

Employment Relations Sector Report: Early Childhood Education Sector

August 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 Early Childhood Education and Childcare Services (ECE) 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 Early Childhood Education and Childcare Services (ECE) 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 Early Childhood Education and Childcare Services 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 ECE sector:

- P801000: Preschool education
- Q871000: Child care services

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

- 134111: Child Care Centre Manager
- 241111: Early Childhood (Pre-primary school) Teacher
- 241112: Kaiako Kohanga Reo (Māori Language Nest Teacher)
- 351411: Cook
- 411713: Family Support Worker
- 422113: Kaiāwhina Kohanga Reo (Māori Language Nest Assistant)
- 422115: Preschool Aide
- 422116: Teacher's Aide
- 512111: Office Manager
- 531111: General Clerk
- 532111: Data Entry Operator
- 731213: Passenger Coach Driver
- 899111: Caretaker

3 Research Findings – Employee Demographics

The following section outlines the research findings associated with the ECE 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 included^{2,3}

Table 1: Estimated number of employees in the ECE Sector, by ANZSCO code. HLFS, 2022.

ANZSCO code	Occupation	Estimated number of employees ⁴	95% confidence interval lower limit ⁵	95% confidence interval upper limit	% of total
241111	Early Childhood (Pre-primary school) Teacher	30,500	25,700	35,300	87.14%
422116	Teacher's Aide	1,700	800	2,600	4.86%
351411	Cook	1,200	400	2,000	3.43%
134111	Child Care Centre Manager	S	S	S	S
422115	Preschool Aide	S	S	S	S
512111	Office Manager	S	S	S	S
531111	General Clerk	S	S	S	S
899111	Caretaker	S	S	S	S
Total		35,000	29,600	40,400	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 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.

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 ECE-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.

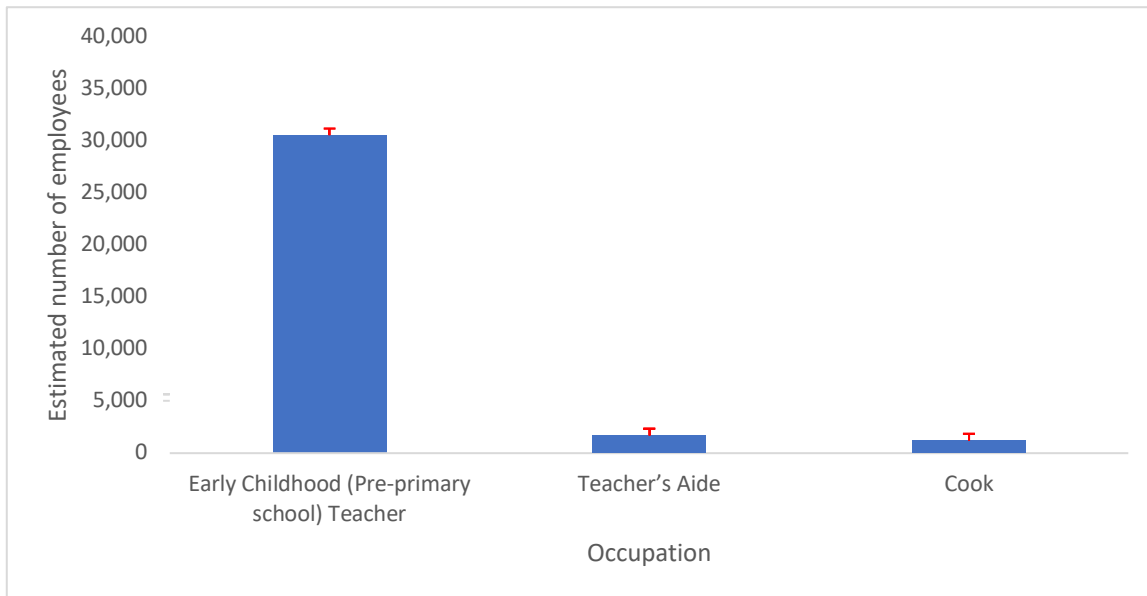


Figure 1: Estimated number of employees in the ECE Sector, by ANZSCO code. HLFS, 2022.

3.2 Employees in the sector by age group

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

Age group	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
20-24	2,800	1,000	4,600	8.00%
25-29	4,900	3,000	6,800	14.00%
30-34	5,100	3,100	7,100	14.57%
35-39	3,700	2,200	5,200	10.57%
40-44	3,300	1,600	5,000	9.43%
45-49	5,300	3,100	7,500	15.14%
50-54	3,500	1,600	5,400	10.00%
55-59	3,000	1,500	4,500	8.57%
60-64	2,000	900	3,100	5.71%
Total	35,000	29,600	40,400	100.00%

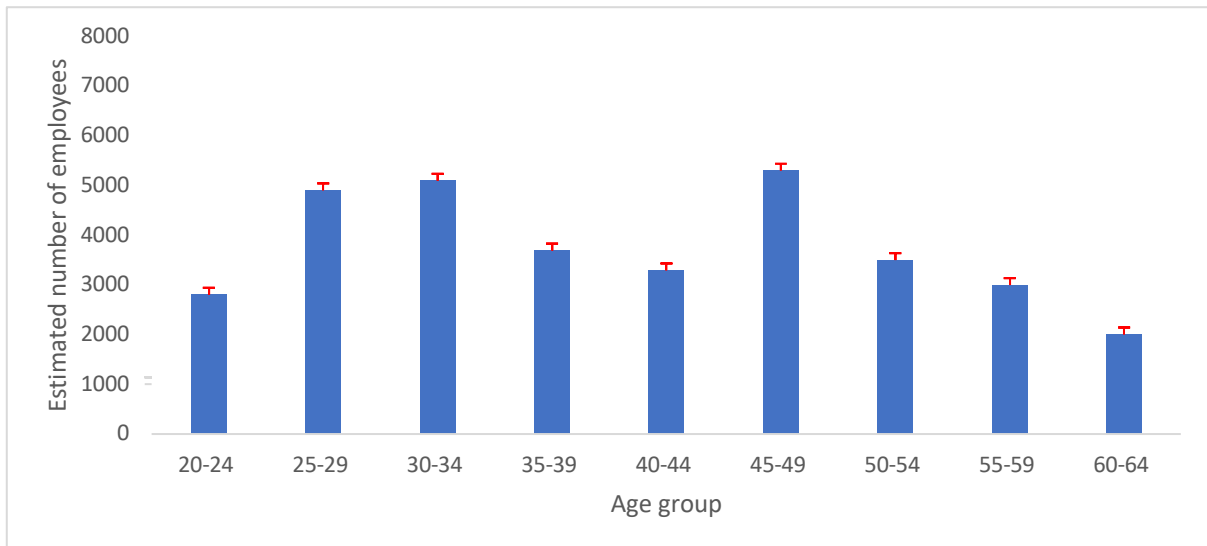


Figure 2: Estimated counts of employees in the ECE Sector by age group. HLFS, 2022

3.3 Employees in the sector by ethnicity

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

Ethnicity ⁶	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Pacific	2,200	1,100	3,300	6.29%
Māori	6,100	3,700	8,500	17.43%
Asian	7,200	5,100	9,300	20.57%
European	23,200	18,700	27,700	66.29%
Total	35,000	29,600	40,400	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.

