

Employment Relations Sector Report: Supermarket and Grocery Store Sector

July 2023 – 2nd Edition February 2024





Ministry of Business, Innovation and Employment (MBIE) Hīkina Whakatutuki – Lifting to make successful

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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 Supermarket and Grocery Store 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 Supermarket and Grocery Store 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 Supermarket and Grocery Store 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 Supermarket and Grocery Store sector:

- G4110: Supermarket and Grocery Stores

The following ANZSCO codes are used to define the occupations in the Supermarket and Grocery Store sector (as defined by the above ANZSIC codes) in this report:

- 139914: Quality Assurance Manager
- 142111: Retail Manager (General)
- 149212: Customer Service Manager
- 351111: Baker
- 351112: Pastrycook
- 351211: Butcher and/or smallgoods maker
- 351411: Cook
- 442215: Retail Loss Prevention Officer
- 512111: Office Manager
- 621111: Sales Assistant
- 621511: Retail Supervisor
- 631111: Checkout Operator
- 631112: Office Cashier
- 639311: Telemarketer
- 741111: Storeperson
- 811699: Cleaner
- 831311: Meat Process Worker
- 831312: Poultry Process Worker
- 831313: Seafood Process Worker
- 851211: Pastrycook Assistant
- 851299: Food Trades Assistants n.e.c.²
- 851311: Kitchenhand
- 891211: Shelf Filler
- 899922: Trolley Collector

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

3 Research Findings – Employee Demographics

The following section outlines the research findings associated with the Supermarket and Grocery Store 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 Supermarket and Grocery Store sector, by ANZSCO code. HLF5, 2022^{3,4}.

ANZSCO code	Occupation	Estimated number of employees	95% confidence interval lower limit ⁵	95% confidence interval upper limit	% of total
351211	Butcher or Small goods Maker	1,400	500	2,300	2.92%
741111	Storeperson	1,600	600	2,600	3.33%
621511	Retail Supervisor	1,800	200	3,400	3.75%
351111	Baker	2,000	900	3,100	4.17%
891211	Shelf Filler	4,100	2,500	5,700	8.54%
142111	Retail Manager (General)	4,300	2,600	6,000	8.96%
631111	Checkout Operator	11,700	8,500	14,900	24.38%
621111	Sales Assistant (General)	18,200	13,900	22,500	37.92%
139914	Quality Assurance Manager	S	S	S	S
149212	Customer Service Manager	S	S	S	S
512111	Office Manager	S	S	S	S

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 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.

⁵ We are 95% confident that the confidence intervals provided in this and the following tables contain the true number/proportion of employees in the Supermarket and Grocery Store 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.

631112	Office Cashier	S	S	S	S
851211	Pastrycook Assistant	S	S	S	S
851299	Food Trades Assistants nec	S	S	S	S
899922	Trolley Collector	S	S	S	S
Total	-	48,000	41,700	54,300	100.00%

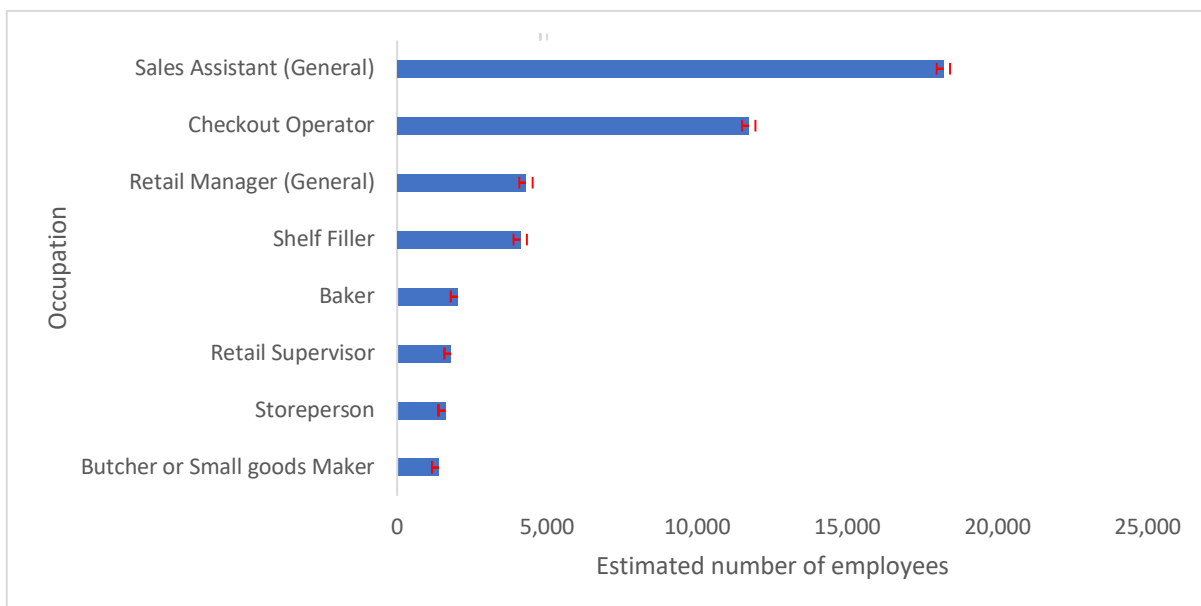


Figure 1: Estimated number of employees in the Supermarket and Grocery Store Sector, by ANZSCO code. HLFS, 2022.

3.2 Employees in the sector by age group

Table 2: Estimated counts of employees in the Supermarket and Grocery Store 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	14,100	10,600	17,600	29.38%
20-24	7,200	4,700	9,700	15.00%
25-29	4,700	2,500	6,900	9.79%
30-34	3,300	1,800	4,800	6.88%
35-39	3,600	1,800	5,400	7.50%
40-44	3,000	1,400	4,600	6.25%
45-49	2,400	1,000	3,800	5.00%
50-54	2,400	1,400	3,400	5.00%
55-59	2,800	1,600	4,000	5.83%
60-64	2,800	1,500	4,100	5.83%
Total	48,000	41,600	54,400	100.00%

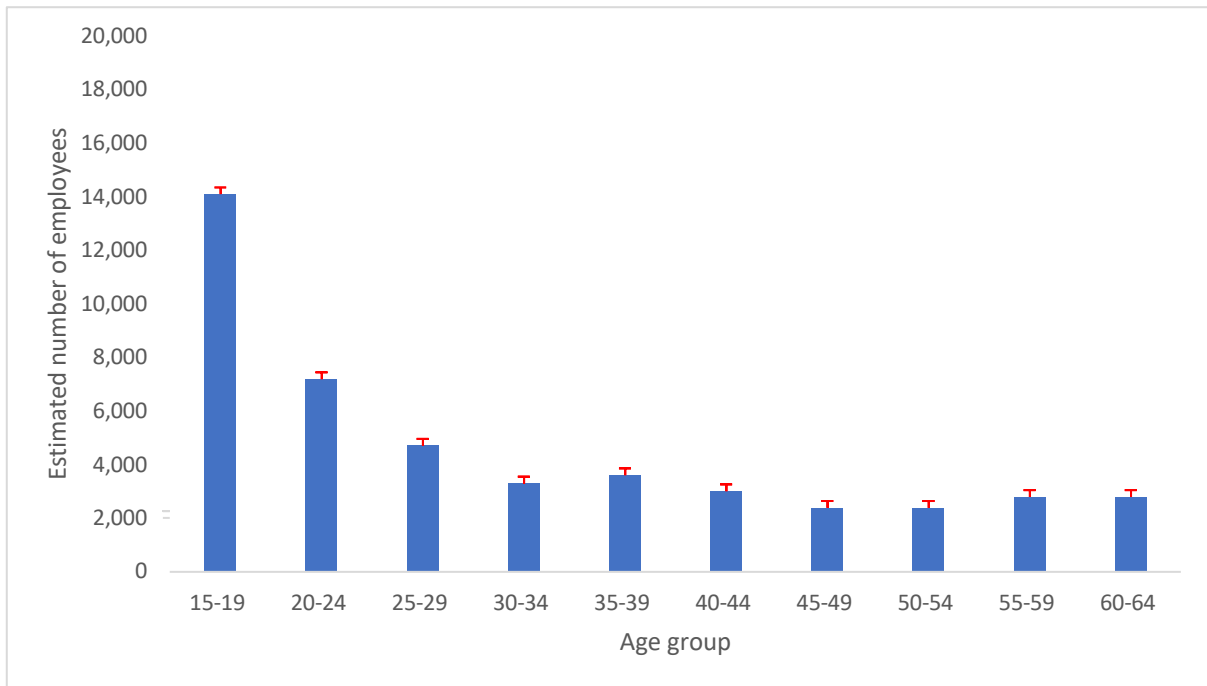


Figure 2: Estimated counts of employees in the Supermarket and Grocery Store Sector by age group. HLFS, 2022.

3.3 Employees in the sector by ethnicity

Table 3: Estimated counts of employees in the Supermarket and Grocery Store Sector by ethnicity. HLFS, 2022.

Ethnicity ⁶	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Pacific	4,400	2,600	6,200	9.17%
Māori	7,900	4,800	11,000	16.46%
Asian	10,600	7,400	13,800	22.08%
European	31,800	26,700	36,900	66.25%
MELAA ⁷	S	S	S	S
Total	48,000	41,700	54,300	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.

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

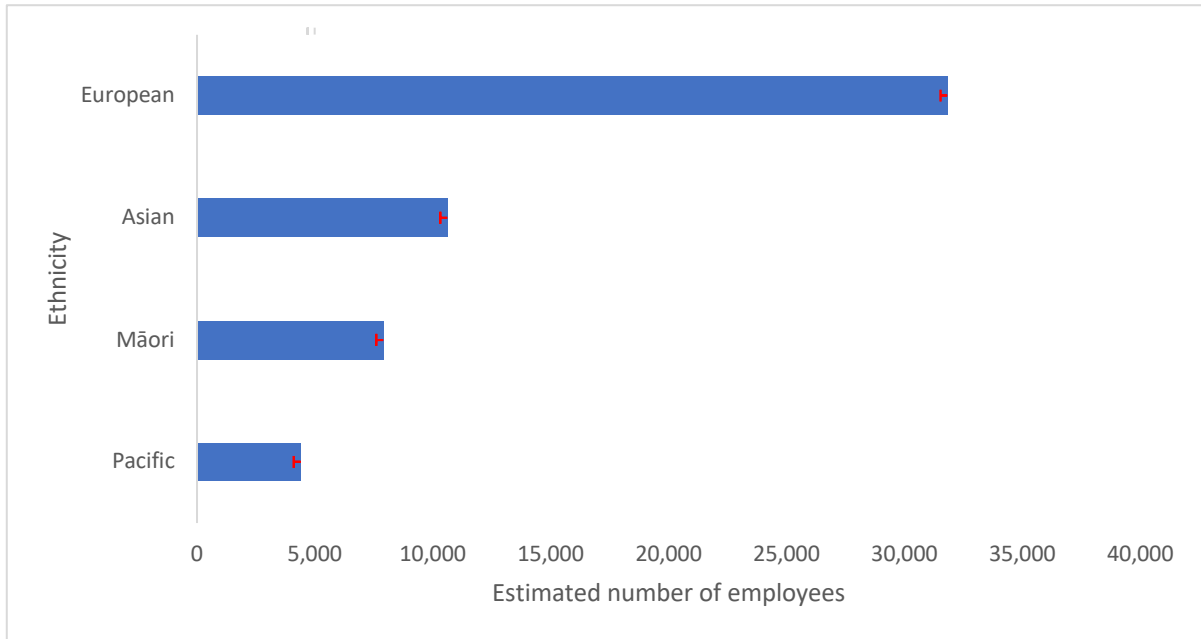


Figure 3: Estimated counts of employees in the Supermarket and Grocery Store Sector by ethnicity. HLFS, 2022.

3.4 Māori employees in the sector by age group

Table 4: Estimated counts of Māori employees in the Supermarket and Grocery Store Sector by age group. HLFS, 2022⁸.

Age group	Māori ethnicity	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Māori	3,100	1,000	5,200	6.46%
15-19	Non-Māori	11,100	8,300	13,900	23.13%
20-24	Non-Māori	6,200	3,700	8,700	12.92%
25-29	Non-Māori	3,900	2,100	5,700	8.13%
30-34	Non-Māori	2,800	1,400	4,200	5.83%
35-39	Non-Māori	2,800	1,200	4,400	5.83%
40-44	Non-Māori	2,400	1,000	3,800	5.00%
45-49	Non-Māori	2,200	1,100	3,300	4.58%
50-54	Non-Māori	2,300	1,300	3,300	4.79%
55-59	Non-Māori	2,400	1,200	3,600	5.00%
60-64	Non-Māori	2,700	1,500	3,900	5.63%
-	Māori Total	7,900	4,800	11,000	16.46%
-	Non-Māori Total	40,100	34,300	45,900	83.54%
Grand Total	-	48,000	41,600	54,400	100.00%

⁸ 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 to some analysis categories being left off effected tables.

