

Chapter 5

SUMMARY AND CONCLUSIONS

5.1 Discussion of Results

This thesis has looked at a variety of data and statistics in order to address the issue of the gender wage gap in New Zealand. Chapters 2 and 3 have shown statistics contrary to many generally held beliefs concerning differences between males and females. Chapter 2 showed the assertion that males perform at a higher level than females at secondary school and at universities was incorrect. It was found that at a secondary level, there were particular subjects which males performed better in than females, and vice-versa. Often, differences between the genders regarding performance in various subjects were not that pronounced. The apparent poor performance of females was also linked to issues of classroom participation and self-esteem, yet studies into these areas were inadequate and were easily rebutted by studies that showed the contrary.

At a tertiary level, particularly at universities, it is now females who are the predominate gender attending such institutions. Females make up the largest number of bachelor degree, Bachelors (Honours) and Masters enrolments. They are only slightly behind males in post-graduate diplomas and PhD enrolments although continuing trends will most likely see females overtake male numbers within a short time. Again, like secondary school, there are distinct subjects that each gender tends to enter. This distinction has become more blurred over recent years and will continue to do so. However, we must realise that innate difference between males and females will always produce a difference in what subjects they choose to enter.

Chapter 3 reiterated the fact that primary differences between the genders carry through to the choice of occupation to enter into. Both 'male occupations' and 'female occupations' are experiencing increasing numbers of the opposite gender entering such occupations. We further noted that this is often to the detriment of males as many 'female occupations' have become in greater demand due to the changing nature of the labour market.

When considering incomes, females continue to improve their position in relation to males. There has been marked progress regarding females receiving income in the higher brackets, along with becoming less associated with lower income brackets. Unavailable data at a more detailed level limits further analysis of direct comparisons of earnings between males and females of equal standing in the labour market. However, occupations entered into from those who attained some type of university degree have shown a continual decrease in the difference in earnings between the

genders. Still, there tends to be some difference in overall earnings between males and females. Some conclude that this is due to discrimination. Yet, others point to human capital, parental leave and family responsibilities, and compensating differentials as fundamental reasons why females on average earn less than males.

Given these explanations, one would conclude that some degree of difference in overall earnings would exist and would continue to be evident, in the short to medium term at least. However, the labour market is continually changing and the general statistics discussed in Chapter 3 are evidence of this. Therefore, would policies such as affirmative action and comparable worth help or hinder the position of all workers in the labour market? Issues and evidence raised in Chapter 4 suggest the latter. Furthermore, those who believe females are still being discriminated against contend that a labour market that is flexible and efficient would be to the detriment of females. The fact that the introduction of the ECA into New Zealand has occurred at the same time as females improving their overall position in the labour market suggests that a flexible and efficient labour market does not appear to adversely affect female employment.

We also have to ask whether such policies would only benefit females without affecting males. Again, this would not appear to be the case. Surely society would want females to succeed because they are good enough, not because they are given handouts that may disadvantage males in the labour market. Also, what would be considered an appropriate wage gap? Those who believe females are being discriminated against may argue that no gap is appropriate, but would that be possible to achieve, and if so, maintain? What if policies introduced resulted in reversing the wage gap to favour female employees? Would male groups begin pushing policies to be on an equal footing with females and receive favourable treatment so that the size of any wage gap is narrowed? Notwithstanding the fact that there will probably always be differences between the genders, in the labour market and society in general; the disadvantages of such policies outweigh the advantages.

Lastly, there are different statistics and policies aimed at identifying the plight of females in comparison to males in the labour market. It is interesting to note where this debate appears to be heading and what further research needs to be done. The gender wage gap appears to have developed, where the careers of its advocates depend on the continuing pursuit of identifying discrimination in the labour market. If one study fails to find evidence of discrimination, is the answer commissioning another one? Opposing views are one thing, misleading data and statistics are another. This thesis has shown that data do not often provide a correct answer. Policies should be designed for the current and future situation of males and females, not for the past situation. Policy makers must clearly acknowledge the difference between generations. Hence, more detailed data are required.

Often, the careers of those doubting the existence of discrimination in the labour market do not depend on the results of such findings. However, the careers of its advocates are dependent on such outcomes. The problem with such a powerful lobby

group is that there are limited numbers and opportunities for voices to be heard that report the increasingly positive statistics regarding females. This thesis goes some way towards rectifying this situation.