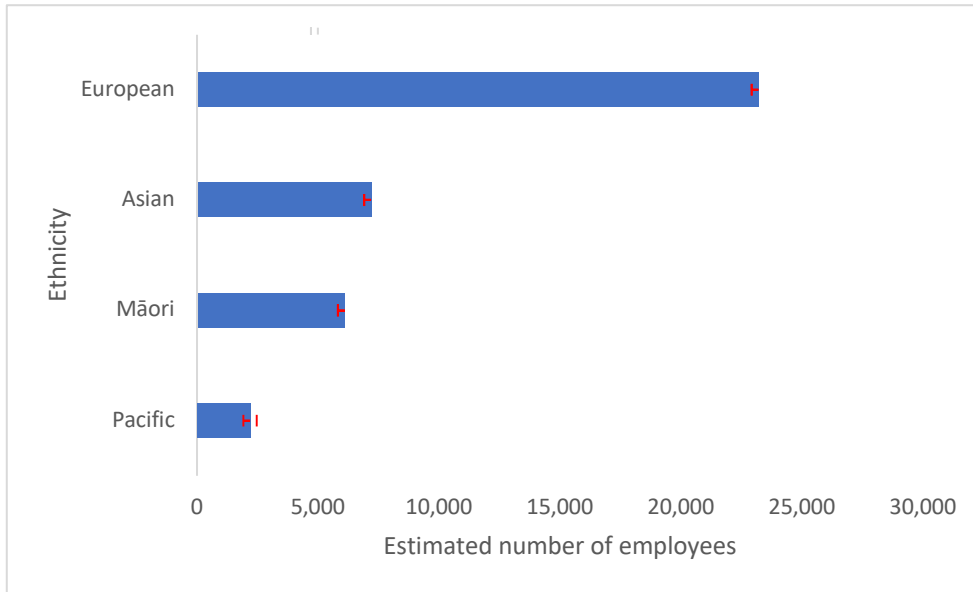


Figure 3: Estimated counts of employees in the ECE Sector by ethnicity. HLFS, 2022.

3.4 Māori employees in the sector by age group

Table 4: Estimated counts of Māori employees in the ECE 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
20-24	Non-Māori	2,000	400	3,600	5.71%
25-29	Non-Māori	3,900	2,200	5,600	11.14%
30-34	Māori	1,500	400	2,600	4.29%
30-34	Non-Māori	3,600	2,100	5,100	10.29%
35-39	Non-Māori	3,500	2,000	5,000	10.00%
40-44	Non-Māori	2,900	1,300	4,500	8.29%
45-49	Non-Māori	4,800	2,700	6,900	13.71%
50-54	Non-Māori	2,600	1,000	4,200	7.43%
55-59	Non-Māori	2,800	1,400	4,200	8.00%
60-64	Non-Māori	1,700	600	2,800	4.86%
-	Māori Total	6,100	3,700	8,500	17.43%
-	Non-Māori Total	28,900	24,200	33,600	82.57%
Grand Total	-	35,000	29,600	40,400	100.00%

3.5 Employees in the sector by sex

Table 5: Estimated counts of employees in the ECE 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	S	S	S	S
Female	34,400	29,100	39,700	98.29%
Total	35,000	29,600	40,400	100.00%

3.6 Female employees in the sector by age group

Table 6: Estimated counts of female employees in the ECE 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
20-24	2,800	1,000	4,600	8.14%
25-29	4,700	2,800	6,600	13.66%
30-34	5,100	3,100	7,100	14.83%
35-39	3,600	2,100	5,100	10.47%
40-44	3,200	1,600	4,800	9.30%
45-49	5,300	3,100	7,500	15.41%
50-54	3,400	1,500	5,300	9.88%
55-59	3,000	1,500	4,500	8.72%
60-64	2,000	900	3,100	5.81%
Female Total	34,400	29,100	39,700	100.00%

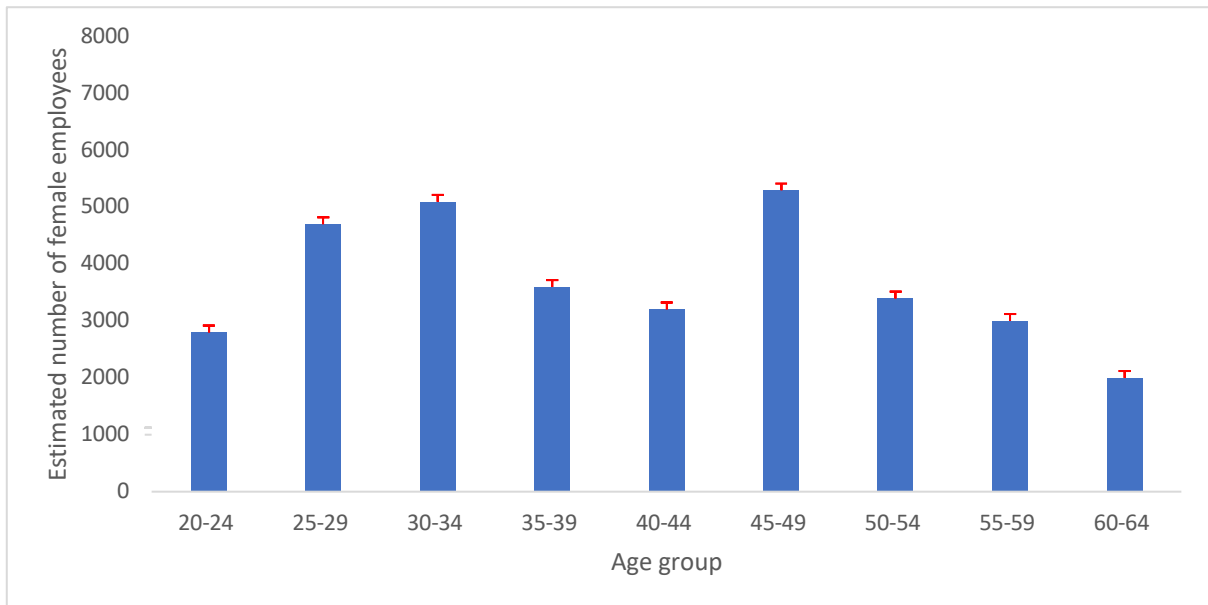


Figure 4: Estimated counts of female employees in the ECE Sector by age group. HLF5, 2022.

3.7 Employees in the sector by urbanity

Table 7: Estimated counts of employees in the ECE Sector by urbanity. HLF5, 2022.