3.5 Pacific employees in the sector by age group

Table 5: Estimated counts of Pacific employees in the Supermarket and Grocery Store Sector by age group. HLF5, 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	1,800	800	2,800	3.75%
15-19	Non-Pacific	12,400	9,100	15,700	25.83%
20-24	Non-Pacific	6,500	4,100	8,900	13.54%
25-29	Non-Pacific	4,100	1,900	6,300	8.54%
30-34	Non-Pacific	3,000	1,600	4,400	6.25%
35-39	Non-Pacific	3,500	1,700	5,300	7.29%
40-44	Non-Pacific	2,800	1,200	4,400	5.83%
45-49	Non-Pacific	2,000	700	3,300	4.17%
50-54	Non-Pacific	2,200	1,100	3,300	4.58%
55-59	Non-Pacific	2,700	1,500	3,900	5.63%
60-64	Non-Pacific	2,700	1,500	3,900	5.63%
-	Pacific Total	4,400	2,600	6,200	9.17%
-	Non-Pacific Total	43,700	37,600	49,800	91.04%
Grand Total	-	48,000	41,600	54,400	100.00%

3.6 Employees in the sector by sex

Table 6: Estimated counts of employees in the Supermarket and Grocery Store Sector by sex (male or female only). HLFS, 2022.

Male	21,000	17,300	24,700	43.75%
Female	27,000	22,200	31,800	56.25%
Total	48,000	41,600	54,400	100.00%

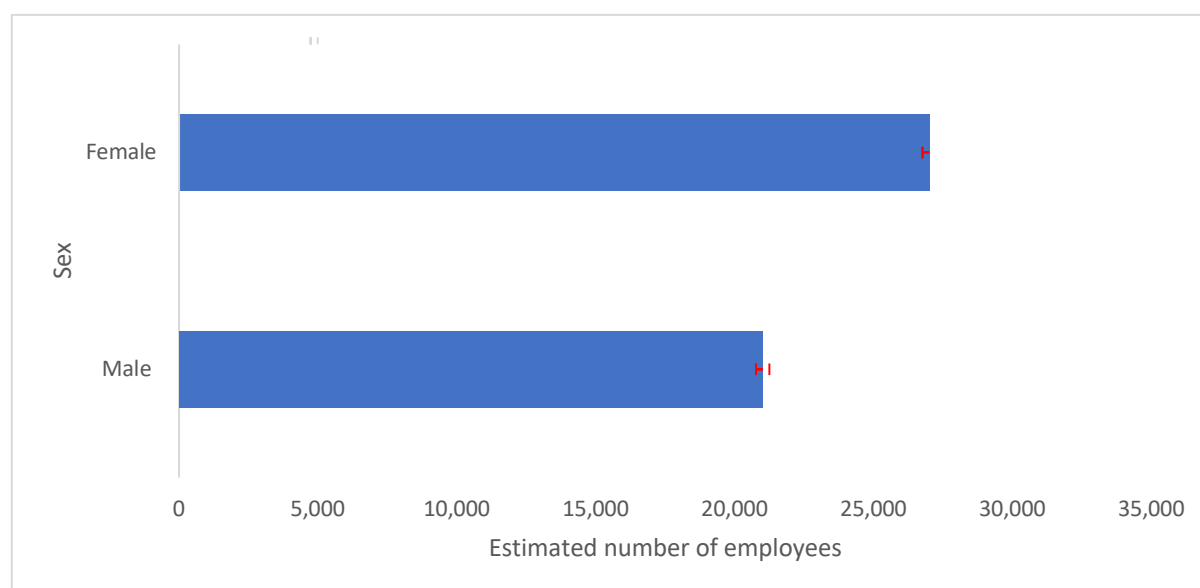


Figure 4: Estimated counts of employees in the Supermarket and Grocery Store Sector by sex (male or female only). HLFS, 2022.

3.7 Male employees in the sector by age group

Table 7: Estimated counts of male employees in the Supermarket and Grocery Store 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	7,300	5,100	9,500	34.76%
20-24	3,500	1,600	5,400	16.67%
25-29	2,000	800	3,200	9.52%
30-34	2,100	900	3,300	10.00%
35-39	1,800	600	3,000	8.57%
45-49	1,200	300	2,100	5.71%
Male Total	21,000	17,300	24,700	100.00%

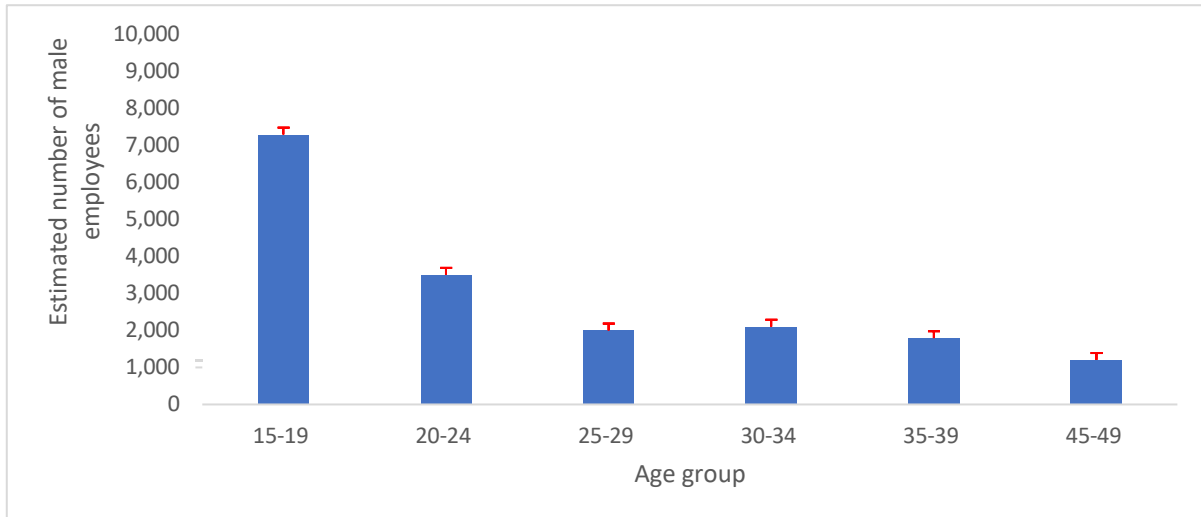


Figure 5: Estimated counts of male employees in the Supermarket and Grocery Store Sector by age group. HLF5, 2022.

3.8 Female employees in the sector by age group

Table 8: Estimated counts of female employees in the Supermarket and Grocery Store Sector by age group. HLF5, 2022.

Age group	Estimated number of female employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
15-19	6,800	4,500	9,100	25.19%
20-24	3,600	1,700	5,500	13.33%
25-29	2,700	1,100	4,300	10.00%
30-34	1,200	300	2,100	4.44%
35-39	1,800	700	2,900	6.67%
40-44	2,300	800	3,800	8.52%
45-49	1,200	300	2,100	4.44%
50-54	1,600	700	2,500	5.93%
55-59	2,300	1,200	3,400	8.52%
60-64	2,000	900	3,100	7.41%
Female Total	27,000	22,200	31,800	100.00%

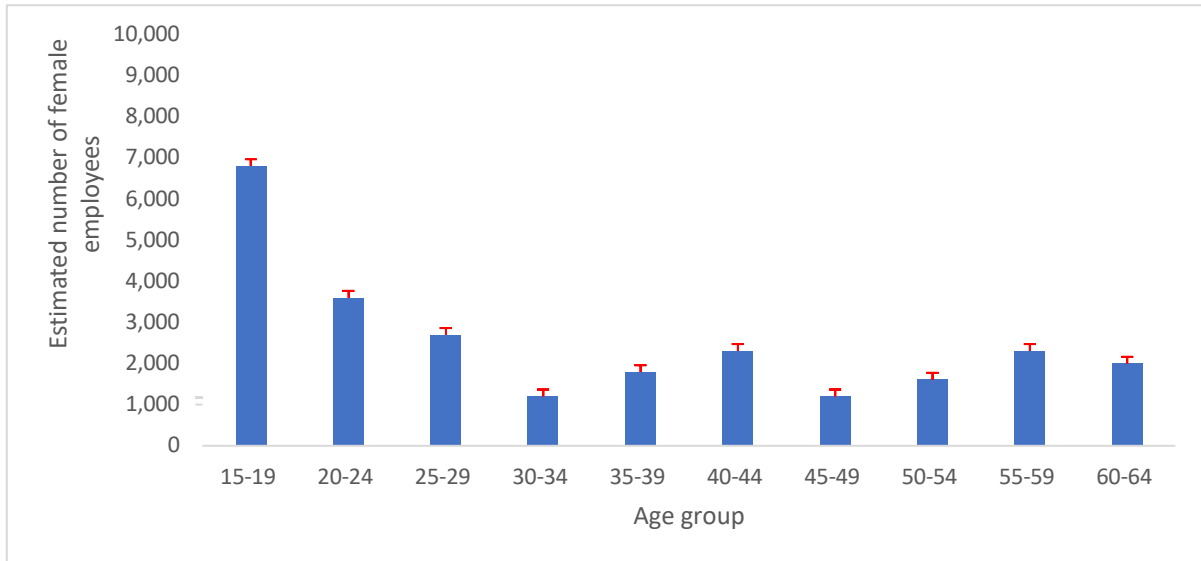


Figure 6: Estimated counts of female employees in the Supermarket and Grocery Store Sector by age group. HLFs, 2022.

3.9 Māori employees in the sector by sex

Table 9: Estimated counts of Māori employees in the Supermarket and Grocery Store 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	3,000	1,100	4,900	6.25%
Male	Non-Māori	18,000	14,600	21,400	37.50%
Female	Māori	4,900	2,700	7,100	10.21%
Female	Non-Māori	22,100	17,900	26,300	46.04%
-	Māori Total	7,900	4,800	11,000	16.46%
-	Non-Māori Total	40,100	34,300	45,900	83.54%
Grand Total	-	48,000	41,600	54,400	100.00%

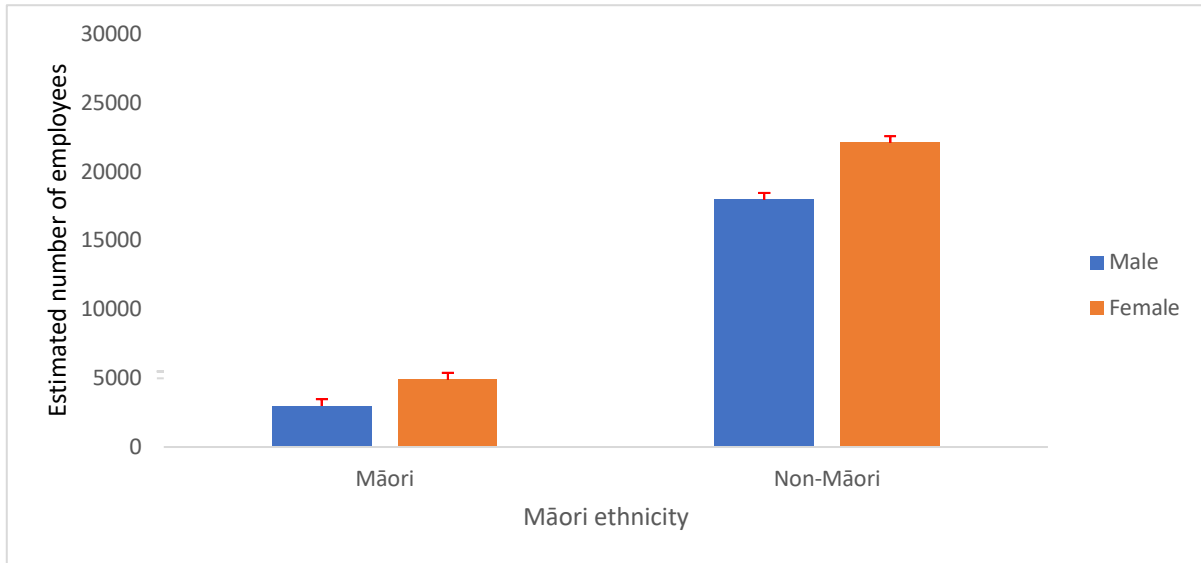


Figure 7: Estimated counts of Māori employees in the Supermarket and Grocery Store Sector by sex (male or female only). HLFS, 2022.

