

Employment Relations Sector Report: Security Guard Sector

August 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 both 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 Security Guard 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 Security Guard 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 Security Guard 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 Security Guard sector:

- All ANZSIC codes were included for the purpose of this report, as Security Guards and Officers can be employed by employers operating in many industries.

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

- 442211: Alarm, Security or Surveillance Monitor
- 442212: Armoured Car Escort
- 442213: Crowd Controller
- 442214: Private Investigator
- 442215: Retail Loss Prevention Officer
- 442216: Security Consultant
- 442217: Security Officer
- 442299: Security Officers and Guards not elsewhere classified

3 Research Findings – Employee Demographics

The following section outlines the research findings associated with the Security Guard 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

Table 1: Estimated number of employees in the Security Guard Sector, by ANZSCO code. HLFS, 2022².

ANZSCO code	Occupation	Estimated number of employees ³	95% confidence interval lower limit ⁴	95% confidence interval upper limit	% of total
442217	Security Officer	11,100	8,500	13,700	90.98%
442211	Alarm, Security or Surveillance Monitor	S	S	S	S
442213	Crowd Controller	S	S	S	S
442215	Retail Loss Prevention Officer	S	S	S	S
442216	Security Consultant	S	S	S	S
Total	-	12,200	9,400	15,000	100.00%

² 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. Also, some results have been suppressed (due to low counts of individuals) during the Integrated Data Infrastructure data outputting process.

³ 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.

⁴ We are 95% confident that the confidence intervals provided in this and following tables contain the true number/proportion of employees in the proposed sector.

3.2 Employees in the sector by age group

Table 2: Estimated counts of employees in the Security Guard Sector by age group. HLFS, 2022.⁵

15-19	1,100	100	2,100	9.02%
20-24	1,600	400	2,800	13.11%
25-29	2,000	700	3,300	16.39%
40-44	1,200	300	2,100	9.84%
45-49	1,200	400	2,000	9.84%
55-59	1,100	300	1,900	9.02%
60-64	1,000	300	1,700	8.20%
Total	12,200	9,400	15,000	100.00%

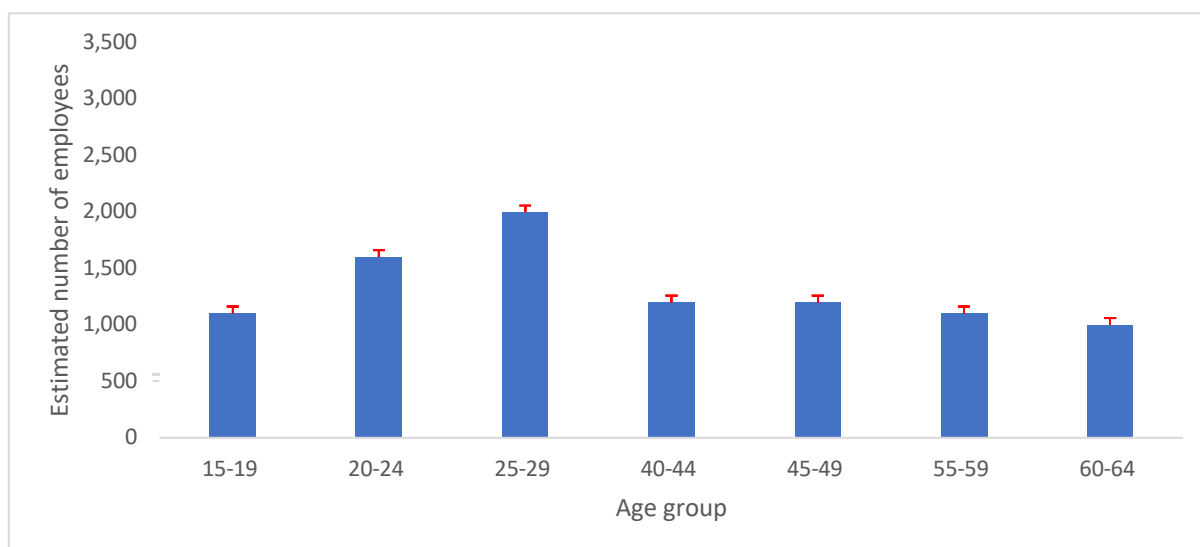


Figure 1: Estimated counts of employees in the Security Guard Sector by age group. HLFS, 2022.

⁵ Note 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 some analysis categories being left off effected tables.

3.3 Employees in the sector by ethnicity

Table 3: Estimated counts of employees in the Security Guard Sector by ethnicity. HLFS, 2022.

Pacific	3,100	1,600	4,600	25.41%
Māori	1,900	700	3,100	15.57%
Asian	2,000	900	3,100	16.39%
European	6,600	4,500	8,700	54.10%
Total	12,200	9,400	15,000	100.00%

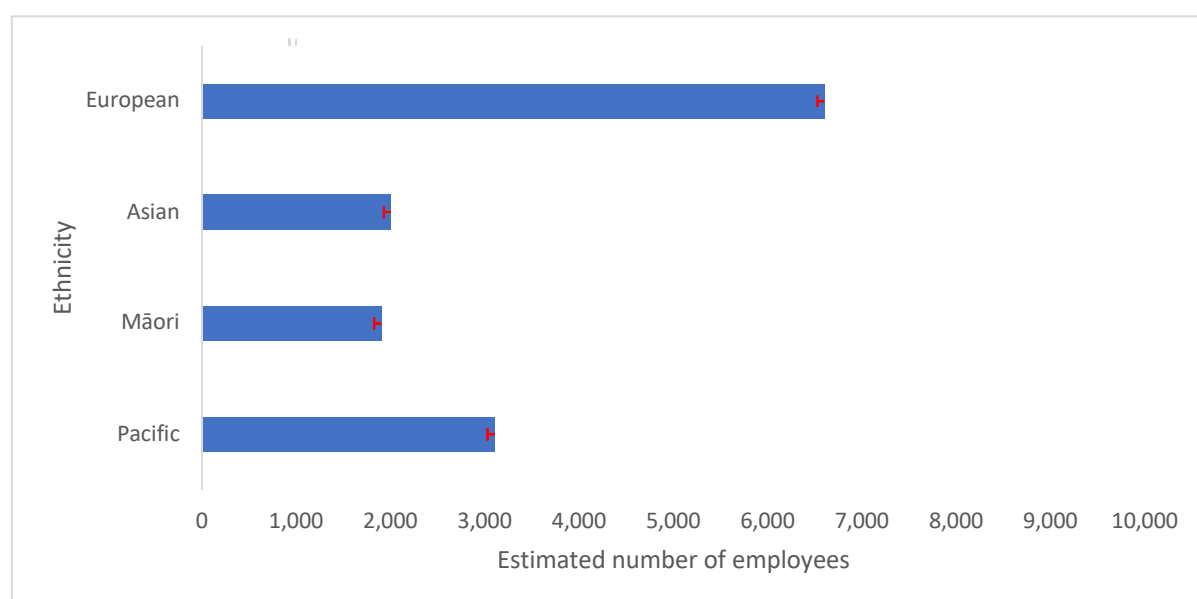


Figure 2: Estimated counts of employees in the Security Guard Sector by ethnicity. HLFS, 2022.

