

Flexible Work in NZ: 1500 Jobs on Getaflex



Flexibility + Talent = Tomorrow's Workforce

INTRODUCTION

Kia ora, and welcome to this first report of flexible jobs advertised on Getaflex.

The mission of Getaflex is to enable all people in Aotearoa to progress a professional, flexible career regardless of age, gender, industry or geographic location.

We aim to increase professional work opportunities:

- across all industries
- throughout New Zealand
- offering different types of flexibility

Getaflex tracks down and brings together flexible working opportunities onto a consolidated job platform.

This includes full job advertisements direct from employers, and a summary of jobs found on industry and employer websites.

Based on analysis of the first 1500 jobs advertised on Getaflex (from January-June 2018), this report is designed to provide insight into New Zealand's professional, flexible job market (jobs requiring tertiary qualifications, and/or equivalent experience).

By tracking results over time, we can assess progress, including improving opportunities across different industries, various parts of the country and types of flexibility.

The 1500 jobs were advertised by 298 different employers, with a strong representation of large organisations and a variety of smaller companies.

Our partner employers contribute significantly to the Getaflex job database, but these are also some of NZ's leading flexible employers (*listed on final page*).

Despite the high demand for flexible work, the vast majority of advertised vacancies in New Zealand remain full-time traditional roles.

Progressive employers are starting to advertise flexible work, and we need the rest of our workforce to follow.

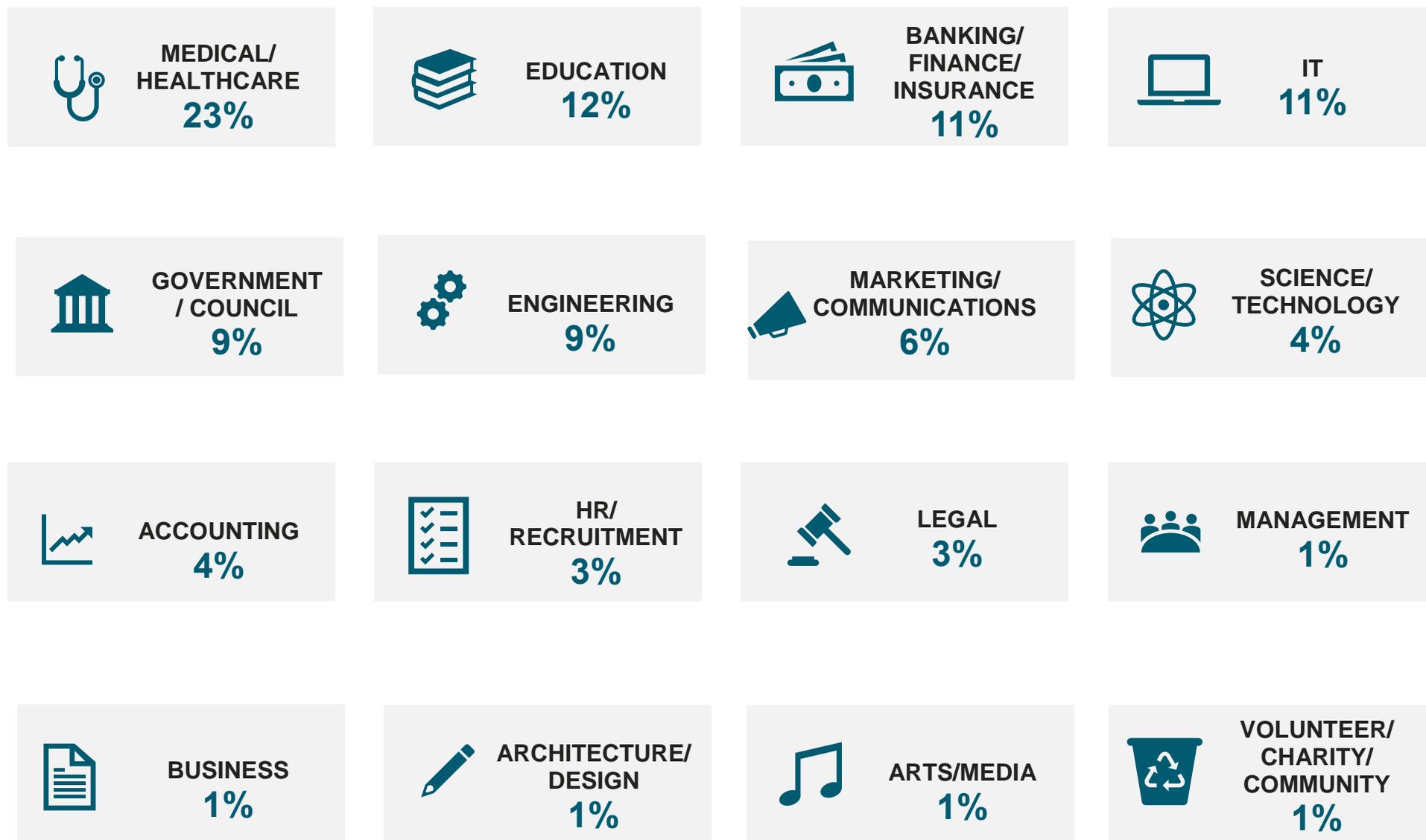
Thank-you to Alina Manko, who provided valuable analysis for this report, volunteering through the Social Change Collective.

