

Employment Relations Sector Report: Hospitality-Related Sector

July 2023 – 2ND Edition February 2024





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Purpose Statement

This sector report is one of a series of research reports designed to outline employment and income data relating to industries and occupations in various sectors of the workforce. They provide insight and general information regarding employment within the sector.

These reports are research, not advice. They are based on the most comprehensive and up to date data available publicly from Statistics New Zealand (Statistics NZ) as New Zealand’s official source of statistics. The data within the reports is provided by industry and occupation using Statistics NZ ANZSIC and ANZSCO codes. The data has been provided to the most granular level permitted due to data availability and to meet the confidentiality rules required by Statistics NZ.

Making this data easily accessible to all parties, who may not otherwise have the expertise and resources available to obtain this level of information, supports the function of the Chief Executive of MBIE in “publishing information, reports, and guidelines about employment relationships”. This in turn contributes to the purpose of the Employment Relations Act 2000, which is “to build productive employment relationships through the promotion of good faith in all aspects of the employment environment and of the employment relationship.”¹ Access to and use of the data provided is strictly managed by Statistics NZ under the Data and Statistics Act 2022 (The Act). The Act requires that data be published as research and, therefore, made safely publicly available to all parties before it can be used for policy or other public decision-making purposes.

Data Disclaimer

Statistics NZ is the source for any tables, graphs, or data presented in this report. Access to the data used in this study was provided by Statistics NZ under conditions designed to give effect to the security and confidentiality provisions of the Data and Statistics Act 2022. The results presented in this study are the work of the author, not Statistics NZ or individual data suppliers. These results are not official statistics. They have been created for research purposes from the Integrated Data Infrastructure (IDI) and Longitudinal Business Database (LBD) which are carefully managed by Statistics NZ. For more information about the IDI and LBD please visit <https://www.stats.govt.nz/integrated-data/>. The results are based in part on tax data supplied by Inland Revenue to Statistics NZ under the Tax Administration Act 1994 for statistical purposes. Any discussion of data limitations or weaknesses is in the context of using the IDI for statistical purposes and is not related to the data’s ability to support Inland Revenue’s core operational requirements.

¹ See [Employment Relations Act 2000 No 24 \(as at 13 June 2023\), Public Act – New Zealand Legislation](#), Section 3 Object of this Act, and Section 223AAA, Functions of chief executive.

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1 Introduction

This report provides a range of demographic information regarding employment relations in the hospitality related sector.

The Employment Relations Data Methodology Report (generic to all Employment Relations Sector Reports) outlines the methods of data collection, analysis, and any key data source caveats relevant to creating this report. A copy of the Employment Relations Data Methodology Report can be provided on request to libs@mbie.govt.nz.

Section 2 provides an overview of the Hospitality-related sector as defined in this report. Sections 3 through 8 provide the findings of the research relating to the sector, focusing on employee demographics, employer information, wages, pay progression, conditions, and employment type respectively.

2 The Hospitality-Related Sector

For the purposes of the research analysis presented within this report, the following ANZSIC codes are used to define the industries falling within the broader Hospitality-Related sector:

- 4400: Accommodation
- 4511: Cafes and Restaurants
- 4512: Takeaway Food Services
- 4520: Pubs, Taverns and Bars
- 4530: Clubs (Hospitality)
- 5513: Motion Picture Exhibition
- 9201: Casino Operation

The following ANZSCO codes are used to define the occupations in the Hospitality-Related sector (as defined by the above ANZSIC codes) in this report:

- 141111: Cafe or Restaurant Manager
- 141211: Caravan Park and Camping Ground Manager
- 141311: Hotel or Motel Manager
- 141411: Licensed Club Manager
- 141911: Bed and Breakfast Operator
- 141999: Accommodation and Hospitality Managers n.e.c.²
- 149111: Amusement Centre Manager
- 149212: Customer Service Manager
- 149311: Conference and Event Organiser
- 149912: Cinema or Theatre Manager
- 149913: Facilities Manager
- 149999: Hospitality, Retail and Service Managers n.e.c.
- 351111: Baker
- 351112: Pastrycook

² The term 'n.e.c.' stands for 'not elsewhere classified'.

- 351211: Butcher or Smallgoods Maker
- 351311: Chef
- 351411: Cook
- 431111: Bar Attendant
- 431112: Barista
- 431211: Cafe Worker
- 431311: Gaming Worker
- 431411: Hotel Service Manager
- 431511: Waiter
- 431911: Bar Useful or Busser
- 431912: Doorperson or Luggage Porter
- 431999: Hospitality Workers n.e.c.
- 542111: Receptionist (General)
- 542113: Hotel or Motel Receptionist
- 639411: Ticket Seller
- 851111: Fast Food Cook
- 851211: Pastrycook's Assistant
- 851299: Food Trades Assistants n.e.c.
- 851311: Kitchenhand
- 811411: Commercial Housekeeper
- 811511: Laundry Workers (General)
- 899111: Caretaker
- 899311: Handyperson
- 899912: Car Park Attendant
- 899921: Ticket Collector or Usher
- 732111: Delivery Driver
- 811211: Commercial Cleaner
- 442211: Alarm, Security or surveillance Monitor
- 442217: Security Officer
- 442299: Security Officer and Guards n.e.c.
- 731211: Bus drivers
- 451111: Beauty Therapist
- 631112: Office Cashier

3 Research Findings – Employee Demographics

The following section outlines the research findings associated with the Hospitality-related sector as defined in Section 2. The findings in this section cover a range of information regarding the number, demographics, and geographic location of employees in the sector.

Note that some research findings have been suppressed due to confidentiality concerns. Confidentiality and suppression rules applied to estimates of counts and proportions may result in the sum of parts not adding up to their totals.

3.1 Employees in the sector

A breakdown of the number of individuals by ANZSCO codes is presented in Table 1 and Figure 1. Some ANZSCO codes specified above have not been included³.

Table 1: Estimated number of employees in the Hospitality-Related Sector, by ANZSCO code. HLF5, 2022.

ANZSCO code	Occupation	Estimated number of employees	95% confidence interval lower limit ⁴	95% confidence interval upper limit	% of total
851299	Food Trades Assistants n.e.c.	1,400	300	2,500	1.59%
851111	Fast Food Cook	1,600	300	2,900	1.81%
732111	Delivery Driver	2,300	900	3,700	2.60%
811411	Commercial Housekeeper	2,300	400	4,200	2.60%
351411	Cook	3,000	1,600	4,400	3.40%
811211	Commercial Cleaner	3,300	1,400	5,200	3.74%
431411	Hotel Service Manager	3,500	1,700	5,300	3.96%
431111	Bar Attendant	3,800	2,100	5,500	4.30%
431112	Barista	4,300	2,200	6,400	4.87%
141111	Cafe or Restaurant Manager	4,800	2,800	6,800	5.44%
542113	Hotel or Motel Receptionist	5,300	3,300	7,300	6.00%
431211	Cafe Worker	5,700	3,300	8,100	6.46%
851311	Kitchenhand	12,200	9,200	15,200	13.82%
351311	Chef	12,500	9,600	15,400	14.16%
431511	Waiter	15,800	11,800	19,800	17.89%
Total	-	88,300	80,500	96,100	100.00%

³ Some ANZSCO codes have not been included in the table where there were no individuals recorded with that code in the Household Labour Force Survey (HLFS). Also, some results have been suppressed (due to low counts of individuals) during the Integrated Data Infrastructure data outputting process.

⁴ We are 95% confident that the confidence intervals provided in this and the following tables contain the true number/proportion of employees in the Hospitality-related sector as defined in this report. These 95% confidence intervals are present in the form of red bars on the graphs in this report where estimates are provided.

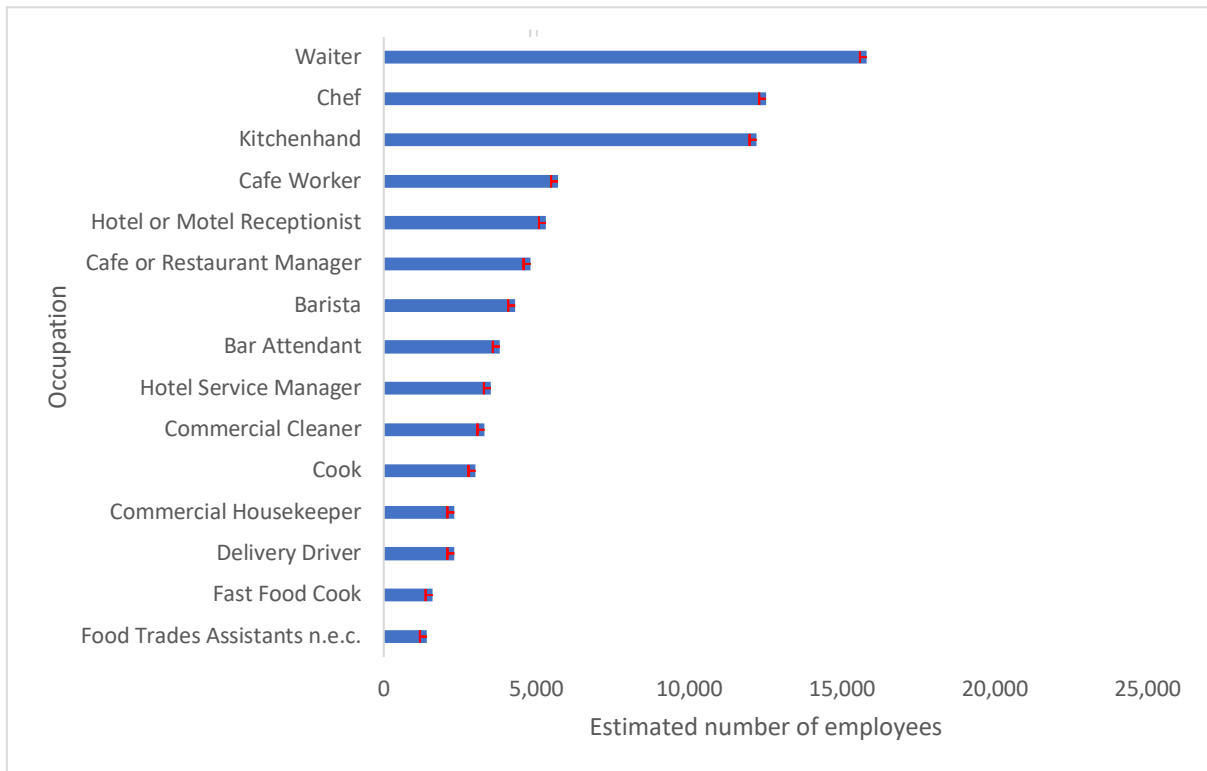


Figure 1: Estimated number of employees in the Hospitality-Related Sector, by ANZSCO code. HLFS, 2022.

3.2 Employees in the sector by age group⁵

Table 2: Estimated counts of employees in the Hospitality-Related Sector by age group. HLFS, 2022.

Age group	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
15-19	26,600	22,000	31,200	30.12%
20-24	16,400	12,600	20,200	18.57%
25-29	12,600	9,000	16,200	14.27%
30-34	7,900	6,000	9,800	8.95%
35-39	5,600	3,600	7,600	6.34%
40-44	4,600	3,100	6,100	5.21%
45-49	3,700	1,900	5,500	4.19%
50-54	3,400	1,900	4,900	3.85%
55-59	2,400	1,000	3,800	2.72%
60-64	3,200	1,400	5,000	3.62%
Total	88,300	80,500	96,100	100.00%

⁵ Note that the totals in this and any subsequent tables may differ. This difference occurs because not all respondents to the HLFS answer every question: some questions may be left blank. As such, the 'total' in these tables is based on the total number of people who responded to the question, *not* the total number of people in the sector. Note as well that confidentiality and suppression rules applied to estimates of counts and proportions may result in the sum of parts not adding up to their totals and to some analysis categories being left off effected tables.