3.4 Employees in the sector by sex

Table 4: Estimated counts of employees in the Security Guard Sector by sex (male or female only). HLFS, 2022.

Sex	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Male	9,400	6,900	11,900	77.05%
Female	2,800	1,400	4,200	22.95%
Total	12,200	9,400	15,000	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.

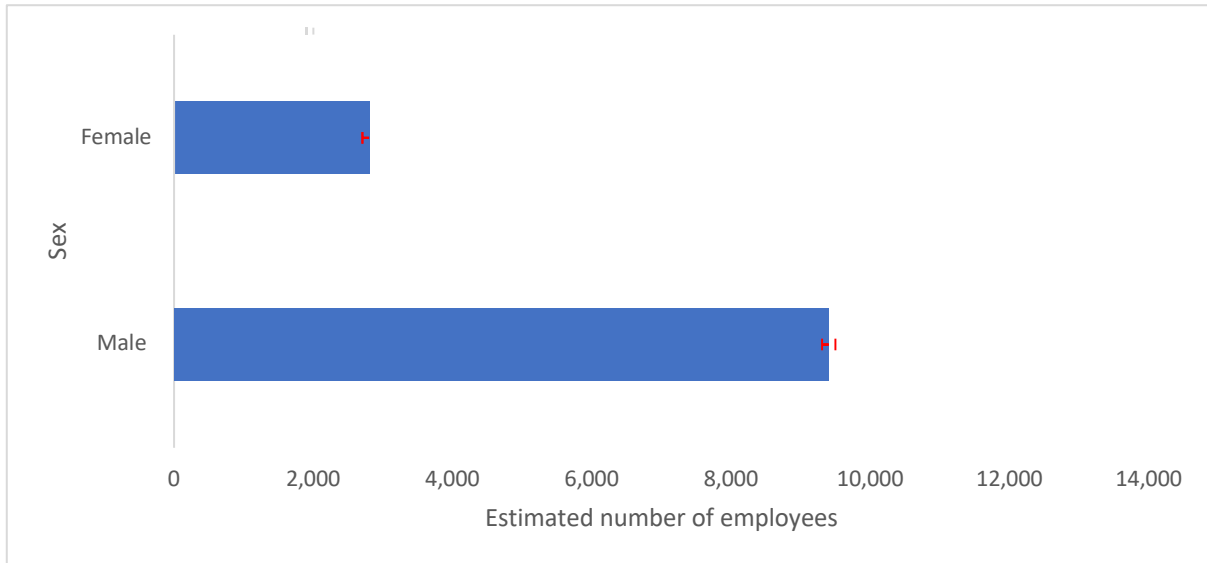


Figure 3: Estimated counts of employees in the Security Guard Sector by sex (male or female only). HLFS, 2022.

3.5 Male employees in the sector by age group

Table 5: Estimated counts of male employees in the Security Guard 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
20-24	1,200	200	2,200	12.77%
25-29	1,300	300	2,300	13.83%
55-59	1,000	300	1,700	10.64%
Male Total	9,400	6,900	11,900	100.00%

3.6 Māori employees in the sector by sex

Table 6: Estimated counts of Māori and non-Māori employees in the Security Guard Sector by sex (male or female only). HLFS, 2022.

Sex	Māori Ethnicity	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Male	Māori	1,600	500	2,700	13.11%
Male	Non-Māori	7,800	5,700	9,900	63.93%
Female	Non-Māori	2,500	1,100	3,900	20.49%
-	Māori Total	1,900	700	3,100	15.57%
-	Non-Māori Total	10,300	7,900	12,700	84.43%
Grand Total	-	12,200	9,400	15,000	100.00%

3.7 Pacific employees in the sector by sex

Table 7: Estimated counts of Pacific and non-Pacific employees in the Security Guard Sector by sex (male or female only). HLF5, 2022.

Male	Pacific	2,300	1,000	3,600	18.85%
Male	Non-Pacific	7,100	4,800	9,400	58.20%
Female	Non-Pacific	2,100	1,000	3,200	17.21%
-	Pacific Total	3,100	1,600	4,600	25.41%
-	Non-Pacific Total	9,100	6,600	11,600	74.59%
Grand Total	-	12,200	9,400	15,000	100.00%

3.8 Employees in the sector by urbanity

Table 8: Estimated counts of employees in the Security Guard Sector by urbanity. HLF5, 2022.

Area Type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Main urban areas	9,600	7,200	12,000	78.69%
Rural areas	1,300	300	2,300	10.66%
Total	12,200	9,400	15,000	100.00%

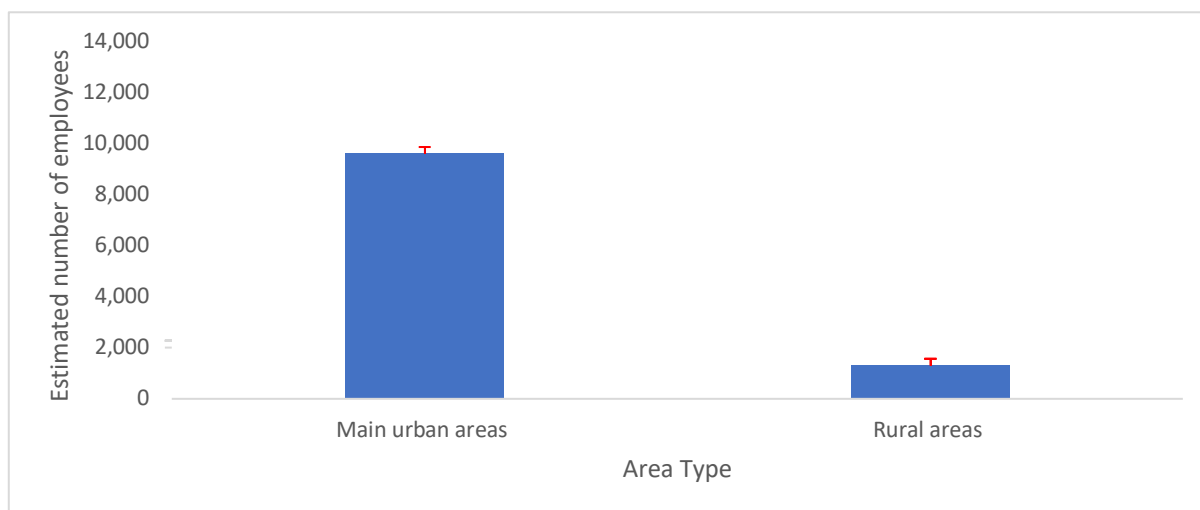


Figure 4: Estimated counts of employees in the Security Guard Sector by urbanity. HLF5, 2022.

3.9 Employees in the sector by region

Table 9: Estimated counts of employees in the Security Guard Sector by region. HLFS, 2022.