3.10 Pacific employees in the sector by sex

Table 10: Estimated counts of Pacific employees in the Supermarket and Grocery Store Sector by sex (male or female only). HLFS, 2022.

Sex	Pacific ethnicity	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Male	Pacific	2,000	900	3,100	4.17%
Male	Non-Pacific	19,000	15,300	22,700	39.58%
Female	Pacific	2,400	1,000	3,800	5.00%
Female	Non-Pacific	24,600	20,100	29,100	51.25%
-	Pacific Total	4,400	2,600	6,200	9.17%
-	Non-Pacific Total	43,700	37,600	49,800	91.04%
Grand Total	-	48,000	41,600	54,400	100.00%

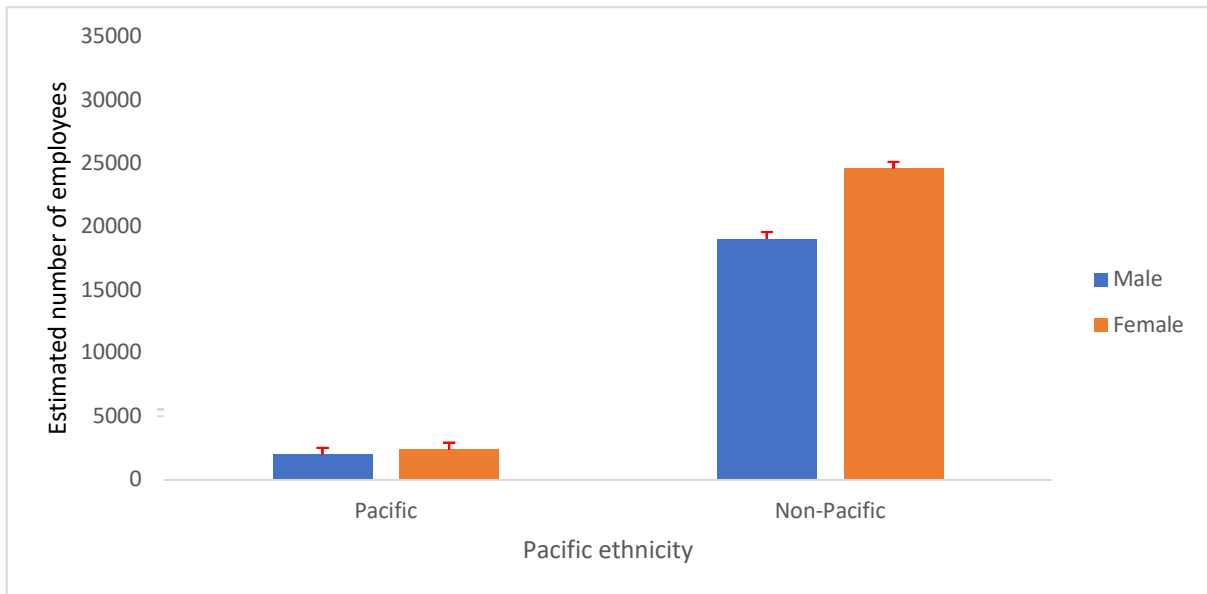


Figure 8: Estimated counts of Pacific employees in the Supermarket and Grocery Store Sector by sex (male or female only). HLFS, 2022.

3.11 Employees in the sector by urbanity

Table 11: Estimated counts of employees in the Supermarket and Grocery Store 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	33,600	28,700	38,500	70.00%
Secondary urban areas	2,800	700	4,900	5.83%
Minor urban areas	7,300	3,800	10,800	15.21%
Rural areas	3,700	1,800	5,600	7.71%
Total	48,000	41,700	54,300	100.00%

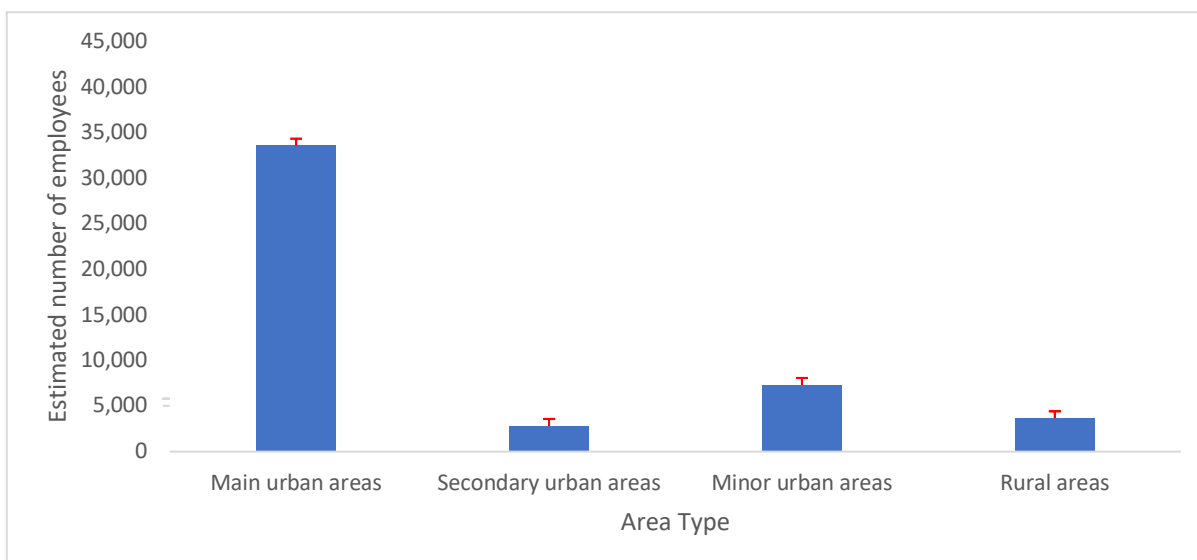


Figure 9: Estimated counts of employees in the Supermarket and Grocery Store Sector by urbanity. HLFS, 2022.

3.12 Employees in the sector by region

Table 12: Estimated counts of employees in the Supermarket and Grocery Store Sector by region. HLFS, 2022.

Region	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Taranaki	1,100	200	2,000	2.29%
Tasman	1,100	-500	2,700	2.29%
Marlborough	1,100	100	2,100	2.29%
Northland	1,800	200	3,400	3.75%
Hawke's Bay	2,200	700	3,700	4.58%
Bay of Plenty	2,400	1,100	3,700	5.00%
Manawatu-Whanganui	2,900	1,500	4,300	6.04%
Otago	3,200	1,700	4,700	6.67%
Waikato	3,400	1,500	5,300	7.08%
Southland	3,400	1,400	5,400	7.08%
Wellington	4,000	2,300	5,700	8.33%
Canterbury	9,100	6,200	12,000	18.96%
Auckland	10,700	7,400	14,000	22.29%
Total	48,000	41,600	54,400	100.00%

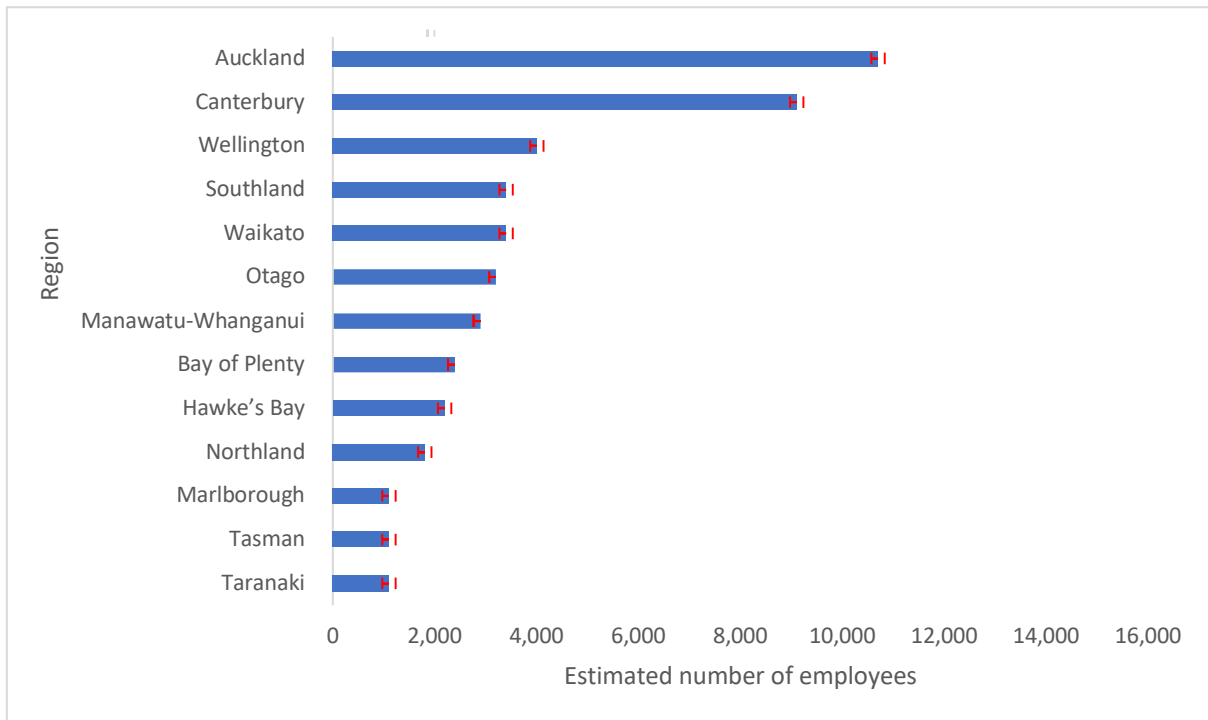


Figure 10: Estimated counts of employees in the Supermarket and Grocery Store Sector by region. HLFS, 2022.

4. Research findings - Employer Characteristics

The following section outlines the research findings associated with the Supermarket and Grocery Store 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 Supermarket and Grocery Store 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.

Table 13: Proportion of Supermarket and Grocery Store Sector employees working within enterprises of varying sizes (based on number of employees employed within the sector). Integrated Data Infrastructure Admin Data⁹

Enterprise size	% of sector employees working in enterprise size category	Number of enterprises
1 to 20 employees	10.94%	1065
21 to 50 employees	4.42%	108
51 to 100 employees	10.16%	78
100+ employees	74.48%	144

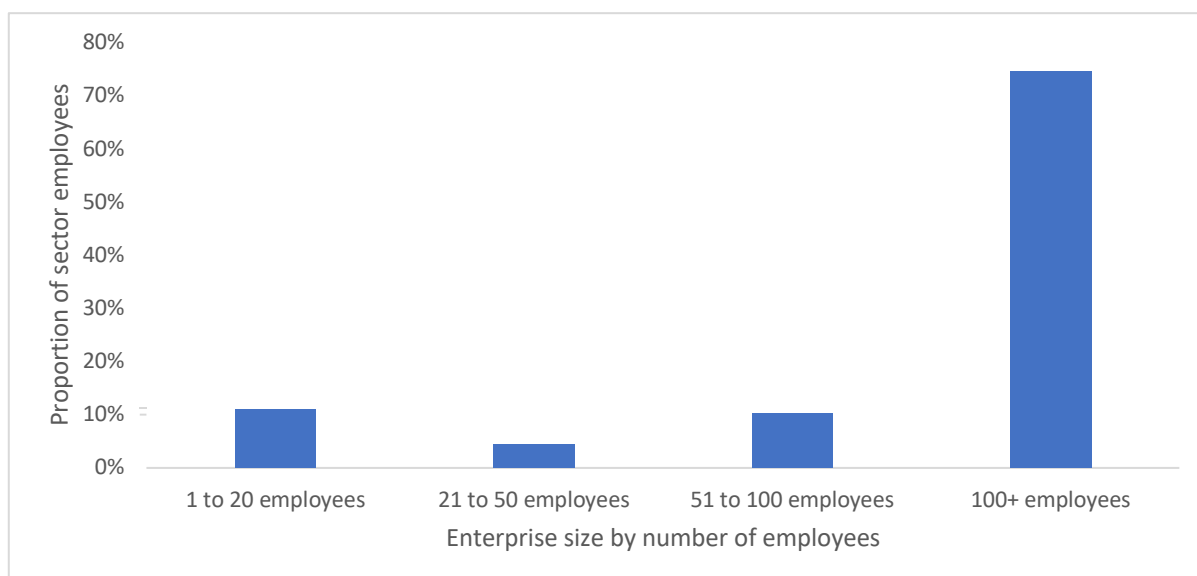


Figure 11: Proportion of Supermarket and Grocery Store Sector employees working within enterprises of varying sizes (based on number of employees employed within the sector). Integrated Data Infrastructure Admin Data¹⁰

⁹ See the accompanying Employment Relations Data Methodology Report for more information.