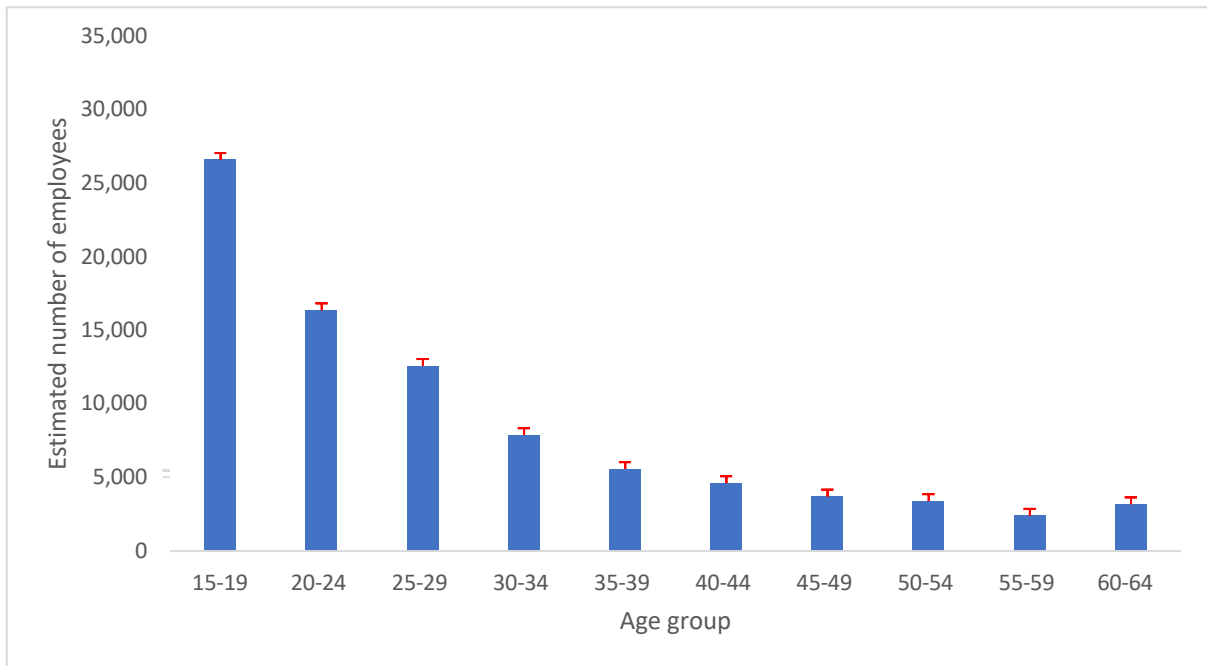


Figure 2: Estimated counts of employees in the Hospitality-Related Sector by age group. HLFS, 2022.

3.3 Employees in the sector by ethnicity

Table 3: Estimated counts of employees in the Hospitality-Related Sector by ethnicity. HLFS, 2022.

Ethnicity ⁶	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
MELAA ⁷	1,600	500	2,700	1.81%
Pacific	4,800	2,900	6,700	5.44%
Māori	14,100	10,900	17,300	15.97%
Asian	28,700	23,700	33,700	32.50%
European	50,600	44,000	57,200	57.30%
Total	88,300	80,500	96,100	100.00%

⁶ Note: the ethnicity categories here are not exclusive. An individual may be counted more than once if they have provided more than one ethnicity in the HLFS. As such, the individual ethnicities added together will not add up to the total.

⁷ MELAA refers to those of Middle Eastern, Latin American, and African ethnicity.

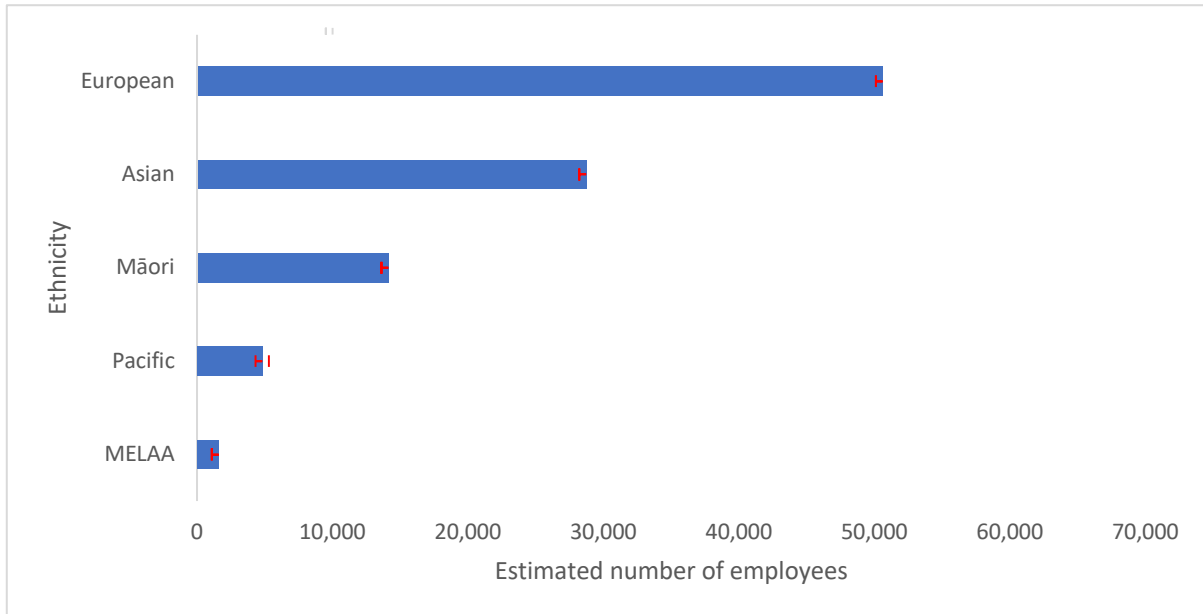


Figure 3: Estimated counts of employees in the Hospitality-Related Sector by ethnicity. HLFS, 2022.

3.4 Māori employees in the sector by age group

Table 4: Estimated counts of Māori employees in the Hospitality-Related Sector by age group. HLFS, 2022.

Age group	Māori ethnicity	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Māori	5,400	3,300	7,500	6.12%
20-24	Māori	2,400	700	4,100	2.72%
25-29	Māori	2,300	700	3,900	2.60%
-	Māori Total	14,100	10,900	17,300	15.97%
-	Non-Māori Total	74,100	66,400	81,800	83.92%
Grand Total	-	88,300	80,500	96,100	100.00%

3.5 Pacific employees in the sector by age group

Table 5: Estimated counts of Pacific employees in the Hospitality-Related Sector by age group. HLFS, 2022.

Age group	Pacific ethnicity	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Pacific	1,200	400	2,000	1.36%
20-24	Pacific	1,800	500	3,100	2.04%
-	Pacific Total	4,800	2,900	6,700	5.44%
-	Non-Pacific Total	83,500	75,900	91,100	94.56%
Grand Total	-	88,300	80,500	96,100	100.00%

3.6 Employees in the sector by sex

Table 6: Estimated counts of employees in the Hospitality-Related Sector by sex (male or female only). HLFS, 2022.

Male	34,900	30,100	39,700	39.52%
Female	53,400	47,500	59,300	60.48%
Total	88,300	80,500	96,100	100.00%

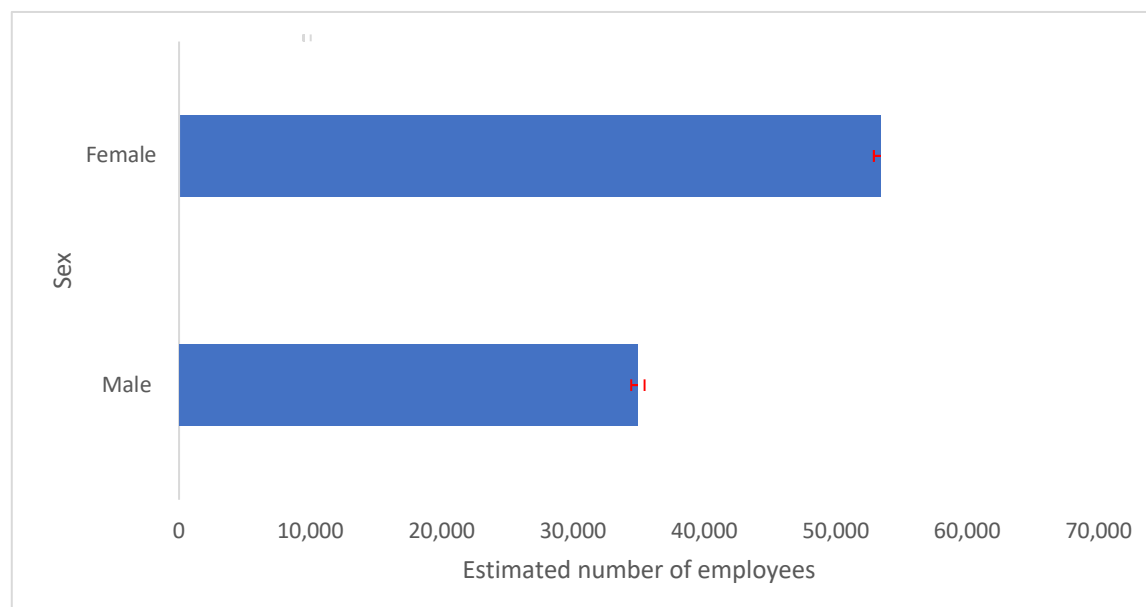


Figure 4: Estimated counts of employees in the Hospitality-Related Sector by sex (male or female only). HLFS, 2022.

3.7 Male employees in the sector by age group

Table 7: Estimated counts of male employees in the Hospitality-Related Sector by age group. HLFS, 2022.

Age group	Estimated number of male employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
15-19	8,100	5,900	10,300	23.21%
20-24	8,100	5,100	11,100	23.21%
25-29	5,800	3,400	8,200	16.62%
30-34	3,800	2,400	5,200	10.89%
35-39	2,000	800	3,200	5.73%
40-44	2,200	1,000	3,400	6.30%
45-49	1,800	800	2,800	5.16%
60-64	1,200	300	2,100	3.44%
Male Total	34,900	30,100	39,700	100.00%

3.8 Female employees in the sector by age group

Table 8: Estimated counts of female employees in the Hospitality-Related Sector by age group. HLFS, 2022.

Age group	Estimated number of female employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
15-19	18,500	14,800	22,200	34.64%
20-24	8,300	5,800	10,800	15.54%
25-29	6,800	4,200	9,400	12.73%
30-34	4,100	2,800	5,400	7.68%
35-39	3,600	2,200	5,000	6.74%
40-44	2,400	1,300	3,500	4.49%
45-49	1,900	600	3,200	3.56%
50-54	2,500	1,200	3,800	4.68%
55-59	1,900	700	3,100	3.56%
60-64	1,900	400	3,400	3.56%
Female Total	53,400	47,500	59,300	100.00%

3.9 Māori employees in the sector by sex

Table 9: Estimated counts of Māori employees in the Hospitality-Related Sector by sex. HLFS, 2022.

Sex	Māori Ethnicity	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Male	Māori	3,300	1,600	5,000	3.74%
Male	Non-Māori	31,600	27,000	36,200	35.79%
Female	Māori	10,900	8,400	13,400	12.34%
Female	Non-Māori	42,500	36,900	48,100	48.13%
-	Māori Total	14,100	10,900	17,300	15.97%
-	Non-Māori Total	74,100	66,400	81,800	83.92%
Grand Total	-	88,300	80,500	96,100	100.00%

3.10 Pacific employees in the sector by sex

Table 10: Estimated counts of Pacific employees in the Hospitality-Related Sector by sex. HLFS, 2022.

Sex	Pacific ethnicity	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Male	Pacific	2,100	800	3,400	2.38%
Male	Non-Pacific	32,800	28,200	37,400	37.15%
Female	Pacific	2,700	1,200	4,200	3.06%
Female	Non-Pacific	50,700	45,200	56,200	57.42%
-	Pacific Total	4,800	2,900	6,700	5.44%
-	Non-Pacific Total	83,500	75,900	91,100	94.56%
Grand Total	-	88,300	80,500	96,100	100.00%

3.11 Employees in the sector by urbanity

Table 11: Estimated counts of employees in the Hospitality-Related Sector by urbanity. HLFS, 2022.

