

ARCH 70911

TASK FORCE ON CLOSURE OF FORD MOTOR VEHICLE ASSEMBLY PLANT AT SEAVIEW

REPORT OF THE TASK FORCE TO:

**The Wellington Regional Council
The Minister of Works and Development
The Minister of Regional Development
The Minister of Trade and Industry
The Lower Hutt City Council**

AUGUST 1987

The availability of a booklet which provides guidance to workers when they are ready to seek assistance, should increase the use of those provisions made by Government and other agencies.

- 3.4 Management of Unemployment: Based on the experience of previous factory closures in the area, the Department of Labour expects only a proportion of the current Ford workforce to register as unemployed. When Motor Corp and General Motors closed, only around one quarter of the redundant workforce registered with the Department in each case, although at that time Ford were still hiring. The Department estimate that only half the jobs advertised in the newspapers are registered with the Department and that most vacancies are in any case filled by personal recommendation without any advertising at all. The Ford Company has made it possible for people to attend job interviews during work time.
- 3.5 Retraining: There are a number of strategies which have either been implemented or are being planned to help workers to find other employment.
- 3.6 One of the main ways in which people can improve their chances of re-employment is to increase their level of skills. Ford have 103 workers currently undergoing heavy traffic vehicle training and plans for a further course in forklift driving if there is a demand from the workers. A small number of workers have attended courses in welding and computers at Petone Technical College.
- 3.7 The type of training being offered by the Company, however, has received criticism from some quarters. It has been questioned whether it is useful to train such a large number of workers to acquire a skill which is not likely to be marketable.
- 3.8 The Department of Labour is willing to provide an employment officer at the plant so that workers can register for work or retraining as appropriate. Alternatively the Department would be prepared to open the office on a Saturday morning for the Ford workers to register as a group. The Department can also provide a vocational guidance counsellor at the work site. Practical arrangements will be made when Ford have decided on the dates for further redundancies.
- 3.9 The Department of Maori Affairs is particularly concerned to locate those workers with trade qualifications who could be used as tutors in the ACCESS training scheme. Some of the younger workers may also be eligible for retraining under the ACCESS scheme and this service could be offered through Department of Maori Affairs' personnel.
- 3.10 Twenty-five per cent of the respondents to the questionnaire expressed an interest in co-operatives. The Hutt Unemployed Workers' Union and the local Department of Labour have some experience in these enterprises but a lack of resources has precluded any action to date. Several Local Authorities in the Region have been reluctant to provide funding for community based initiatives. It has been argued that since the expectations of some workers were raised by this question in the Task Force Survey, some further work to investigate the possibility of establishing co-operatives should take place. Specific discussions are required with workers in order that the nature of co-operatives is fully understood.

- 3.11 Managing the Impacts on Housing: If workers experience a drop in income existing mortgage or rental commitments will take a disproportionately large share of their disposable incomes and it is likely that hardship and stress will be experienced by some families. This may be exacerbated by the recent move by the Housing Corporation to charge market rents.
- 3.12 Nevertheless, for those renting or buying through the Housing Corporation, flexible procedures to cope with hardship are "available", but, unfortunately, these are not always viewed as being "accessible" in that they often involve unfamiliar official procedures. The Department of Maori Affairs is also keen to contact those employees who have housing finance through the Department (8 per cent of those with mortgages) through an office at the plant. Nonetheless, financial difficulties and the need to deal with them are likely to add to an already stressful family situation.
- 3.13 The Anglican Family Centre and agencies which provide emergency housing have expressed particular concern that homelessness will occur because families will no longer be able to afford the rents in the private sector, \$180 per week for a two bedroom house and \$260 for a three bedroom house in the Wellington area (New Zealand Housing Corporation 1987, figures from a survey of advertised rentals in newspapers). Although those workers who rent State housing or who are purchasing their home with a loan from Housing Corporation or Maori Affairs have a relatively secure home and can have their payment level reviewed to cope with a reduced income, those workers renting in the private sector have to pay rent at the current level or find alternative accommodation. The latter course of action is likely to involve an increase in rent. Accommodation benefits of up to \$40 per week for a single person or \$58 per week for a married person or solo parent are available from the Department of Social Welfare, although the lengthy procedures for the verification of assets can be stressful.
- 3.14 The Housing Corporation operates a merit system by which eligibility and need for rental accommodation is assessed. The system is currently being reviewed. The waiting list for rental accommodation in the Lower Hutt Office of the Housing Corporation as at 31 March 1987 was 348 with 23 of these being classed as urgent cases with over 50 "points". Therefore, only the families in this category can expect to move quickly into Housing Corporation housing to avoid the high rents in the private sector.
- 3.15 It is suggested that the Housing Corporation be made aware of the need for flexibility in both their rental and mortgage operations in order that changes in circumstances can be easily and sensitively dealt with.
- 3.16 The Department of Social Welfare can also expect an increase in demand for rental subsidies and should similarly be made aware of the stressful situation which some of the families of the Ford workers are likely to face.
- 3.17 Managing the Impacts on Families and Education: It is important when looking at the impacts of a closure such as Ford to realise that a ripple effect is likely with the entire family being plunged into a stressful situation.

This has implications for health and education services.

- 3.18 Children are likely to require special, skilled attention. Yet the current system of teacher allocation is based on the size of school rolls and not on the special needs of the children. Some of the children at schools like Randwick in Moera and Fernlea in Wainuiomata, where the size of the school rolls has dropped substantially, are likely to belong to families adversely affected by the Ford closure and some are likely to need more individual attention. Additional criteria, beside that of pupil numbers, are required to assess the staff requirement of a school, especially when staff of Psychological Services, Department of Education, report that they are already working to capacity.

4. SUMMARY AND CONCLUSIONS

- 4.1 The closure of Ford should be seen as a continuation of the general decline of manufacturing industry in the Wellington Region. The communities affected by this closure are already expressing anxiety and lack of confidence in the future. The closure can only exacerbate this.
- 4.2. There are unlikely to be major changes to the structure of the communities as a result of the Ford closure. No net migration is anticipated. Consequently, local retailers and services' providers should not suffer a significant reduction in business.
- 4.3 It does not follow, however, that demands or services such as health and education will remain unchanged. The stress which the closure will bring to an indeterminate number of families will place extra pressure on these services.
- 4.4 The most significant impacts of the closure will be on the personal lives of those workers who remain unemployed for a long period, and on their families. It is difficult to predict the likelihood of the remaining Ford employees finding suitable alternative employment. However, it can be expected that some will be unemployed for a period of time or that they will displace other job seekers, thereby causing hardship for other families.
- 4.5 The establishment of the Task Force, the lengthy notice of closedown given by Ford, and the actions undertaken by the Company to assist workers find re-employment have made it possible to avoid many of the adverse effects of closedowns reported by Peck in her survey of the literature.

5. RECOMMENDATIONS

- 5.1 After a brief consultation with the agencies listed in Appendix 5.1, it is suggested that Ford employ a community development officer in both Porirua and Lower Hutt, and that Local Authorities be approached to provide suitable bases and supervision for these workers. They should commence their work prior to the closure as those likely to need help will be accessible. A review of studies of closedowns (Peck 1985) argues that every study reports a lack of communication between those who needed assistance and those who could provide it, and suggests that a community officer could provide the vital link between these two groups.