Auckland	5,000	3,200	6,800	40.98%
Waikato	1,900	700	3,100	15.57%
Bay of Plenty	1,300	0	2,600	10.66%
Otago	1,000	300	1,700	8.20%
Total	12,200	9,400	15,000	100.00%

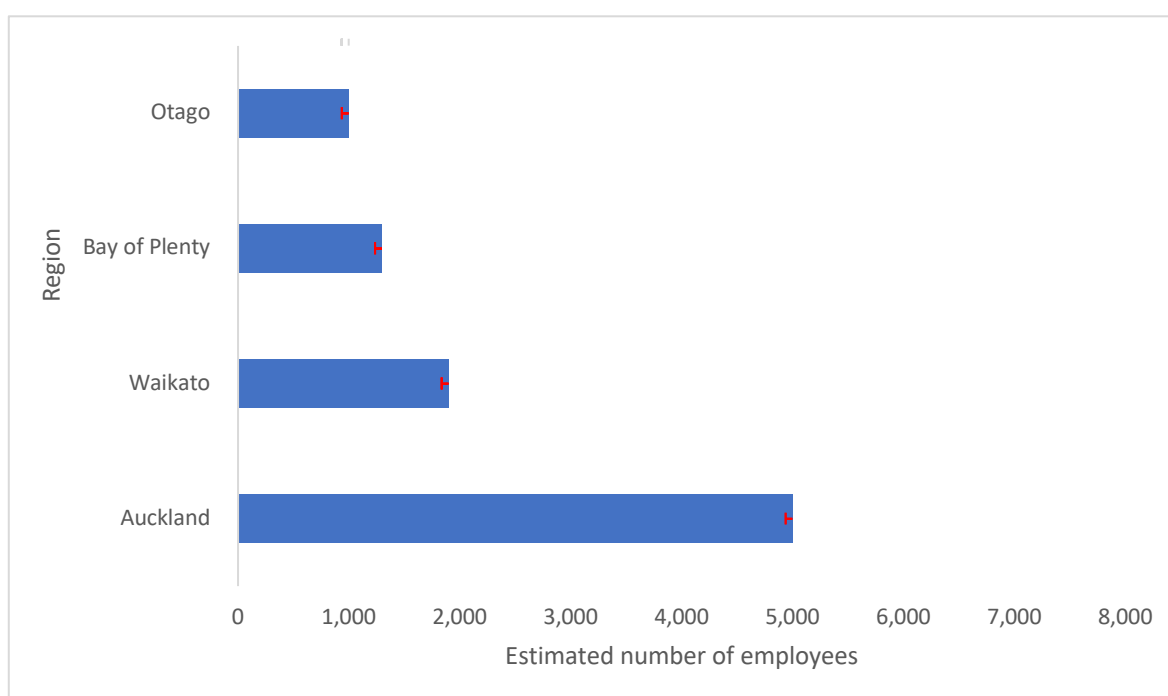


Figure 5: Estimated counts of employees in the Security Guard Sector by region. HLFS, 2022.

4. Research findings - Employer Characteristics

The following section outlines the research findings associated with the Security Guard 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 employees in the sector working within enterprises of varying sizes, and the total number of enterprises of that size employing individuals within the sector. Enterprise size is based on the number of *total* employees, not just employees in the sector.

Table 10: Proportion of Security Guard sector employees working within enterprises of varying sizes (based on number of individuals employed within the sector). Integrated Data Infrastructure Admin Data⁷

Enterprise size	% of sector employees working in enterprise size category	Number of enterprises
1 to 20 employees	15.24%	876
21 to 50 employees	8.24%	381
51 to 100 employees	5.93%	267
100+ employees	70.59%	846

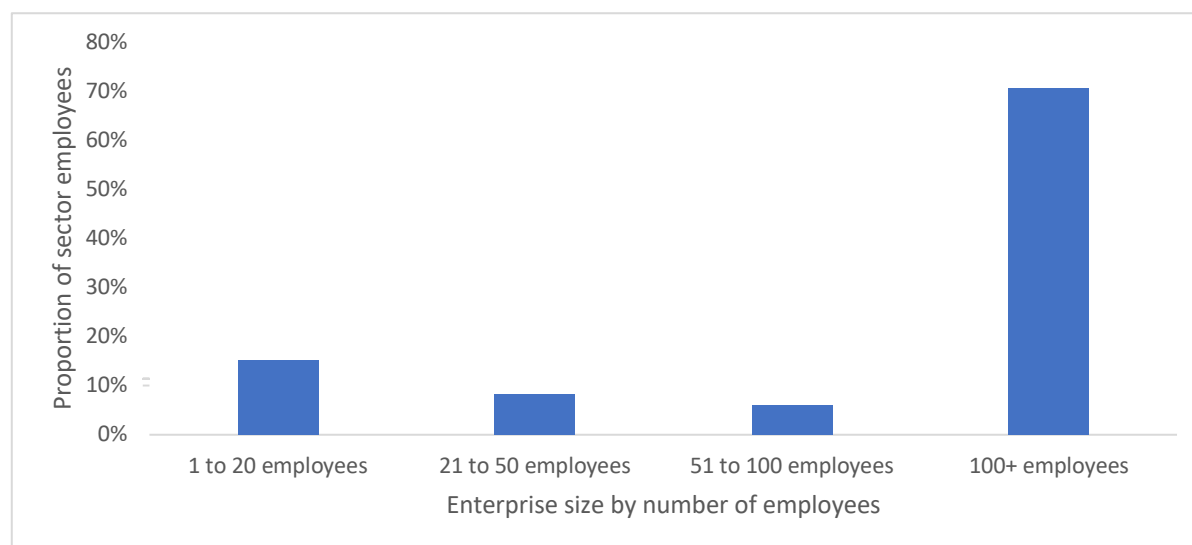


Figure 6: Proportion of Security Guard sector employees working within enterprises of varying sizes (based on number of individuals employed within the sector). Integrated Data Infrastructure Admin Data⁸

⁷ See the accompanying Employment Relations Data Methodology Report for more information.

⁸ 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 Security Guard 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 wage⁹ have been used to represent those earning ‘close to’ the minimum wage.

Table 11: Estimated number of employees in the Security Guard Sector earning above and below 120% of the minimum wage. HLFS, 2022¹⁰.

Above or below 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Above 120% of minimum wage	4,400	2,700	6,100	38.26%
Below 120% of minimum wage	7,100	4,900	9,300	61.74%
Total	11,500	8,900	14,100	100.00%

⁹ See the Employment Relations Data Methodology Report for a summary of the minimum and median wage by year from 2016-2022.

¹⁰ 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 proposed sector.