Area Type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Main urban areas	70,400	63,900	76,900	79.73%
Secondary urban areas	4,400	1,400	7,400	4.98%
Minor urban areas	4,900	2,000	7,800	5.55%
Rural centres	1,000	-600	2,600	1.13%
Rural areas	7,500	3,600	11,400	8.49%
Total	88,300	80,500	96,100	100.00%

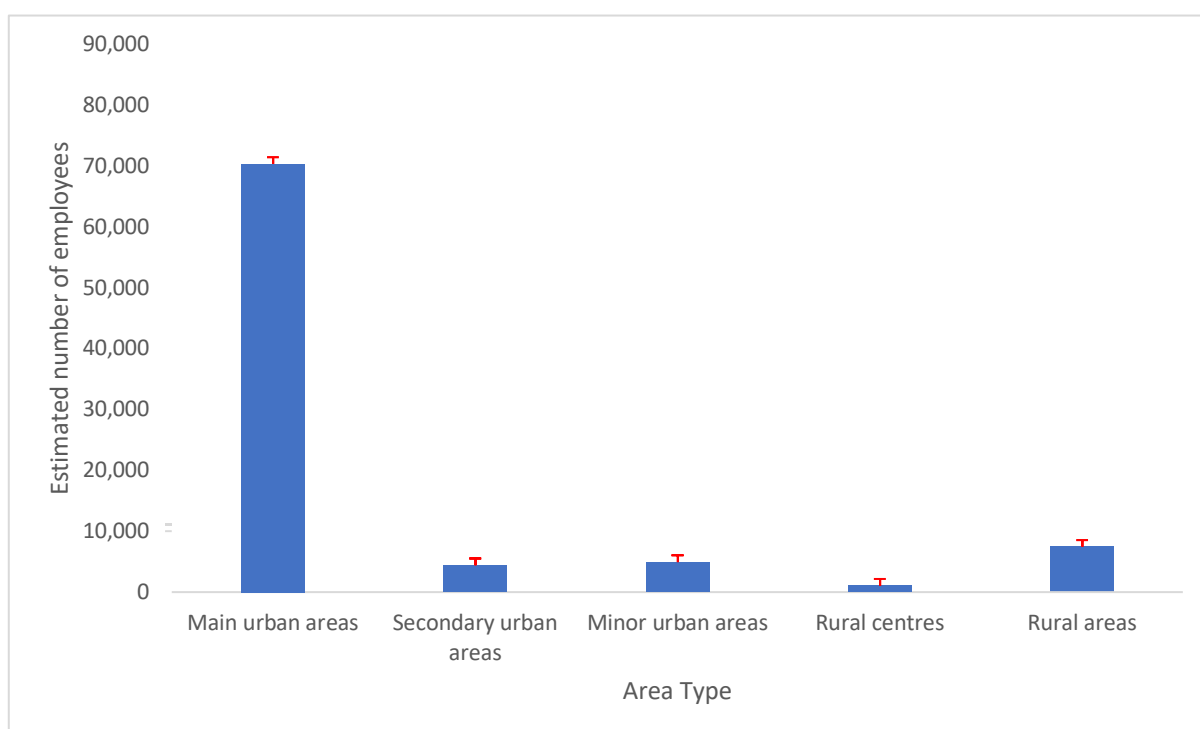


Figure 5: Estimated counts of employees in the Hospitality-Related Sector by urbanity. HLFS, 2022.

3.12 Employees in the sector by region

Table 12: Estimated counts of employees in the Hospitality-Related Sector by region. HLFS, 2022.

Nelson	1,300	500	2,100	1.47%
Northland	1,900	400	3,400	2.15%
Tasman	1,900	-100	3,900	2.15%
Southland	2,100	-100	4,300	2.38%
Taranaki	2,600	500	4,700	2.94%
Manawatū-Whanganui	3,500	2,300	4,700	3.96%
Bay of Plenty	4,000	2,300	5,700	4.53%
Hawke's Bay	4,200	2,400	6,000	4.76%
Otago	6,000	3,700	8,300	6.80%
Waikato	8,100	3,900	12,300	9.17%
Canterbury	10,700	7,800	13,600	12.12%
Wellington	10,800	8,200	13,400	12.23%
Auckland	29,200	24,000	34,400	33.07%
Total	88,300	80,500	96,100	100.00%

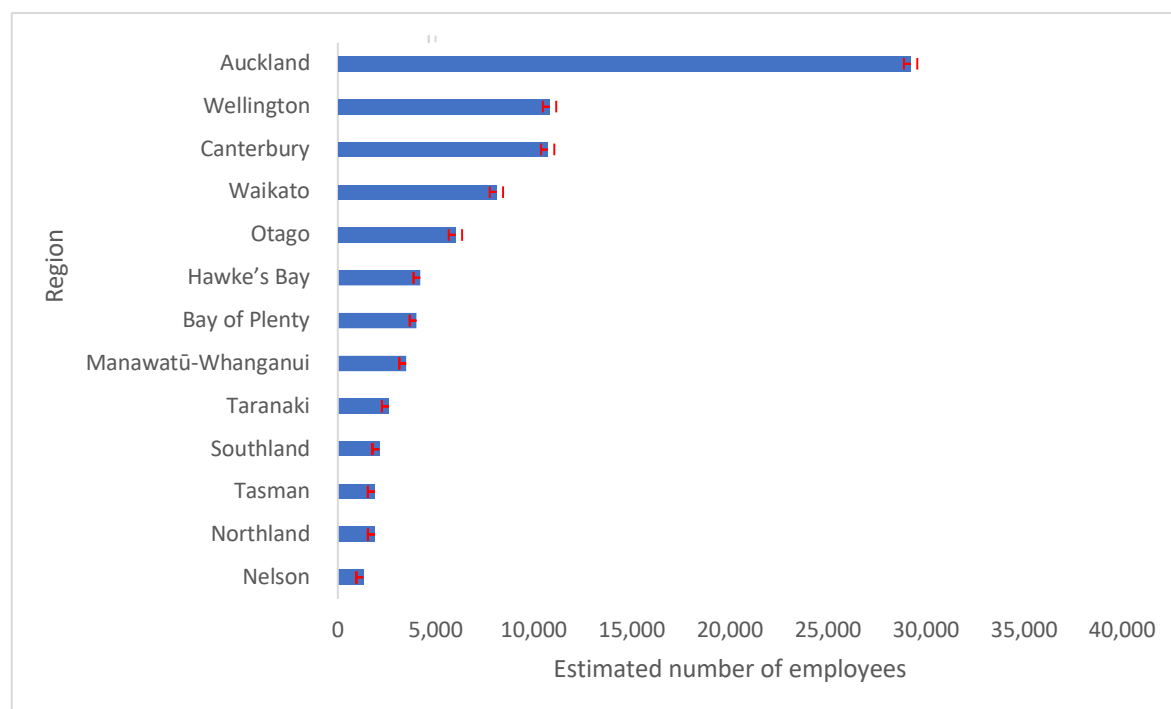


Figure 6: Estimated counts of employees in the Hospitality-Related Sector by region. HLFS, 2022.

4 Research Findings – Employer Characteristics

The following section outlines the research findings associated with the Hospitality-related sector as defined in Section 2. The findings in this section cover information regarding employers in the sector.

4.1 Employer size by estimated employee numbers

This section displays the proportion of Hospitality-related sector employees working within enterprises of varying sizes, and the total number of enterprises of that size. Enterprise size is based on the number of *sector* employees, not total employees. Therefore, some enterprises may be larger than represented here.

Table 13: Proportion of Hospitality-Related Sector employees working within enterprises of varying sizes (based on number of individuals employed within the sector). Integrated Data Infrastructure Admin Data⁸.

Enterprise size	% of sector employees working in enterprise size category	Number of enterprises
1 to 20 sector employees	84.07%	10530
21 to 50 sector employees	7.99%	93
51 to 100 sector employees	2.30%	12
100+ sector employees	5.63%	9

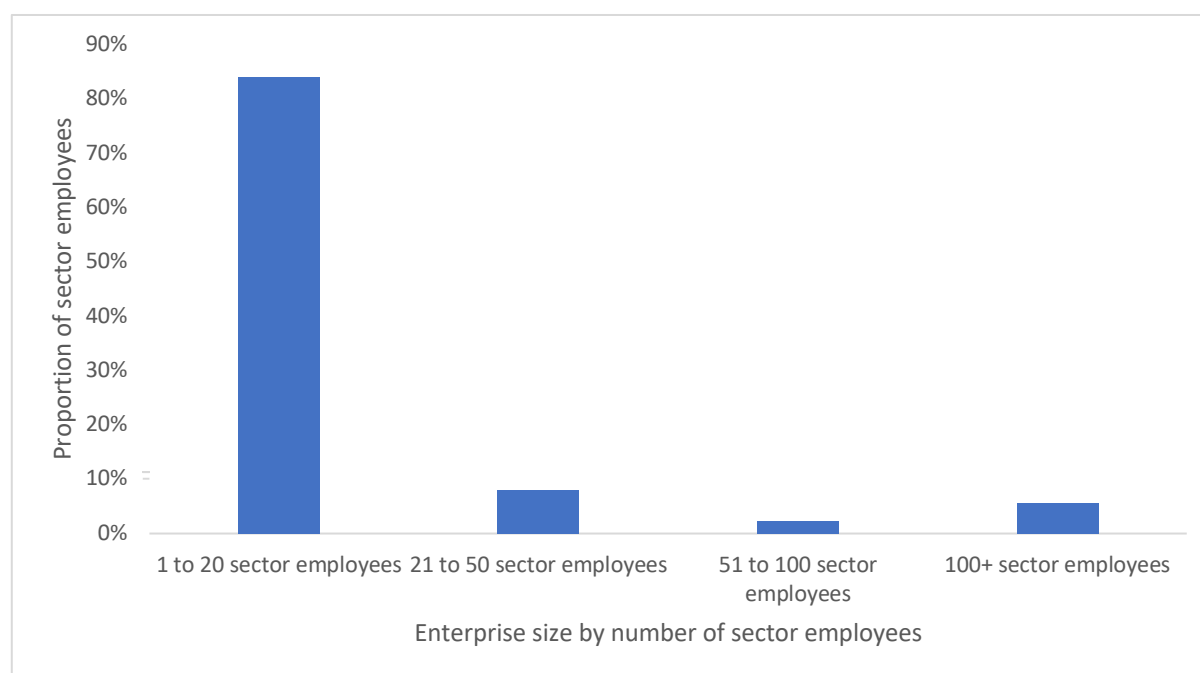


Figure 7: Proportion of Hospitality-Related Sector employees working within enterprises of varying sizes (based on number of individuals employed within the sector). Integrated Data Infrastructure Admin Data⁹.

⁸ See the accompanying Employment Relations Data Methodology Report for more information.

⁹ Confidence intervals are not present for employees in the sector by enterprise size, as the numbers presented are counts, not estimates.

5 Research Findings – Wages

The following section outlines the research findings associated with the Hospitality-related sector as defined in Section 2. The findings in this section cover a range of information relating to the wages of employees in the sector.

5.1 Low pay

Those earning 120% or less of the minimum wage¹⁰ have been used to represent those earning ‘close to’ the minimum wage.

Table 14: Estimated number of employees in the Hospitality-Related Sector earning above and below 120% of the minimum wage. HLFS, 2022.