Area Type	20-24	25-29	30-34	Percentage
Main urban areas	27,100	22,800	31,400	77.43%
Minor urban areas	2,600	900	4,300	7.43%
Rural centres	1,300	0	2,600	3.71%
Rural areas	2,600	1,000	4,200	7.43%
Total	35,000	29,600	40,400	100.00%

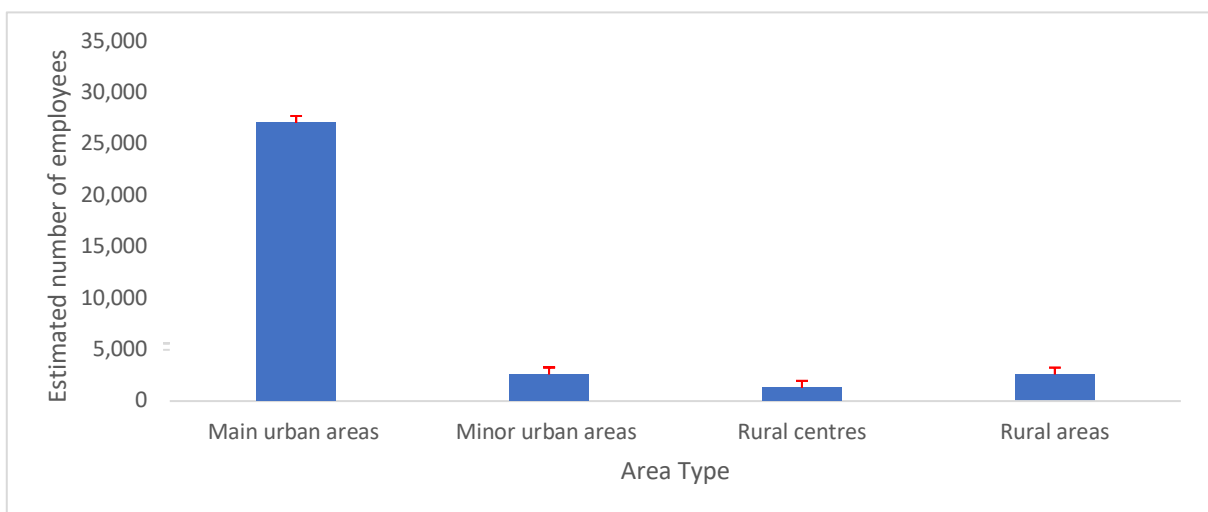


Figure 5: Estimated counts of employees in the ECE Sector by urbanity. HLF5, 2022.

3.8 Employees in the sector by region

Table 8: Estimated counts of employees in the ECE Sector by region. HLFS, 2022.

Northland	1,400	200	2,600	4.00%
Bay of Plenty	1,600	500	2,700	4.57%
Otago	1,600	600	2,600	4.57%
Manawatu-Whanganui	1,700	700	2,700	4.86%
Hawke's Bay	2,100	700	3,500	6.00%
Waikato	3,400	1,100	5,700	9.71%
Wellington	3,900	1,700	6,100	11.14%
Canterbury	4,600	2,800	6,400	13.14%
Auckland	11,800	9,200	14,400	33.71%
Total	35,000	29,600	40,400	100.00%

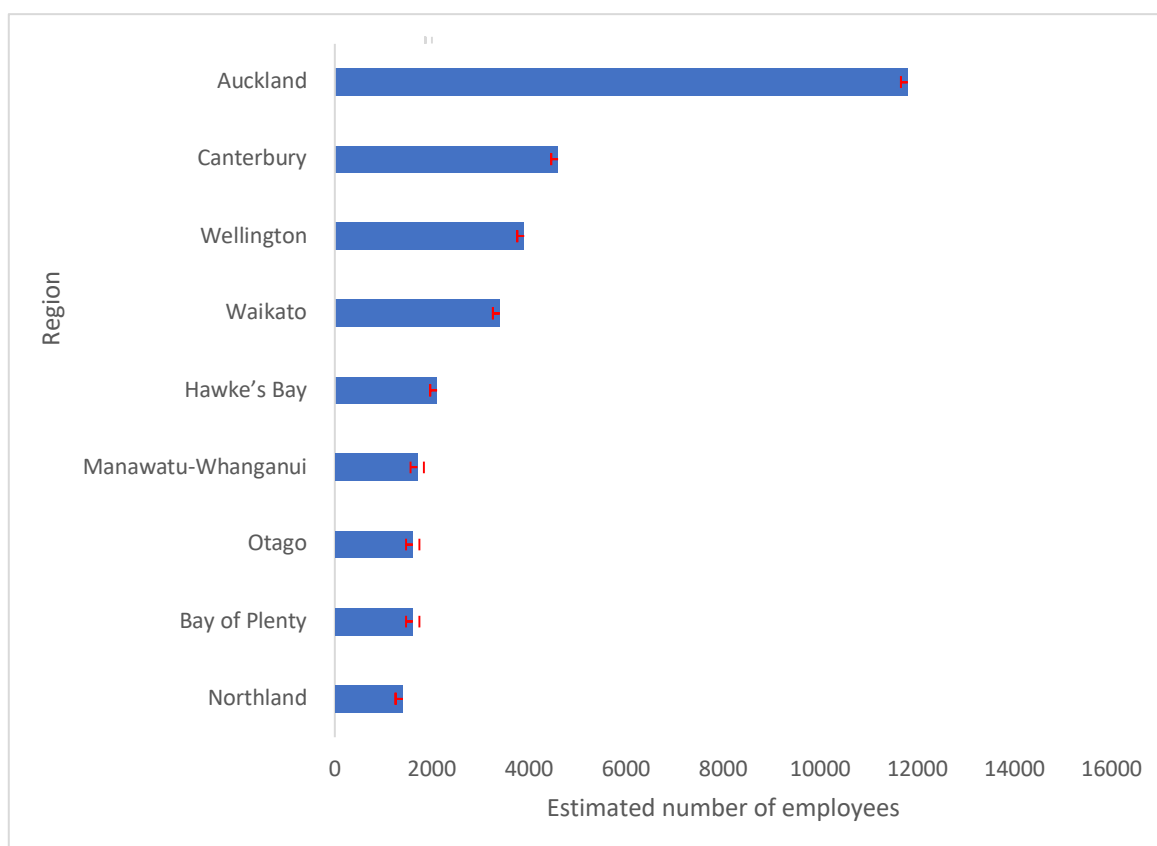


Figure 6: Estimated counts of employees in the ECE Sector by region. HLFS, 2022.

4. Research findings - Employer Characteristics

The following section outlines the research findings associated with the ECE 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 9: Proportion of ECE 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	40.10%	1,866
21 to 50 employees	16.32%	273
51 to 100 employees	5.61%	45
100+ employees	37.98%	51

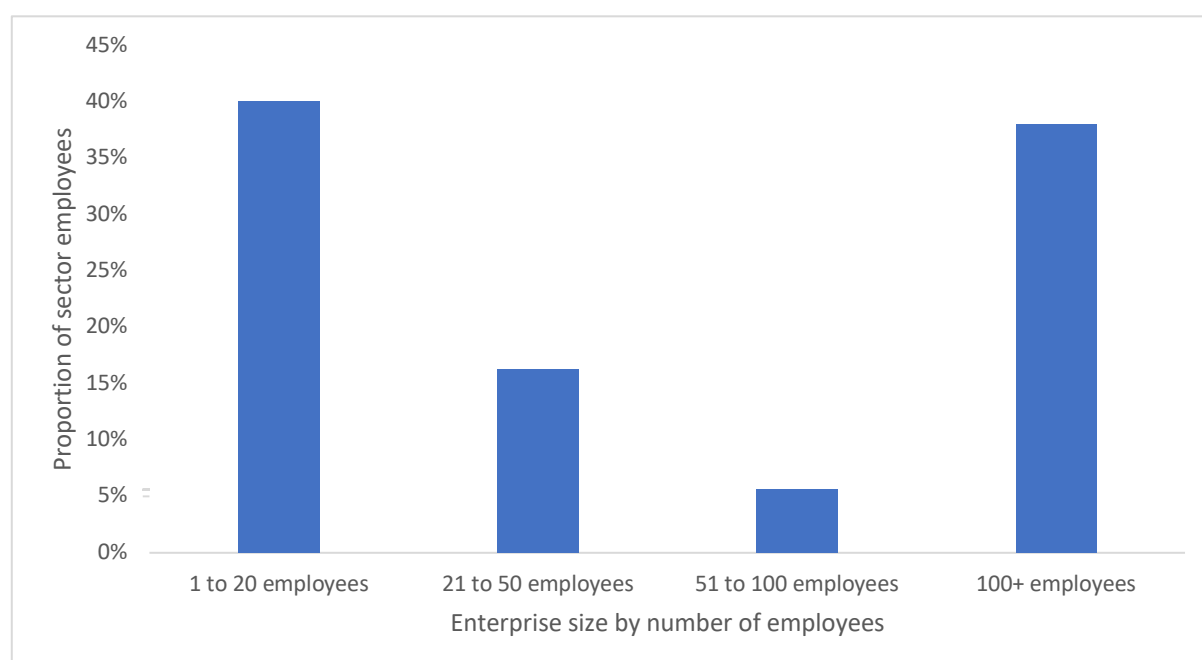


Figure 7: Proportion of ECE Sector employees working within enterprises of varying sizes (based on number of individuals employed within the sector). Integrated Data Infrastructure Admin Data⁸

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 ECE 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 wage¹⁰.

