



and self help, bold initiatives will be necessary.

Conference recognises that Maori land must be fully utilised to maximise its productive capacity. Central to all economic development strategies is the need to equip the Maori people to direct and manage the development initiatives. The task at hand is to enhance the development of Maori resources, so that there is an improved quality of life for Maori families, which will be reflective in improved standards of living for all.

The Under Achievement Gap:

The gap between Maori and non-Maori people in educational and income attainment, has not been closing. Maori infant mortality, crime, morbidity and unemployment are at unacceptably high levels. They point to one conclusion: Maori people are in a state of severe stress. Policies to date have resulted in the Maori people becoming a deprived citizen in their own land.

Innovative, realistic policies will be necessary to reduce the Maori underachievement gap. A development plan to achieve specific goals, within a clear time frame must be prepared. Conference endorses the Minister's call of a Maori Renaissance and a development decade for our people.

Conference supports the establishment of a *Maori Economic Development Commission* responsible to the Minister of Maori Affairs. The Commission's task would be to liaise with Government, private sector and other authorities to implement the aspirations of Conference and to initiate economic development strategies. The Commission would also examine and recommend to Government the reallocation of funds from negative to positive areas to accelerate Maori economic development.

Development Agencies:

Conference endorses the establishment of the accord, between Government, Employers and Trade Unions, as a means of firstly establishing conditions to increase employment opportunities and as a means of providing long-term economic development policies.

The establishment of this accord represents a positive step towards coping with the many problems faced by workers and ensures that the collective voice of workers will be acknowledged.

Agencies such as the Development Finance Corporation Limited, the Small Business Agency and the Rural Bank of New Zealand, will need to support this thrust and accommodate in their programme finance for Maori land development as well as new and existing Maori development initiatives.

Other departments such as Trade and Industry, Internal Affairs, and the Housing Corporation, need to be aware of Maori economic and community aspirations and attitudes to commerce. They must be flexible enough to include and act on Maori initiatives.

Conference therefore considers the establishment of a formal link between Departments of State and the Maori Economic Development Commission to be a necessity which would act as an interface between key Government funding and Maori development.

Labour

Maori labour is largely semi or unskilled. Conference recognises the importance of the Trade Union movement in establishing minimum terms and conditions of employment. Without Trade Union protection and without increased Maori worker participation, Maori labour would be both fragile and frag-

mented and subject to even more stress.

Conference is aware of concerns expressed about the effectiveness of Labour Department Job Creation Programmes. However, for those without permanent employment those schemes have provided a short-term employment option. Unemployed trends suggest that job creation and satisfaction must be viewed as an urgent and fundamental right. The wastage of Maori labour and productive resources is a criminal waste which cannot be tolerated.

Meanwhile, Job Creation Programmes must be designed to cater for longer term needs and to meet Maori objectives on Maori terms. Tribal and regional groups are seen as one of the primary creative forces in initiating and managing work schemes which meet Maori needs. Maori youth unemployment is the most critical socio-economic problem facing the country.

Maori Development Finance:

Maori land and people suffer from under development. The provision of programmes within State funding agencies to deal with this concern is important. Existing State agencies have not provided sufficient resources to enable a quantum leap in Maori economic development. Conference therefore recommends as a matter of urgency, a professional study of the needs, role and means of creating a Maori Development Bank. Government agencies including the Bank of New Zealand, the Reserve Bank, Treasury and the Development Finance Corporation should be available to assist.

Training and Job Opportunities:

Unemployment disproportionately affects young people and women. Without training and without change in employer attitudes the prospects of them obtaining permanent work is remote. The relative youthfulness of the Maori population (50% of the Maori population is aged 19 or less compared to 34% of the non-Maori population) places Maori youth in a vulnerable position. Maori women are particularly vulnerable because of racist and sexist attitudes.

The Maori make up 35% of the unemployed nationally. In some areas the percentage is far higher. This provides a prescription for disaster.

The establishment of new enterprises requires development capital and training. Most enterprises including new businesses, Trusts, Corporations, Cooperatives, etc., that are capable of development on a sound basis should be a priority economic strategy. Capital and training for those existing enterprises must therefore be available so the starting base is sound.

There has been a major growth in the number of Maori organisations in-