¹⁰ 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 Supermarket and Grocery Store 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 wage¹¹ have been used to represent those earning ‘close to’ the minimum wage.

Table 14: Estimated number of employees in the Supermarket and Grocery Store Sector earning above and below 120% of the minimum wage. HLFS, 2022.¹²

Above 120% of minimum wage	8,000	5,700	10,300	17.09%
Below 120% of minimum wage	38,800	33,300	44,300	82.91%
Total	46,800	40,500	53,100	100.00%

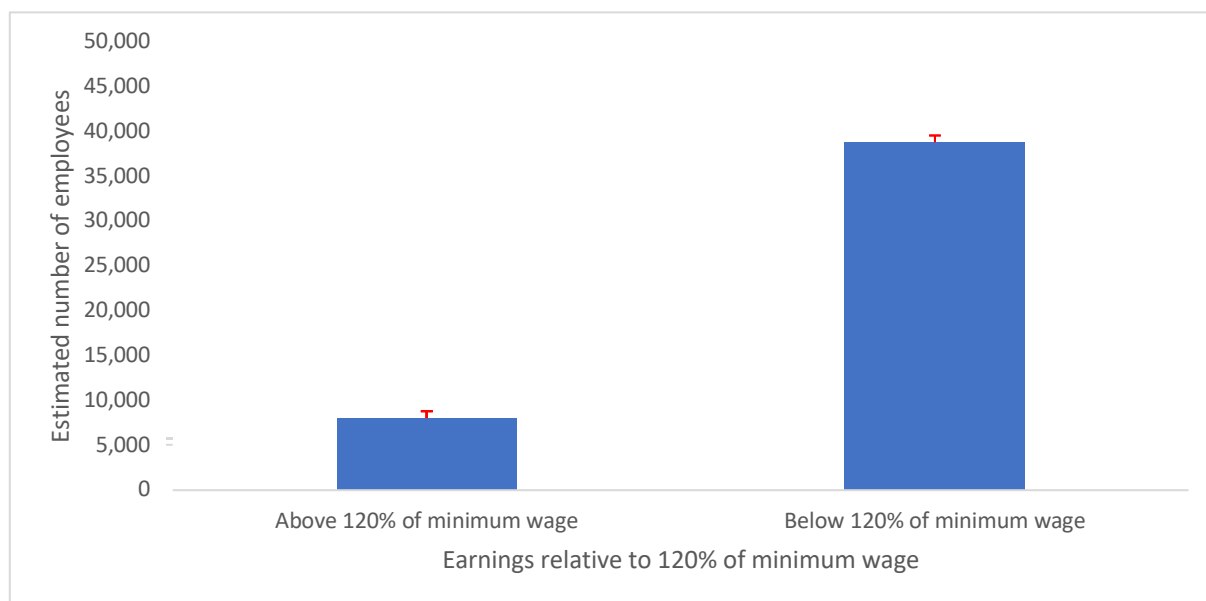


Figure 12: Estimated number of employees in the Supermarket and Grocery Store Sector earning above and below 120% of the minimum wage. HLFS, 2022.

¹¹ See the Employment Relations Data Methodology Report for a summary of the minimum and median wage by year from 2016-2022.

¹² 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.

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 employees in the Supermarket and Grocery Store 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%	13,000	9,800	16,200	27.78%
20-24	Below 120%	5,900	3,500	8,300	12.61%
25-29	Below 120%	4,200	2,100	6,300	8.97%
30-34	Below 120%	1,100	400	1,800	2.35%
30-34	Above 120%	2,100	900	3,300	4.49%
35-39	Below 120%	2,600	1,100	4,100	5.56%
35-39	Above 120%	1,100	200	2,000	2.35%
40-44	Below 120%	2,300	900	3,700	4.91%
45-49	Below 120%	1,800	800	2,800	3.85%
50-54	Below 120%	1,700	800	2,600	3.63%
55-59	Below 120%	2,200	1,000	3,400	4.70%
60-64	Below 120%	2,600	1,400	3,800	5.56%
-	Below 120% Total	38,800	33,300	44,300	82.91%
-	Above 120% Total	8,000	5,700	10,300	17.09%
Grand Total	-	46,800	40,500	53,100	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 employees in the Supermarket and Grocery Store 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%	6,400	3,700	9,100	13.68%
Māori	Above 120%	1,300	100	2,500	2.78%
Non-Māori	Below 120%	32,300	27,300	37,300	69.02%
Non-Māori	Above 120%	6,700	4,600	8,800	14.32%
-	Below 120% Total	38,800	33,300	44,300	82.91%
-	Above 120% Total	8,000	5,700	10,300	17.09%
Grand Total	-	46,800	40,500	53,100	100.00%

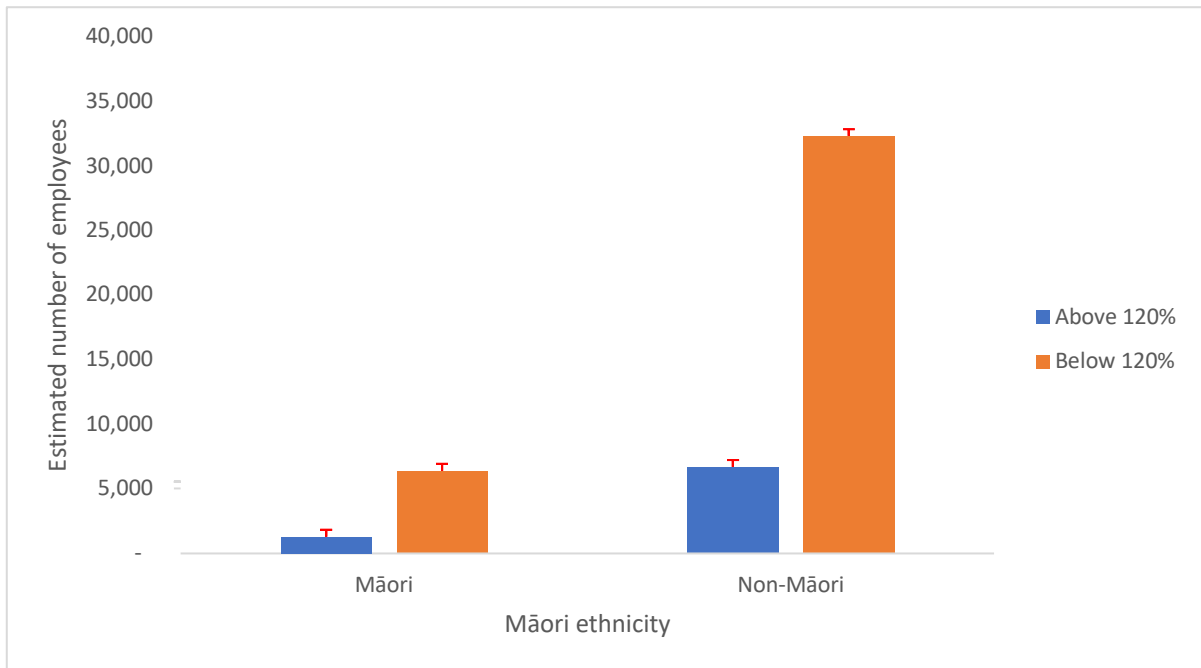


Figure 13: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store Sector receiving above or below 120% of the minimum wage. HLF5, 2022.

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 employees in the Supermarket and Grocery Store Sector receiving above or below 120% of the minimum wage. HLF5, 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%	3,600	2,000	5,200	7.69%
Non-Pacific	Below 120%	35,200	30,000	40,400	75.21%
Non-Pacific	Above 120%	7,200	5,000	9,400	15.38%
-	Below 120% Total	38,800	33,300	44,300	82.91%
-	Above 120% Total	8,000	5,800	10,200	17.09%
Grand Total	-	46,800	40,500	53,100	100.00%

5.5 Employees earning above and below the national median wage

Table 18: Estimated number of employees in the Supermarket and Grocery Store 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	3,300	1,600	5,000	7.05%
Below median wage	43,500	37,600	49,400	92.95%
Total	46,800	40,500	53,100	100.00%



Figure 14: Estimated number of employees in the Supermarket and Grocery Store 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 employees in the Supermarket and Grocery Store 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	13,200	9,900	16,500	28.21%
20-24	Below	6,300	3,800	8,800	13.46%
25-29	Below	4,500	2,400	6,600	9.62%
30-34	Below	2,200	1,000	3,400	4.70%
35-39	Below	3,400	1,600	5,200	7.26%
40-44	Below	2,800	1,100	4,500	5.98%
45-49	Below	2,000	900	3,100	4.27%
50-54	Below	2,300	1,300	3,300	4.91%
55-59	Below	2,600	1,500	3,700	5.56%
60-64	Below	2,700	1,400	4,000	5.77%
-	Below Total	43,500	37,600	49,400	92.95%
-	Above Total	3,300	1,600	5,000	7.05%
Grand Total	-	46,800	40,500	53,100	100.00%

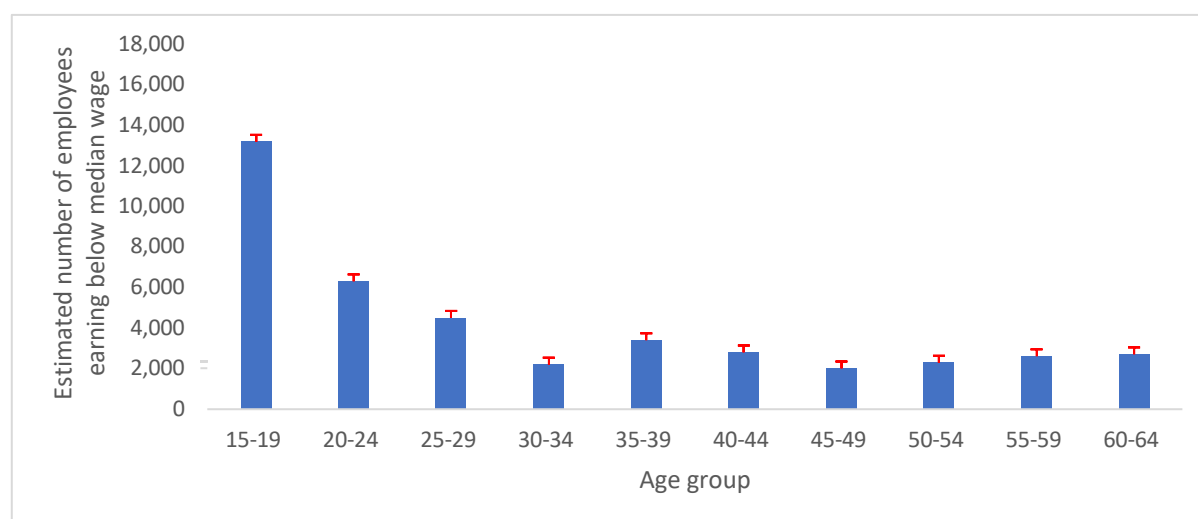


Figure 15: Estimated counts of employees in the Supermarket and Grocery Store Sector receiving above or below the median wage by age group. HLFS, 2022.

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

Table 20: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store Sector receiving above or below the median wage. HLFS, 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	7,700	4,800	10,600	16.45%
Non-Māori	Below	35,800	30,400	41,200	76.50%
Non-Māori	Above	3,200	1,600	4,800	6.84%
-	Below Total	43,500	37,600	49,400	92.95%
-	Above Total	3,300	1,600	5,000	7.05%
Grand Total	-	46,800	40,500	53,100	100.00%

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

Table 21: Estimated counts of Pacific and non-Pacific employees in the Supermarket and Grocery Store Sector receiving above or below the median wage. HLFS, 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	4,100	2,300	5,900	8.76%
Non-Pacific	Below	39,300	33,700	44,900	83.97%
Non-Pacific	Above	3,100	1,500	4,700	6.62%
-	Below Total	43,500	37,600	49,400	92.95%
-	Above Total	3,300	1,600	5,000	7.05%
Grand Total	-	46,800	40,500	53,100	100.00%

6 Research findings - Pay progression

The following section outlines the research findings associated with the Supermarket and Grocery Store 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 in 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 22: Mean estimates of regular hourly wages in the Supermarket and Grocery Store Sector by job tenure. HLFS, 2022.

