommodation between the unreconcilable objectives of ever-increasing wealth and environmental protection, an accommodation we call "sustainable development".

"We know that the world is already rich enough to meet all real human needs, but that this wealth is not trickling down from rich to poor. We know that while there is a desperate need for redistribution, further growth in the rich world is likely to make everyone more miserable. We know that wealth has been romanticised. Yet we are afraid to ask for what we really want.

"Unless we are brave enough to confront the notion that growth is good, the world will shop until it drops."

— **George Monbiot**

from his article "What do we really want?"
The Guardian 27 August 2002
(available at www.monbiot.com)

The Jobs Letter

DIARY

19 August 2002

Some university students have reportedly used their interest-free student loan money to invest in the share market. A Ministry of Education spokesperson says there was no evidence that indicated the practice was widespread and that the take up rate for student loans has not increased since the interest free loan policy was implemented.

20 August 2002

Finding young people with the skills to become an electrician is becoming more difficult, according to Ian Nunn whose job it is to fill electrical training places in the central North Island. Nunn says that electricians are getting older and not enough young people are taking up the trade.

— Powerpoint summaries of the NZBCSD presentations to the Local Government NZ Conference are available at www.nzbcscd.org.nz/story.asp?StoryID=153

- **Philanthropy NZ** reports that the total funding to the community sector comes to **more than \$1.6 billion annually**. This includes all funding from central and local government, philanthropic trusts, gaming and lotteries, personal donations, and bequests.

Central government funding accounted for 56% (\$920m), while personal donations from the public made up 17% (\$282m). The proceeds of gambling contributed 14% (\$222m) to the total, with philanthropic and grant making trusts making up a further 9% (\$143m) of funding.

Philanthropy NZ says that health and social services, followed by sport and recreation, then education and research are the biggest recipients of philanthropic and local government community funding. Two thirds of the proceeds from gambling fund the sport and recreation sector, and a further quarter fund health and welfare.

— The full Philanthropy NZ report (cost: \$35.00) can be ordered from Jolly Fernandes phone 04-499-4090 email jolly@philanthropy.org.nz.

- September 15-21 is the **Catholic Church's Social Justice Week**, and this year they are focussing on the theme of **refugees and migrants** in New Zealand. As in previous years, Caritas (the Catholic Agency for Justice, Peace and Development) has published a discussion booklet.

Caritas believes that all aspects of NZ society — community, business and government — should work with new settlers to ensure that they are able to **find meaningful employment**. *From the booklet:* "Employment is a major concern for new settlers. It is a key element necessary in the reconstruction of their lives, in regaining a sense of identity and of self-worth, and in integrating successfully into the community. In working environments people develop their language skills, broaden their understanding of "kiwi" society, develop crucial community networks, and, if they are lucky, develop further skills in their area of expertise.

" Through employment, new settlers are able to contribute in a meaningful way to the country that has offered them refuge or welcomed them as labour migrants. They often view employment as a way in which they can repay the hospitality they have received from their new country. For those who are unemployed, there are feelings of frustration, even shame and guilt."

— *"Welcoming the Stranger: Refugees and Migrants in the Modern World"* by Susan Atkin and Louise May for Caritas Aotearoa, (cost: \$4.50) available from P.O.Box 12-193, Thorndon, Wellington or caritas@caritas.org.nz

- As we go to press, the **government department briefing papers** to the incoming government are starting to appear on the internet. We'll include a full list of links in our next issue.

Here are the Briefing papers for Jim Anderton's **Ministry of Economic Development and Industry NZ:**

www.med.govt.nz/about/bim2002/advancing-econ-dev/

www.med.govt.nz/about/bim2002/eir-dev/

www.industry.govt.nz/about-us/publications/_reports/Briefing-to-Incoming-Minister-2002.pdf

The Jobs Letter

DIARY

21 August 2002

As many as 2,000 mentally ill people are homeless, and another 8,000 cannot find affordable or suitable accommodation according to *Mental Health and Independent Housing Needs* published by the Ministry of Social Development.

22 August 2002

Economic Development Minister Jim Anderton says he welcomes the establishment of the Auckland Regional Development Strategy group — which is the first time that every local authority in Auckland has co-operated on a large-scale, regional economic development initiative. Anderton also says he is making Auckland a priority for economic development in this term of office ... after having concentrated on the provincial regions of New Zealand over the last two years.

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

Research sources for the main items in The Jobs Letter are available in our internet edition at www.jobsletter.org.nz

GOVERNMENT WHO'S WHO 2002

— the Labour- Progressive Coalition Government Executive

EARLIER THIS MONTH, Prime Minister Helen Clark announced the line-up of the new Labour-Progressive Coalition executive. Labour's Maori MPs have secured six posts in the new line-up, and the full list of 28 ministers and undersecretaries makes this executive the biggest Ministerial grouping since 1990.

The 2002 line-up of employment and social services portfolios includes:

Ministers within Cabinet

Jim Anderton

Minister for Economic Development, Minister for Industry and Regional Development.

Steve Maharey

Minister of Social Services and Employment, Associate Minister of Education (Tertiary Education). Minister Responsible for Transition Tertiary Education Commission.

Parekura Horomia

Minister of Maori Affairs, Associate Minister of Social Services and Employment, Education, Fisheries, Forestry.

Paul Swain

Minister for Small Business, Associate Minister of Finance, Revenue and Economic Development.

Ruth Dyson

Minister for ACC, Minister for Women's Affairs, Minister for Disability Issues, Associate Minister for Social Services and Employment.

John Tamihere

Minister of Youth Affairs, Associate Minister of Maori Affairs, Commerce and Small Business.

Chris Carter

Minister of Local Government

Ministers outside Cabinet

Tariana Turia

Minister for the Community and Voluntary Sector, Associate Minister of Maori Affairs (Social Development), Associate Minister of Social Services and Employment (Social Services)

Rick Barker

Associate Minister of Social Services and Employment.

Dover Samuels

Associate Minister for Economic Development, Associate Minister for Industry and Regional Development.

Parliamentary under-secretary

Taito Phillip Field

Parliamentary under-secretary to the Minister of Social Services and Employment.

OTHER PARTIES

— EMPLOYMENT AND SOCIAL SERVICES SPOKESPEOPLE

National Party

Katherine Rich (Social Services and Employment), John Carter (Regional Development), Brian Connell (Associate Regional Development),

New Zealand First

Brian Donnelly (Education), Winston Peters (Economic Development), Jim Peters (Local Government, Regional Development), Barbara Stewart (Family, Social Services, Industry Training)

Act

Muriel Newman (Welfare), Donna Awatere Huata (Employment), Rodney Hide (Associate Welfare), Deborah Coddington (Business Development, Industry, Regional Development)

Green Party

Sue Bradford (Community & Volunteer Sector, Community Economic Development, Employment, Social Services), Rod Donald (Regional Development)

United Future

Paul Adams (Employment, Industry & Regional Development), Judy Turner (Social Services)

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To develop and distribute information that will help our communities create more jobs and reduce unemployment and poverty in New Zealand.

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