Above 120% of minimum wage	16,800	13,300	20,300	20.39%
Below 120% of minimum wage	65,600	58,600	72,600	79.61%
Total	82,400	74,600	90,200	100.00%

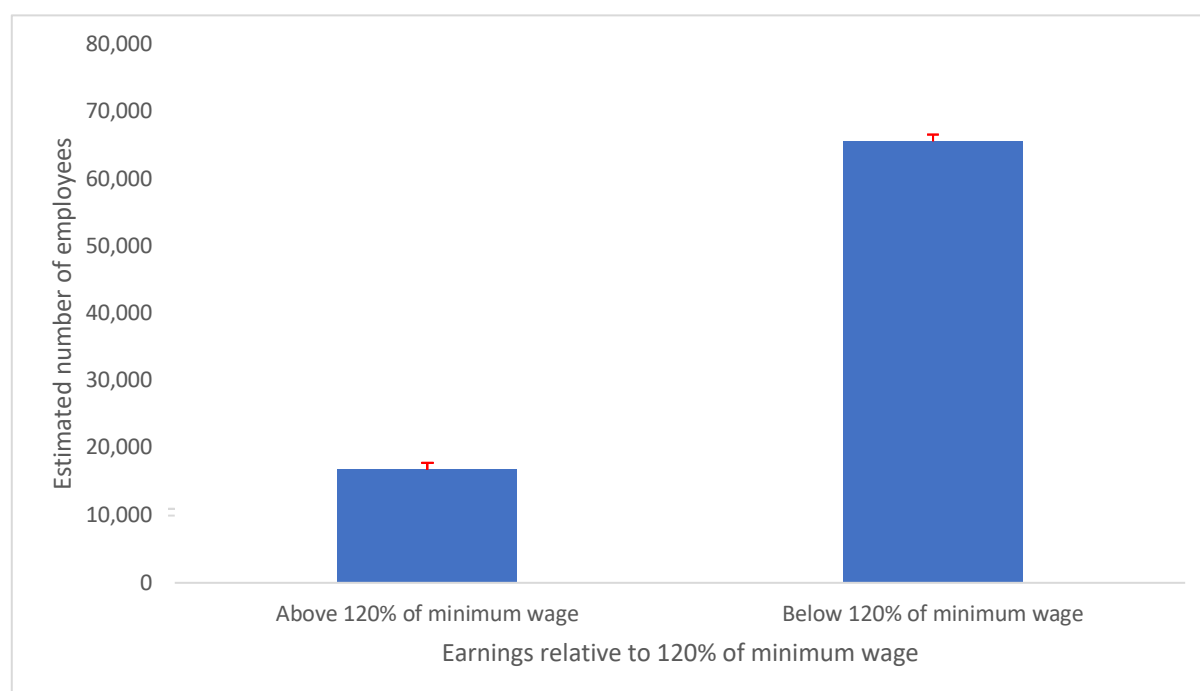


Figure 8: Estimated number of employees in the Hospitality-Related Sector earning above and below 120% of the minimum wage. HLFS, 2022.

¹⁰ See the Employment Relations Data Methodology Report for a summary of the minimum and median wage by year from 2016-2022.

5.2 Low pay by age group

Those earning 120% or less of the minimum wage have been used to represent those earning 'close to' the minimum wage.

Table 15: Estimated counts of individuals in the Hospitality-Related Sector receiving above or below 120% of the minimum wage by age group. HLFS, 2022.

Age group	Earnings relative to 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Below 120%	26,100	21,400	30,800	29.56%
20-24	Above 120%	1,200	300	2,100	1.36%
20-24	Below 120%	15,200	11,600	18,800	17.21%
25-29	Above 120%	3,400	1,600	5,200	3.85%
25-29	Below 120%	9,200	6,200	12,200	10.42%
30-34	Above 120%	3,700	2,100	5,300	4.19%
30-34	Below 120%	4,200	2,600	5,800	4.76%
35-39	Above 120%	3,000	1,500	4,500	3.40%
35-39	Below 120%	2,600	1,200	4,000	2.94%
40-44	Above 120%	2,100	900	3,300	2.38%
40-44	Below 120%	2,400	1,300	3,500	2.72%
45-49	Above 120%	1,000	200	1,800	1.13%
45-49	Below 120%	2,700	1,100	4,300	3.06%
50-54	Below 120%	2,800	1,400	4,200	3.17%
55-59	Below 120%	2,100	800	3,400	2.38%
60-64	Below 120%	2,800	1,200	4,400	3.17%
-	Above 120% Total	16,800	13,300	20,300	19.03%
-	Below 120% Total	71,500	64,400	78,600	80.97%
Grand Total	-	88,300	80,500	96,100	100.00%

5.3 Low pay: Māori and non-Māori employees

Those earning 120% or less of the minimum wage have been used to represent those earning 'close to' the minimum wage.

Table 16: Estimated counts of Māori and non-Māori individuals in the Hospitality-Related Sector receiving above or below 120% of the minimum wage. HLFS, 2022.

Māori Ethnicity	Earnings relative to 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	Above 120%	1,100	200	2,000	1.25%
Māori	Below 120%	13,100	9,800	16,400	14.84%
Non-Māori	Above 120%	15,700	12,200	19,200	17.78%
Non-Māori	Below 120%	58,400	51,600	65,200	66.14%
-	Above 120% Total	16,800	13,300	20,300	19.03%
-	Below 120% Total	71,500	64,400	78,600	80.97%
Grand Total	-	88,300	80,500	96,100	100.00%

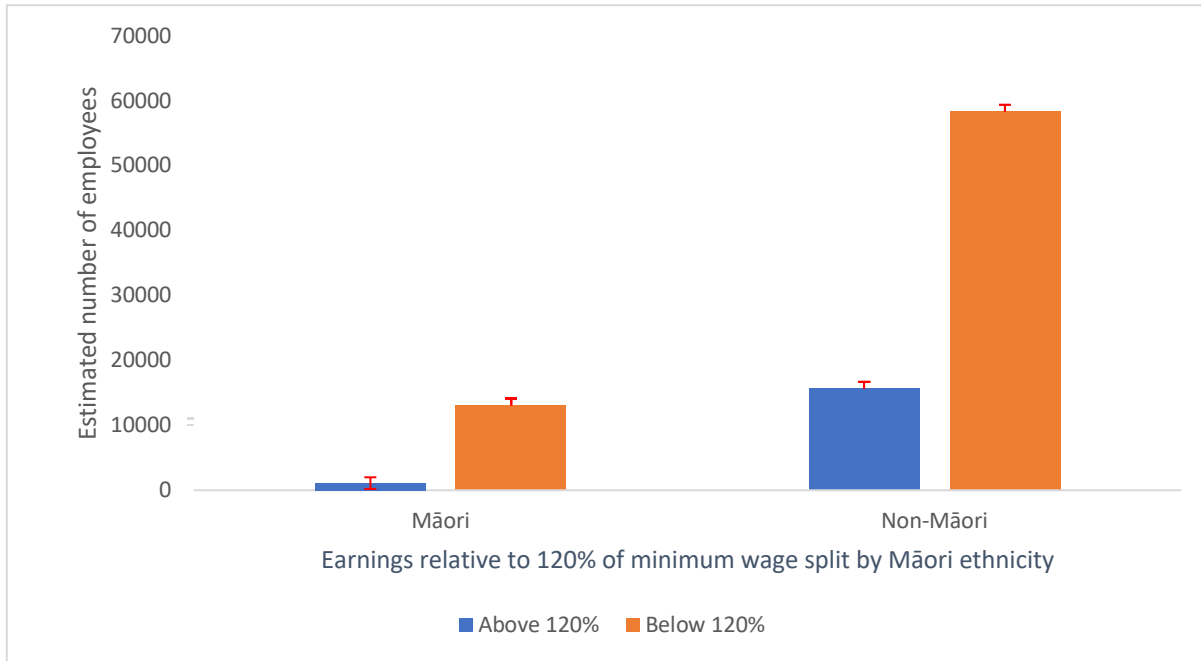


Figure 9: Estimated counts of Māori and non-Māori individuals in the Hospitality-Related Sector receiving above or below 120% of the minimum wage. HLFS, 2022.

5.4 Low pay: Pacific and non-Pacific employees

Those earning 120% or less of the minimum wage have been used to represent those earning 'close to' the minimum wage.

Table 17: Estimated counts of Pacific and non-Pacific individuals in the Hospitality-Related Sector receiving above or below 120% of the minimum wage. HLFS, 2022.

Pacific Ethnicity	Pay relative to 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Below 120%	3,800	2,200	5,400	4.30%
Non-Pacific	Above 120%	15,800	12,400	19,200	17.89%
Non-Pacific	Below 120%	67,700	60,900	74,500	76.67%
-	Above 120% Total	16,800	13,300	20,300	19.03%
-	Below 120% Total	71,500	64,400	78,600	80.97%
Grand Total	-	88,300	80,500	96,100	100.00%

5.5 Employees earning above and below the national median wage

Table 18: Estimated number of employees in the Hospitality-Related Sector earning above and below the median wage. HLFS, 2022.

Above or below median wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Above median wage	5,100	3,300	6,900	6.19%
Below median wage	77,300	69,500	85,100	93.81%
Total	82,400	74,600	90,200	100.00%

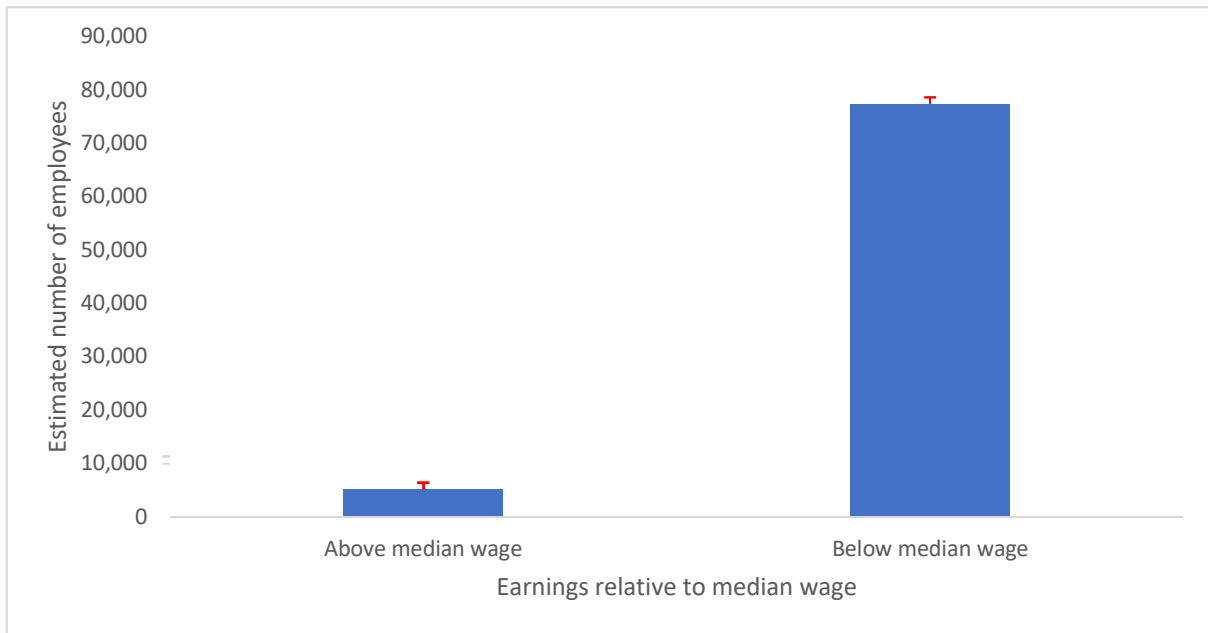


Figure 10: Estimated number of employees in the Hospitality-Related Sector earning above and below the median wage. HLFS, 2022.

5.6 Employees earning above and below the national median wage by age group

Table 19: Estimated counts of individuals in the Hospitality-Related Sector receiving above or below the median wage by age group. HLFS, 2022.

Age group	Pay relative to the median wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Below	26,500	21,900	31,100	30.01%
20-24	Below	16,400	12,600	20,200	18.57%
25-29	Below	12,100	8,500	15,700	13.70%
30-34	Below	6,800	5,000	8,600	7.70%
30-34	Above	1,100	200	2,000	1.25%
35-39	Below	4,200	2,500	5,900	4.76%
35-39	Above	1,500	600	2,400	1.70%
40-44	Below	3,900	2,500	5,300	4.42%
45-49	Below	3,200	1,500	4,900	3.62%
50-54	Below	3,300	1,900	4,700	3.74%
55-59	Below	2,200	900	3,500	2.49%
60-64	Below	3,000	1,200	4,800	3.40%
-	Below Total	83,100	75,300	90,900	94.11%
-	Above Total	5,100	3,300	6,900	5.78%
Grand Total	-	88,300	80,500	96,100	100.00%

6 Research Findings – Pay Progression

The following section outlines the research findings associated with the Hospitality-related sector as defined in Section 2. The findings in this section cover a range of information relating to the pay progression of employees in the sector.