Table 10: Estimated number of employees in the ECE Sector earning above and below 120% of the minimum wage. HLF5, 2022.

Above 120% of minimum wage	20,000	16,300	23,700	59.35%
Below 120% of minimum wage	13,700	10,300	17,100	40.65%
Total	33,700	28,500	38,900	100.00%

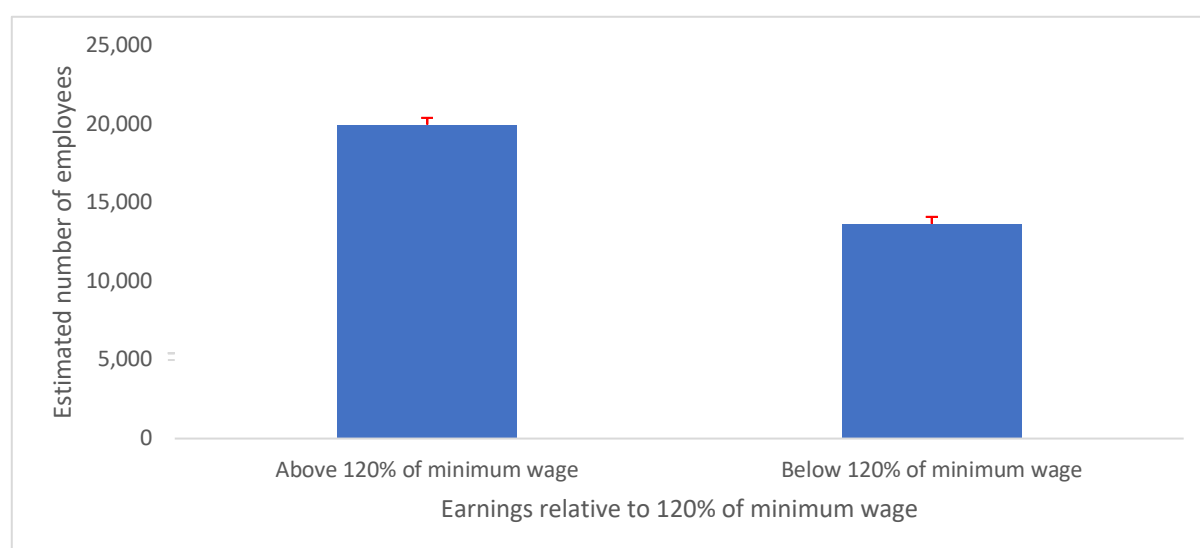


Figure 8: Estimated number of employees in the ECE Sector earning above and below 120% of the minimum wage. HLF5, 2022.

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 HLF5 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 11: Estimated counts of employees in the ECE 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%	2,000	400	3,600	5.93%
25-29	Above 120%	2,200	800	3,600	6.53%
25-29	Below 120%	2,300	1,100	3,500	6.82%
30-34	Above 120%	3,300	1,800	4,800	9.79%
30-34	Below 120%	1,800	600	3,000	5.34%
35-39	Above 120%	2,100	900	3,300	6.23%
35-39	Below 120%	1,400	400	2,400	4.15%
40-44	Above 120%	1,900	600	3,200	5.64%
40-44	Below 120%	1,200	400	2,000	3.56%
45-49	Above 120%	3,500	1,600	5,400	10.39%
45-49	Below 120%	1,500	500	2,500	4.45%
50-54	Above 120%	2,600	1,100	4,100	7.72%
55-59	Above 120%	1,900	700	3,100	5.64%
55-59	Below 120%	1,100	300	1,900	3.26%
60-64	Below 120%	1,100	300	1,900	3.26%
-	Above 120% Total	20,000	16,300	23,700	59.35%
-	Below 120% Total	13,700	10,300	17,100	40.65%
Grand Total	-	33,700	28,500	38,900	100.00%

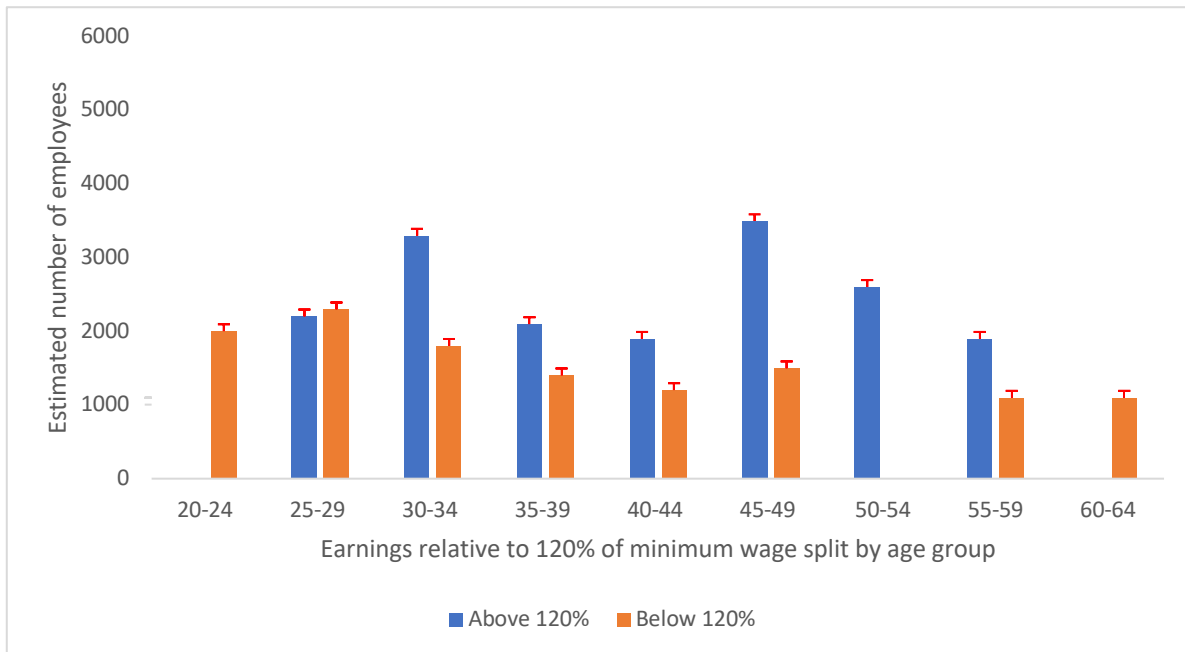


Figure 9: Estimated counts of employees in the ECE Sector receiving above or below 120% of the minimum wage by age group. HLFS, 2022.