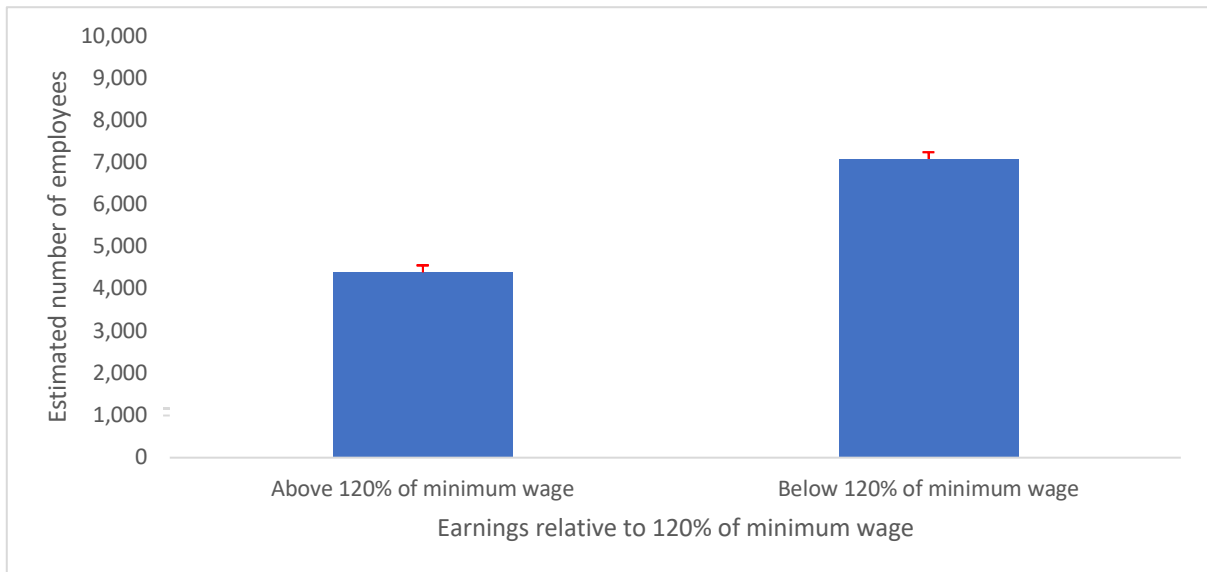


Figure 7: Estimated number of employees in the Security Guard Sector earning above and below 120% of the minimum wage. HLFS, 2022

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 12: Estimated counts of employees in the Security Guard 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
20-24	Below 120%	1,300	200	2,400	11.30%
-	Above 120% Total	4,400	2,700	6,100	38.26%
-	Below 120% Total	7,100	4,900	9,300	61.74%
Grand Total	-	11,500	8,900	14,100	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 13: Estimated counts of Māori and non-Māori employees in the Security Guard 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	Below 120%	1,300	300	2,300	11.30%
Non-Māori	Above 120%	4,000	2,400	5,600	34.78%
Non-Māori	Below 120%	5,800	4,000	7,600	50.43%
-	Above 120% Total	4,400	2,700	6,100	38.26%
-	Below 120% Total	7,100	4,900	9,300	61.74%
Grand Total	-	11,500	8,900	14,100	100.00%

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 14: Estimated counts of Pacific and non-Pacific employees in the Security Guard 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%	2,000	700	3,300	17.39%
Non-Pacific	Above 120%	3,400	1,900	4,900	29.57%
Non-Pacific	Below 120%	5,100	3,100	7,100	44.35%
-	Above 120% Total	4,400	2,700	6,100	38.26%
-	Below 120% Total	7,100	4,900	9,300	61.74%
Grand Total	-	11,500	8,900	14,100	100.00%

5.5 Employees earning above and below the national median wage

Table 15: Estimated number of employees in the Security Guard 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
Below median wage	8,800	6,500	11,100	76.52%
Above median wage	2,700	1,200	4,200	23.48%
Total	11,500	8,900	14,100	100.00%

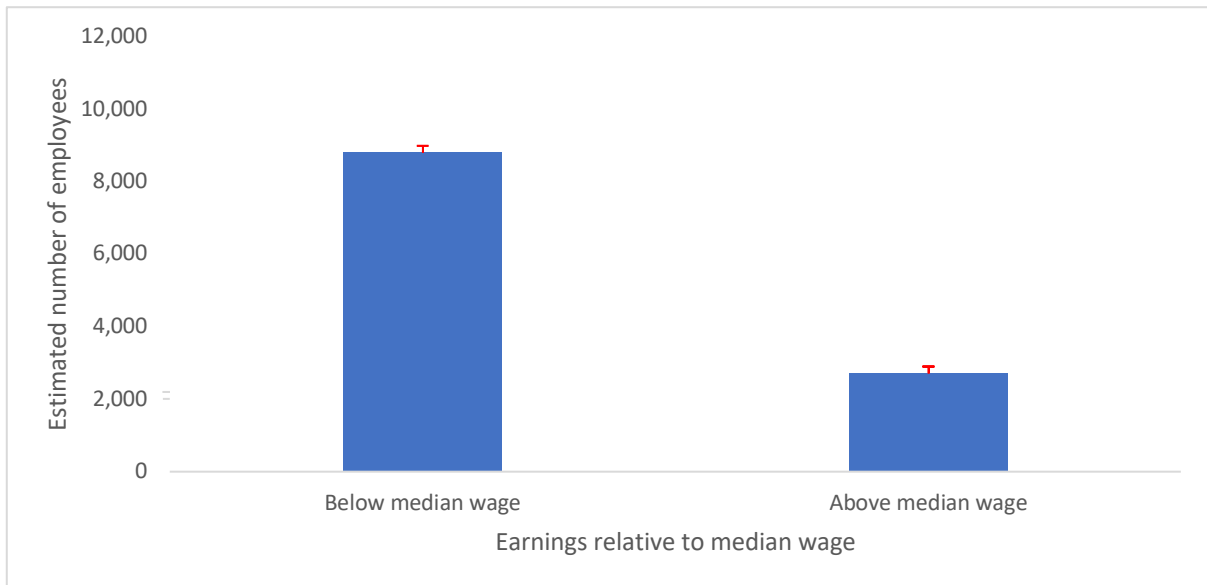


Figure 8: Estimated number of employees in the Security Guard Sector earning above and below the median wage. HLFS, 2022.

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

Table 16: Estimated counts of employees in the Security Guard 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
20-24	Below	1,600	400	2,800	13.91%
25-29	Below	1,300	300	2,300	11.30%
-	Below Total	8,800	6,500	11,100	76.52%
-	Above Total	2,700	1,200	4,200	23.48%
Grand Total	-	11,500	8,900	14,100	100.00%

5.7 Employees earning above and below the national median wage- Māori and non-Māori employees

Table 17: Estimated counts of Māori and non-Māori employees in the Security Guard Sector receiving above or below the median wage. HLF5, 2022.

Māori Ethnicity	Pay relative to the median wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	Below	1,500	400	2,600	13.04%
Non-Māori	Below	7,300	5,300	9,300	63.48%
Non-Māori	Above	2,500	1,100	3,900	21.74%
-	Below Total	8,800	6,500	11,100	76.52%
-	Above Total	2,700	1,200	4,200	23.48%
Grand Total	-	11,500	8,900	14,100	100.00%

5.8 Employees earning above and below the national median wage - Pacific and non-Pacific employees

Table 18: Estimated counts of Pacific and non-Pacific employees in the Security Guard Sector receiving above or below the median wage. HLF5, 2022.

Pacific Ethnicity	Pay relative to the median wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Below	2,300	1,000	3,600	20.00%
Non-Pacific	Below	6,400	4,200	8,600	55.65%
Non-Pacific	Above	2,100	800	3,400	18.26%
-	Below Total	8,800	6,500	11,100	76.52%
-	Above Total	2,700	1,200	4,200	23.48%
Grand Total	-	11,500	8,900	14,100	100.00%

6 Research findings - Pay progression

6.1 Wages by job tenure

Table 19: Mean estimates of regular hourly wages in the Security Guard Sector by job tenure. HLFS, 2022.