Job Tenure	Mean estimate of regular hourly wage	95% confidence interval lower limit	95% confidence interval upper limit
Less than 1 month	\$23.18	\$21.31	\$25.04
1 month to less than 6 months	\$22.34	\$21.34	\$23.33
6 months to less than 1 year	\$22.06	\$21.21	\$22.92
1 year to less than 3 years	\$23.09	\$22.15	\$24.02
3 years to less than 5 years	\$24.95	\$21.47	\$28.43
5 years to less than 10 years	\$25.77	\$23.40	\$28.14
10 years or more	\$26.41	\$23.49	\$29.33
Total	\$23.87	\$23.12	\$24.62

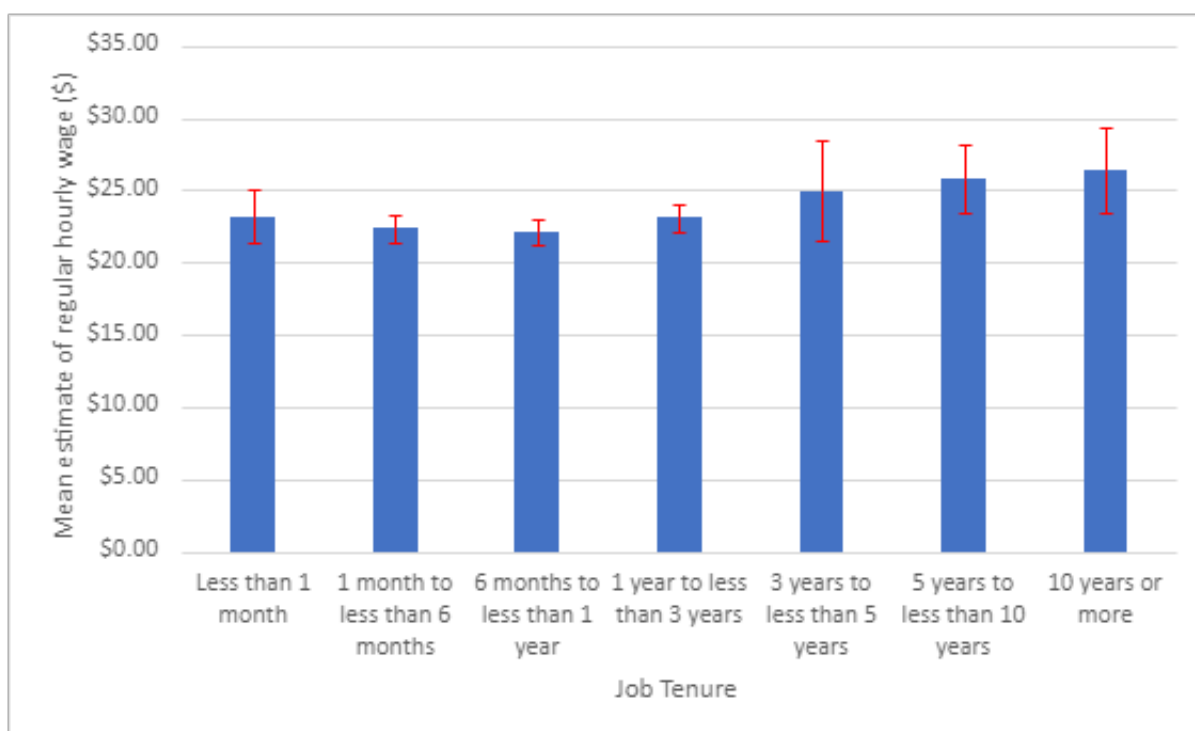


Figure 16: Mean estimates of regular hourly wages in the Supermarket and Grocery Store Sector by job tenure. HLFS, 2022.

6.2 Employees by job tenure

Table 23: Estimated counts of employees in the Supermarket and Grocery Store Sector by job tenure. HLFS, 2022.

Job Tenure	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Less than 1 month	2,100	800	3,400	4.46%
1 month to less than 6 months	8,600	5,900	11,300	18.26%
6 months to less than 1 year	8,300	6,000	10,600	17.62%
1 year to less than 3 years	10,100	7,000	13,200	21.44%
3 years to less than 5 years	4,000	2,200	5,800	8.49%
5 years to less than 10 years	5,300	3,400	7,200	11.25%
10 years or more	8,800	6,600	11,000	18.68%
Total	47,100	40,800	53,400	100.00%

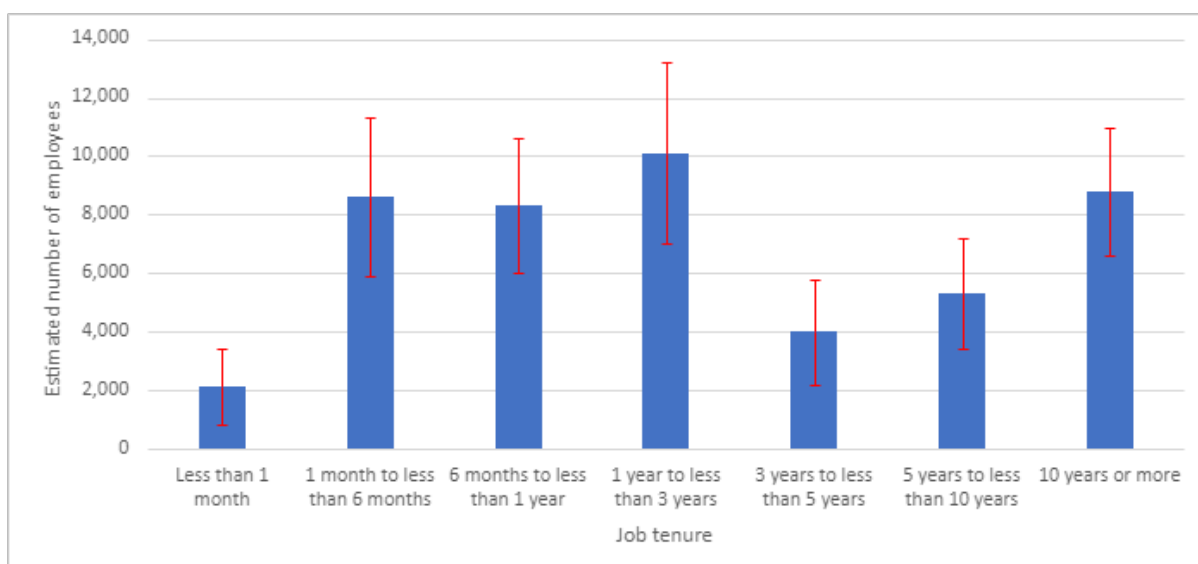


Figure 17: Estimated counts of employees in the Supermarket and Grocery Store Sector by job tenure. HLFS, 2022.

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

Table 24: Mean estimated hourly wage of Māori and non-Māori employees in the Supermarket and Grocery Store Sector by job tenure. HLFS, 2022.

Māori Ethnicity	Job Tenure ¹³	Mean estimate of regular hourly wage	95% confidence interval lower limit	95% confidence interval upper limit
Māori	Recently appointed	\$22.48	\$20.45	\$24.51
Non-Māori	Recently appointed	\$22.36	\$21.24	\$23.47
Māori	Longer term	\$27.89	\$21.46	\$34.31
Non-Māori	Longer term	\$26.03	\$23.87	\$28.18

¹³ '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.

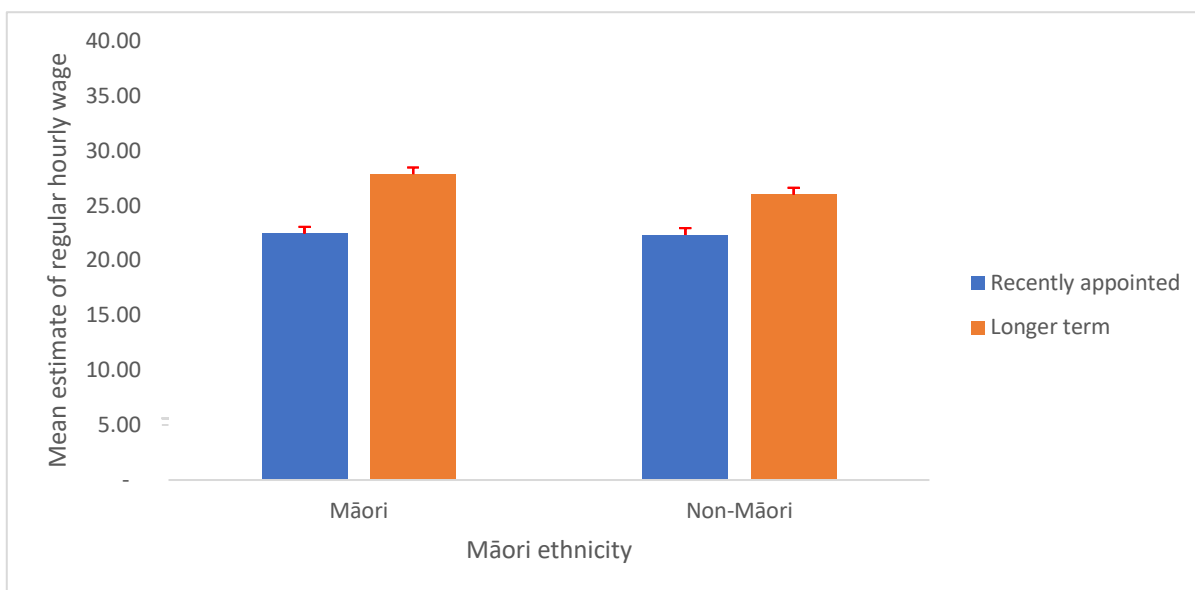


Figure 18: Mean estimated hourly wage of Māori and non-Māori employees in the Supermarket and Grocery Store Sector by job tenure. HLFS, 2022.

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

Table 25: Mean estimated hourly wage of Pacific and non-Pacific employees in the Supermarket and Grocery Store 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
Non-Pacific	Recently appointed	\$22.28	\$21.33	\$23.23
Pacific	Longer term	\$28.12	\$15.70	\$40.53
Non-Pacific	Longer term	\$26.12	\$24.08	\$28.17

7 Research findings - Hours Worked

The following section outlines the research findings associated with the Supermarket and Grocery Store 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 26: Estimated number of employees in the Supermarket and Grocery Store Sector who regularly work more than 40 hours per week. HLFS, 2022.

Regularly works more than 40 hours per week	7,800	5,600	10,000	16.25%
Does not regularly work more than 40 hours per week	40,300	34,500	46,100	83.96%
Total	48,000	41,700	54,300	100.00%

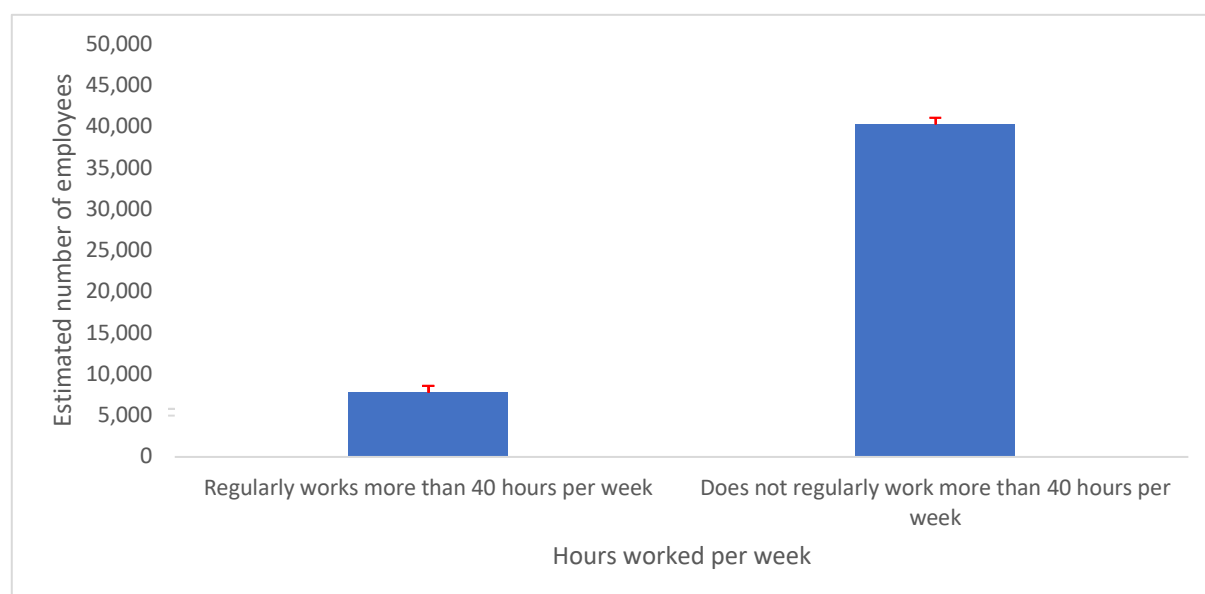


Figure 19: Estimated number of employees in the Supermarket and Grocery Store Sector who regularly work more than 40 hours per week. HLFS, 2022.