- 5.2 New Zealand Motor Corporation has set a precedent in the immediate area as it employed a community development officer for one year after its closure to help ease the situation for workers. The intention was for the community worker to assess the needs of the redundant workforce and assist workers to approach the appropriate helping agencies, as well as to provide encouragement for self-help initiatives. Petone Borough Council financed the continuation of this work for another six months. It would be desirable, especially in view of the fact that the helping agencies in the area have reported that they are overburdened and under-resourced, if that situation could be repeated, although with the workers commencing prior to the closure. This would surely ameliorate what for some will almost certainly be a stressful situation. The Union representative at the time of the New Zealand Motor Corporation closure has said that although half of this workforce had found jobs at the time of the closure, the remainder took up to a year to find employment. He noted that many workers and their families experienced hardship for a considerable period after the plant closed.
- 5.3 In addition to the appointment of community workers in Porirua and Lower Hutt it is further recommended that:
- (1) the Ford workers be encouraged to retrain and learn new skills or enhance existing skills. It is important that the retraining be geared towards the labour market or that, at the least, it is designed to raise self-esteem;
 - (2) investigations be made into the possibility of assisting redundant workers to establish work co-operatives and that Local Authorities reconsider their policies of support for community enterprise initiatives;
 - (3) the Housing Corporation reviews its capacity and procedures for restructuring mortgage and rental payment schedules;
 - (4) the capacity of both Psychological Services, Department of Education and the Wellington Hospital Board to cope with an increase in clients be reviewed and that other criteria, such as stress levels of pupils, be used for assessing staff numbers in schools;
 - (5) a review of the resources and training needs of voluntary agencies (e.g. budgeting services) be carried out to enable them to cope with an increase in demand for their services.

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APPENDIX 5.1

COMMUNITY BASED RESOURCES FOR MANAGING THE IMPACTS

1. LOWER HUTT

Lower Hutt City Council Community Services

This agency exists to facilitate and encourage the development of communities in Lower Hutt. The agency puts people into contact with organisations and organisations in touch with each other. To help in this process of communication, a register of community organisations is maintained. The very positive approach of the workers to the possible impacts of the closure is to suggest a range of community development work in which redundant workers could be involved. This would provide positive benefits both for the community and the individual.

The Anglican Family Centre

The Centre provides counselling and advice on the full range of welfare related issues. Because of its high profile in the community, resources are severely stretched. The Centre has been represented on the Task Force and will be one of the agencies bearing the brunt of the increased poverty which the staff feel that the closure will cause in the area.

Hutt Unemployed Workers' Union

In addition to representing the interests of the unemployed the Union acts as a listening and support service and organises education and training where a demand exists and as far as their limited resources allow.

Women's Refuge

As in Porirua, the number of places available fluctuates. Resources are thus limited but the demand is met. A representative of the refuge said that unemployment was one of many factors which exacerbated violence against women. Based on experience of previous closures, she did not expect the Ford closure to cause a significant increase in the numbers of women coming to the refuge. This was not the experience in Whangarei where the refuges experienced a substantial increase in demand after the wind down of the Marsden Point Refinery Expansion. (Hobbs and Riwahi 1986)

Citizens' Advice Bureau

See below under Porirua.

Marriage Guidance

This agency is a counselling service for people in relationships. Twenty-five per cent of the workload comes from referrals from the Family Court. Currently courses are running for people on their own because of death, divorce or separation, for young couples, for parents and for men who want to deal with their violence. There are no fees for the counselling services but donations are welcomed.

The staff are all voluntary and currently the resources are adequate to meet the demand. The agency would be able to set up a group programme if there was a demand from the Ford workforce.

Child and Family Clinic

The resources of this agency are currently fully committed. Demands for service have to be prioritised and there is a waiting list. This is the same position as the Psychological Services section of the Education Department. This suggests that there are very limited resources available for children who find themselves casualties of stress in families which may be exacerbated by the closure.

Hillview Mental Health Project

Studies have suggested that unemployment can be a contributory factor in the development of mental illness. (Abbott 1982). There is currently a four week waiting list for admission to this agency and thus limited resources to deal with any mental health problems arising from the closure.

Samoan and Cook Island Associations

These Associations have been very recently formed in Lower Hutt. The community worker feels that these signify a very positive development for the future and need to be encouraged and supported. More practically, members need training in a range of community development skills to help them further the aims of their Associations.

2. PORIRUA

Community Health Project

This agency provides counselling in the areas of preventative health care and domestic violence in particular but, in practice, opens its doors to anyone who wants to talk about a problem. Most of the volunteer workers are women, but recently more men have been offering their services. The level of resources fluctuates according to the numbers of volunteers available.

Community Law Centre

This Centre is funded by the Justice Department and by grants and donations from charities and private organisations. Free legal advice and advocacy is offered. Help is given with completing forms for claiming unemployment and welfare benefits.

Women's Refuge

A place for women who need to get away from a violent partner. The refuge is particularly busy after the Christmas holidays and otherwise the level of use fluctuates in an apparently random pattern.

National Society for Drug Dependence : Aspell House

The NSDA operates a treatment centre in Plimmerton which offers residential treatment for people dependent on alcohol and drugs. The centre is currently full with a waiting list of seven.

People are referred by a variety of agencies, including Social Welfare, doctors, the Courts and the NSAD's field officers and from all over the country. There is a national lack of resources for the residential treatment of dependence.

Alcoholics Anonymous and Narcotics Anonymous

These organisations hold weekly meetings in Aspell House. They also operate in Porirua and in Lower Hutt. The meetings take the form of group discussion and are open to anyone. However, extra resources would be required to deal with any demand which might occur as an indirect result of the Ford closure. Research has shown a strong relationship between alcohol and domestic violence, so a rise in alcohol abuse, in particular, could impact on the women's refuges.

Citizens' Advice Bureau

The Bureau directs people to an agency or organisation which best meets their needs. Advice on budgeting is available from the Bureau directly. This often involves renegotiating payment plans with finance companies or other creditors.

Maatua Whangai

People are referred to Maatua Whangai by a variety of agencies. In addition, the organisation will help people who need court representation or representation before other Government agencies. Courses in anger management and alcohol management are currently in operation. The agency also tries to help people find emergency accommodation. The agency deals mostly with Maori people but offers assistance to people of any ethnic group.

3. WAINUIOMATA

The Community Activities Officer can put people who come to her with problems in touch with the appropriate agency. This is usually in Lower Hutt so there can be transport problems. The range of community services available in Wainuiomata is limited. Some free advice on legal problems and budgeting is available from the Community Activities Officer in Wainuiomata. The Officer did not expect the Ford closure to result directly in more people coming to her with problems. Most of the people who come to her for help are women who have been the victims of violence from their partners over a long period of time. Most of these women are Pakeha. Samoan women are more likely to go to their church for help, Maori women to the Kokiri at Seaview. This view is supported by the data reported in Chapter 3 that 75 per cent of Pacific Island workers belong to community clubs or organisations.

4. PETONE

A list of community organisations is maintained by the local council. Many of the groups make use of the Community House which also houses the Citizens' Advice Bureau and is used by the Family Counselling and Probation Services from Lower Hutt as a branch office. Around 17 per cent of the Ford workforce live in Petone. Three quarters of these workers live in rental accommodation and a considerable proportion of this will probably be in the private sector since there is a significant private rental sector in Petone.