What is Flexible Work?

Flexible working arrangements refers to flexibility over the time and/or place of work – outside the traditional office-based, Monday-Friday, 9-5.

It can take many different forms: part-time, remote working, flexi-hours, job share, term work and short term.

FLEXIBILITY BY SECTOR



KEY ISSUES

The main sector offering flexibility is Medical & Healthcare, which includes GP, Psychologist and Dentist positions.

This is followed by Education (primarily tertiary level), Banking Finance & Insurance, and IT. Many of NZ's major banks now offer flexible work options.

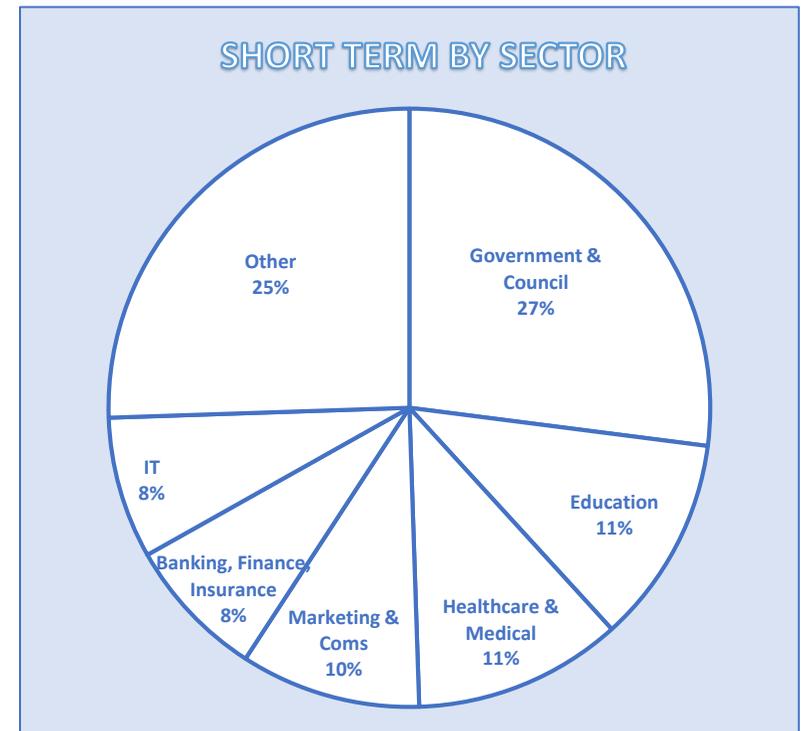
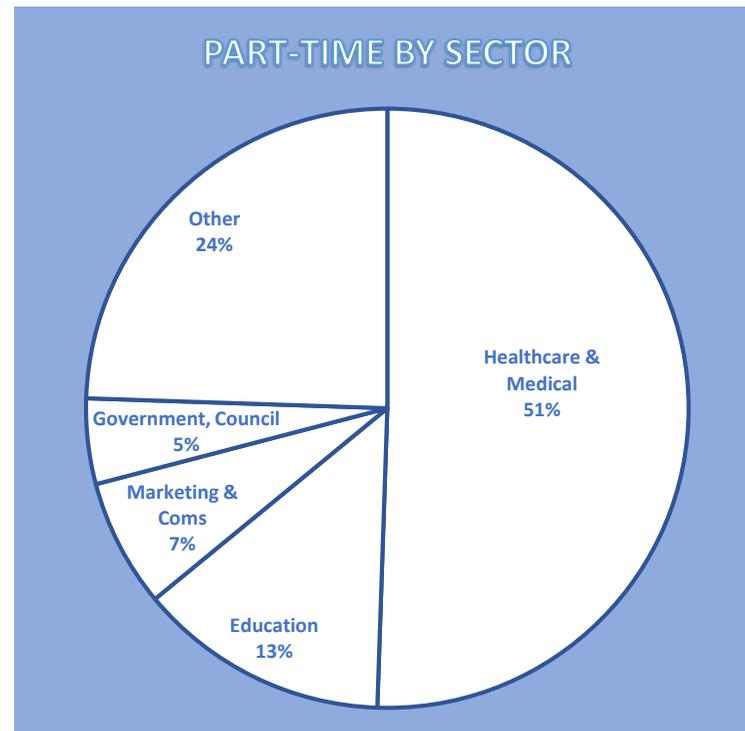
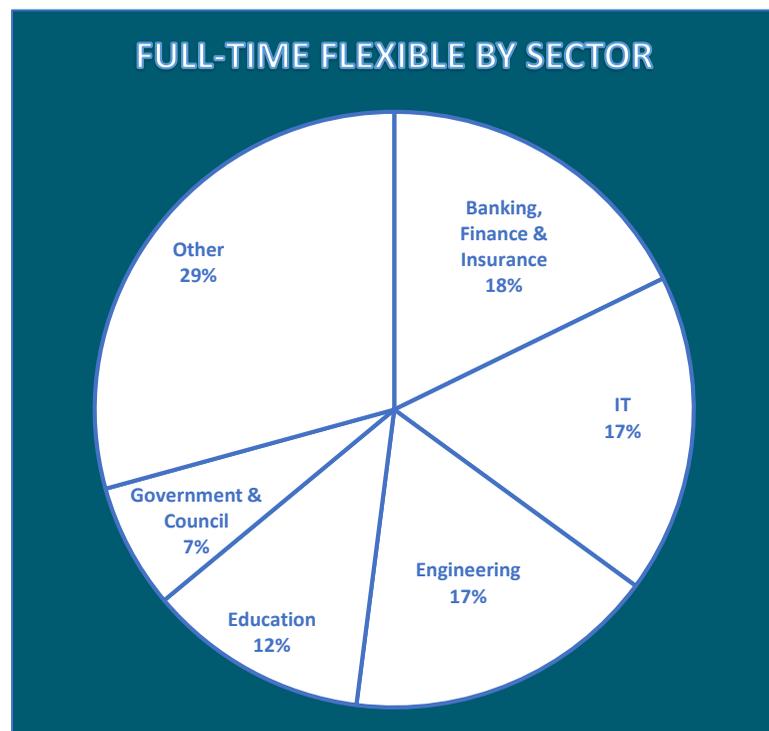
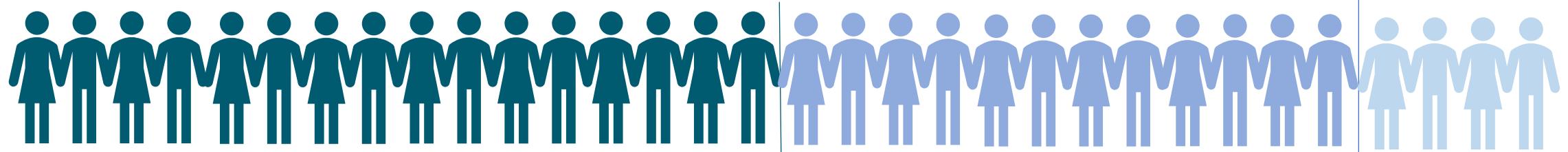
Sectors facing skill shortages such as IT and Engineering are increasingly offering flexible work to attract diverse talent.