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

Table 27: Estimated counts of employees in the Supermarket and Grocery Store 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	13,900	10,400	17,400	28.96%
20-24	No	6,200	3,900	8,500	12.92%
25-29	No	4,300	2,200	6,400	8.96%
30-34	No	1,800	700	2,900	3.75%
30-34	Yes	1,500	400	2,600	3.13%
35-39	No	2,700	1,200	4,200	5.63%
40-44	No	2,000	700	3,300	4.17%
45-49	No	2,000	700	3,300	4.17%
50-54	No	1,500	500	2,500	3.13%
55-59	No	2,000	900	3,100	4.17%
60-64	No	2,300	1,300	3,300	4.79%
-	No Total	40,300	34,500	46,100	83.96%
-	Yes Total	7,800	5,700	9,900	16.25%
Grand Total	-	48,000	41,600	54,400	100.00%

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

Table 28: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store 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	7,300	4,300	10,300	15.21%
Non-Māori	No	33,000	27,700	38,300	68.75%
Non-Māori	Yes	7,100	5,100	9,100	14.79%
-	No Total	40,300	34,500	46,100	83.96%
-	Yes Total	7,800	5,600	10,000	16.25%
Grand Total	-	48,000	41,600	54,400	100.00%

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

Table 29: Estimated counts of Pacific and non-Pacific employees in the Supermarket and Grocery Store 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	3,500	2,000	5,000	7.29%
Non-Pacific	No	36,800	31,200	42,400	76.67%
Non-Pacific	Yes	6,900	4,800	9,000	14.38%
-	No Total	40,300	34,500	46,100	83.96%
-	Yes Total	7,800	5,700	9,900	16.25%
Grand Total	-	48,000	41,600	54,400	100.00%

7.5 Same, more, or fewer hours worked than usual

Table 30: Estimated number of employees in the Supermarket and Grocery Store Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Hours worked compared to last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Worked fewer hours than usual last week	6,800	4,200	9,400	15.35%
Worked same hours as usual last week	30,200	25,200	35,200	68.17%
Worked more hours than usual last week	7,300	4,900	9,700	16.48%
Total	44,300	38,300	50,300	100.00%

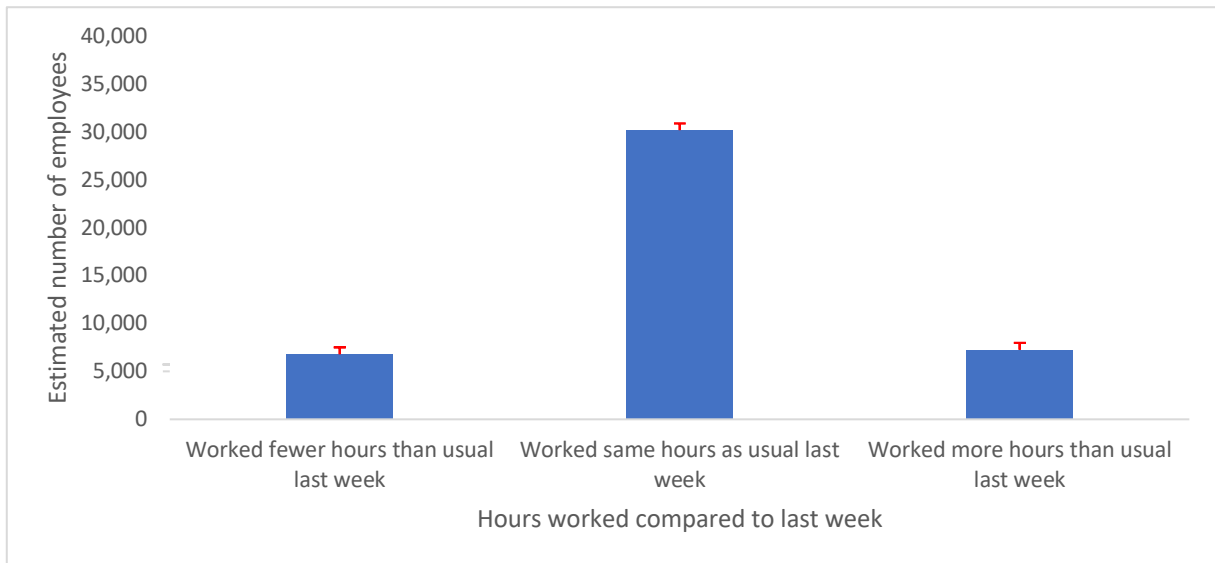


Figure 20: Estimated number of employees in the Supermarket and Grocery Store Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

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

Table 31: Estimated counts of employees in the Supermarket and Grocery Store 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
15-19	Fewer	2,600	900	4,300	5.87%
15-19	Same	7,400	4,700	10,100	16.70%
15-19	More	3,000	1,500	4,500	6.77%
20-24	Fewer	1,300	300	2,300	2.93%
20-24	Same	3,900	2,000	5,800	8.80%
25-29	Same	3,600	1,700	5,500	8.13%
30-34	Same	2,000	800	3,200	4.51%
35-39	Same	2,200	1,000	3,400	4.97%
40-44	Same	2,100	700	3,500	4.74%
45-49	Same	1,400	400	2,400	3.16%
50-54	Same	1,600	800	2,400	3.61%
55-59	Same	2,200	1,000	3,400	4.97%
60-64	Same	2,300	1,100	3,500	5.19%
-	Fewer Total	6,800	4,200	9,400	15.35%
-	Same Total	30,200	25,300	35,100	68.17%
-	More Total	7,300	4,900	9,700	16.48%
Grand Total	-	44,300	38,300	50,300	100.00%

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

Table 32: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Māori	Fewer	1,400	0	2,800	3.16%
Māori	Same	3,600	1,600	5,600	8.13%
Māori	More	2,300	800	3,800	5.19%
Non-Māori	Fewer	5,400	3,300	7,500	12.19%
Non-Māori	Same	26,600	22,000	31,200	60.05%
Non-Māori	More	5,000	3,200	6,800	11.29%
-	Fewer Total	6,800	4,200	9,400	15.35%
-	Same Total	30,200	25,300	35,100	68.17%
-	More Total	7,300	4,900	9,700	16.48%
Grand Total	-	44,300	38,300	50,300	100.00%

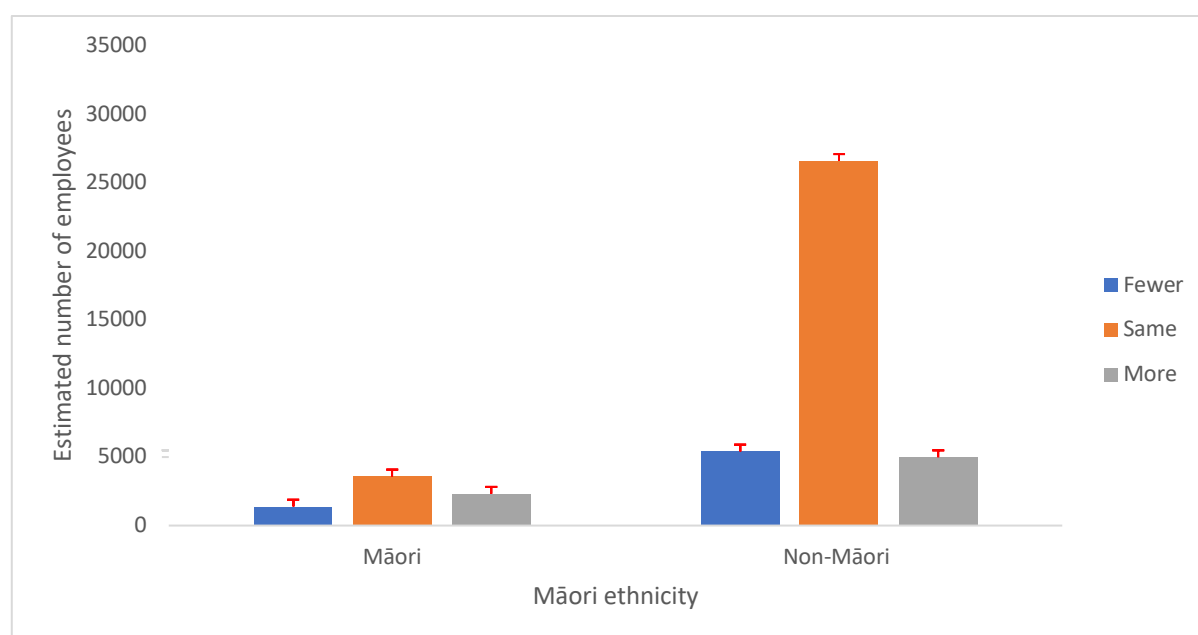


Figure 21: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

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

Table 33: Estimated counts of Pacific and non-Pacific employees in the Supermarket and Grocery Store 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	2,300	1,000	3,600	5.19%
Non-Pacific	Fewer	5,800	3,400	8,200	13.09%
Non-Pacific	Same	27,900	23,300	32,500	62.98%
Non-Pacific	More	6,800	4,300	9,300	15.35%
-	Fewer Total	6,800	4,200	9,400	15.35%
-	Same Total	30,200	25,200	35,200	68.17%
-	More Total	7,300	4,900	9,700	16.48%
Grand Total	-	44,300	38,300	50,300	100.00%

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

Table 34: Estimated number of employees in the Supermarket and Grocery Store 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	2,200	800	3,600	32.35%
Own sickness / illness / injury	2,500	800	4,200	36.76%
Personal / family reasons	S	S	S	S
Not enough work available	S	S	S	S
Flexi time / shift work / rostered work	S	S	S	S
Studying / attending training	S	S	S	S
Other	S	S	S	S
Total	6,800	4,200	9,400	100.00%

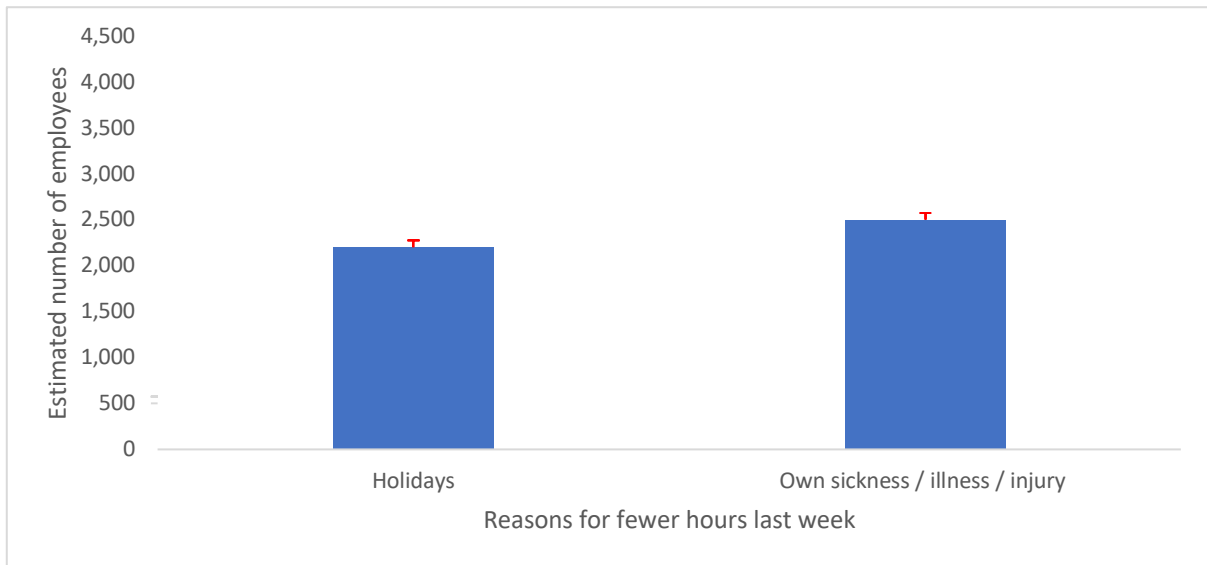


Figure 22: Estimated number of employees in the Supermarket and Grocery Store Sector by reason provided for working fewer hours than usual in the previous week. HLFS, 2022.