According to the community worker, Petone is a close knit and friendly community. However, at the same time, it is changing due to urban redevelopment, family homes being replaced by units for superannuitants, industrial relocation and a small but significant section of the population which is transient. The Ford closure will contribute to this change. At the same time, an estate agent says there is an increasing demand for "character homes" in Petone from young couples who cannot afford the prices of a similar house in the city suburbs of Wellington.

5. BUDGETING

The experience of other closures suggests that there will be an increased demand for budgeting advice as a result of the closures. Advice is currently available in all of the communities, usually from the Citizens' Advice Bureau as well as from some other agencies. It is important that the workforce are aware of this service and that there is an adequate supply of trained budget advisors to meet this need. If the provision of this service was co-ordinated, resources could be employed most efficiently. Since budget advisors are in short supply, the role of the community development officer could be to work with these advisors to set up self-help support groups.

APPENDIX 5.2

DEMAND FOR SERVICES BY AREA OF RESIDENCE

This data was collected from the yellow sheets at the end of questionnaire.

	Lower Hutt	Porirua	Wainuiomata	Petone	Wellington	Upper Hutt	Stokes Valley
Department of Labour	22	25	18	11	8	2	3
Social Welfare	15	19	8	9	6	2	2
Citizens' Advice	9	15	7	7	3	-	4
Housing Corporation	12	15	5	8	2	2	2
Anglican Social Services	8	13	3	6	2	-	2
Lower Hutt City Council	8	7	5	5	2	-	2
Maori Affairs	6	4	4	2	4	1	1
Internal Affairs	5	5	3	1	2	1	1
Pacific Island Affairs	2	8	1	2	3	-	-

These figures represent the total number of requests for service. Several individuals requested help from a number of agencies. The yellow pages were completed for 50 per cent of the questionnaires.

The details of the requests for service have been circulated to the appropriate agencies. It is not possible to draw statistically significant conclusions about the distribution of the demand for services from this data. (There was a relatively high rate of response from the Pacific Islanders on the workforce and there is a demand for services in Porirua where a large Pacific Islander community lives).

CHAPTER 6

CONCLUSIONS AND RECOMMENDATIONS

1. CONCLUSIONS

- 1.1 The impacts of the closure are likely to be variable with respect to both their incidence and their timing. The report as a whole contains a wide range of findings which in themselves amount to conclusions. The main conclusions have been extracted from each chapter and are set out as follows:

(1) Conclusions from Chapter 2 : Social and Economic Characteristics of the Region

Demographic and Employment Characteristics

- * Compared to the regional average, significantly high proportions of the Wellington Region's (full time) labour force who are engaged in manufacturing employment live in those districts in which the bulk of the Ford Seaview plant staff also live, namely Petone, Wainuiomata, Lower Hutt and also Porirua.
- * Whilst the overall unemployment rates in the Wellington and Lower Hutt Employment Districts have declined slightly in the last three years according to statistics of registered unemployed, this is contradicted by the March 1986 and 1987 Household Labour Force Surveys which revealed a rise in unemployment for the same districts against a small national reduction.
- * According to the Census in March 1986 Petone experienced the highest unemployment rates in the Hutt Valley, and the female unemployment rate was approximately double that for males.
- * Similarly, the female unemployment rate was high compared to the male in Porirua.
- * Both Petone and Porirua had (relative to the Region) high proportions of their populations receiving the unemployment benefit.
- * A high proportion of the Region's Maori and Pacific Islands' populations live in Petone, Wainuiomata, Porirua and parts of Lower Hutt,

Economic Characteristics : Employment

- * In the Wellington Employment District the following sectors (relative to New Zealand as a whole) are over-represented:
 1. Finance, Insurance and Real Estate
 2. Transport and Communications
 3. Community and Personal Services

and of these the following subsectors are the "top ten":

1. Insurance
2. Finance Institutes
3. Public Administration and Defence
4. Real Estate and Business Services
5. Communications
6. Other Community Services
7. Recreational and Cultural Services
8. Sanitary Services, etc
9. Wholesale Trade
10. Research and Scientific Institutes

* All Manufacturing Subsectors are under-represented in the Wellington Employment District relative to New Zealand.

* In the Lower Hutt Employment District relative to New Zealand the following sectors are over-represented:

1. Manufacturing
2. Electricity, Gas and Water
3. Community and Personal Services

* The following Manufacturing Subsectors are over-represented in the Lower Hutt Employment District relative to New Zealand:

1. Other food, beverages and tobacco
2. Textiles, Clothing and Leather
3. Chemicals, Petroleum, Rubber and Plastics
4. Non-metallic Mineral Products
5. Metal Products and Engineering
6. Machinery, except electrical
7. Electrical Machinery and Equipment
8. Transport Equipment

* Between 1980-1987 employment change in the Wellington Employment District shows that the district "specialises" in those sectors which are fast growing nationally.

* Between 1980-1987 employment change in the Lower Hutt Employment District shows that the district does not have industries that are growing nationally and that those industries which it has are losing their competitive advantage.

* In the Wellington Employment District the Manufacturing Sector showed a negative differential shift (i.e. it either declined or grew more slowly than it did for New Zealand as a whole), but the following subsectors revealed a positive shift:

1. Wood and Wood Products
2. Non-metallic Mineral Products
3. Chemicals, Petroleum, Rubber, Plastics
4. Metal Products and Engineering

- * In the Finance, Insurance, Real Estate Sector the Insurance Subsector declined relative to the national average.
- * Real Estate, Business Services and Financial Institutions declined relative to the national average.
- * In the Trade, Restaurants and Motel Sector the Wholesale Subsector declined relative to the national average.
- * Retail Trade, Restaurants and Motels declined relative to the national average.
- * All subsectors of the Transport and Communications Sector declined relative to the national average.
- * Growth in employment in the Community and Personal Services Sector was somewhat mixed with Personal and Household Services, Public Administration, Education and Research and Scientific Institutes recording positive differential shifts, i.e. they grew relative to the national average.
- * The striking feature of the Lower Hutt Employment District is that almost all sectors and subsectors declined relatively which would indicate that the industries are losing their competitive advantage.
- * In the Lower Hutt Employment District, Manufacturing, the sector that employs the largest number of people, fared extremely badly. Almost all manufacturing industries declined relatively and only the following manufacturing industries grew relatively:
 1. Wood and Wood Products
 2. Other Food, Beverages and Tobacco
 3. Paper Products
 4. Electrical Machinery and Equipment
- * The Chemicals/Petroleum/Rubber/Plastics and Transport Equipment Subsectors declined relatively.
- * In the Wellington Employment District a positive proportional shift amongst some of the Manufacturing Subsectors mitigated against the negative differential shifts experienced.
- * The Service Sector in Wellington as a whole grew and the Manufacturing Sector as a whole declined, but it appears that the Government's deregulatory policies together with changes taking place internationally and internally are the main factors that have lead to a mixture of growth and decline amongst the subgroups of both main sectors. This calls into question the traditional view of interdependent growth, e.g. that the growth of services passively follows population and manufacturing to the extent that some Service Sectors in Wellington and New Zealand as a whole may be leading rather than lagging elements in economic growth.