5.2 Limitations and Further Research

Whilst this thesis has looked at a variety of data concerning education, occupations and earnings, data at a more disaggregated level would provide more accurate results. This is especially true for various occupations males and females enter and earnings that they receive. This thesis has summarised many studies that suggest females have been discriminated against. However, when data is disaggregated, we have found their findings questionable.

In terms of further research, it would be interesting to apply more detailed data to see whether the position of females in the labour market is more improved than has been found in this thesis. Studies into the level of horizontal and vertical segregation using 4-digit level data would provide a more accurate account of the changing position of females in the labour force. Also, investigations into the earnings of males and females at different age brackets and given the categories of occupations would be useful, so that more direct comparisons can be made between the genders. However, if further analysis is to be attempted, not only would data need to be more disaggregated but it must become more freely available. One drawback is that data concerning earnings for New Zealand workers is not always publicly available or is expensive to attain. A change in policy by Statistics New Zealand to free up the confidentiality of such data would go a long way towards solving such problems.

APPENDICES

Appendix A: Occupational Classifications

All classifications for occupational categories a, b, c, d, e and f correspond to Smith (1981) who used the 1971 Census, ISCO and N.Z. Unit Group Codes.

- a) Professional and Technical:
The members of the following occupations were included in this group: 1, 3, 4, 5, 7, 8, 9, 11, 12, 12, 14, 15, 16, 17, 18 and 19.
- b) Administrative and managerial:
The members of the following occupations were included in this group: 20, 21, 31, 40, 50 and 60.
- c) Clerical:
The members of the following occupations were included in this group: 31, 32, 33, 34 and 39.
- d) Sales Workers:
The members of the following occupations were included in this group: 41, 43, 44, 45 and 49.
- e) Foremen, inspectors and supervisors:
The members of the following occupations were included in this group: 30, 35, 42 and 70.
- f) Manual workers:
36, 37, 38, 51, 52, 53, 54, 55, 56, 57, 58?, 59, 61, 62, 63, 64, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98 and 99.

Source: Smith, 1981.

Appendix B: EMLF and EFLF Occupational Listing.

Table 1: Number of the EMLF Employed at the 2Digit Occupational Level, 1971, 1976, 1981, 1986, 1991 and 1996

Occupation	1971	1976	1
Professional and Technical			
Physical scientists and technicians	3163	3355	2
Architects, engineers and technicians	22675	29948	25
Aircraft and ships officers	2823	3181	2
Life scientists and technicians	2718	3767	4
Medical, dental and veterinary workers	9362	11761	12
Statisticians, mathematicians, systems analysts and technicians	1291	1781	2
Economists	423	648	
Accountants	7196	9868	9
Jurists	2693	3471	3
Teachers	18639	22998	22
Workers in religion	2842	2796	2
Authors, journalists, and writers	1928	2123	2
Sculptors, painters (artists), photographers	2723	3050	3
Composers and performing artists	1095	1752	1
Athletes, sportspersons	709	848	
Professional, technicians n.e.c.	2094	4157	6
Total	82372	105500	104
Administrators and managerial workers			
Legislative officials and government administrators	625	770	
Managers (excluding those in wholesale and retail trade, catering And lodging services, and in farming)	26781	37370	41
Total	27405	38140	42

Appendix B (Table 1) continued...

Occupation	1971	1976	1
Clerical workers			
Clerical supervisors	4063	5531	5
Government executive officials	4638	5433	6
Stenographers, typists and card-and-tape-punching machine operators	530	464	
Bookkeepers, cashiers	13804	14560	14
Computing machine operators	598	846	1
Transport and communication supervisors	5850	6201	6
Transport conductors	637	555	
Mail distribution clerks	2241	2133	2
Telephone and telegraph operators	1579	1270	1
Clerical n.e.c.	36511	33593	28
Total	70449	70584	67
Sales workers			
Managers (wholesale and retail trade)	16034	14941	14
Working proprietors (wholesale and retail trade)	8323	11992	10
Sales supervisors, and buyers	8026	6853	4
Technical sales staff, commercial travellers, and manufacturers agents	12999	13383	13
Insurance, real estate, securities and business services salespersons, and auctioneers	9806	10587	10
Salespersons and shop assistants	22204	21209	23
Sales workers n.e.c.	91	113	
Total	77481	79076	77
Service workers			
Managers (catering and lodging services)	1995	2219	2
Working proprietors (catering and lodging services)	3147	3718	3
Housekeeping and related service supervisors	256	290	

Appendix B (Table 1) continued...