7.10 Weekend work

Table 35: Estimated number of employees in the Supermarket and Grocery Store 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	33,100	28,100	38,100	68.96%
Did not work during weekends	14,900	11,500	18,300	31.04%
Total	48,000	41,700	54,300	100.00%



Figure 23: Estimated number of employees in the Supermarket and Grocery Store Sector who worked during weekends. HLFS, 2022.

7.11 Weekend work by age group

Table 36: Estimated counts of employees in the Supermarket and Grocery Store 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	3,200	1,300	5,100	6.67%
15-19	Yes	10,900	7,800	14,000	22.71%
20-24	No	2,900	1,300	4,500	6.04%
20-24	Yes	4,300	2,300	6,300	8.96%
25-29	No	1,200	-100	2,500	2.50%
25-29	Yes	3,500	1,900	5,100	7.29%
30-34	No	1,900	700	3,100	3.96%
30-34	Yes	1,400	500	2,300	2.92%
35-39	Yes	2,800	1,400	4,200	5.83%
40-44	No	1,300	300	2,300	2.71%
40-44	Yes	1,700	400	3,000	3.54%
45-49	No	1,100	300	1,900	2.29%
45-49	Yes	1,300	100	2,500	2.71%
50-54	Yes	2,100	1,100	3,100	4.38%
55-59	Yes	2,400	1,200	3,600	5.00%
60-64	No	1,000	200	1,800	2.08%
60-64	Yes	1,800	700	2,900	3.75%
-	No Total	14,900	11,400	18,400	31.04%
-	Yes Total	33,100	28,000	38,200	68.96%
Grand Total	-	48,000	41,600	54,400	100.00%

7.12 Weekend work by Māori and non-Māori employees

Table 37: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store 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	2,200	400	4,000	4.58%
Māori	Yes	5,700	3,300	8,100	11.88%
Non-Māori	No	12,700	9,500	15,900	26.46%
Non-Māori	Yes	27,500	23,200	31,800	57.29%
-	No Total	14,900	11,400	18,400	31.04%
-	Yes Total	33,100	28,100	38,100	68.96%
Grand Total	-	48,000	41,700	54,300	100.00%

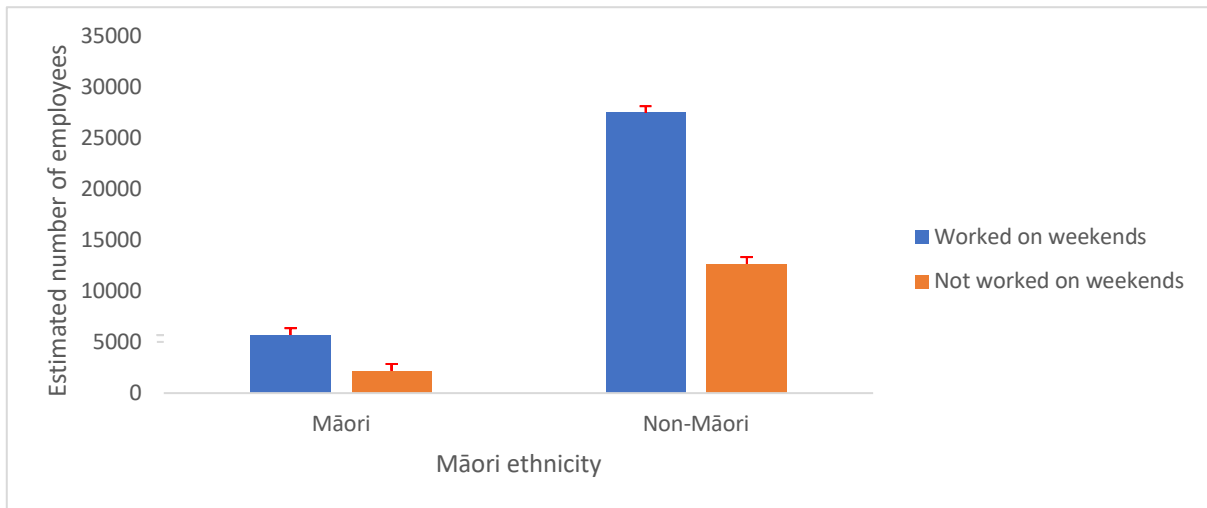


Figure 24: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store Sector who worked on weekends. HLFS, 2022

7.13 Weekend work by Pacific and non-Pacific employees

Table 38: Estimated counts of Pacific and non-Pacific employees in the Supermarket and Grocery Store 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	1,400	500	2,300	2.92%
Pacific	Yes	3,000	1,500	4,500	6.25%
Non-Pacific	No	13,500	10,200	16,800	28.13%
Non-Pacific	Yes	30,100	25,200	35,000	62.71%
-	No Total	14,900	11,400	18,400	31.04%
-	Yes Total	33,100	28,100	38,100	68.96%
Grand Total	-	48,000	41,600	54,400	100.00%

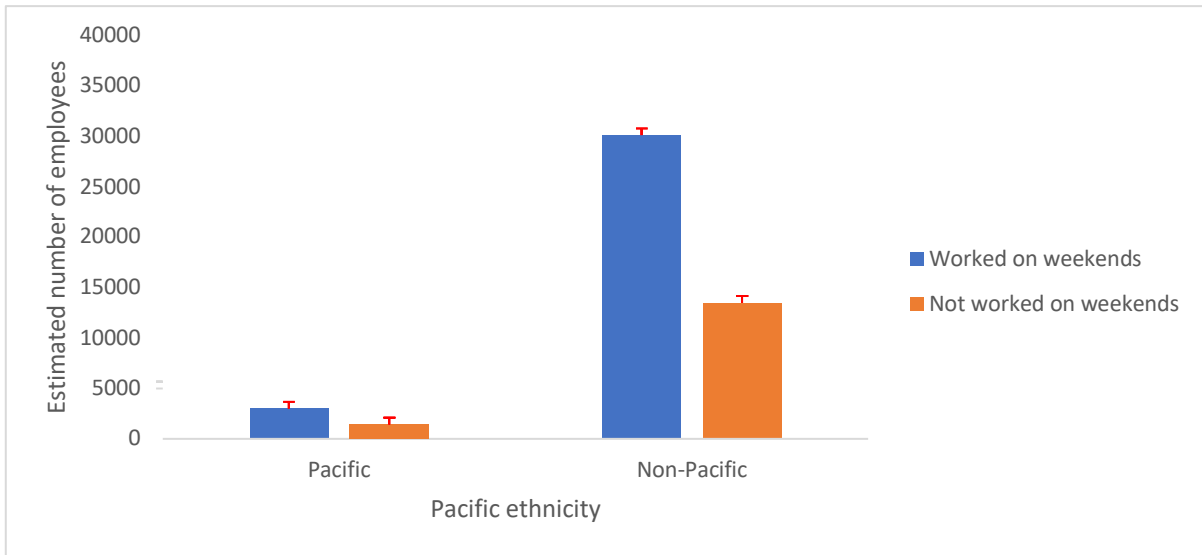


Figure 25: Estimated counts of Pacific and non-Pacific employees in the Supermarket and Grocery Store Sector who worked on weekends. HLFS, 2022.

8. Research findings - Employment type and Union Membership

The following section outlines the research findings associated with the Supermarket and Grocery Store 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 39: Estimated number of employees in the Supermarket and Grocery Store 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	S	S	S	S
Casual	2,200	4.58%	4.40%	4.77%
Total	48,000	100.00%	100.00%	100.00%

8.2 Employee union membership

Table 40: Estimated number of employees in the Supermarket and Grocery Store 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	7,600	5,200	10,000	16.14%
Not Union Member	38,300	32,400	44,200	81.32%
Don't know	1,200	300	2,100	2.55%
Total	47,100	40,700	53,500	100.00%

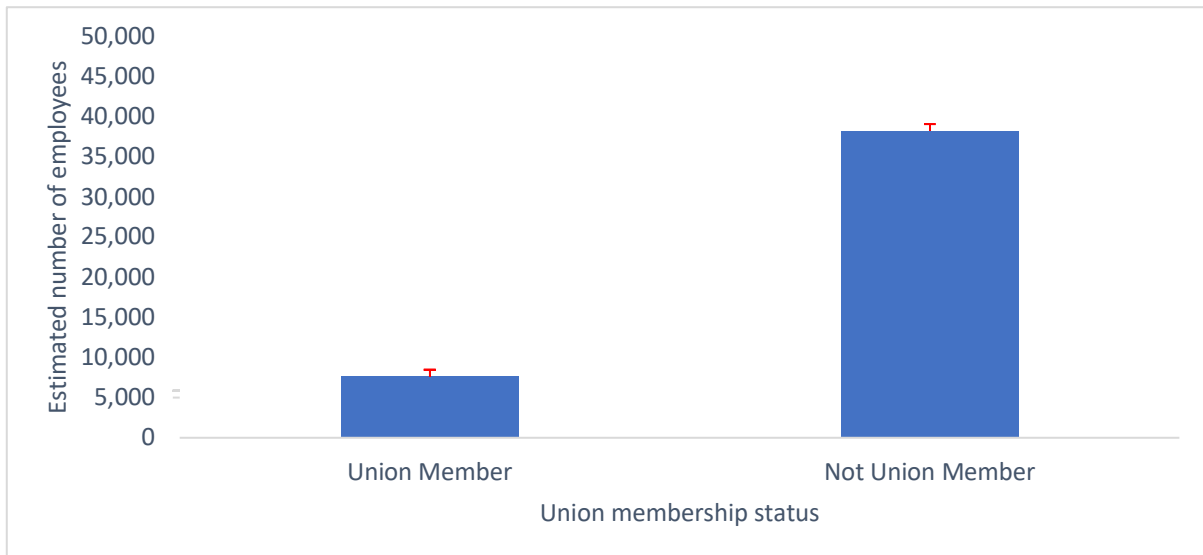


Figure 26 : Estimated number of employees in the Supermarket and Grocery Store Sector by union membership status. HLFs, 2022.

8.3 Employee union membership by age group

Table 41: Estimated number of employees in the Supermarket and Grocery Store 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
15-19	Union Member	1,200	100	2,300	2.55%
15-19	Not Union Member	12,200	9,000	15,400	25.90%
20-24	Not Union Member	6,100	3,700	8,500	12.95%
25-29	Not Union Member	3,700	1,700	5,700	7.86%
30-34	Not Union Member	3,000	1,600	4,400	6.37%
35-39	Not Union Member	3,000	1,500	4,500	6.37%
40-44	Not Union Member	2,300	800	3,800	4.88%
45-49	Not Union Member	1,500	500	2,500	3.18%
50-54	Not Union Member	1,700	800	2,600	3.61%
55-59	Not Union Member	1,900	800	3,000	4.03%
60-64	Not Union Member	1,900	900	2,900	4.03%
-	Union Member Total	7,600	5,300	9,900	16.14%
-	Not Union Member Total	38,300	32,500	44,100	81.32%
-	Don't know	1,200	300	2,100	2.55%
Grand Total	-	47,100	40,800	53,400	100.00%

8.4 Māori and non-Māori employees by union membership

Table 42: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store Sector by union membership status. HLFS, 2022.