Economic Characteristics : Production

- * About 65 per cent of the Region's output in GDP terms arises from servicing activities in the sectors of Wholesaling, Retailing, Transport, Finance and Community Services. On a national basis, all servicing activities grew relatively, except for the Transport Sector. The Wholesaling and Retail Sector, in particular, performed exceptionally well in relative terms.
- * Production based around manufacturing is of considerable significance in the regional economy and it accounted for some 26 per cent of GDP. On a national basis it had a below average growth rate.
- * There are very strong intra-sectoral linkages within the Manufacturing Sector in both the Wellington and Lower Hutt Employment Districts.
- * The Agriculture, Construction, Wholesale, Transport and Community Service Sectors made significant contributions to manufacturing output in the Region but that of the Financial Sector was not significant.
- * In both the Wellington and Lower Hutt Employment Districts the Community Services and Manufacturing Sectors made a significant contribution to construction output. This may well reflect the high number of manufactured items used in construction of various types.
- * The various Service Sectors such as Transport, Wholesale, Retail and Community Services have relatively strong linkages. The exception to this pattern is the Financial Sector in the Lower Hutt Employment District.

Summary Conclusions

- * In the Lower Hutt Employment District between 1980 and 1987, almost all sectors experienced a decline in employment in absolute and relative terms. In the Wellington Employment District there was growth in employment in the Financial, Retail Trade, Business Services and Community Services Sectors.
- * The Region's Manufacturing Sector experienced an absolute decline in employment and also a relative decline in output. Given that manufacturing has strong linkages with other sectors of the regional economy there could be important implications from the Ford closure for other sectors.

(2) Conclusions from Chapter 3 : Workforce Profile

- * Most of the Ford plant workforce has been stable and long-serving.

- * About one-fifth only of the workers in the Ford plant had qualifications or trade skills apart from those related to their present jobs.
- * Of those workers that had other skills, not all appeared to be easily transferable to other employment.
- * Redundancy appeared to be a new experience for the majority of workers at the Ford plant.
- * Seventy per cent of the workforce lives locally in Lower Hutt, Petone and Wainuiomata.
- * About 20 per cent of the workforce travels to work each day from Porirua.
- * Half the respondents live in rented accommodation and half of these rent from the Housing Corporation.
- * About two-thirds of homeowners with mortgages have these with the Housing Corporation.
- * A higher proportion of workers living in Wainuiomata and Upper Hutt owned their own homes.
- * One-third of workers drove to work, one-third travel by Company bus and 17 per cent use other modes or combinations thereof.
- * In general, the workers were unsure of their future plans. Only 6 per cent of workers stated that they intended to leave the Region at the time of the survey.
- * Two-thirds of workers had children and one-quarter of these had child-care/after school care arrangements. One-quarter of those with such arrangements envisaged that they would as a consequence have difficulty in moving to another area (in order to get a job) but nearly one-half were uncertain.
- * One-fifth of Maori workers who intended to move from the Region would go to their tribal area and none of these expected to find a job there.
- * Future employment ambitions of workers varied. One-third wanted a similar job.
- * One-quarter of the workforce expressed interest in joining a co-operative if one was set up with others at the plant.
- * One-quarter were interested in becoming self-employed.
- * Some workers were critical of the Company for not giving adequate assistance in finding other jobs or retraining.
- * Many workers expressed concern and a sense of insecurity about their future after the closure.

- * Some respondents were complimentary about the Company as an employer.

(3) Conclusions from Chapter 4 : Economic Implications of the Ford Seaview Plant Closure

- * A labour displacement scenario, in which at least 50 per cent of Ford's wage workers would displace other members of the Region's labour force from jobs, is likely to result from the closure which would result in an estimated total loss of payments to the Wellington Region in the first full year of the closure of at least \$6.4 million.
- * If a high labour displacement scenario occurred, in which all Ford employees would displace others in the workforce, the estimated loss of payments to the Region would be \$10.8 million.
- * Somewhere between the medium and high scenario (75-80 per cent displacement) appears to be the most realistic assessment of the displacement likely to occur.
- * The best information about the income multiplier which is generated in the Region for fabricated metal products, machinery and equipment is 1.7 and this would result in an estimated total first year regional cost of \$10.9 million (medium displacement) or \$18.4 million (high displacement). This compares with an estimated regional GDP at 1985-1986 prices of \$5 billion.
- * The loss of income to the Region in the second and subsequent years after closure based on a medium scenario could be in the order of \$11.5 million, or \$19.6 million after allowing for secondary effects, but probably higher in view of the conclusion that there is likely to be more than 50 per cent displacement.
- * The immediate national cost of the closure (involving the move of Ford operations to Auckland) will be significantly smaller than the regional cost.
- * There are likely to be benefits accruing to Ford Motor Company from rationalisation of its operations and increased efficiency and cost savings therefrom, and there may be some indirect national benefits as a result although there is no basis at present for obtaining a measure of these.
- * Given that aggregate employment in the Manufacturing Sector has been declining in absolute terms and also relative to the Service Sector, the Ford closure will contribute to this trend and it remains a matter for events to prove whether any activity that replaces the Ford assembly operation on site will compensate the employment losses in kind (i.e. whether it would be a manufacturing activity) or would be a different kind of activity.

- * Initial losses of income to the Region will mainly comprise lost payments to employees and suppliers of services such as transport services.
- * As noted, it seems likely that substantial displacement will occur. The greater the extent to which Ford employees displace others from jobs, the greater the loss to the Region will be in respect of Ford's payments to employees.
- * There may be national benefits accruing from the closure that flow on to the Region, if the rationalisation of Ford's operations bring greater efficiency to the assembly industry, but some people and some businesses in the Region will also be adversely affected by the closure and will not necessarily be compensated by the more indirect benefits.

(4) Conclusions from Chapter 5 : An Assessment of the Social Impacts of the Ford Closure at Seaview

- * The closure of Ford is symptomatic of the general decline of manufacturing industry in the Wellington Region. The communities affected by this closure are already expressing anxiety and lack of confidence in the future. The closure will exacerbate this.
- * There are unlikely to be major impacts on the structure of the communities as a result of the Ford closure. No net migration is anticipated. This implies that there will not be significant changes in the demands for services such as education and health, although it is probable that these will come under increased pressure. Similarly, local retailers and services' providers should not suffer a significant reduction in business.
- * The most significant impacts of the closure will be on the personal lives of those workers who remain unemployed for a prolonged period, and on their families.
- * It is difficult to predict the likelihood of the remaining Ford employees finding suitable alternative employment. However, it can be expected that some will be unemployed for a period of time or that they will displace other job seekers, thereby causing hardship for other families.
- * The establishment of the Task Force, the lengthy notice of the closedown given by Ford, and some of the actions taken by the Company to assist workers find re-employment have made it possible to avoid many of the adverse effects of closedowns reported by Peck in her survey of the literature.

(5) General Conclusions

Whilst there were some deficiencies in the available data as the basis for undertaking the research in Chapter 2 on the regional economy as a background to this study, such as the absence of a regional disaggregation of New Zealand's GDP and of a comprehensive inter-industry model of the Wellington Region's

economy, it was possible to impute or adapt the data used from a range of sources. The conclusions drawn from the economic analysis in Chapter 2 are therefore considered to be reliable with respect to the performance of the Wellington regional economy, and to employment over the 1980-1987 period. The analysis in Chapter 2 found inter alia that:

- (a) relative to its national employment share, manufacturing is over-represented in the Lower Hutt Employment District and this is supported by the 1986 Census which shows significantly higher proportions of the Hutt Valley labour force employed in manufacturing than is the case regionally.
- (b) There are very strong intra-sectoral linkages in the Manufacturing Sector in both Wellington and Lower Hutt.
- (c) In the Manufacturing Sector, (including transport equipment which covers motor vehicle assembly) employment declined significantly relative to the national trend, as well as in absolute terms, in the Lower Hutt Employment District between 1980-1987.