Occupation	1971	1976	1
Cooks, waiters/Waitresses, bartenders	6438	6641	6
Housestaff and related housekeeping service workers n.e.c.	1072	763	1
Building caretakers, charworkers, and cleaners	5751	6475	7
Launderers, drycleaners, and pressers	1265	1050	1
Hairdressers, barbers, beauticians	1516	1069	1
Protective service workers (including armed forces)	18303	21199	22
Service workers n.e.c.	3391	4032	4
Total	43131	47454	51
Agricultural, animal husbandry, and forestry workers, fishermen, and hunters			
Farm managers and supervisors	5801	5432	3
Farmers	58907	57352	59
Agricultural and animal husbandry workers	39666	36625	40
Forestry workers	5343	6745	9
Fishermen and hunters	3399	3530	4
Total	113115	109684	117
Production and related workers, transport equipment operators, and labourers			
Production supervisors, overseers and general foremen/forewomen (non-clerical) and excluding agriculture, transport, sales and service supervisors, overseers and Foremen/forewomen.	13150	17855	16
Miners, quarrymen, and well-drillers	2704	2154	1
Metal processors	2512	2711	2
Wood preparation workers and paper makers	7576	8661	9
Chemical processors	2298	1920	1
Spinners, weavers, knitters, dyers	5526	4624	3
Tanners, fellmongers, and pelt dressers	1318	859	

Appendix B (Table 1) continued...

Occupation	1971	1976	1
Food and beverage processors	36851	38456	39
Tobacco preparers and tobacco product makers	163	142	
Tailors, dressmakers, sewers, and upholsterers	4775	4890	4
Shoemakers and leather goods makers	2156	2035	1
Cabinet makers and related woodworkers	4907	5607	5
Stone cutters and carvers	197	198	
Blacksmiths, toolmakers, and machine tool operators assemblers	6778	7089	7
Machinery fitters, machine assemblers, and precision instrument makers (except electrical)	46492	50622	50
Electrical fitters and electrical and electronics workers	23315	26738	29
Broadcasting station and sound equipment operators and cinema projectionists	333	403	
Plumbers, welders, sheet-metal and structural metal preparers and erectors	22491	25628	23
Jewellery and precious metal workers	661	843	
Glass formers and potters	2307	2364	2
Rubber and plastics products makers	4081	4528	4
Paper and paper-board products makers	848	616	
Printers	8318	8462	8
Painters	12313	14212	13
Production and related workers n.e.c.	2832	3282	4
Bricklayers, carpenters, and other construction workers	44332	53545	40
Stationary engine and related equipment operators n.e.c.	3284	3221	3
Material handling and related equipment operators, dockers, and freight handlers	38188	37326	34
Transport equipment operators	41302	41084	37
Labourers n.e.c.	25254	34563	38
Total	367256	404630	392
Total – All Occupations	781209	855067	853

Note: The above table was constructed using 2-digit part-time and full-time occupational data comprising of 80 occupations which wa
Source: Statistics New Zealand.

Table 2: Number of the EFLF Employed at the 2Digit Occupational Level, 1971, 1976, 1981, 1986, 1991 and 1996

Occupations	1971	1976	19
Professional and Technical			
Physical scientists and technicians	1353	1608	11
Architects, engineers and technicians	1077	1788	14
Aircraft and ships officers	4	24	
Life scientists and technicians	1624	2554	27
Medical, dental and veterinary workers	23241	31210	349
Statisticians, mathematicians, systems analysts and technicians	252	441	7
Economists	56	124	2
Accountants	277	777	11
Jurists	52	71	3
Teachers	27679	33484	344
Workers in religion	511	400	7
Authors, journalists, and writers	731	1012	12
Sculptors, painters (artists), photographers	1009	1319	18
Composers and performing artists	1240	1585	16
Athletes, sportspersons	170	179	3
Professional, technicians n.e.c.	1811	3732	63
Total	61083	80304	895
Administrators and managerial workers			
Legislative officials and government administrators	13	50	
Managers (excluding those in wholesale and retail trade, catering and lodging services, and in farming)	1072	3026	38
Total	1085	3075	39

Appendix B (Table 2) continued...