Reliable data is not available regarding the completion of training or increase of skills among the sector. However, it is possible to compare the pay of employees who have been recently appointed with those who have been employed for a relatively longer period, and who therefore are likely to have more experience, skills, and potentially training in the role. With these caveats in mind, this section provides estimates of the pay progression of employees in the sector.

6.1 Wages by job tenure

Table 20: Mean estimates of regular hourly wages in the Hospitality-Related Sector by job tenure. HLF5, 2022.

Job Tenure	Mean estimate of regular hourly wage	95% confidence interval lower limit	95% confidence interval upper limit
Less than 1 month	\$22.56	\$21.80	\$23.32
1 month to less than 6 months	\$22.87	\$22.04	\$23.70
6 months to less than 1 year	\$21.97	\$21.56	\$22.38
1 year to less than 3 years	\$23.80	\$23.20	\$24.40
3 years to less than 5 years	\$24.76	\$22.90	\$26.62
5 years to less than 10 years	\$24.03	\$23.17	\$24.89
10 years or more	\$27.70	\$23.60	\$31.80
Total	\$23.46	\$23.05	\$23.87



Figure 11: Mean estimates of regular hourly wages in the Hospitality-Related Sector by job tenure. HLF5, 2022.

6.2 Employees by job tenure

Table 21: Estimated counts of individuals in the Hospitality-Related Sector by job tenure. HLFS, 2022.

Less than 1 month	7,100	4,600	9,600	8.40%
1 month to less than 6 months	18,400	14,600	22,200	21.78%
6 months to less than 1 year	15,500	12,000	19,000	18.34%
1 year to less than 3 years	24,600	20,100	29,100	29.11%
3 years to less than 5 years	6,800	4,400	9,200	8.05%
5 years to less than 10 years	7,900	5,200	10,600	9.35%
10 years or more	3,700	2,100	5,300	4.38%
Total	84,500	76,700	92,300	100.00%

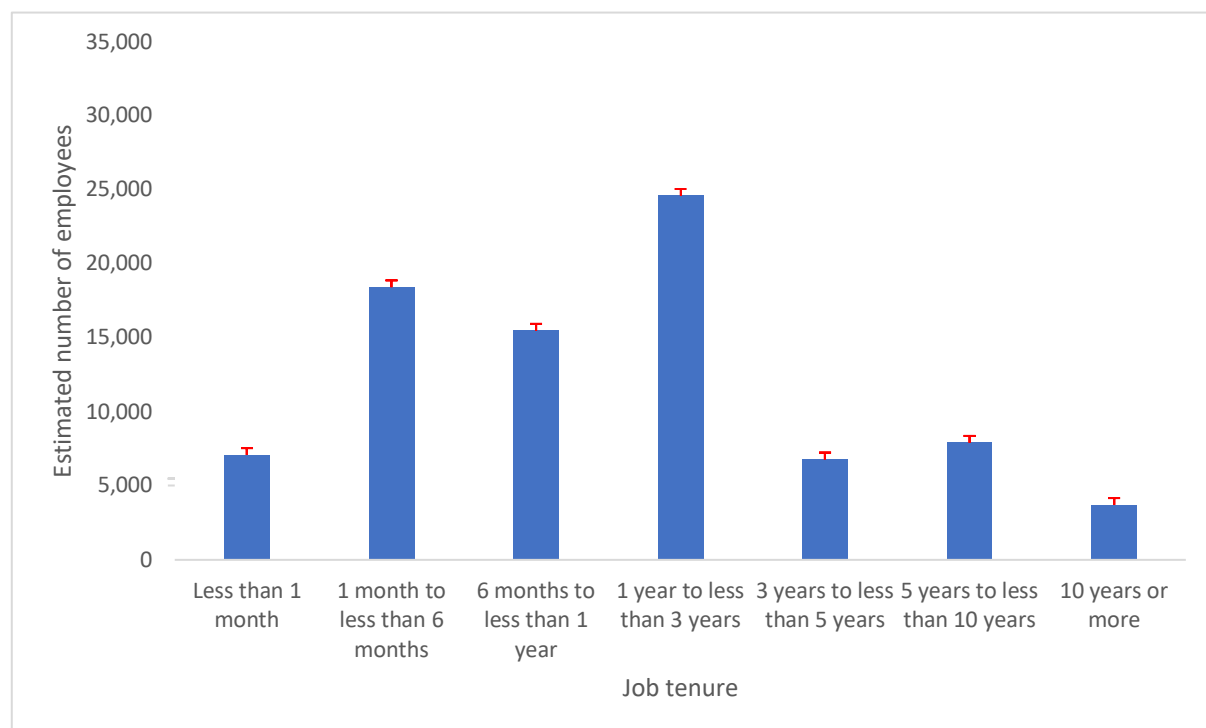


Figure 12: Estimated counts of individuals in the Hospitality-Related Sector by job tenure. HLFS, 2022.

6.3 Wages by job tenure of Māori and non-Māori employees

Table 22: Mean estimated hourly wage of Māori and non-Māori individuals in the Hospitality-Related Sector by job tenure. HLFS, 2022.

Māori	Recently appointed	\$22.14	\$21.29	\$22.98
Non-Māori	Recently appointed	\$23.56	\$22.45	\$24.67
Māori	Longer term	\$23.12	\$21.40	\$24.85
Non-Māori	Longer term	\$25.14	\$24.06	\$26.22

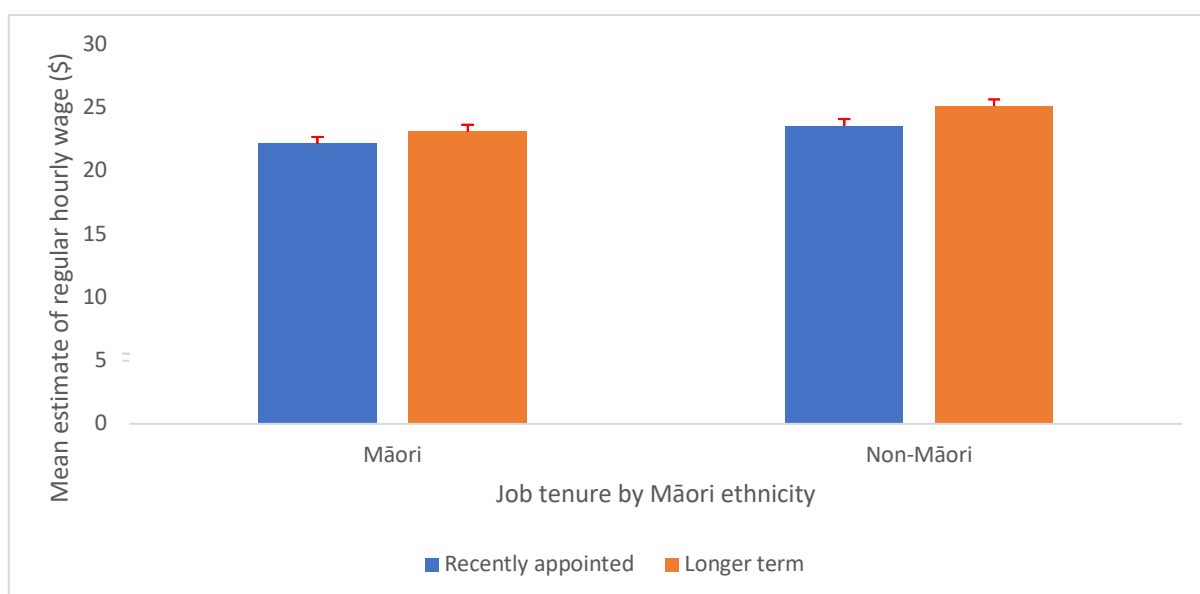


Figure 13: Mean estimated hourly wage of Māori and non-Māori individuals in the Hospitality-Related Sector by job tenure. HLFS, 2022.

6.4 Wages by job tenure of Pacific and non-Pacific employees

Table 23: Mean estimated hourly wage of Pacific and non-Pacific individuals in the Hospitality-Related Sector by job tenure. HLFS, 2022.

Pacific Ethnicity	Job Tenure	Mean estimate of regular hourly wage	95% confidence interval lower limit	95% confidence interval upper limit
Pacific	Recently appointed	\$24.44	\$18.24	\$30.64
Non-Pacific	Recently appointed	\$23.24	\$22.28	\$24.20
Pacific	Longer term	\$24.24	\$23.30	\$25.18
Non-Pacific	Longer term	\$24.80	\$23.79	\$25.81

¹¹ 'Recently appointed' employees have been defined for analysis as those employed within the last three months. 'Longer term' employees are those who have been working for longer than the mean number of weeks across all occupations in the sector.

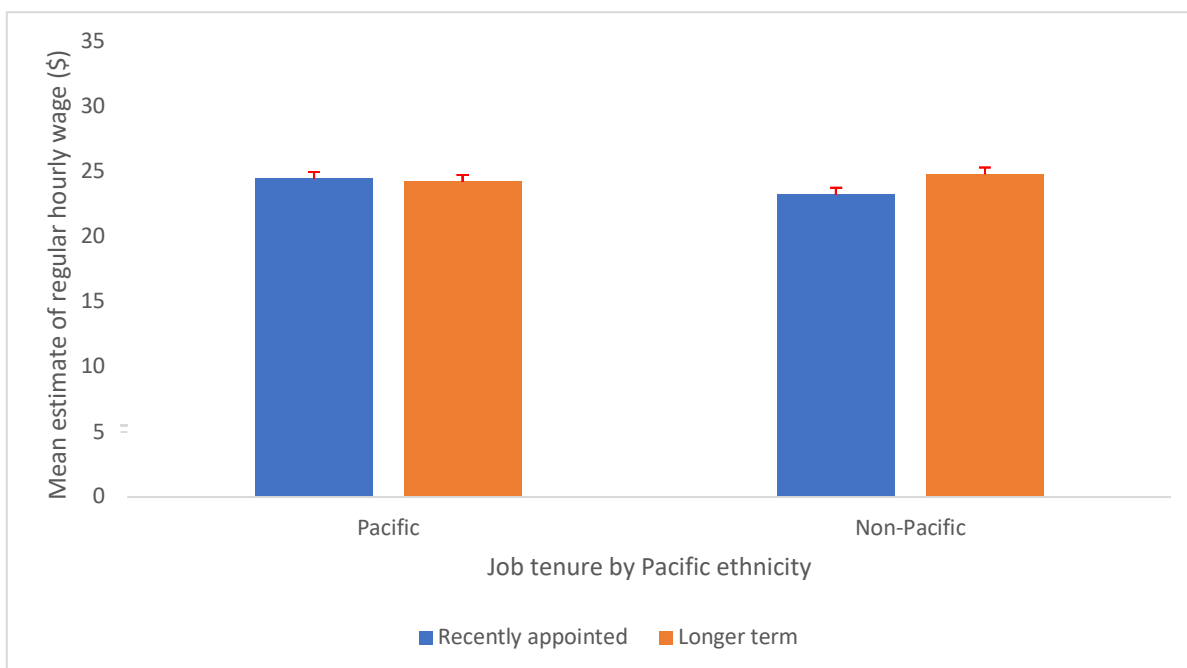


Figure 14: Mean estimated hourly wage of Pacific and non-Pacific individuals in the Hospitality-Related Sector by job tenure. HLFS, 2022.

7 Research Findings – Hours Worked

The following section outlines the research findings associated with the Hospitality-related sector as defined in Section 2. The findings in this section cover a range of information relating to the working conditions of employees in the sector.