In addition, Chapter 3 found that 70 per cent of the Ford workforce lives locally in Lower Hutt, Petone and Wainuiomata.

On the other hand, according to most measures of unemployment, the Wellington Region maintained generally lower than national levels of unemployment over the most recent three years.

Against this, it appears that unemployment rates within the Region have tended to be highest on average in the Manufacturing Sector and that the highest rates have been experienced in Petone (then Porirua, then Upper Hutt). In addition, the 1986 and 1987 March quarter Household Labour Force Studies revealed an overall increase in the Region's unemployment rate over the period surveyed compared to a national decline.

The research undertaken to prepare Chapter 4, which focussed more on the implications of the Ford closure for the Region and the specific subsequent employment consequences of the plant closure for existing Ford employees found some basis to conclude that many of the Ford workers may be able to find employment elsewhere in the Region. However, there can be no advance evidence of the likely magnitude of displacement of existing labour in the Region that will result, nor of the extent to which Ford employees will be able to transfer to different jobs, especially jobs in the employment growth sectors of the Region's economy.

The research undertaken for Chapter 4 also obtained an expression of opinion from those engaged in related manufacturing activities (e.g. component manufacturers) and servicing which have particular links with motor vehicle assembly operations in the Region that the Ford closure is unlikely to have significant adverse effects on their own future in Wellington.

This is surprising for two reasons. First, in view of the conclusions drawn (in Chapter 2, Part 2), the opposite inference can be made, that intra-sectoral linkages in manufacturing are very strong in the Region.

Second, because the survey of component manufacturers undertaken in 1986 will be nearly two years old by the time the plant finally closes, passage of time and the reality of the closure may lead those related manufacturing activities to view perceptions about the best place to locate.

Whilst in terms of current, economic orthodoxy, the rationalisation of Ford's operations may be seen as part of a process which leads to increased efficiency of the firm and which ultimately benefits the economy as a whole, the cause and effect linkages are not clear at this stage. It is certainly not clear to what extent the plant closure in the Wellington Region will ultimately benefit the Wellington Region as a result of any benefits that do accrue to the national economy being shared by the Region. Neither is it clear, even if such benefits do accrue and are shared, whether they will be sufficient to compensate the Region and its communities which are most directly, adversely affected by the closure, to the extent that the ultimate outcome amounts to a net benefit.

Amongst the conclusions derived from Chapter 2 were that the Service Sector as a whole grew and the Manufacturing Sector declined in the Wellington Region between 1980-1987; that there was a mixture of growth and decline amongst the subsectors of both these main sectors; and that it appears that this mix appears to be mainly attributable to the deregulatory policies adopted by the Government (since 1984), together with changes taking place both internationally and internally.

In this context, it is possible that any further restructuring of the motor vehicle industry could affect other assemblers and lead to further employment and output losses in the motor vehicle industry nationally and in the Wellington Region. From Wellington's point of view presumably the quid pro quo would be that any such losses through restructuring would need to result in certain net benefits to the economy in other ways. In addition, there would appear to be a responsibility on the Government to make provision for ways to deal with any adverse regional impacts of its national policies. It is not clear that the effects of restructuring the national economy on Wellington - with which are associated marked structural changes in employment characterised by relative growth in the tertiary sector and decline in the secondary - automatically solve the Region's employment problems. In some ways, especially by leading to an oversupply of labour in some sectors and an undersupply in others, restructuring is exacerbating those problems. Dealing with them is a policy concern.

2. RECOMMENDATIONS

- 2.1 The Motor Vehicle Industry Plan has been in effect since 12 December 1984. In the short intervening time it has been difficult to quantify clearly the national, let alone the regional effects.

For that reason the Government should ensure that, in proceeding with the review of the Motor Vehicle Industry Development Plan, it has enough information to evaluate the national and regional costs and benefits before further changing the Plan. Moreover, it should not amend the current plan to the extent that it will, as a consequence, accelerate the decline in output and employment being experienced in the Wellington Region's Manufacturing Sector.

- 2.2 The Government should, in co-operation with local and regional government authorities, formulate and put into effect programmes to deal with adverse social and economic impacts of industry closures that flow from, or are associated with, the restructuring of the economy.
- 2.3 After a brief consultation with the agencies listed in Appendix 5.1 to Chapter 5 it is suggested that Ford employ a community development officer in both Porirua and Lower Hutt, and that Local Authorities be approached to provide suitable bases and supervision for these workers. They should commence their work prior to the closure as those likely to need help will be accessible. A review of studies of closedowns (Peck 1985) argues that every study reports a lack of communication between those who needed assistance and those who could provide it, and suggests that a community officer could provide the vital link between these two groups.
- 2.4 New Zealand Motor Corporation has set a precedent in the immediate area by employing a community worker for one year after its closure to help ease the situation for workers. The intention was for the community worker to assess the needs of the redundant workforce and assist workers to approach the appropriate helping agencies, as well as to provide encouragement for self-help initiatives. (Petone Borough Council financed the continuation of this work for another six months). It would be desirable, especially in view of the fact that the helping agencies in the area have reported that they are overburdened and under-resourced, if that situation could be repeated by Ford Motor Company, although with the workers commencing prior to the closure. This would surely ameliorate what for some will almost certainly be a stressful situation.
- 2.5 In addition to the appointment of community workers in Porirua and Lower Hutt it is further recommended that:
 - (1) The Ford workers be encouraged to retrain and learn new skills or enhance existing skills. It is important that the retraining be geared towards the labour market and that, at the least, it is designed to raise self-esteem.
 - (2) Investigations be made into the possibility of assisting redundant workers to establish work co-operatives and that Local Authorities consider their policies of support for community enterprise initiatives.
 - (3) The Housing Corporation reviews its capacity and procedures for restructuring mortgage and rental payment schedules.

- (4) The capacity of both Psychological Services, Department of Education and the Wellington Hospital Board to cope with an increase in clients be reviewed and that other criteria, such as stress levels of pupils, be used for assessing staff numbers in schools.
- (5) A review of the resources and training needs of voluntary agencies (e.g. budgeting services) be carried out to enable them to cope with an increase in demand for their services.

THE WELLINGTON REGIONAL COUNCIL

P.O. Box 27-242, WELLINGTON.

**TASK FORCE ON CLOSURE OF FORD
MOTOR VEHICLE ASSEMBLY PLANT AT SEAVIEW**

TERMS OF REFERENCE

1. **INTRODUCTION**

- 1.1 It was officially announced in February 1986 that the Ford Factory at Seaview will be closed progressively beginning from the end of 1987 and completed by mid 1988.
- 1.2 The closure has serious implications:
- for the several hundred workers who will directly or indirectly lose their jobs and this will affect their families and local communities;
 - for the Wellington motor vehicle assembly and component industry; and
 - for the overall regional economy.
- 1.3 The closure decision is generally accepted as a commercial one. However, its implications must be seen in the context of the current economic climate and with due regard for the Industry Development Commission's report on the Motor Vehicle Industry Plan and Government policy on that industry. It is considered important for the Region to assess the likely economic, social and industry impacts of the closure and to formulate ways of managing these impacts.
- 1.4 The establishment of a Task Force has been initiated for this purpose by the Wellington Regional Council with the assistance of the Ministry of Works and Development. The Task Force will be composed of relevant government departments, various non-government organisations, and community groups.