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 12: Estimated counts of Māori and non-Māori employees in the ECE 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%	2,600	1,300	3,900	7.72%
Māori	Below 120%	3,500	1,700	5,300	10.39%
Non-Māori	Above 120%	17,400	13,900	20,900	51.63%
Non-Māori	Below 120%	10,200	7,500	12,900	30.27%
-	Above 120% Total	20,000	16,300	23,700	59.35%
-	Below 120% Total	13,700	10,300	17,100	40.65%
Grand Total	-	33,700	28,500	38,900	100.00%

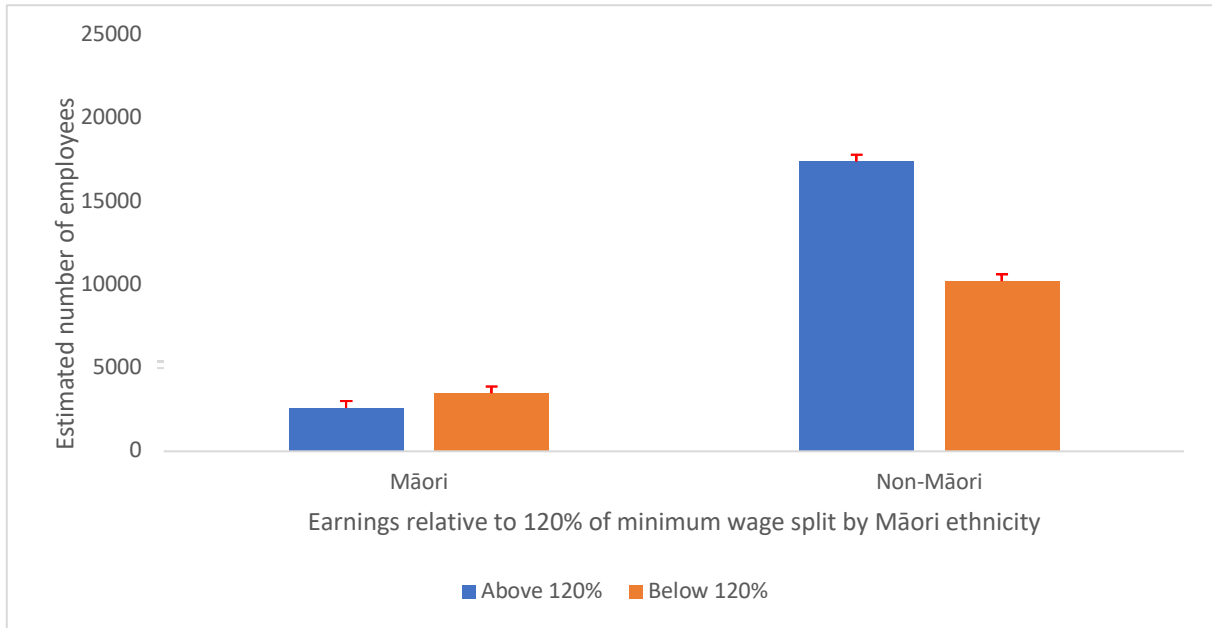


Figure 10. Estimated counts of Māori and non-Māori employees in the ECE Sector receiving above or below 120% of the minimum wage. HLFS, 2022.

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 13: Estimated counts of Pacific and non-Pacific employees in the ECE 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	Above 120%	1,200	400	2,000	4%
Non-Pacific	Above 120%	18,800	12,400	19,200	17.89%
Non-Pacific	Below 120%	12,900	60,900	74,500	76.67%
-	Above 120% Total	20,000	13,300	20,300	19.03%
-	Below 120% Total	13,700	64,400	78,600	80.97%
Grand Total	-	33,700	80,500	96,100	100.00%

5.5 Employees earning above and below the national median wage

Table 14: Estimated number of employees in the ECE Sector earning above and below the median wage. HLFS, 2022.

Above median wage	12,200	9,000	15,400	36.20%
Below median wage	21,600	17,200	26,000	64.09%
Total	33,700	28,500	38,900	100.00%

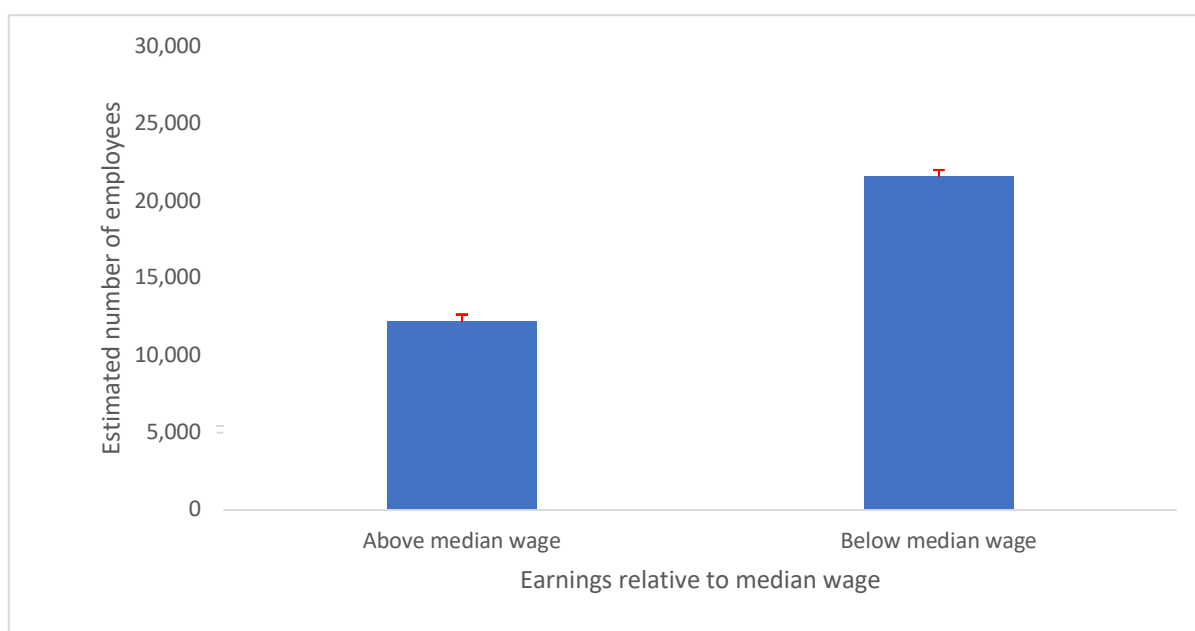


Figure 11: Estimated number of employees in the ECE Sector earning above and below the median wage. HLFS, 2022.

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

Table 15: Estimated counts of employees in the ECE Sector receiving above or below the median wage by age group. HLFS, 2022.