1 month to less than 6 months	\$22.44	\$20.73	\$24.14
6 months to less than 1 year	\$38.47	\$18.83	\$58.11
1 year to less than 3 years	\$27.81	\$22.36	\$33.26
3 years to less than 5 years	\$35.00	\$15.55	\$54.45
5 years to less than 10 years	\$28.08	\$21.65	\$34.51
10 years or more	\$32.90	\$26.63	\$39.16
Total	\$29.84	\$26.32	\$33.37

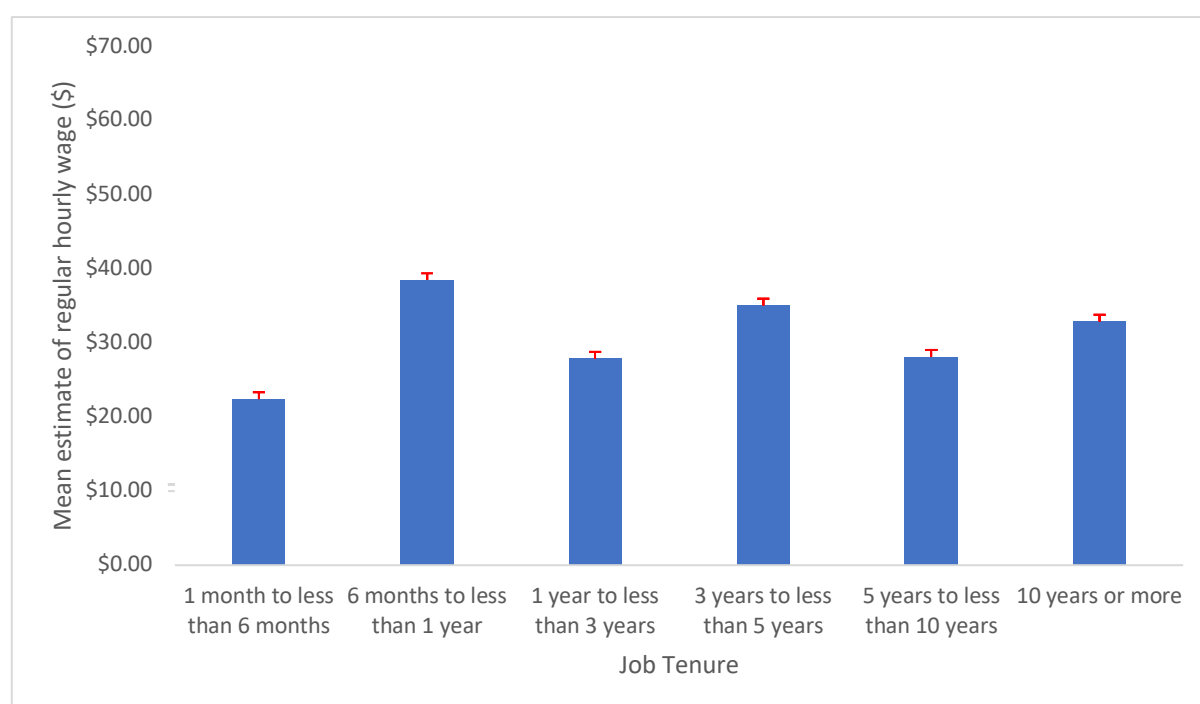


Figure 9: Mean estimates of regular hourly wages in the Security Guard Sector by job tenure. HLFS, 2022.

6.2 Employees by job tenure

Table 20: Estimated counts of employees in the Security Guard Sector by job tenure. HLFS, 2022.

Job tenure	Estimated count	Estimated count	Estimated count	Percentage
1 month to less than 6 months	1,400	0	2,800	11.67%
6 months to less than 1 year	1,800	600	3,000	15.00%
1 year to less than 3 years	3,600	2,200	5,000	30.00%
5 years to less than 10 years	1,600	700	2,500	13.33%
10 years or more	1,800	800	2,800	15.00%
Total	12,000	9,200	14,800	100.00%

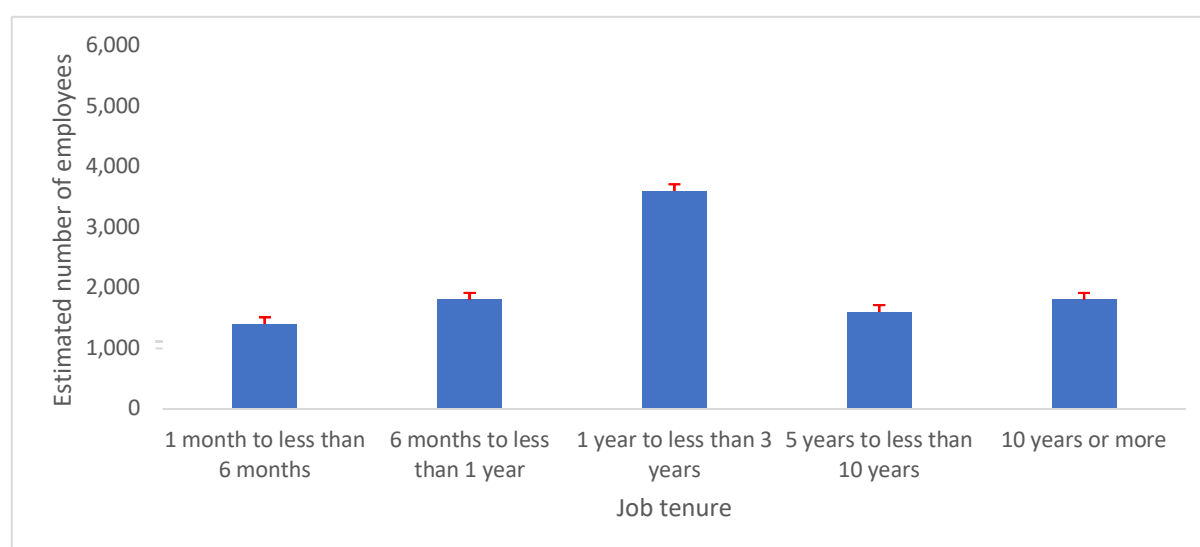


Figure 10: Estimated counts of employees in the Security Guard Sector by job tenure. HLFS, 2022.

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

Table 21: Mean estimated hourly wage of Pacific and non-Pacific employees in the Security Guard Sector by job tenure. HLFS, 2022.

Pacific Ethnicity	Job Tenure ¹¹	Mean estimate of regular hourly wage	95% confidence interval lower limit	95% confidence interval upper limit
Non-Pacific	Recently appointed	\$23.71	\$20.65	\$26.78
Pacific	Longer term	\$28.23	\$19.92	\$36.54
Non-Pacific	Longer term	\$31.64	\$26.62	\$36.66

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.

7 Research findings - Hours Worked

The following section outlines the research findings associated with the Security Guard 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 22: Estimated number of employees in the Security Guard Sector who regularly work more than 40 hours per week. HLFS, 2022.