2. **PURPOSE OF STUDY**

- 2.1 The purpose of this study is to assess the changes likely to follow the Ford closure and to recommend actions for the appropriate bodies to effectively manage the impacts and minimise the dislocation.
- 2.2 The study will not simply be a description of the effects of the closure, but will aim to take a forward thinking and positive approach to make best use of the resources, such as the labour, land and buildings which will become available. The study will also identify ways in which other industries may be assisted in the Region.

3. OBJECTIVES

- 3.1 To identify and assess the social and economic impacts of the closure and the implications for the Motor Vehicle Assembly, Component and Servicing sectors.
- 3.2 To involve all relevant groups affected by the closure in the work of the Task Force.
- 3.3 To identify needs and appropriate procedures to manage the local social and economic impacts resulting from the closure, and the mitigation of any adverse effects on communities following the closure.
- 3.4 To identify positive initiatives to assist the regional economy.
- 3.5 To identify the economic, social and industry implications for the Region and central government.
- 3.6 To report on the progress and findings of the study to all those party to the Task Force. Wellington Regional Council to report to Fran Wilde and the Wellington Region Members of Parliament.

4. TASK FORCE MEMBERSHIP

- 4.1 The study will be co-ordinated by the Wellington Regional Council and the Ministry of Works and Development.
- 4.2 The Task Force will be responsible for carrying out the study and undertaking or commissioning relevant investigations, consistent with the above objectives.
- 4.3 Members of the Task Force will include the following:
 - * Maori and Pacific Island community representatives.
 - * Wellington Trades Council
 - representative for relevant plant unions
 - * Lower Hutt City Council, Planning and Community Development Departments
 - * Wellington Regional Council
 - Planner (economic development)
 - Community Development Officer
 - * Ministry of Works and Development (Head Office)
 - * Departments of Maori Affairs and Pacific Island Affairs
 - * Department of Labour (District Offices)

* Department of Social Welfare

* Department of Trade and Industry

4.4 Arrangements for ensuring effective liaison with the Ford Motor Company are being discussed with company representatives. Their attendance at meetings is urged, whenever possible.

4.5 In addition, the Task Force will seek assistance and advice in consultation with the following:

- local community organisations;
- Wellington Region Employment and Training Advisory Committee;
- Employment Network;
- Wellington Harbour Board;
- Hutt Valley Energy Board;
- Motor Vehicle Assembly and Components Associations;
- local business promotion organisations;
- Government departments:

Office of Minister of Regional Development
Ministry of Works and Development (District Office)

Department of Labour (Head Office)

Department of Social Welfare (District Offices)

Department of Internal Affairs

4.6 The Task Force may seek assistance from other relevant individuals and organisations as necessary. The contribution from central government will be co-ordinated by Ministry of Works and Development (Head Office).

5. STUDY PROCEDURE

5.1 The study will proceed in three stages as follows (a detailed checklist of tasks may be found in the Appendix):

- (1) Impacts Assessment - identifying the problems which may emerge from the closure.
- (2) Impacts Management - establishing appropriate structures and procedures to manage the impacts.

- (3) Policy Implications - identifying the social and economic policy implications of the closure for the Region.
- (4) Reporting - each stage of the Study will be reported on monthly, and a final report will be published on completion of the Study.

5.2 Study Procedure : Summary

<p>(1) <u>Impacts Assessment</u></p> <ul style="list-style-type: none"> * Closure procedure * Workforce, community survey * Industry and Services Survey * Social and economic impacts assessment 	<p>(2) <u>Impacts Management</u></p> <ul style="list-style-type: none"> * Social assistance * Economic and industry measures * Community participation * Monitoring
<p>(3) <u>Policy Implications</u></p> <ul style="list-style-type: none"> * Policy implications * Monitoring 	<p>(4) <u>Reporting</u></p> <ul style="list-style-type: none"> * Monthly * On completion of Study

6. TIMING

- 6.1 (1) Impacts Assessment: estimated 3 months.
- (2) Impacts Management: estimated 3 months.
- (3) Policy Implications: estimated 1 month.
- (4) Reporting: monthly progress reports, plus 3 months for final reporting phase.
- 6.2 Total estimated time span: 10 months.

APPENDIX

1. CHECKLIST OF TASKS

1.1 Identify closure procedure, including timing, number and range of jobs, consultation procedures, redundancy pay proposals, retraining and/or redeployment assistance, other assistance from company, servicing industry adjustments, component suppliers implications.

1.2 Social impacts assessment

- survey of workforce at the plant to ascertain makeup, skills and experience, mobility, and workforce intentions;
- assessment of workforce impacts, key issues arising;
- community profile developed to show how the workers and their families fit into their communities, how their communities will be affected, and what the major issues will be;
- assessment of community impacts.

1.3 Economic impacts assessment

- an assessment of the role of the plant and its workers in the local economy;
- reasons for closure, economic context, the likely effects of the closure;
- the extent of match and mismatch between the supply of specific skills and the job opportunities available to utilise them;
- likely effects on supply industries, motor vehicle assembly and component industry;
- local authorities and utilities;
- implications for other local business and regional economy;
- assessment of broad regional trends and potential for further closures.

1.4 Impacts Management

(1) Social

- identify financial and other assistance needed by workers and families (e.g., housing, retraining);
- role of government departments, including co-ordination of assistance, special provisions to deal with closure;

- assistance available from local community organisations and local authorities;
- monitoring of closure of plant and subsequent community changes;
- establishment of management and co-ordinating organisation(s) necessary to achieve above tasks.

(2) Economic

- identify alternative employment and training options appropriate to needs of workers;
- identify surpluses or shortfalls of labour in specific skill areas;
- alternative uses for land, buildings and plant;
- local authority assistance and incentives (e.g., rating relief, land use, zoning restrictions);
- assistance for other motor vehicle and related industries, from government;
- alternative markets for supply firms?
- regional economic assistance (e.g., promotion of region as a good location; provision of information on land and resources; co-ordination and representations to government);
- monitoring of economic changes;
- establishment of management and co-ordination arrangements necessary for the above.

1.5 Policy Implications

The study should identify where policy changes (of central, regional or local government) may be desirable in respect of matters such as:

(1) Social Issues

- consultation procedures to be used in event of plant closures, including timing, phase down and early warning systems;
- redundancy provisions;
- co-ordination procedures for government departments, especially at regional and local levels;

- development of Social Impact Assessment methods on closures, including monitoring, a 'closures levy' and the incorporation of social considerations in economic decisions.

(2) Economic and Related Issues

- Government policy on the Motor Vehicle Assembly and Component Industry;
- Government regional development policy;
- Government training and retraining policy;
- regional policy on economic transport and urban development matters;
- local policy on district planning and energy supply.

1.6 Monitoring

- establish a programme to monitor the overall effectiveness of the social and economic intervention or assistance measures;
- monitor the industry and economic trends in the Region.