20-24	Below	2,500	700	4,300	7.42%
25-29	Below	3,500	1,900	5,100	10.39%
25-29	Above	1,000	100	1,900	2.97%
30-34	Below	2,900	1,200	4,600	8.61%
30-34	Above	2,100	1,000	3,200	6.23%
35-39	Below	2,000	800	3,200	5.93%
35-39	Above	1,500	400	2,600	4.45%
40-44	Below	2,200	1,100	3,300	6.53%
45-49	Below	2,600	1,200	4,000	7.72%
45-49	Above	2,400	600	4,200	7.12%
50-54	Below	1,300	100	2,500	3.86%
50-54	Above	2,100	700	3,500	6.23%
55-59	Below	2,300	1,100	3,500	6.82%
60-64	Below	1,300	300	2,300	3.86%
-	Below Total	21,600	17,200	26,000	64.09%
-	Above Total	12,200	9,000	15,400	36.20%
Grand Total	-	33,700	28,500	38,900	100.00%

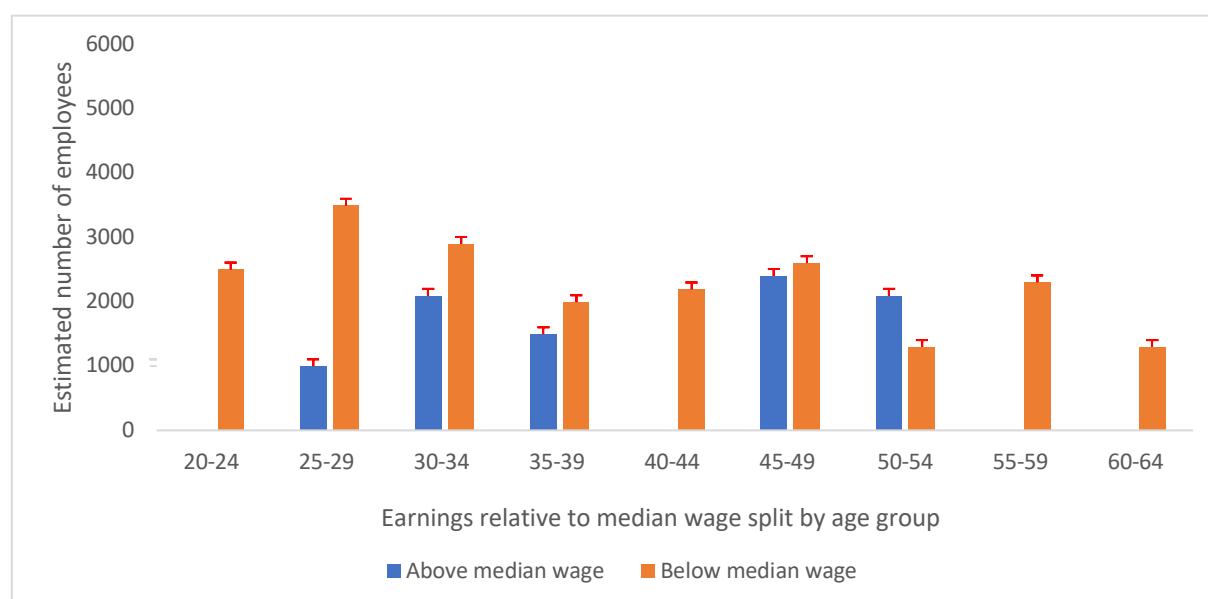


Figure 12: Estimated counts of employees in the ECE Sector receiving above or below the median wage by age group. HLFS, 2022.

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

Table 16: Estimated counts of Māori and non-Māori employees in the ECE Sector receiving above or below the median wage. HLFS, 2022.

Māori	Below	4,300	2,400	6,200	12.76%
Māori	Above	1,800	700	2,900	5.34%
Non-Māori	Below	17,200	13,500	20,900	51.04%
Non-Māori	Above	10,400	7,300	13,500	30.86%
-	Below Total	21,600	17,200	26,000	64.09%
-	Above Total	12,200	9,000	15,400	36.20%
Grand Total	-	33,700	28,500	38,900	100.00%

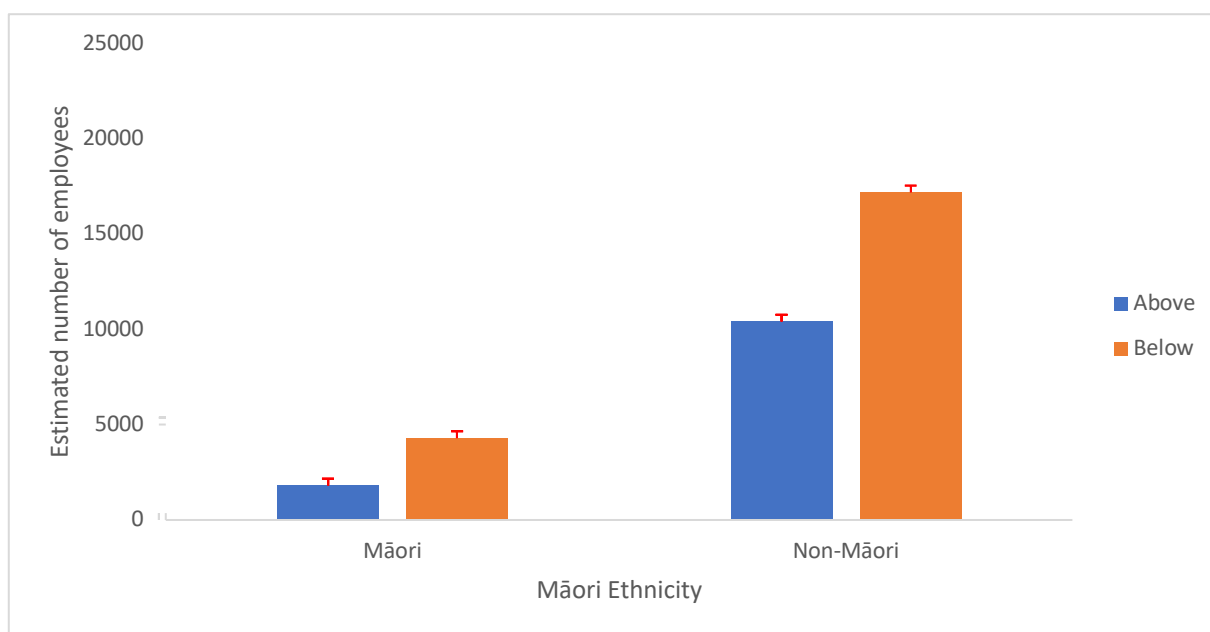


Figure 13: Estimated counts of Māori and non-Māori employees in the ECE Sector receiving above or below the median wage. HLFS, 2022.

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

Table 17: Estimated counts of Pacific and non-Pacific employees in the ECE 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	1,200	300	2,100	3.56%
Non-Pacific	Below	20,300	16,200	24,400	60.24%
Non-Pacific	Above	11,400	8,200	14,600	33.83%
-	Below Total	21,600	17,200	26,000	64.09%
-	Above Total	12,200	9,000	15,400	36.20%
Grand Total	-	33,700	28,500	38,900	100.00%

6 Research Findings – Pay Progression

The following section outlines the research findings associated with the ECE 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 18: Mean estimates of regular hourly wages in the ECE 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	\$27.08	\$21.49	\$32.67
1 month to less than 6 months	\$27.80	\$21.99	\$33.61
6 months to less than 1 year	\$28.61	\$24.88	\$32.34
1 year to less than 3 years	\$26.34	\$24.43	\$28.25
3 years to less than 5 years	\$28.84	\$25.75	\$31.93
5 years to less than 10 years	\$32.41	\$29.79	\$35.03
10 years or more	\$29.57	\$27.04	\$32.10
Total	\$28.84	\$27.63	\$30.05