Māori	Union Member	1,700	600	2,800	3.61%
Māori	Not Union Member	5,900	3,100	8,700	12.53%
Non-Māori	Union Member	5,900	3,900	7,900	12.53%
Non-Māori	Not Union Member	32,400	27,200	37,600	68.79%
-	Union Member Total	7,600	5,200	10,000	16.14%
-	Not Union Member Total	38,300	32,500	44,100	81.32%
-	Don't know	1,200	300	2,100	2.55%
Grand Total	-	47,100	40,700	53,500	100.00%

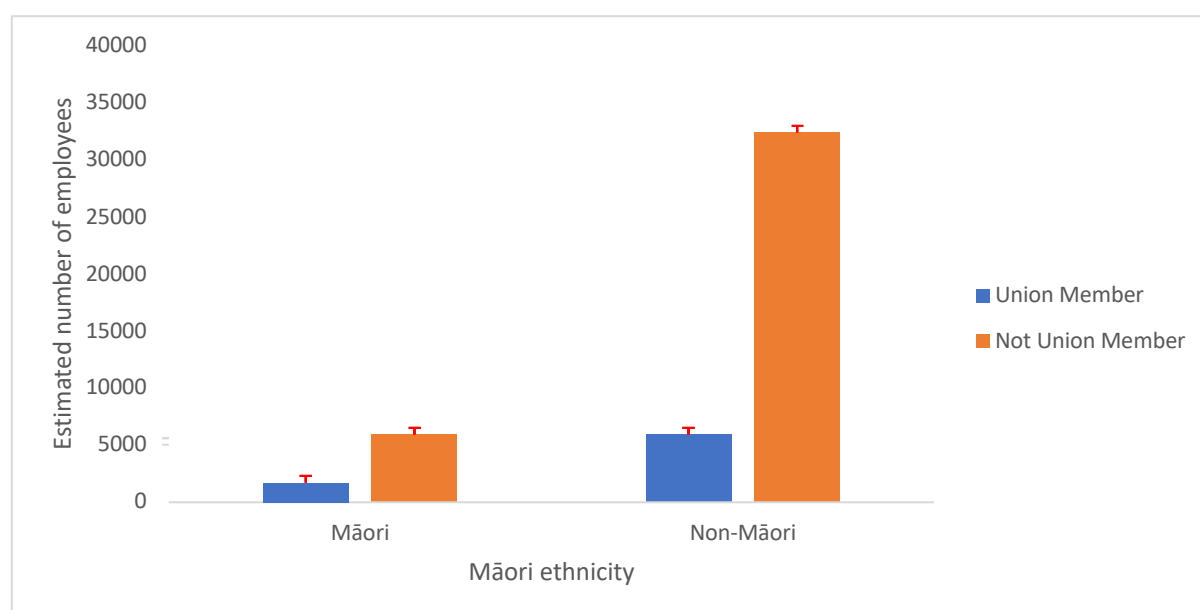


Figure 27: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store Sector by union membership status. HLFS, 2022.

8.5 Pacific and non-Pacific employees by union membership

Table 43: Estimated counts of Pacific and non-Pacific employees in the Supermarket and Grocery Store Sector by union membership status. HLFS, 2022.

Pacific	Union Member	1,400	500	2,300	2.97%
Pacific	Not Union Member	2,400	1,100	3,700	5.10%
Non-Pacific	Union Member	6,200	4,100	8,300	13.16%
Non-Pacific	Not Union Member	36,000	30,300	41,700	76.43%
-	Union Member Total	7,600	5,200	10,000	16.14%
-	Not Union Member Total	38,300	32,500	44,100	81.32%
-	Don't know	1,200	200	2,200	2.55%
Grand Total	-	47,100	40,800	53,400	100.00%

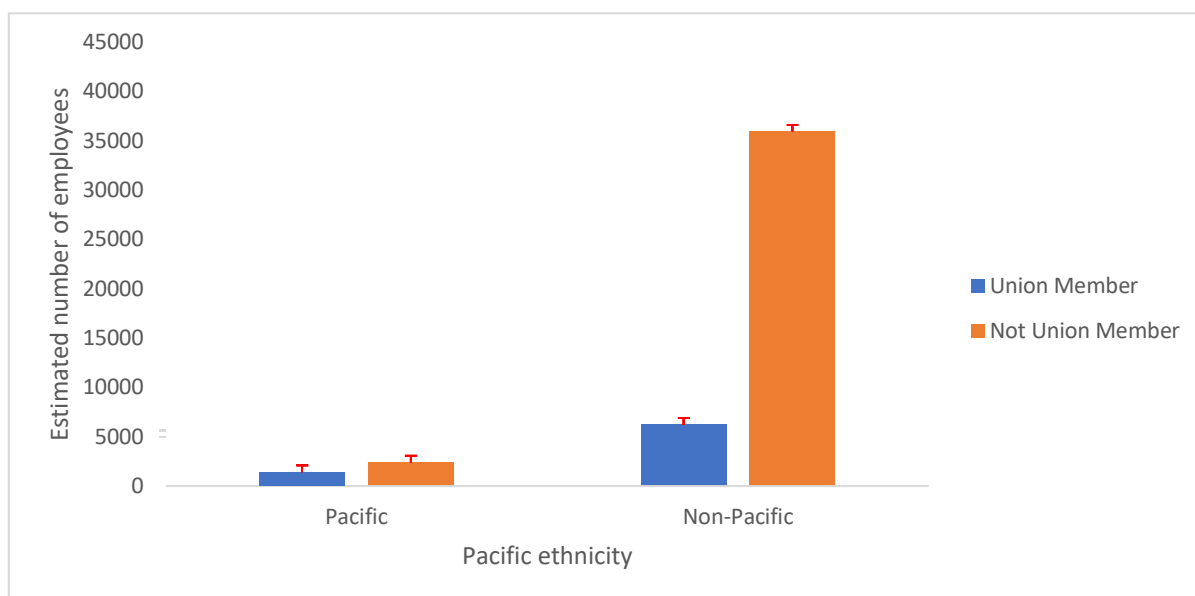
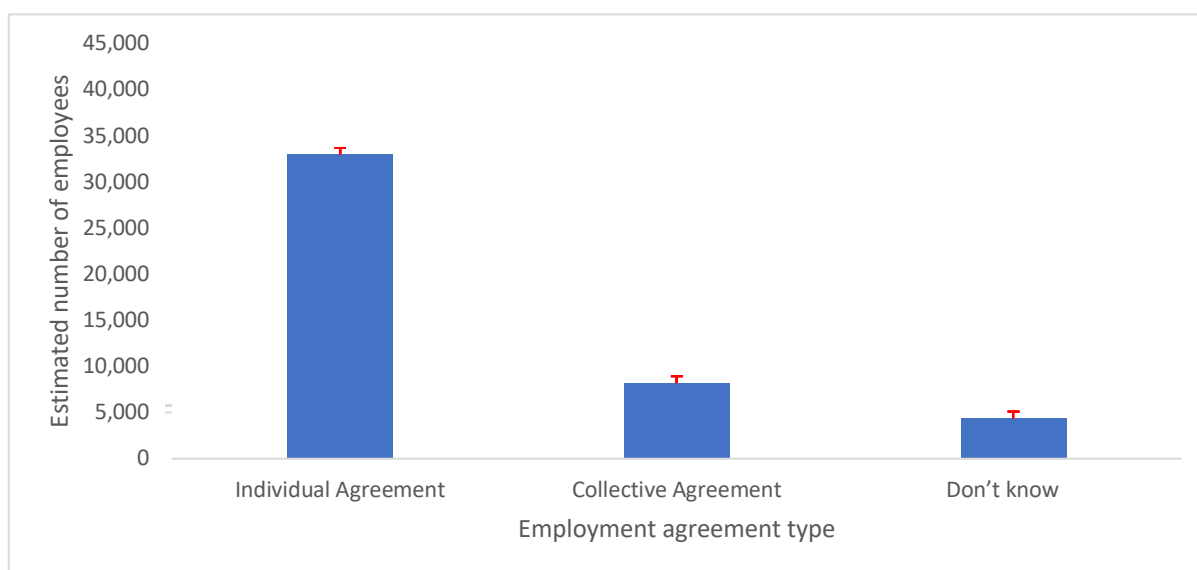


Figure 28: Estimated counts of Pacific and non-Pacific employees in the Supermarket and Grocery Store Sector by union membership status. HLFS, 2022.

8.6 Employees by employment agreement type

Table 44: Estimated number of employees in the Supermarket and Grocery Store Sector by employment agreement type. HLFS, 2022.

Individual Agreement	33,000	27,900	38,100	72.37%
Collective Agreement	8,200	5,500	10,900	17.98%
Don't know	4,400	2,600	6,200	9.65%
Total	45,600	39,200	52,000	100.00%



8.7 Employees by employment agreement type and age group

Table 45: Estimated counts of employees in the Supermarket and Grocery Store 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	10,000	6,900	13,100	21.93%
15-19	Collective	1,600	300	2,900	3.51%
15-19	Don't know	1,900	800	3,000	4.17%
20-24	Individual	5,300	3,100	7,500	11.62%
25-29	Individual	3,100	1,600	4,600	6.80%
30-34	Individual	2,800	1,400	4,200	6.14%
35-39	Individual	2,700	1,300	4,100	5.92%
40-44	Individual	1,900	600	3,200	4.17%
45-49	Individual	1,700	600	2,800	3.73%
50-54	Individual	1,700	800	2,600	3.73%
55-59	Individual	1,000	200	1,800	2.19%
55-59	Collective	1,400	500	2,300	3.07%
60-64	Individual	1,800	800	2,800	3.95%
-	Individual Total	33,000	27,800	38,200	72.37%
-	Collective Total	8,200	5,500	10,900	17.98%
-	Don't know Total	4,400	2,600	6,200	9.65%
Grand Total	-	45,600	39,200	52,000	100.00%

8.8 Māori and non-Māori employees by employment agreement type

Table 46: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store 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	Individual	4,400	2,100	6,700	9.65%
Māori	Collective	1,800	200	3,400	3.95%
Māori	Don't know	1,400	200	2,600	3.07%
Non-Māori	Individual	28,600	23,800	33,400	62.72%
Non-Māori	Collective	6,400	4,200	8,600	14.04%
Non-Māori	Don't know	3,000	1,800	4,200	6.58%
-	Individual Total	33,000	27,800	38,200	72.37%
-	Collective Total	8,200	5,500	10,900	17.98%
-	Don't know Total	4,400	2,600	6,200	9.65%
Grand Total	-	45,600	39,200	52,000	100.00%

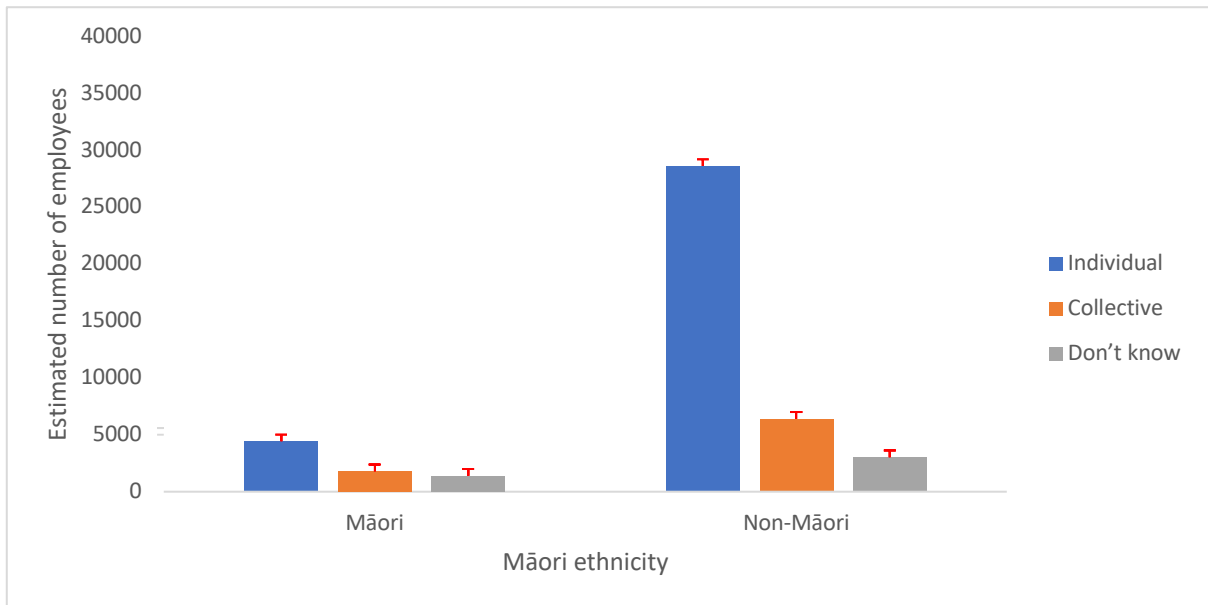


Figure 29: Estimated counts of Māori and non-Māori employees in the Supermarket and Grocery Store Sector by employment agreement type (individual or collective). HLFs, 2022.

8.9 Pacific and non-Pacific employees by employment agreement type

Table 47: Estimated counts of Pacific and non-Pacific employees in the Supermarket and Grocery Store 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	2,800	1,300	4,300	6.14%
Non-Pacific	Individual	30,300	25,300	35,300	66.45%
Non-Pacific	Collective	7,700	5,100	10,300	16.89%
Non-Pacific	Don't know	3,700	2,000	5,400	8.11%
-	Individual Total	33,000	27,900	38,100	72.37%
-	Collective Total	8,200	5,500	10,900	17.98%
-	Don't know Total	4,400	2,700	6,100	9.65%
Grand Total	-	45,600	39,200	52,000	100.00%



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