Limited data is available on employee working conditions in New Zealand for any sector. Data is available regarding whether individuals regularly work more than 40 hours per week. Further, data is available on whether individuals work weekends – though not on what proportion of their hours are worked on weekends. Data is available on whether employees worked more, less, or the same hours as usual in the previous week. Data is not available on how many hours are worked in night shifts, split shifts, or during weekends, though some data is available on the reasons why individuals worked fewer than their usual hours in the previous week, including whether the person does shift work.

7.1 Regularly working more than 40 hours per week

Table 24: Estimated number of employees in the Hospitality-Related Sector who regularly work more than 40 hours per week. HLFS, 2022.

Regularly works more than 40 hours per week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Regularly works more than 40 hours per week	8,900	6,400	11,400	10.08%
Does not regularly work more than 40 hours per week	79,300	72,000	86,600	89.81%
Total	88,300	80,500	96,100	100.00%

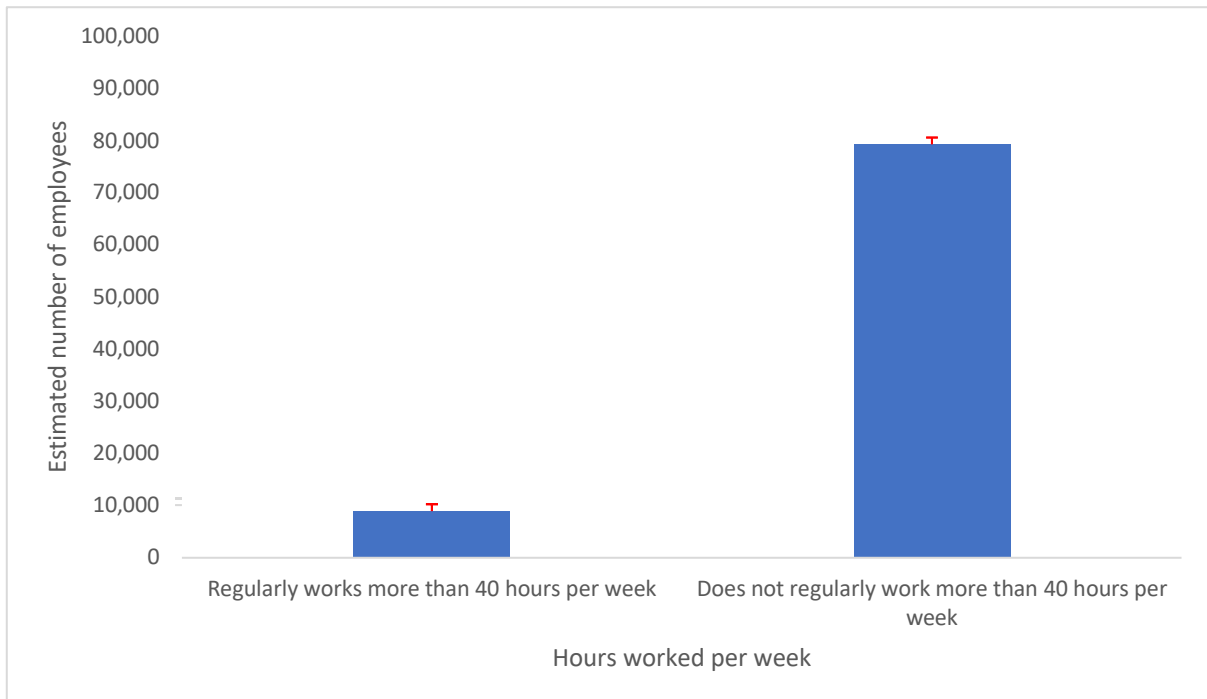


Figure 15: Estimated number of employees in the Hospitality-Related Sector who regularly work more than 40 hours per week. HLFS, 2022.

7.2 Regularly working more than 40 hours per week by age group

Table 25: Estimated counts of individuals in the Hospitality-Related Sector who do or do not regularly work more than 40 hours per week, by age group. HLFS, 2022.

Age group	Regularly works more than 40 hours per week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	No	26,200	21,700	30,700	29.67%
20-24	No	15,000	11,400	18,600	16.99%
20-24	Yes	1,400	300	2,500	1.59%
25-29	No	10,000	7,000	13,000	11.33%
25-29	Yes	2,600	1,100	4,100	2.94%
30-34	No	6,700	4,900	8,500	7.59%
30-34	Yes	1,200	400	2,000	1.36%
35-39	No	4,300	2,500	6,100	4.87%
35-39	Yes	1,300	400	2,200	1.47%
40-44	No	3,800	2,400	5,200	4.30%
45-49	No	3,200	1,600	4,800	3.62%
50-54	No	3,300	1,900	4,700	3.74%
55-59	No	2,100	1,000	3,200	2.38%
60-64	No	3,100	1,400	4,800	3.51%
-	No Total	79,300	72,000	86,600	89.81%
-	Yes Total	8,900	6,400	11,400	10.08%
Grand Total	-	88,300	80,500	96,100	100.00%

7.3 Same, more, or fewer hours worked than usual

Table 26: Estimated number of employees in the Hospitality-Related Sector who worked the same, more, and fewer hours than usual in the previous week. HLF5, 2022.

Worked fewer hours than usual last week	12,500	8,600	16,400	15.19%
Worked same hours as usual last week	59,100	52,000	66,200	71.81%
Worked more hours than usual last week	10,600	7,900	13,300	12.88%
Don't know	S	S	S	S
Total	82,300	74,000	90,600	100.00%



Figure 16: Estimated number of employees in the Hospitality-Related Sector who worked the same, more, and fewer hours than usual in the previous week. HLF5, 2022.

¹² An 'S' in a table indicates the results have been made confidential during the outputting process. In other words, the counts of individuals within the data were small enough that there was a risk individuals could be identified if the data was released publicly.

7.4 Same, more, or fewer hours worked than usual by age group

Table 27: Estimated counts of individuals in the Hospitality-Related Sector who worked the same, more, and fewer hours than usual in the previous week, by age group. HLF5, 2022.

Age group	Hours worked compared to last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Fewer	2,700	1,100	4,300	3.28%
15-19	Same	18,300	14,500	22,100	22.24%
15-19	More	3,400	1,900	4,900	4.13%
20-24	Fewer	1,900	200	3,600	2.31%
20-24	Same	11,000	7,800	14,200	13.37%
20-24	More	2,000	700	3,300	2.43%
25-29	Fewer	2,900	700	5,100	3.52%
25-29	Same	7,100	4,600	9,600	8.63%
25-29	More	1,800	600	3,000	2.19%
30-34	Same	5,400	3,700	7,100	6.56%
30-34	More	1,200	300	2,100	1.46%
35-39	Fewer	1,700	500	2,900	2.07%
35-39	Same	3,000	1,500	4,500	3.65%
40-44	Same	3,600	2,100	5,100	4.37%
45-49	Same	2,900	1,300	4,500	3.52%
50-54	Same	2,400	1,200	3,600	2.92%
55-59	Same	1,800	500	3,100	2.19%
60-64	Same	2,400	700	4,100	2.92%
-	Fewer Total	12,500	8,600	16,400	15.19%
-	Same Total	59,100	52,000	66,200	71.81%
-	More Total	10,600	7,900	13,300	12.88%
Grand Total	-	82,300	74,000	90,600	100.00%

7.5 Same, more, or fewer hours worked than usual for Māori and non-Māori employees

Table 28: Estimated counts of Māori and non-Māori individuals in the Hospitality-Related Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Māori	Fewer	2,500	1,100	3,900	3.04%
Māori	Same	9,000	6,400	11,600	10.94%
Māori	More	1,600	300	2,900	1.94%
Non-Māori	Fewer	10,000	6,600	13,400	12.15%
Non-Māori	Same	50,000	43,400	56,600	60.75%
Non-Māori	More	9,000	6,400	11,600	10.94%
-	Fewer Total	12,500	8,600	16,400	15.19%
-	Same Total	59,100	52,000	66,200	71.81%
-	More Total	10,600	7,900	13,300	12.88%
Grand Total	-	82,300	74,000	90,600	100.00%

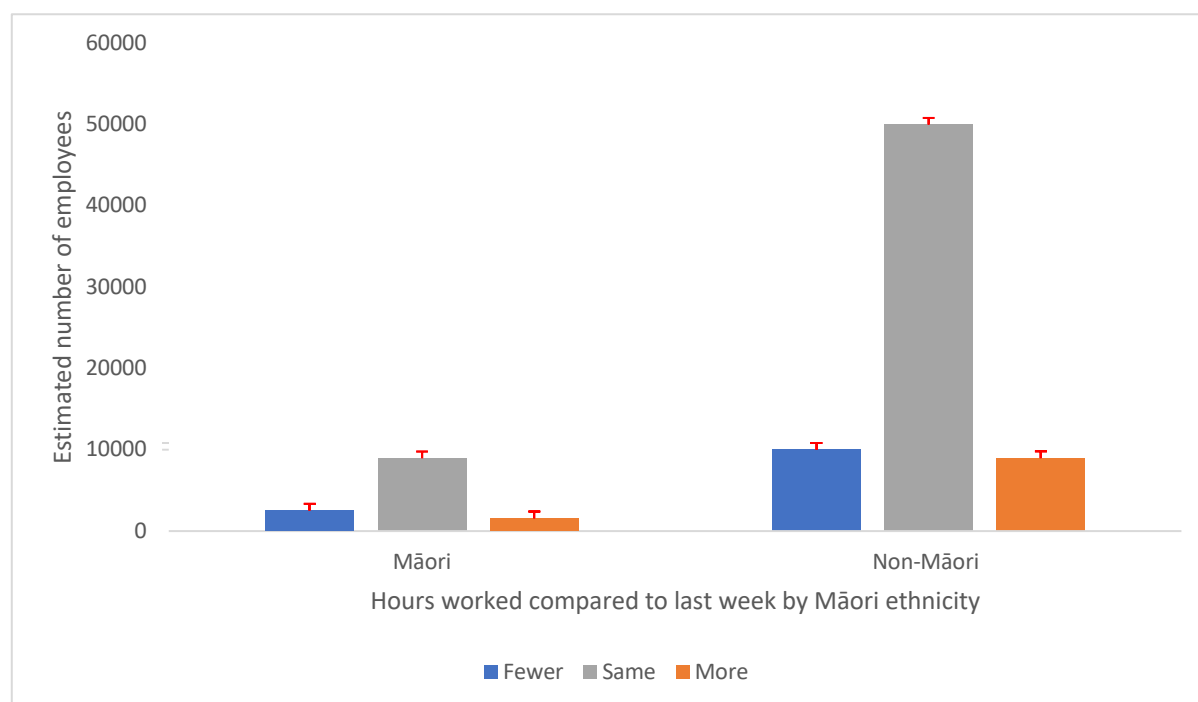


Figure 17: Estimated counts of Māori and non-Māori individuals in the Hospitality-Related Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

7.6 Same, more, or fewer hours worked than usual for Pacific and non-Pacific employees

Table 29: Estimated counts of Pacific and non-Pacific individuals in the Hospitality-Related Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Pacific Ethnicity	Hours worked compared to last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Same	4,200	2,400	6,000	5.10%
Non-Pacific	Fewer	12,200	8,300	16,100	14.82%
Non-Pacific	Same	54,900	48,100	61,700	66.71%
Non-Pacific	More	10,500	7,800	13,200	12.76%
-	Fewer Total	12,500	8,600	16,400	15.19%
-	Same Total	59,100	52,000	66,200	71.81%
-	More Total	10,600	7,900	13,300	12.88%
Grand Total	-	82,300	74,000	90,600	100.00%

7.7 Reasons for fewer hours worked than usual in the previous week

Table 30: Estimated number of employees in the Hospitality-Related Sector by reason provided for working fewer hours than usual in the previous week. HLFS, 2022.