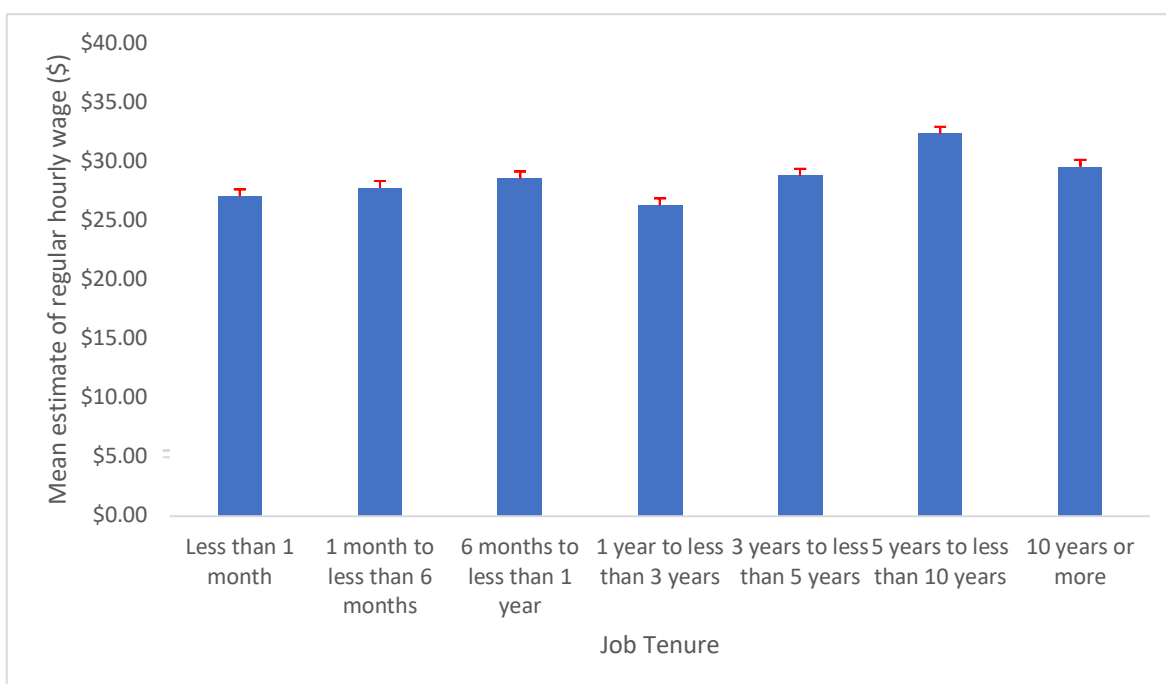


Figure 14: Mean estimates of regular hourly wages in the ECE Sector by job tenure. HLF5, 2022.

6.2 Employees by job tenure

Table 19: Estimated counts of employees in the ECE Sector by job tenure. HLF5, 2022.

Job Tenure	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Less than 1 month	1,600	600	2,600	4.60%
1 month to less than 6 months	4,200	3,200	6,100	12.07%
6 months to less than 1 year	4,600	3,600	6,500	13.22%
1 year to less than 3 years	7,800	6,800	10,100	22.41%
3 years to less than 5 years	5,300	4,300	7,400	15.23%
5 years to less than 10 years	6,800	5,800	8,900	19.54%
10 years or more	4,400	3,400	6,200	12.64%
Total	34,800	29,400	40,200	100.00%



Figure 15: Estimated counts of employees in the ECE Sector by job tenure. HLFS, 2022.

7 Research findings - Hours Worked

The following section outlines the research findings associated with the ECE 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 20: Estimated number of employees in the ECE 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	1,900	400	3,400	5.43%
Does not regularly work more than 40 hours per week	33,100	27,900	38,300	94.57%
Total	35,000	29,600	40,400	100.00%

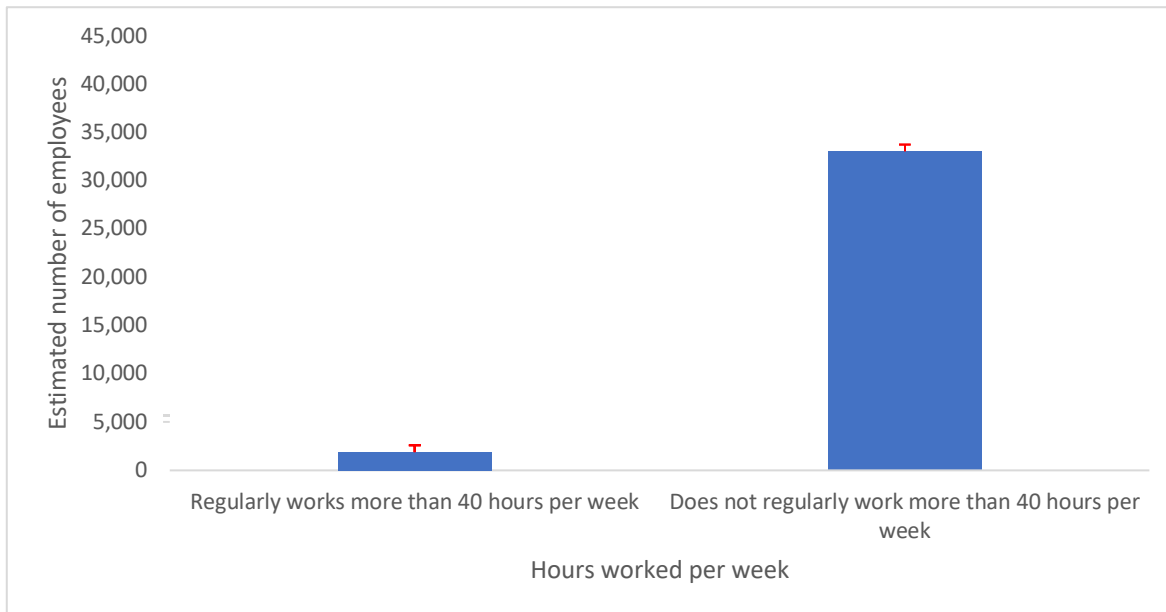


Figure 16: Estimated number of employees in the ECE Sector who regularly work more than 40 hours per week. HLFS, 2022.

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

Table 21: Estimated counts of employees in the ECE 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	2,800	1,000	4,600	8.00%
25-29	No	4,600	2,700	6,400	13.14%
30-34	No	4,700	2,700	6,500	13.43%
35-39	No	3,500	2,000	5,300	10.00%
40-44	No	3,300	1,600	5,100	9.43%
45-49	No	5,300	3,100	7,100	15.14%
50-54	No	2,800	1,200	4,600	8.00%
55-59	No	3,000	1,500	4,800	8.57%
60-64	No	1,900	800	3,700	5.43%
-	Yes Total	1,900	400	3,400	5.43%
-	No Total	33,100	27,900	38,300	94.57%
Grand Total	-	35,000	29,600	40,400	100.00%

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

Table 22: Estimated counts of Māori and non-Māori employees in the ECE 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	5,600	3,300	7,900	16.00%
Non-Māori	No	27,500	22,900	32,100	78.57%
Non-Māori	Yes	1,400	200	2,600	4.00%
-	No Total	33,100	27,900	38,300	94.57%
-	Yes Total	1,900	400	3,400	5.43%
Grand Total	-	35,000	29,600	40,400	100.00%