Occupations	1971	1976	19
Clerical workers			
Clerical supervisors	468	1611	24
Government executive officials	193	459	6
Stenographers, typists and card-and-tape-punching machine operators	35138	39269	363
Bookkeepers, cashiers	17484	27143	340
Computing machine operators	6820	6421	59
Transport and communication supervisors	153	279	5
Transport conductors	2	5	
Mail distribution clerks	1593	1952	23
Telephone and telegraph operators	5754	5867	59
Clerical n.e.c.	48882	61394	690
Total	116486	144397	1573
Sales workers			
Managers (wholesale and retail trade)	2304	2963	42
Working proprietors (wholesale and retail trade)	4144	875	73
Sales supervisors, and buyers	872	1028	11
Technical sales staff, commercial travellers, and manufacturers agents	332	1033	25
Insurance, real estate, securities and business services salespersons, and auctioneers	410	914	17
Salespersons and shop assistants	33670	39730	422
Sales workers n.e.c.	41	43	1
Total	41771	46586	594
Service workers			
Managers (catering and lodging services)	1204	1570	17
Working proprietors (catering and lodging services)	2272	2906	34
Housekeeping and related service supervisors	3064	2951	26

Appendix B (Table 2) continued...

Occupations	1971	1976	19
Cooks, waiters/Waitresses, bartenders	14152	15594	176
Housestaff and related housekeeping service workers n.e.c.	10890	10715	120
Building caretakers, charworkers, and cleaners	6675	9184	80
Launderers, drycleaners, and pressers	394	2596	26
Hairdressers, barbers, beauticians	4773	4837	50
Protective service workers (including armed forces)	886	1139	18
Service workers n.e.c.	6532	8206	103
Total	50841	59695	655
Agricultural, animal husbandry, and forestry workers, fishermen, and hunters			
Farm managers and supervisors	73	191	1
Farmers	6616	10450	145
Agricultural and animal husbandry workers	12097	13434	178
Forestry workers	42	120	3
Fishermen and hunters	45	86	2
Total	18872	24280	331
Production and related workers, transport equipment operators, and labourers			
Production supervisors, overseers and general foremen/forewomen (non-clerical) and excluding agriculture, transport, sales and service supervisors, overseers and foremen/forewomen.	1015	1764	18
Miners, quarrymen, and well-drillers	1	2	
Metal processors	123	166	1
Wood preparation workers and paper makers	207	372	5
Chemical processors	318	345	4
Spinners, weavers, knitters, dyers	4520	3871	31
Tanners, fellmongers, and pelt dressers	167	232	2

Appendix B (Table 2) continued...

Occupations	1971	1976	19
Food and beverage processors	3991	4709	53
Tobacco preparers and tobacco product makers	363	321	2
Tailors, dressmakers, sewers, and upholsterers	29363	20914	193
Shoemakers and leather goods makers	2962	2792	27
Cabinet makers and related woodworkers	214	489	4
Stone cutters and carvers	2	9	
Blacksmiths, toolmakers, and machine tool operators assemblers	618	649	6
Machinery fitters, machine assemblers, and precision instrument makers (except electrical)	1040	1969	15
Electrical fitters and electrical and electronics workers	2223	3589	31
Broadcasting station and sound equipment operators and cinema projectionists	99	105	1
Plumbers, welders, sheet-metal and structural metal preparers and erectors	790	731	5
Jewellery and precious metal workers	185	269	2
Glass formers and potters	501	708	7
Rubber and plastics products makers	1830	1863	15
Paper and paper-board products makers	718	473	3
Printers	2724	3040	35
Painters	162	268	4
Production and related workers n.e.c.	1800	1880	31
Bricklayers, carpenters, and other construction workers	9	165	1
Stationary engine and related equipment operators n.e.c.	4	13	
Material handling and related equipment operators, dockers, and freight handlers	8150	8338	82
Transport equipment operators	1198	1999	22
Labourers n.e.c.	2374	6724	90
Total	67665	68761	703
Total – All Occupations	357801	427096	4792

Note: The above table was constructed using 2-digit part-time and full-time occupational data comprising of 80 occupations which was then c
Source: Statistics New Zealand.

Appendix C: Worker Earnings Equations.

- 1) Average hourly ordinary time earnings = total ordinary time pay divided by total ordinary hours.
- 2) Average weekly ordinary time earnings = total ordinary time pay divided by (full-time employees + ½ part-time employees).
- 3) Average weekly earnings = total pay divided by (full-time employees + ½ part-time employees).

Source: Department of Labour.

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