Reason for fewer hours last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Holidays	3,600	1,700	5,500	28.80%
Own sickness / illness / injury	2,200	400	4,000	17.60%
Personal / family reasons	2,200	700	3,700	17.60%
Not enough work available	1,900	800	3,000	15.20%
Flexi time / shift work / rostered work	1,000	0	2,000	8.00%
Studying / attending training	S	S	S	S
Other	S	S	S	S
Unknown	S	S	S	S
Total	12,500	8,600	16,400	100.00%

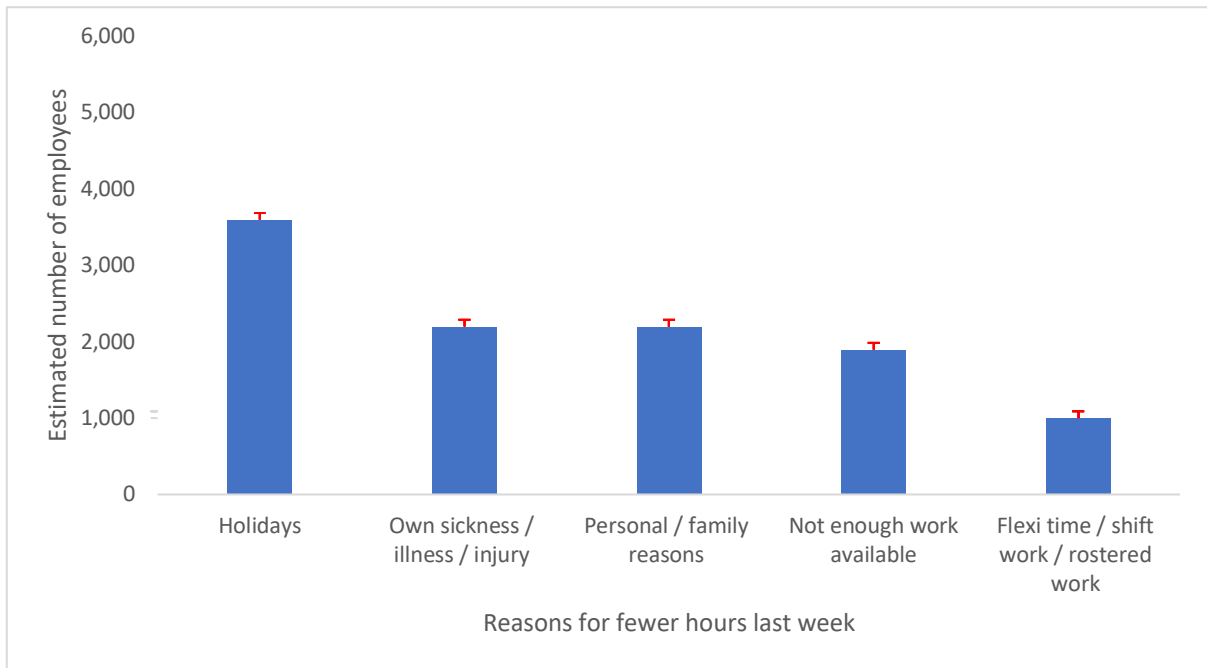


Figure 18: Estimated number of employees in the Hospitality-Related Sector by reason provided for working fewer hours than usual in the previous week. HLFS, 2022.

7.8 Weekend work

Table 31: Estimated number of employees in the Hospitality-Related Sector who worked during weekends. HLFS, 2022.

Worked during weekends	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Worked during weekends	57,200	50,400	64,000	64.78%
Did not work during weekends	31,100	25,500	36,700	35.22%
Total	88,300	80,500	96,100	100.00%

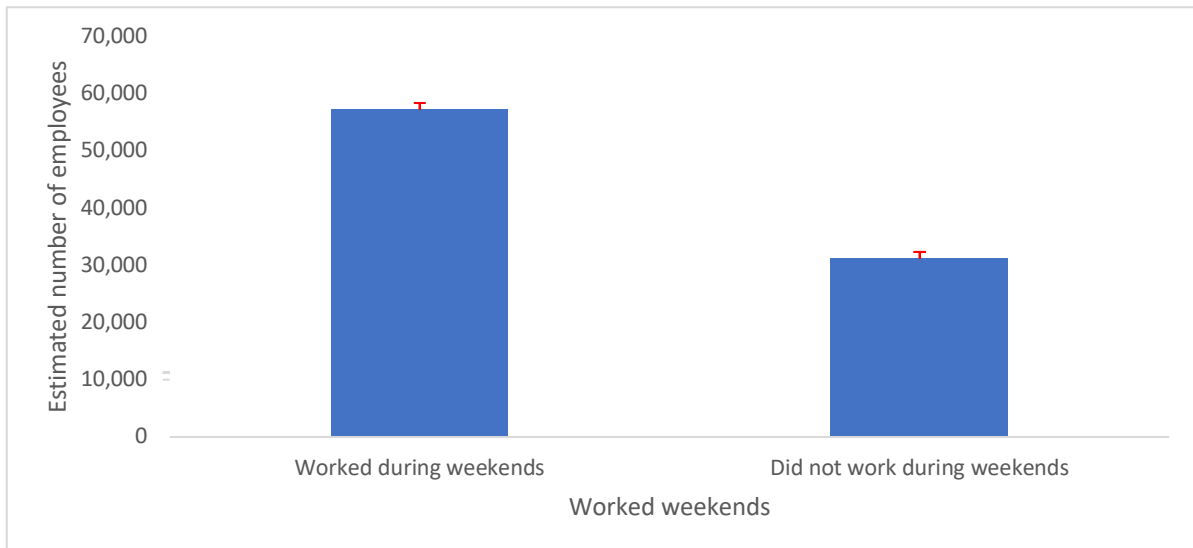


Figure 19: Estimated number of employees in the Hospitality-Related Sector who worked during weekends. HLFS, 2022.

7.9 Weekend work by age group

Table 32: Estimated counts of individuals in the Hospitality-Related Sector who worked on weekends, by age group. HLFS, 2022.

Age group	Worked on weekends	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	No	8,300	5,700	10,900	9.40%
15-19	Yes	18,300	14,500	22,100	20.72%
20-24	No	5,800	3,500	8,100	6.57%
20-24	Yes	10,500	7,300	13,700	11.89%
25-29	No	3,800	1,600	6,000	4.30%
25-29	Yes	8,900	5,800	12,000	10.08%
30-34	No	3,300	2,100	4,500	3.74%
30-34	Yes	4,600	3,100	6,100	5.21%
35-39	No	3,100	1,500	4,700	3.51%
35-39	Yes	2,600	1,500	3,700	2.94%
40-44	No	1,700	800	2,600	1.93%
40-44	Yes	2,900	1,500	4,300	3.28%
45-49	No	1,400	400	2,400	1.59%
45-49	Yes	2,300	900	3,700	2.60%
50-54	No	1,500	700	2,300	1.70%
50-54	Yes	1,900	800	3,000	2.15%
55-59	Yes	1,600	500	2,700	1.81%
60-64	Yes	2,900	1,200	4,600	3.28%
-	No Total	31,100	25,500	36,700	35.22%
-	Yes Total	57,200	50,400	64,000	64.78%
Grand Total	-	88,300	80,500	96,100	100.00%



Figure 20: Estimated counts of individuals in the Hospitality-Related Sector who worked on weekends, by age group. HLFS, 2022.

7.10 Weekend work by Māori and non-Māori employees

Table 33: Estimated counts of Māori and non-Māori individuals in the Hospitality-Related Sector who worked on weekends. HLFS, 2022.

Māori Ethnicity	Worked on weekends	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	No	5,500	3,500	7,500	6.23%
Māori	Yes	8,700	6,000	11,400	9.85%
Non-Māori	No	25,600	20,400	30,800	28.99%
Non-Māori	Yes	48,600	42,200	55,000	55.04%
-	No Total	31,100	25,500	36,700	35.22%
-	Yes Total	57,200	50,400	64,000	64.78%
Grand Total	-	88,300	80,500	96,100	100.00%



Figure 21: Estimated counts of Māori and non-Māori individuals in the Hospitality-Related Sector who worked on weekends. HLFS, 2022.

7.11 Weekend work by Pacific and non-Pacific employees

Table 34: Estimated counts of Pacific and non-Pacific individuals in the Hospitality-Related Sector who worked on weekends. HLFS, 2022.

Pacific Ethnicity	Worked on weekends	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	No	1,700	700	2,700	1.93%
Pacific	Yes	3,100	1,500	4,700	3.51%
Non-Pacific	No	29,400	24,000	34,800	33.30%
Non-Pacific	Yes	54,100	47,400	60,800	61.27%
-	No Total	31,100	25,500	36,700	35.22%
-	Yes Total	57,200	50,400	64,000	64.78%
Grand Total	-	88,300	80,500	96,100	100.00%



Figure 22: Estimated counts of Pacific and non-Pacific individuals in the Hospitality-Related Sector who worked on weekends. HLFS, 2022.

8 Research Findings – Employment Type and Union Membership

The following section outlines the research findings associated with the Hospitality-related sector as defined in Section 2. The findings in this section cover a range of information relating to the employment type and union membership status of employees in the sector.

8.1 Employees on fixed term or casual contracts

Table 35: Estimated number of employees in the Hospitality-Related Sector who are employed under a fixed term or casual contract. HLFS, 2022.

Employment type	Estimated number of employees	% of total	95% confidence interval lower limit	95% confidence interval upper limit
Fixed term	1,100	1.25%	1.17%	1.32%
Casual	10,800	12.23%	12.01%	12.45%
Total	88,300	100.00%	-	-

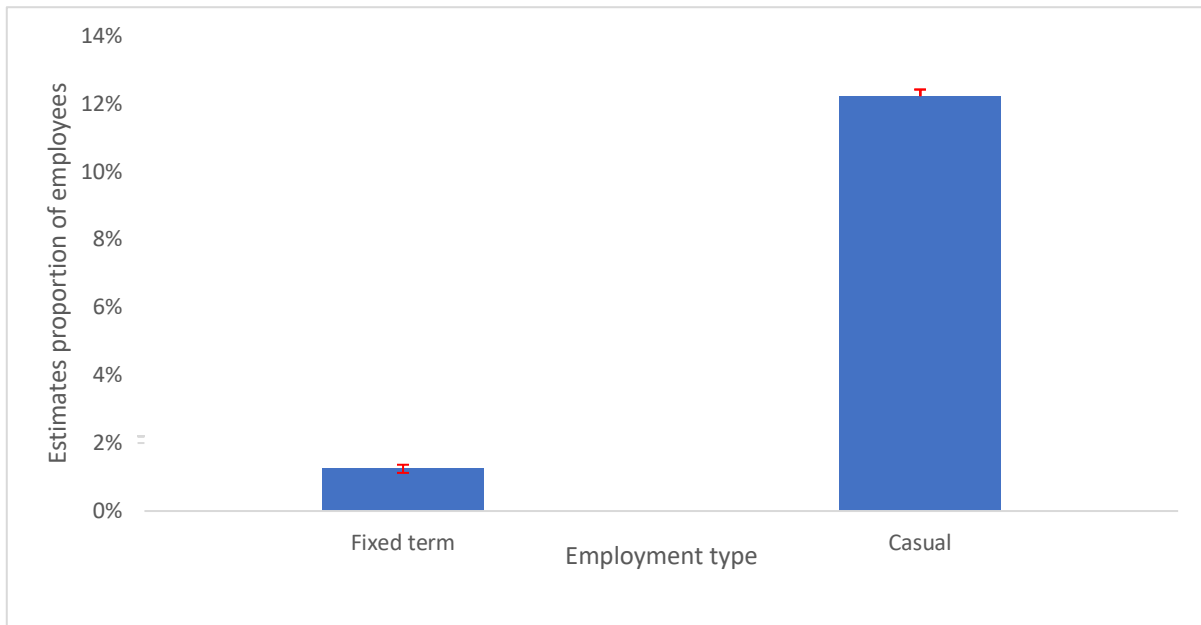


Figure 23: Estimated number of employees in the Hospitality-Related Sector who are employed under a fixed term or casual contract. HLFS, 2022.

8.2 Employees on fixed term or casual contracts by age group

Table 36: Estimated counts of individuals in the Hospitality-Related Sector who are employed under a casual contract, by age group. Total includes only individuals under a casual contract, not fixed term contract. HLFS, 2022.