Regularly works more than 40 hours per week	3,100	1,700	4,500	25.41%
Does not regularly work more than 40 hours per week	9,100	6,700	11,500	74.59%
Total	12,200	9,400	15,000	100.00%

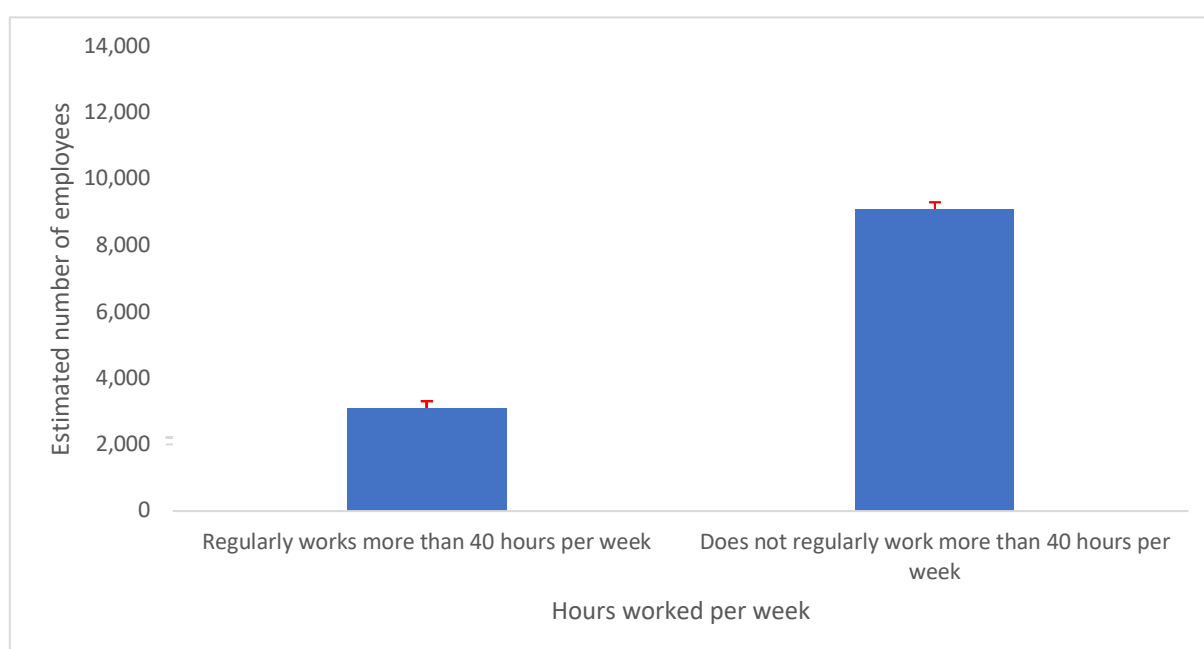


Table 11: Estimated number of employees in the Security Guard Sector who regularly work more than 40 hours per week. HLFS, 2022.

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

Table 23: Estimated counts of employees in the Security Guard 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
20-24	No	1,100	200	2,000	9.02%
25-29	No	1,400	200	2,600	11.48%
45-49	No	1,000	200	1,800	8.20%
55-59	No	1,100	300	1,900	9.02%
-	Yes Total	3,100	1,700	4,500	25.41%
-	No Total	9,100	6,700	11,500	74.59%
Grand Total	-	12,200	9,400	15,000	100.00%

7.3 Regularly working more than 40 hours per week by Māori and non-Māori employees

Table 24: Estimated counts of Māori and non-Māori employees in the Security Guard Sector who do or do not regularly work more than 40 hours per week. HLFS, 2022.

Māori Ethnicity	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
Māori	No	1,300	300	2,300	10.66%
Non-Māori	No	7,800	5,600	10,000	63.93%
Non-Māori	Yes	2,500	1,200	3,800	20.49%
-	No Total	9,100	6,700	11,500	74.59%
-	Yes Total	3,100	1,700	4,500	25.41%
Grand Total	-	12,200	9,400	15,000	100.00%

7.4 Regularly working more than 40 hours per week by Pacific and non-Pacific employees

Table 25: Estimated counts of Pacific and non-Pacific employees in the Security Guard Sector who do or do not regularly work more than 40 hours per week. HLFS, 2022.

Pacific Ethnicity	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
Pacific	No	2,300	1,000	3,600	18.85%
Non-Pacific	No	6,900	4,800	9,000	56.56%
Non-Pacific	Yes	2,300	1,100	3,500	18.85%
-	No Total	9,100	6,700	11,500	74.59%
-	Yes Total	3,100	1,700	4,500	25.41%
Grand Total	-	12,200	9,400	15,000	100.00%

7.5 Same, more, or fewer hours worked than usual

Table 26: Estimated number of employees in the Security Guard Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Worked fewer hours than usual last week	1,900	900	2,900	16.67%
Worked same hours as usual last week	8,500	6,100	10,900	74.56%
Worked more hours than usual last week	S	S	S	S
Total	11,400	8,700	14,100	100.00%

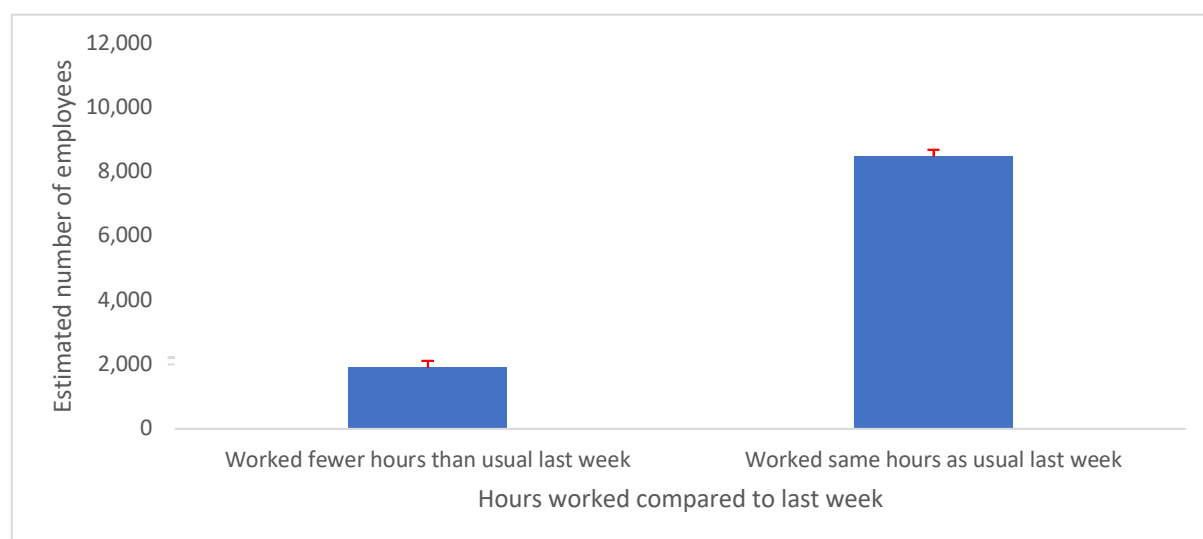


Figure 12: Estimated number of employees in the Security Guard Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

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

Table 27: Estimated counts of employees in the Security Guard Sector who worked the same, more, and fewer hours than usual in the previous week, by age group. HLFS, 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
20-24	Same	1,600	400	2,800	14.04%
25-29	Same	1,000	100	1,900	8.77%
-	Fewer Total	1,900	900	2,900	16.67%
-	Same Total	8,500	6,100	10,900	74.56%
Grand Total	-	11,400	8,700	14,100	100.00%

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

Table 28: Estimated counts of Māori and non-Māori employees in the Security Guard Sector who worked the same, more, and fewer hours than usual in the previous week. HLF5, 2022.