TYPE OF FLEXIBLE WORKING

FULL-TIME FLEXIBLE
49%

PART-TIME
38%

SHORT TERM
13%

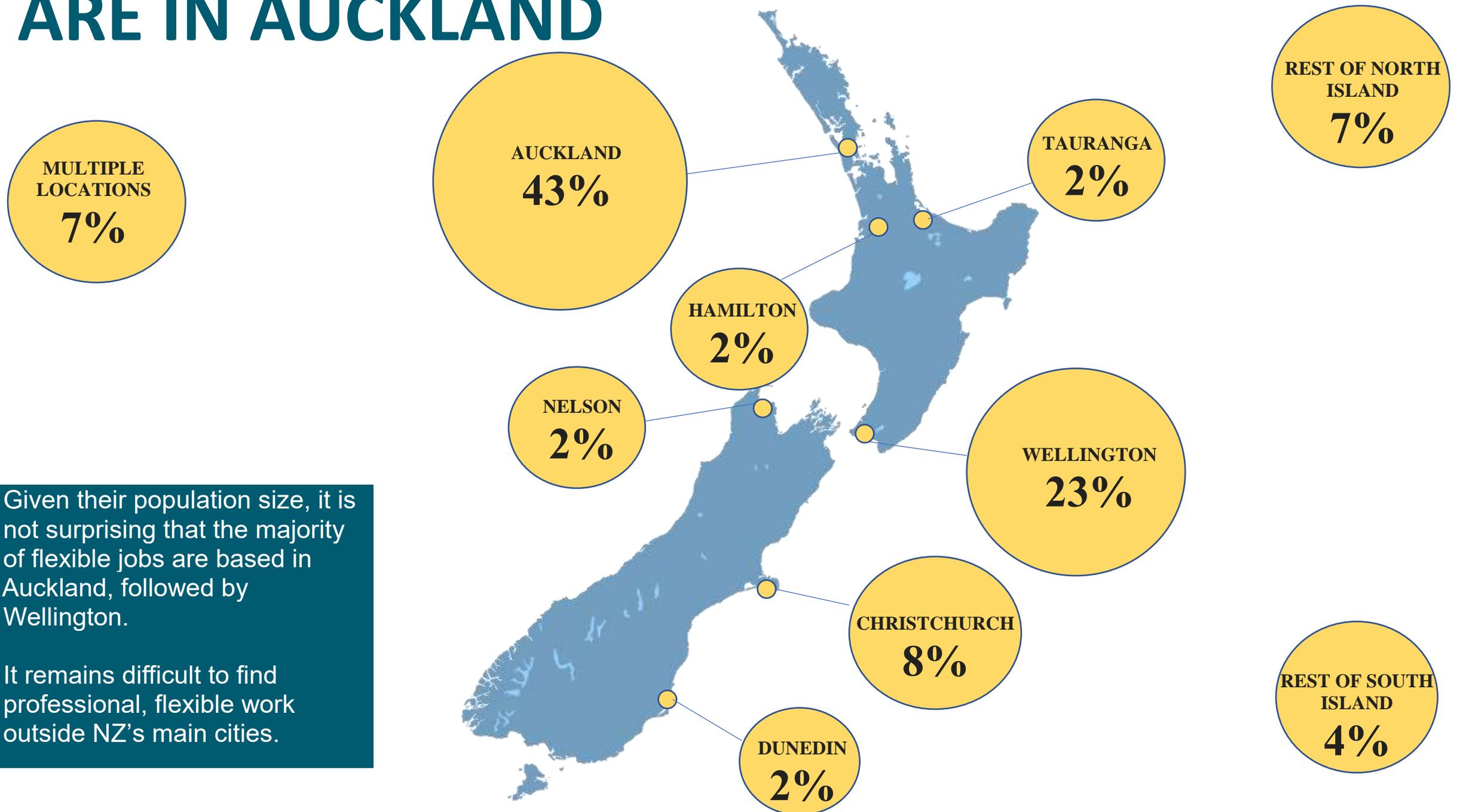


FULL-TIME FLEXIBLE

	FULL-TIME FLEXIBLE	66%
	FLEXI-HOURS + REMOTE WORK	21%
	FLEXI-HOURS	8%
	REMOTE WORK	4%
	TERM WORK	1%

Most full-time jobs are simply listed as flexible working, without indicating the type of flexibility. When flexibility is specified, the most common option is flexible working hours, followed by remote working. Only one employer has offered term work. Specifying the type of flexibility provides greater transparency for job-seekers.

MAJORITY OF FLEXIBLE JOBS ARE IN AUCKLAND



Given their population size, it is not surprising that the majority of flexible jobs are based in Auckland, followed by Wellington.

It remains difficult to find professional, flexible work outside NZ's main cities.

CONCLUSION

It's fantastic that progressive New Zealand employers are starting to advertise flexible jobs. We really appreciate the support of our partner employers, and other businesses that have advertised directly on Getaflex.

But, it is still very difficult to find professional flexible work, particularly outside NZ's main cities.

Professional part-time jobs are scarce, and need to be expanded into industries outside of medical and healthcare.

In the absence of flexible jobs, people are unable to advance a flexible career, and may choose to stay out of the workforce, or are stuck at their current career level.

This results in skill underutilisation, at a time when many New Zealand industries face severe skill shortages.

Without opportunities to progress a flexible career, the talent pipeline is reduced, with a negative impact on the number of women in senior leadership and gender pay gap.

New Zealand's workforce is changing, with an ageing workforce, fewer younger workers, more women working, and the rise of new technology.

Employers that are adapting to these changes and advertising flexible work, have a competitive advantage in attracting talent in a tight labour market.

Further business benefits include higher levels of staff engagement, reduced staff stress, improved productivity and higher retention rates.

Growing the number of professional, flexible vacancies is critical to enable a truly diverse and inclusive NZ workforce.

Together, we can change the way that New Zealanders work for the better!

ACTION FOR EMPLOYERS

1. Mainstream flexible work across your organisation for everyone.
2. Consider job design – understand where, when and what output a job involves, to attract top candidates.
3. Mention that you are open to flexible working on job vacancies – it provides the basis for a discussion with candidates.
4. Take a YES approach to flexible work – looking at how to make a request work.
5. Advertise your professional, flexible jobs on **Getaflex!**

PARTNER EMPLOYERS



TRANSPower



Paymark

MinterEllisonRuddWatts



www.getaflex.co.nz