Age group	Employment type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
15-19	Casual	5,900	3,700	8,100	54.63%
20-24	Casual	1,800	400	3,200	16.67%
Total	-	10,800	7,500	14,100	100.00%

8.3 Māori and non-Māori employees on fixed term or casual contracts

Table 37: Estimated counts of Māori individuals in the Hospitality-Related Sector who are employed under a casual contract. Total includes only individuals under a casual contract, not fixed term contract. HLFS, 2022.

Māori Ethnicity	Employment type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Non-Māori	Casual	8,700	5,900	11,500	80.56%
Māori	Casual	2,000	600	3,400	18.52%
Total	-	10,800	7,500	14,100	100.00%

8.4 Employee union membership

Table 38: Estimated number of employees in the Hospitality-Related Sector by union membership status. HLFS, 2022.

Union Member	2,300	700	3,900	2.72%
Not Union Member	79,500	71,900	87,100	94.08%
Don't know	2,600	1,200	4,000	3.08%
Total	84,500	76,700	92,300	100.00%

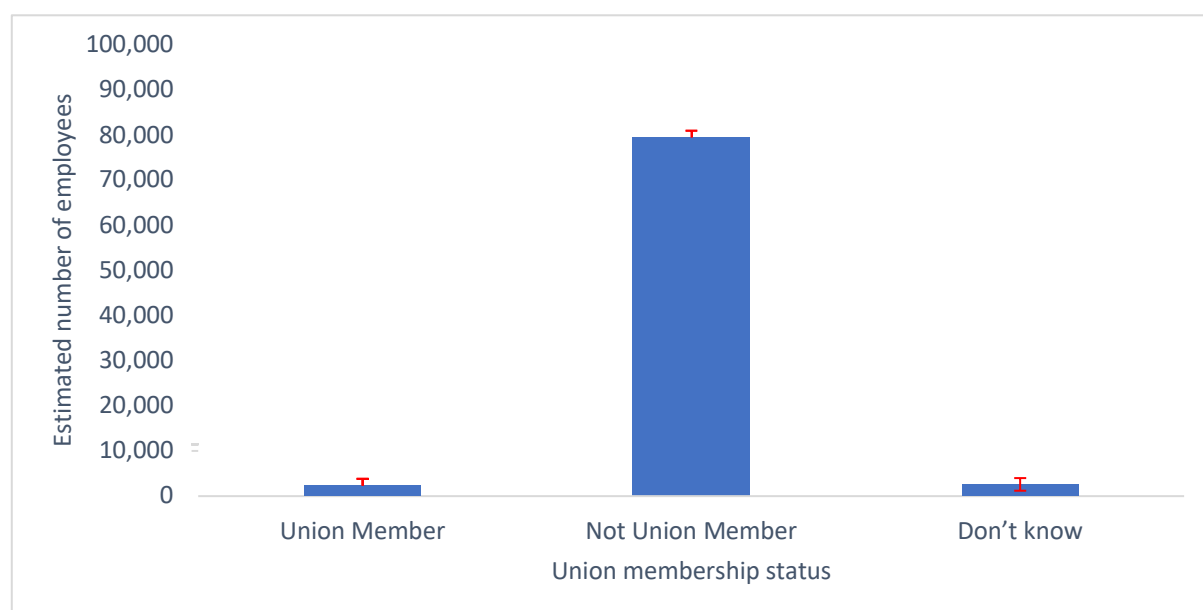


Figure 24: Estimated number of employees in the Hospitality-Related Sector by union membership status. HLFS, 2022.

8.5 Employees by employment agreement type

Table 39: Estimated number of employees in the Hospitality-Related Sector by employment agreement type. HLFS, 2022.

Employment agreement type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Individual Agreement	65,900	58,500	73,300	84.16%
Collective Agreement	7,400	4,900	9,900	9.45%
Don't know	5,000	2,900	7,100	6.39%
Total	78,300	70,300	86,300	100.00%

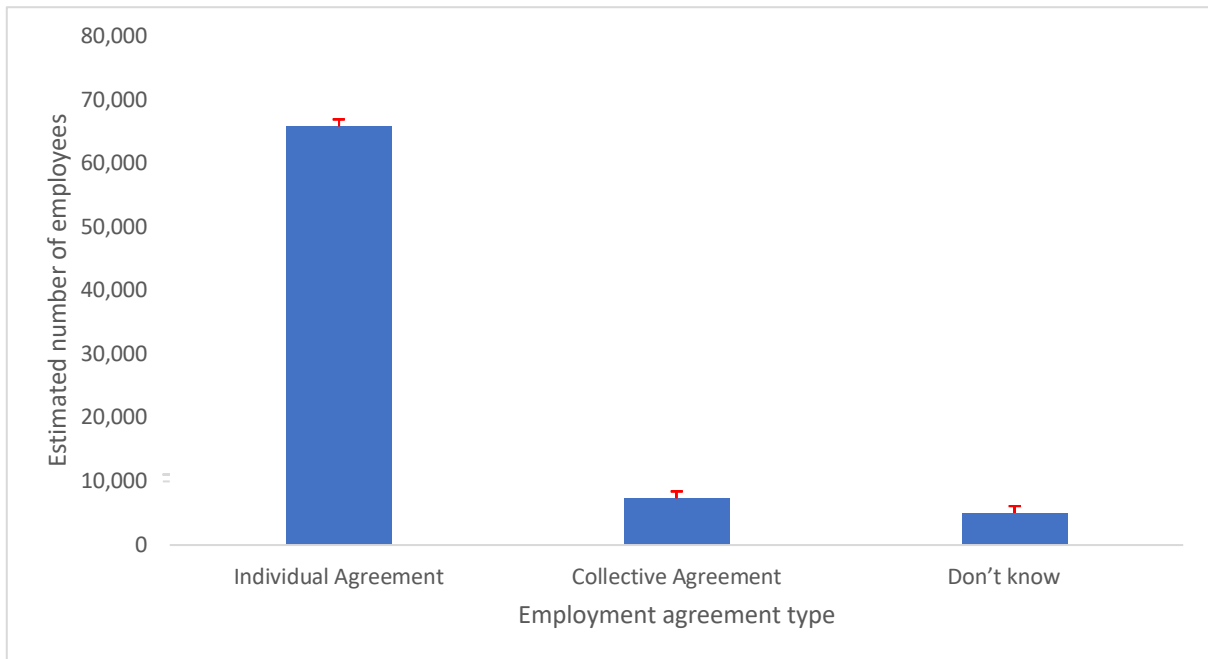


Figure 25: Estimated number of employees in the Hospitality-Related Sector by employment agreement type. HLFS, 2022.

8.6 Employees by employment agreement type and age group

Table 40: Estimated counts of individuals in the Hospitality-Related Sector by employment agreement type (individual or collective) and age group. HLFS, 2022.

Age group	Employment agreement type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Individual	20,000	15,800	24,200	25.54%
15-19	Collective	1,500	400	2,600	1.92%
15-19	Don't know	2,200	700	3,700	2.81%
20-24	Individual	11,900	8,600	15,200	15.20%
20-24	Collective	2,000	700	3,300	2.55%
25-29	Individual	9,600	6,300	12,900	12.26%
25-29	Collective	1,900	600	3,200	2.43%
30-34	Individual	6,100	4,400	7,800	7.79%
35-39	Individual	4,500	2,700	6,300	5.75%
40-44	Individual	3,100	1,900	4,300	3.96%
45-49	Individual	2,700	1,100	4,300	3.45%
50-54	Individual	2,900	1,500	4,300	3.70%
55-59	Individual	1,900	700	3,100	2.43%
60-64	Individual	1,900	400	3,400	2.43%
-	Individual Total	65,900	58,500	73,300	84.16%
-	Collective Total	7,400	4,900	9,900	9.45%
-	Don't know Total	5,000	2,900	7,100	6.39%
Grand Total	-	78,300	70,300	86,300	100.00%

8.7 Māori and non-Māori employees by employment agreement type

Table 41: Estimated counts of Māori and non-Māori individuals in the Hospitality-Related Sector by employment agreement type (individual or collective). HLFS, 2022.

Māori	Individual	10,100	7,100	13,100	12.90%
Māori	Collective	2,500	1,100	3,900	3.19%
Non-Māori	Individual	55,800	48,400	63,200	71.26%
Non-Māori	Collective	4,900	2,700	7,100	6.26%
Non-Māori	Don't know	4,700	2,600	6,800	6.00%
-	Individual Total	65,900	58,500	73,300	84.16%
-	Collective Total	7,400	4,900	9,900	9.45%
-	Don't know Total	5,000	2,900	7,100	6.39%
Grand Total	-	78,300	70,300	86,300	100.00%

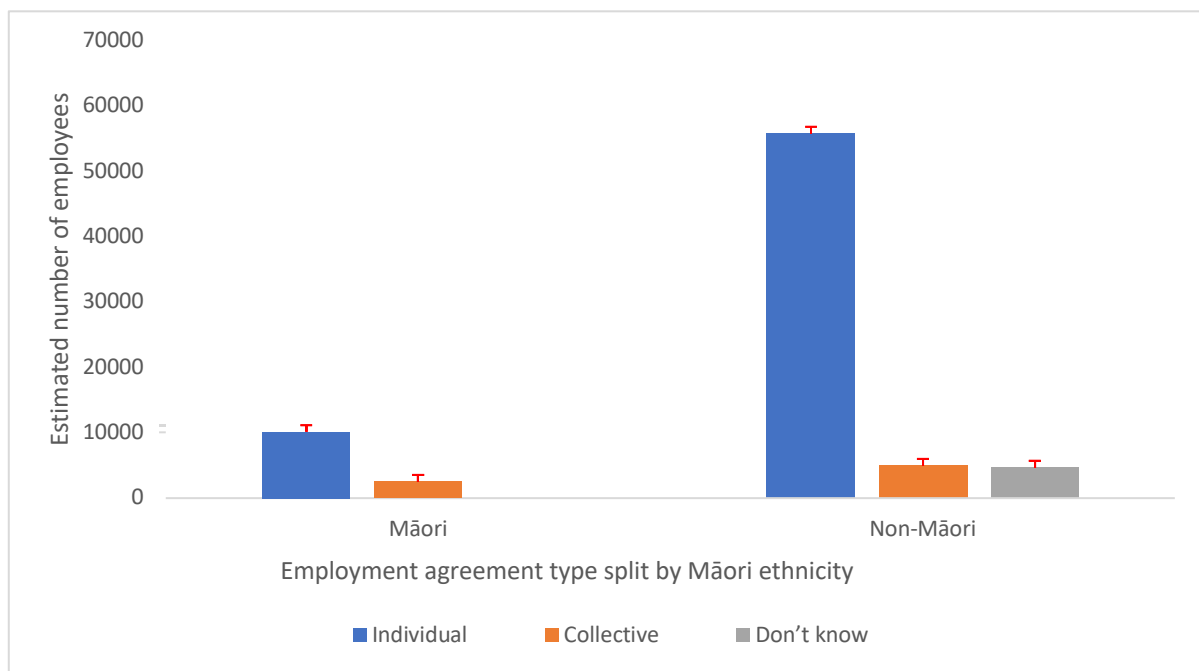


Figure 26: Estimated counts of Māori and non-Māori individuals in the Hospitality-Related Sector by employment agreement type (individual or collective). HLFS, 2022.

8.8 Pacific and non-Pacific employees by employment agreement type

Table 42: Estimated counts of Pacific and non-Pacific individuals in the Hospitality-Related Sector by employment agreement type (individual or collective). HLFS, 2022.

Pacific Ethnicity	Employment agreement type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Individual	2,900	1,400	4,400	3.70%
Non-Pacific	Individual	63,000	55,700	70,300	80.46%
Non-Pacific	Collective	6,600	4,100	9,100	8.43%
Non-Pacific	Don't know	4,600	2,500	6,700	5.87%
-	Individual Total	65,900	58,500	73,300	84.16%
-	Collective Total	7,400	4,900	9,900	9.45%
-	Don't know Total	5,000	2,900	7,100	6.39%
Grand Total	-	78,300	70,300	86,300	100.00%



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