Māori Ethnicity	Hours worked compared to last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	Same	1,300	300	2,300	11.40%
Non-Māori	Fewer	1,700	700	2,700	14.91%
Non-Māori	Same	7,200	5,200	9,200	63.16%
-	Fewer Total	1,900	900	2,900	16.67%
-	Same Total	8,500	6,100	10,900	74.56%
Grand Total	-	11,400	8,700	14,100	100.00%

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

Table 29: Estimated counts of Pacific and non-Pacific employees in the Security Guard Sector who worked the same, more, and fewer hours than usual in the previous week. HLF5, 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	2,200	900	3,500	19.30%
Non-Pacific	Fewer	1,100	300	1,900	9.65%
Non-Pacific	Same	6,300	4,200	8,400	55.26%
-	Fewer Total	1,900	900	2,900	16.67%
-	Same Total	8,500	6,100	10,900	74.56%
Grand Total	-	11,400	8,700	14,100	100.00%

7.9 Weekend work

Table 30: Estimated number of employees in the Security Guard Sector who worked during weekends. HLF5, 2022.

Worked during weekends	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Worked during weekends	6,300	4,300	8,300	51.64%
Did not work during weekends	5,900	4,100	7,700	48.36%
Total	12,200	9,400	15,000	100.00%



Figure 13: Estimated number of employees in the Security Guard Sector who worked during weekends. HLFS, 2022.

7.10 Weekend work by age group

Table 31: Estimated counts of employees in the Security Guard 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
25-29	No	1,300	400	2,200	10.66%
-	No Total	5,900	4,100	7,700	48.36%
-	Yes Total	6,300	4,300	8,300	51.64%
Grand Total	-	12,200	9,400	15,000	100.00%

7.11 Weekend work by Māori and non-Māori employees

Table 32: Estimated counts of Māori and non-Māori employees in the Security Guard 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	Yes	1,400	400	2,400	11.48%
Non-Māori	No	5,400	3,800	7,000	44.26%
Non-Māori	Yes	4,900	3,300	6,500	40.16%
-	No Total	5,900	4,100	7,700	48.36%
-	Yes Total	6,300	4,300	8,300	51.64%
Grand Total	-	12,200	9,400	15,000	100.00%

7.12 Weekend work by Pacific and non-Pacific employees

Table 33: Estimated counts of Pacific and non-Pacific employees in the Security Guard Sector who worked on weekends. HLFS, 2022.

Pacific	No	1,600	600	2,600	13.11%
Pacific	Yes	1,500	500	2,500	12.30%
Non-Pacific	No	4,300	2,600	6,000	35.25%
Non-Pacific	Yes	4,800	2,900	6,700	39.34%
-	No Total	5,900	4,100	7,700	48.36%
-	Yes Total	6,300	4,300	8,300	51.64%
Grand Total	-	12,200	9,400	15,000	100.00%

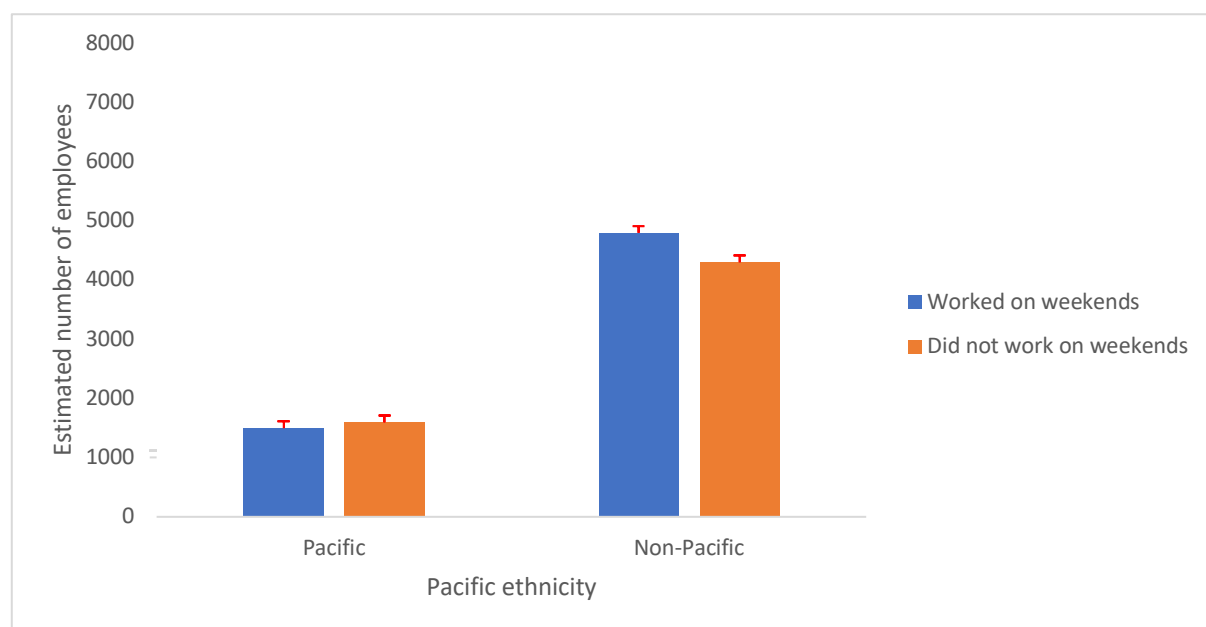


Figure 14: Estimated counts of Pacific and non-Pacific employees in the Security Guard Sector who worked on weekends. HLFS, 2022.

8. Research findings - Employment Type and Union Membership

The following section outlines the research findings associated with the Security Guard 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 Employee union membership

Table 34: Estimated number of employees in the Security Guard Sector by union membership status. HLFS, 2022.

Union Membership Status	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Union Member	2,700	1,300	4,100	22.50%
Not Union Member	8,800	6,400	11,200	73.33%
Don't know	S	S	S	S
Total	12,000	9,200	14,800	100.00%

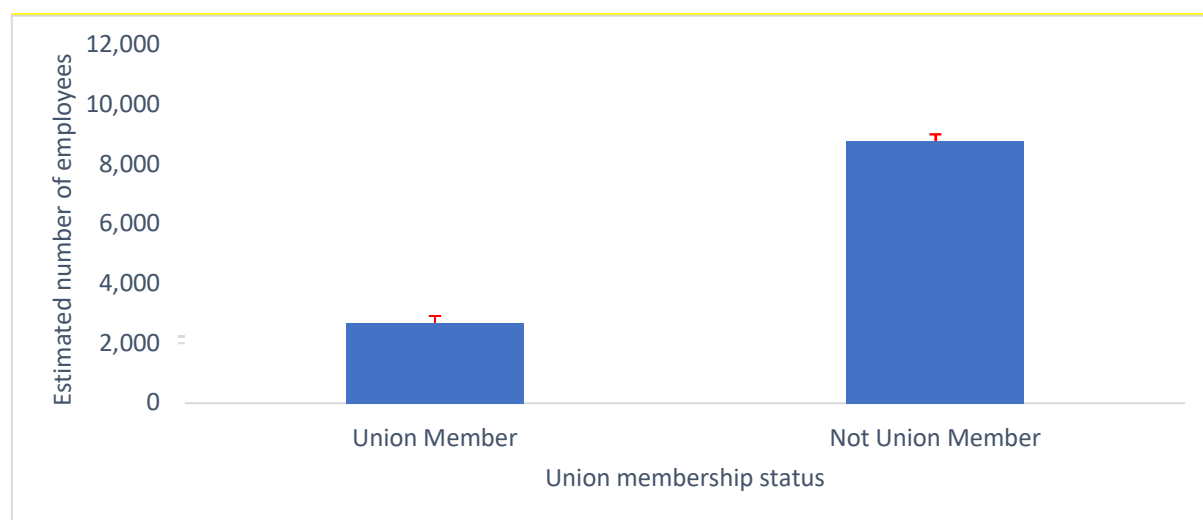


Figure 15: Estimated number of employees in the Security Guard Sector by union membership status. HLFS, 2022.