1.7 Reporting

- preparation of monthly progress reports;
- preparation of final report with findings and recommendations;
- presentation of final report to political representatives;
- printing and distribution of final report;
- publicity for final report, findings, recommendations and political response.

2. TIMING

- 2.1 The 10 month estimated time-span is given assuming optimal conditions throughout the study. The actual length of time the study may take is dependant on personnel availability, data availability, Ford closure procedures, etc.
- 2.2 (1) Impacts Assessment: closure procedure, social impacts assessment, economic impacts assessment: estimated 3 months work.

- (2) Impacts Management: social impacts, economic impacts, mitigation strategies, monitoring, management structures: estimated 3 months work.
- (3) Policy Implications: development of policy changes indicated in the areas of social issues, economic and related issues: estimated 1 month's work.
- (4) Reporting: monthly progress reports, preparation of final report: estimated 1 month's work.

Political passage of report: estimated 1 month.

Printing and distribution and publicity on report: estimated two weeks.

Total estimation for "reporting" phase therefore 2-1/2 to 3 months work.

2.3 Total estimated time frame for Ford Closure Task Force Study is 10 months.



THE WELLINGTON REGIONAL COUNCIL

P.O. BOX 27242, 203-209 WILLIS STREET, WELLINGTON 1, NEW ZEALAND
TELEPHONES: (04) 845-708 & 844-182

TASK FORCE ON CLOSURE OF SEAVIEW ASSEMBLY PLANT

QUESTIONNAIRE

The Ford Motor Company of New Zealand Ltd announced in February that it was going to close the Seaview assembly plant at the end of next year. The Wellington Regional Council decided to set up a Task Force to look at how closing the plant will affect the workers, the local community and economy, and what should be done to help.

The Task Force includes:

- * Maori and Pacific Island people from the Lower Hutt community
- * Anglican Family Centre - Lower Hutt
- * Wellington Trades Council (representing the plant unions)
- * Lower Hutt City Council
- * Wellington Regional Council
- * Government departments : Maori Affairs, Pacific Island Affairs, Labour, Social Welfare, Trade and Industry, Ministry of Works and Development
- * The Housing Corporation

The information you give in this questionnaire will make it easier to understand how the plant closing will affect you and your families, and what should be done to help with any problems you might have.

The questionnaire has been set up with the agreement of all the unions at the plant and with the permission of the Ford Motor Company of New Zealand Ltd.

Please answer all the questions by putting a tick in the box or writing your answer in the space provided. If you want any help with the questions you can ask one of the foremen who are handing out the questionnaire. All the information you give will be kept confidential.

At the end of the questionnaire you will find a yellow page which lists the sort of help that you might want to get from agencies like the Department of Maori Affairs, Department of Labour and the Anglican Family Centre.

Please put your name on this sheet if you are interested in any help from these agencies. This information will be kept separate

A General

1 Are you Male or Female?

2 What is your age ?

15-20

21-30

31-40

41-50

51-60

3 a) Are you :

Maori

Pacific Island

European

Other

Please state:

.....

b) If Maori, please state your tribal affiliation or tribal area

.....

c) If Pacific Island, please state your Pacific Island group eg. Samoan, Cook Islands

.....

4 Are you Single or Married (including de facto)?

B Employment

5 How long have you worked at the Ford plant at Seaview?

Years

Months

6 Do you work full time or part time (less than 30 hours/week)?

Fulltime

Part time

7 How many hours overtime have you worked in the last year

8 What is your job at the Ford Plant? (for example, welder, paint process worker, clerical worker)

9a) What is your wage grade?

c) What are your usual weekly earnings from Ford after tax (but not including overtime)?

10 Do you have any other work or trade skills apart from the job you are doing now? (for example, metal finishing, heavy truck drivers' licence).

11 a) Do you have any skill or trade qualifications?

YES

NO

b) if YES, please tick the box(s) below which apply to you:

Welding Certificate
Completed Apprenticeship
NZ Certificate in Engineering or other trade
Advanced Trade Certificate

Trade Certificate
Boiler attendants tickets
A Grade Mechanic
Any other qualification? (Please state)
.....

A General

1 Are you Male or Female?

2 What is your age ?

15-20 21-30 31-40 41-50 51-60

3 a) Are you :

Maori Pacific Island European Other Please state:

.....

b) If Maori, please state your tribal affiliation or tribal area

.....

c) If Pacific Island, please state your Pacific Island group eg. Samoan, Cook Islands

.....

4 Are you Single or Married (including de facto)?

B Employment

5 How long have you worked at the Ford plant at Seaview?

Years Months

6 Do you work full time or part time (less than 30 hours/week)?

Fulltime Part time

7 How many hours overtime have you worked in the last year

8 What is your job at the Ford Plant? (for example, welder, paint process worker, clerical worker)

9a) What is your wage grade?

b) What are your usual weekly earnings from Ford after tax (but not including overtime)?

.....

10 Do you have any other work or trade skills apart from the job you are doing now?

(for example, metal finishing, heavy truck drivers' licence).

11 a) Do you have any skill or trade qualifications?

YES

NO

b) if YES, please tick the box(s) below which apply to you:

Welding Certificate

Trade Certificate

Completed Apprenticeship

Boiler attendants tickets

NZ Certificate in Engineering or other trade

A Grade Mechanic

Advanced Trade Certificate

Any other qualification? (Please state)

.....

.....

12 Before you worked for Ford at Seaview, what were your last two jobs?

Company/Employer	Job
.....
.....

13a) Have you been made redundant in another job in the Hutt Valley area in the last 5 years?

YES NO

b) If YES, which Employer/Company(s) were you with? (Please state)

..... DOES NOT APPLY

.....

c) Did you register as unemployed with the Department of Labour after you were made redundant?

YES NO DOES NOT APPLY

14a) Is your husband/wife/partner in paid employment?

YES NO DOES NOT APPLY

b) If YES, does he/she work full time or part time (less than 30 hours/week)?

FULLTIME PART TIME DOES NOT APPLY

15 What is the total income of all the people in your household? Please give as good an estimate as you can and include your own income:

Your income

Other income

Total

C Housing

16a) Where do you live? Which suburb or locality?

Lower Hutt

Upper Hutt

Wainuiomata

Petone

Porirua

Eastbourne

Wellington

Other (please state)

b) How long have you been in the area you live in?

YEARS

MONTHS

17 What type of house do you live in?

In a rented house or flat

In a house or flat which you own

Staying with parents or relations in their house

Other (please state)

18a) If you own your house or flat, do you have a mortgage?

YES

NO

DON'T OWN HOUSE/FLAT

b) If YES, please indicate the amount you spend each month on your mortgage?

.....

c) Is your mortgage with:

Maori Affairs Dept.

Housing Corporation

Lower Hutt City Council

Other (please state).....

d) If you rent a house, is it with the Housing Corporation?

YES NO DON'T RENT

19 How many people are there in your household?

(state number)

Adults

Preschool children

Primary school children

Secondary school children

D Community

20 How do you normally get to work?

Walk

Car - own car

- get a ride in someone else's car

Bus - Ford bus

- other

Other (please state)

21 In which area does your household normally do its shopping for groceries?

.....
.....

22 a) Do you belong to any clubs or organisations in your area? (For example, sports club, church, school committee, marae committee)?

YES

NO

b) If YES, please list club(s) or organisation(s)

.....
.....
.....
.....