8.2 Employee union membership by age group

Table 35: Estimated counts of employees in the Security Guard Sector by union membership status and by age group. HLFS, 2022.

Age group	Union Membership Status	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
20-24	Not Union Member	1,500	400	2,600	12.50%
25-29	Not Union Member	1,300	300	2,300	10.83%
-	Union Member Total	2,700	1,300	4,100	22.50%
-	Not Union Member Total	8,800	6,400	11,200	73.33%
Grand Total	-	12,000	9,200	14,800	100.00%

8.3 Māori and non-Māori employees by union membership

Table 36: Estimated counts of Māori and non-Māori employees in the Security Guard Sector by union membership status. HLFS, 2022.

Māori Ethnicity	Union Membership Status	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	Not Union Member	1,300	300	2,300	10.83%
Non-Māori	Union Member	2,100	1,000	3,200	17.50%
Non-Māori	Not Union Member	7,500	5,400	9,600	62.50%
-	Union Member Total	2,700	1,300	4,100	22.50%
-	Not Union Member Total	8,800	6,400	11,200	73.33%
Grand Total	-	12,000	9,200	14,800	100.00%

8.4 Pacific and non-Pacific employees by union membership

Table 37: Estimated counts of Pacific and non-Pacific employees in the Security Guard Sector by union membership status. HLFS, 2022.

Pacific Ethnicity	Union Membership Status	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Not Union Member	2,500	1,100	3,900	20.83%
Non-Pacific	Union Member	2,400	1,100	3,700	20.00%
Non-Pacific	Not Union Member	6,300	4,200	8,400	52.50%
-	Union Member Total	2,700	1,300	4,100	22.50%
-	Not Union Member Total	8,800	6,400	11,200	73.33%
Grand Total	-	12,000	9,200	14,800	100.00%

8.5 Employees by employment agreement type

Table 38: Estimated number of employees in the Security Guard Sector by employment agreement type. HLF5, 2022.

Employment agreement type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Individual Agreement	6,900	5,000	8,800	62.16%
Collective Agreement	3,900	2,300	5,500	35.14%
Don't know	S	S	S	S
Total	11,100	8,500	13,700	100.00%

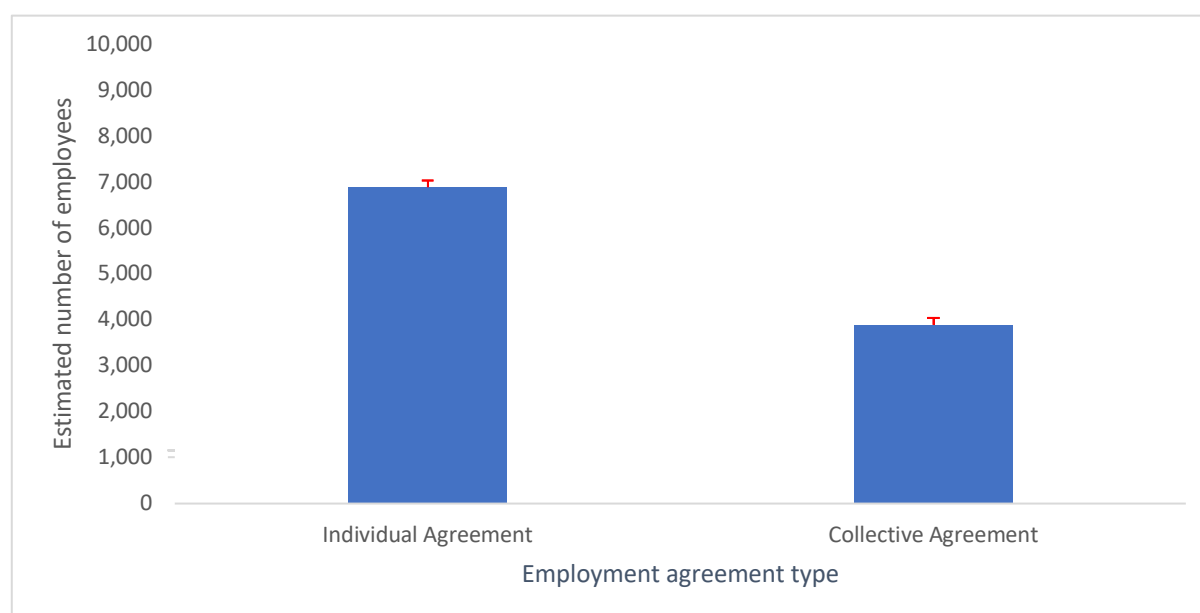


Figure 16: Estimated number of employees in the Security Guard Sector by employment agreement type. HLF5, 2022.

8.6 Employees by employment agreement type and age group

Table 39: Estimated counts of employees in the Security Guard Sector by employment agreement type (individual or collective) and age group. HLF5, 2022.

Age group	Employment agreement type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
25-29	Individual	1,300	300	2,300	11.71%
-	Individual Total	6,900	5,000	8,800	62.16%
-	Collective Total	3,900	2,300	5,500	35.14%
Grand Total	-	11,100	8,500	13,700	100.00%

8.7 Māori and non-Māori employees by employment agreement type

Table 40: Estimated counts of Māori and non-Māori employees in the Security Guard Sector by employment agreement type (individual or collective). HLFS, 2022.

Māori Ethnicity	Employment agreement type	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Māori	Collective	1,200	300	2,100	10.81%
Non-Māori	Individual	6,300	4,500	8,100	56.76%
Non-Māori	Collective	2,700	1,300	4,100	24.32%
-	Individual Total	6,900	5,000	8,800	62.16%
-	Collective Total	3,900	2,300	5,500	35.14%
Grand Total	-	11,100	8,500	13,700	100.00%

8.8 Pacific and non-Pacific employees by employment agreement type

Table 41: Estimated counts of Pacific and non-Pacific employees in the Security Guard 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	1,900	700	3,100	17.12%
Non-Pacific	Individual	4,900	3,200	6,600	44.14%
Non-Pacific	Collective	3,500	2,000	5,000	31.53%
-	Individual Total	6,900	5,000	8,800	62.16%
-	Collective Total	3,900	2,300	5,500	35.14%
Grand Total	-	11,100	8,500	13,700	100.00%



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