E Future Plans

23 a) When the Ford plant closes, will you:

Leave the area you presently live in

Stay in the area where you live

Don't know or will decide when the time comes.

b) If you intend to leave the area you live in, please indicate if you intend to go to:

Another part of Lower Hutt/Wellington region

Out of Lower Hutt/Wellington region

Not sure yet

Don't intend to leave

24 a) If you are going to leave the Lower Hutt/
Wellington region, do you plan to return to your
tribal area?

YES NO DOES NOT APPLY

b) If YES, do you expect to find employment
in your tribal area?

YES NO NOT SURE DOES NOT APPLY

25 a) Do you have arrangements for childcare and/or
after school care?

YES NO DON'T HAVE CHILDREN

b) If YES, does this make it difficult for you to
move out of the area where you live so you can
work somewhere else?

YES NO UNSURE DOES NOT APPLY

26 Are you interested in moving to Auckland if Ford
offered you a job at the Wiri plant?

YES NO NOT SURE

27 a) If you are intending to stay in the Lower Hutt/
Wellington region when the Ford plant closes, do
you:

- Already have another job to go to
- Not sure/haven't started looking yet
- Do not have another job to go to

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

b) If you are intending to stay in the Lower Hutt/
Wellington region, and you don't have another job
to go to when the plant closes, would you prefer
to:

- Find another job like your present one
- Look for a different sort of job
- Go on a retraining scheme
- Take a break from work for a while
- Go for early retirement
- Does not apply

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

28 a) Would you be interested in joining a
cooperative if one was set up with people at the
plant?

YES	NO	NOT SURE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

b) Would you be interested in becoming self
employed when you finish work here?

YES	NO	NOT SURE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ASSISTANCE TO FORD PLANT WORKERS

number of agencies can give you help now that the Ford Plant is going to close. If you would like any help or information, please fill in your name and address and then tick the boxes for the areas you are interested in.

Names:

Address:.....

Phone:

Department of Labour

- Registering as unemployed.
- Help in looking for another job.
- Goind on a Retraining Programme.
- Vocational Advice on choosing a new job or training.

Department of Social Welfare

- Unemployment Benefit.
- Special Benefit.
- Accommodation Allowance.
- Social Work Services (such as setting up a neighbourhood support group and facilitating community development funding programmes e.g. Tuhonohono).

Department of Maori Affairs

- Help with mortgage repayments.
- Advice on other financial assistance available, such as tribal trusts and Maori land incorporations.

Department of Internal Affairs

- Setting up a work co-operative.
- Advice on assistance from other community and youth development fund.

Housing Corporation

- Assistance with rent rebate for State rental housing (if a reduction in income has occurred).
- Assistance with mortgage repayments (as above).

Pacific Island Affairs Unit

Pacific Island Employment Development Board
(promoting viable unsubsidised employment in
Pacific Island Communities in NZ).

Lower Hutt City Council

Information on - Emergency Housing

- Childcare
- Transport Services
- Setting up a small business.

Citizens Advice Bureau

Advice on - Housing

- Legal Services
- Finance
- Childcare
- Budgeting.

The Family Centre:Anglican Social Services:

Counselling/Advice for personal problems
including family matters.

Advice on Housing concerns.

Helping unemployed people.

Maori & Pacific Island staff to help
with Maori and Pacific Island concerns.

APPENDIX C

LIST OF MEMBERS OF TASK FORCE (TF), ECONOMIC WORKING GROUND (EWG) AND SOCIAL WORKING GROUP (SWG)

Mr W. Ross	Wellington Regional Council	TF first meeting only
Mr M. Wearne	Wellington Regional Council	TF/EWG
Mr T. Hartfield	Wellington Regional Council	TF/EWG/SWG until March 1987
Mr P. Salter	Wellington Regional Council	TF from April 1987
Mr E. Albuquerque	Wellington Regional Council	TF occasional
Dr J. Bradbury	Wellington Regional Council	TF from March 1987
Ms N. McBride	Wellington Regional Council	TF from June 1987
Ms C. Grove	Wellington Regional Council	TF/SWG until mid - 1986
" "	Housing Corporation of NZ	TF/SWG from mid - 1986
Ms K. Cronin	Ministry of Works & Development	TF/SWG until early 1987
Mr P. Barker	Ministry of Works & Development	TF/SWG until early 1987
Mr R. Reid	Wellington Trades Council	TF/EWG alternate Mr Clarke
Mr G. Clarke	Wellington Trades Council	TF/EWG alternate Mr Reid
Ms K. Tamasese	Pacific Islands Community L.Hutt	TF/SWG
Mr B. Heemi	Department of Maori Affairs	TF until mid - 1986
Mr R. Hayles	Lower Hutt City Council	TF
Ms B. Little	Lower Hutt City Council	TF from early 1987
Mr P. Raea	Lower Hutt City Council	TF from early 1987
Mr N. Fellowes	Department of Labour Lower Hutt	TF until early 1987
Mr L. Mundell	Department of Social Welfare	TF first meeting only
Mr D. Galt	Department of Trade and Industry	TF/EWG
Mr I. Lindoss	Department of Trade and Industry	TF/EWG until late 1986
Ms G. Nixon	Department of Trade and Industry	TF/EWG
Rev. C. Waldegrave	Family Centre - Anglican Social Services Lower Hutt	TF/EWG
Ms K. Budge	L. Hutt C.C. Community Services	TF/SWG
Ms D. East	L. Hutt C.C. Community Services	TF/SWG
Mr B. Kaua	Department of Maori Affairs	TF/SWG
Mr R. Wirepa	Department of Maori Affairs	TF/SWG
Ms R. Eruera	Department of Maori Affairs	TF/SWG until early 1986
Mr T. Fasi	Ford Workforce delegate	TF/SWG until late 1986
Mr D. Puia	Ford Workforce delegate	TF/SWG until early 1987
Mr J. Castle	Ford Workforce delegate	TF/SWG
Mr Z. Frankel	Ministry of Works & Development	EWG until late 1986
Mr T. Ioani	Ford Workforce delegate	SWG until early 1987
Ms K. Baxter	Department of Internal Affairs	EWG until early 1987
Mr A. Sanders	Department of Labour Lower Hutt	TF/SWG from July 1986 until Mar '87
Mr R. Wimutu	Ford Workforce delegate	SWG until early 1987
Mr Hill	Department of Labour H.O.	TF mid - 1986
Ms K. White	Housing Corporation of NZ	SWG
Ms W. Laban	Department of Social Welfare	TF until March 1987
Ms L. Crawley	Ministry of Pacific Islands Aff.	TF
Mr H. Tamati	Department of Maori Affairs	TF from August 1986
Ms L. Murphy	Department of Labour Lower Hutt	TF from July 1987
Mr D. Adam	Department of Trade & Industry	TF September 1986
Mr D. Beard	Dept of Social Welfare L. Hutt	TF from September 1986
Mr V. Winitana	Department of Maori Affairs	TF September 1986
Ms D. Buchan	Ministry of Works & Development	TF from February 1987
Ms P. Prentice	Department of Labour Lower Hutt	TF from December 1986
Ms J. Ferris	Department of Maori Affairs	TF December 1986
Mr J. Makowharemahihi	Department of Maori Affairs	TF December 1986
Ms A. Johnson	Department of Maori Affairs	TF from January 1987
Mr C. Mallett	Ministry of Works & Development	TF January-June 1987