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

Table 23: Estimated counts of Pacific and non-Pacific employees in the ECE 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	2,000	1,000	3,000	5.71%
Non-Pacific	No	31,100	26,100	36,100	88.86%
Non-Pacific	Yes	1,700	500	2,900	4.86%
-	No Total	33,100	27,900	38,300	94.57%
-	Yes Total	1,900	400	3,400	5.43%
Grand Total	-	35,000	29,600	40,400	100.00%

7.5 Same, more, or fewer hours worked than usual

Table 24: Estimated number of employees in the ECE Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Worked fewer hours than usual last week	7,200	4,700	9,700	22.15%
Worked same hours as usual last week	23,500	18,800	28,200	72.31%
Worked more hours than usual last week	1,800	700	2,900	5.54%
Total	32,500	27,400	37,600	100.00%

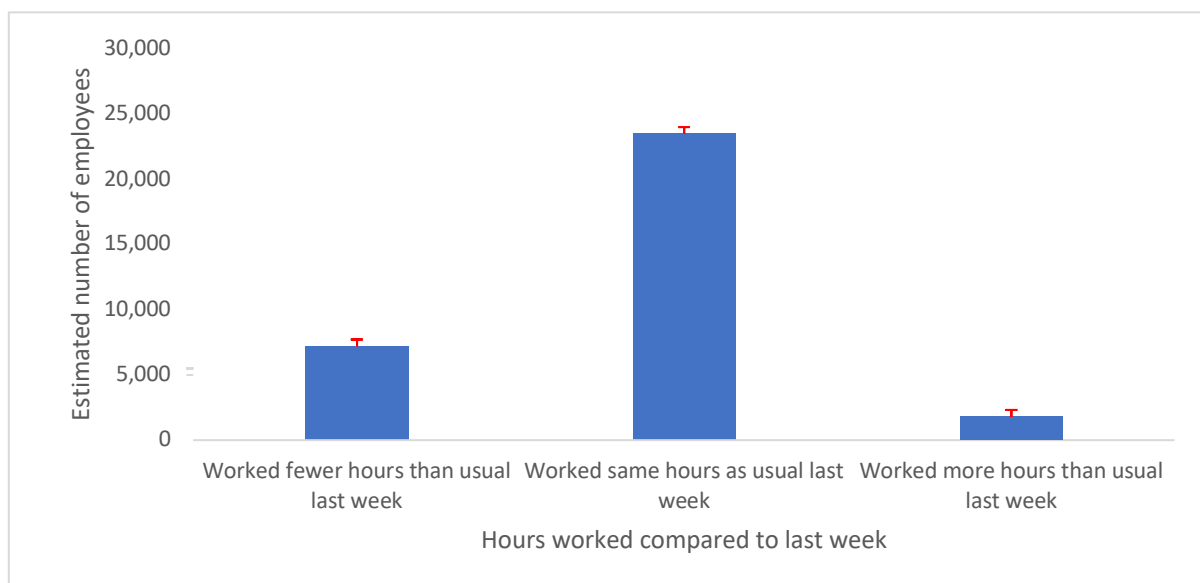


Figure 17: Estimated number of employees in the ECE Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

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

Table 25: Estimated counts of employees in the ECE Sector who worked the same, more, and fewer hours than usual in the previous week, by age group. HLFS, 2022.

20-24	Same	2,000	500	3,500	6.15%
25-29	Fewer	1,800	400	3,200	5.54%
25-29	Same	2,900	1,400	4,400	8.92%
30-34	Fewer	1,200	300	2,100	3.69%
30-34	Same	3,200	1,700	4,700	9.85%
35-39	Same	2,300	1,000	3,600	7.08%
40-44	Same	2,700	1,200	4,200	8.31%
45-49	Fewer	1,300	200	2,400	4.00%
45-49	Same	3,200	1,800	4,600	9.85%
50-54	Same	3,000	1,200	4,800	9.23%
55-59	Same	2,300	1,000	3,600	7.08%
60-64	Same	1,100	200	2,000	3.38%
-	Fewer Total	7,200	4,700	9,700	22.15%
-	Same Total	23,500	18,800	28,200	72.31%
-	More Total	1,800	700	2,900	5.54%
Grand Total	-	32,500	27,400	37,600	100.00%

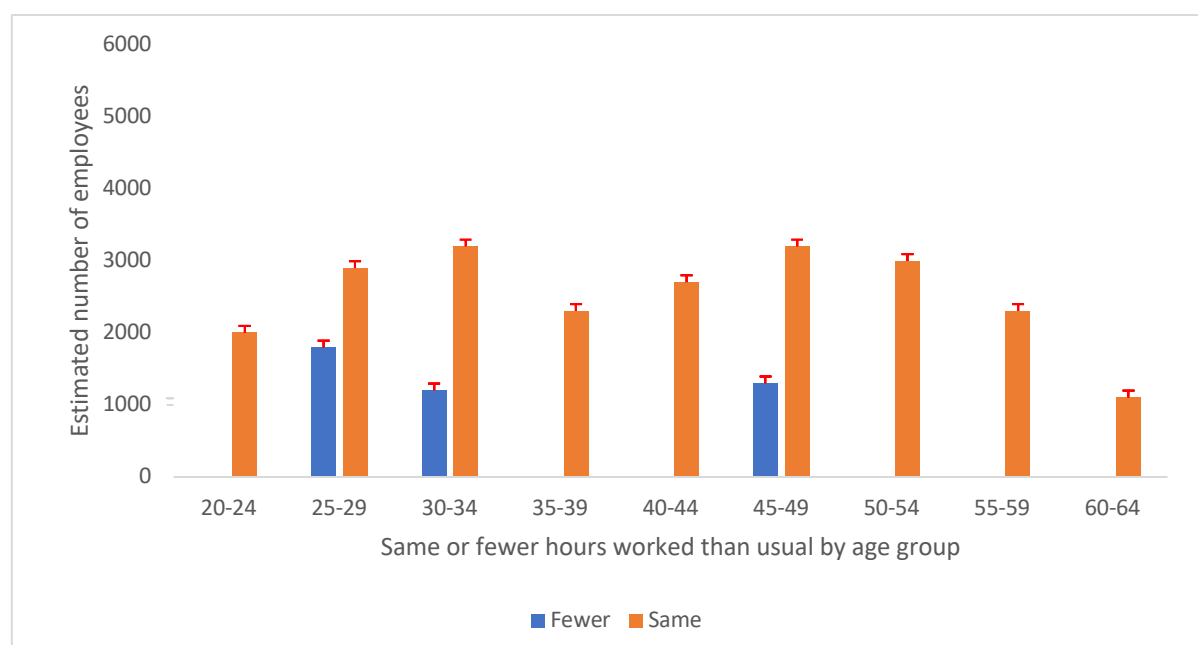


Figure 18: Estimated counts of employees in the ECE Sector who worked the same, more, and fewer hours than usual in the previous week, by age group. HLFS, 2022.

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

Table 26: Estimated counts of Māori and non-Māori employees in the ECE Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Māori	Fewer	1,600	400	2,800	4.92%
Māori	Same	4,100	2,100	6,100	12.62%
Non-Māori	Fewer	5,600	3,500	7,700	17.23%
Non-Māori	Same	19,300	15,200	23,400	59.38%
Non-Māori	More	1,700	600	2,800	5.23%
-	Fewer Total	7,200	4,700	9,700	22.15%
-	Same Total	23,500	18,800	28,200	72.31%
-	More Total	1,800	700	2,900	5.54%
Grand Total	-	32,500	27,400	37,600	100.00%

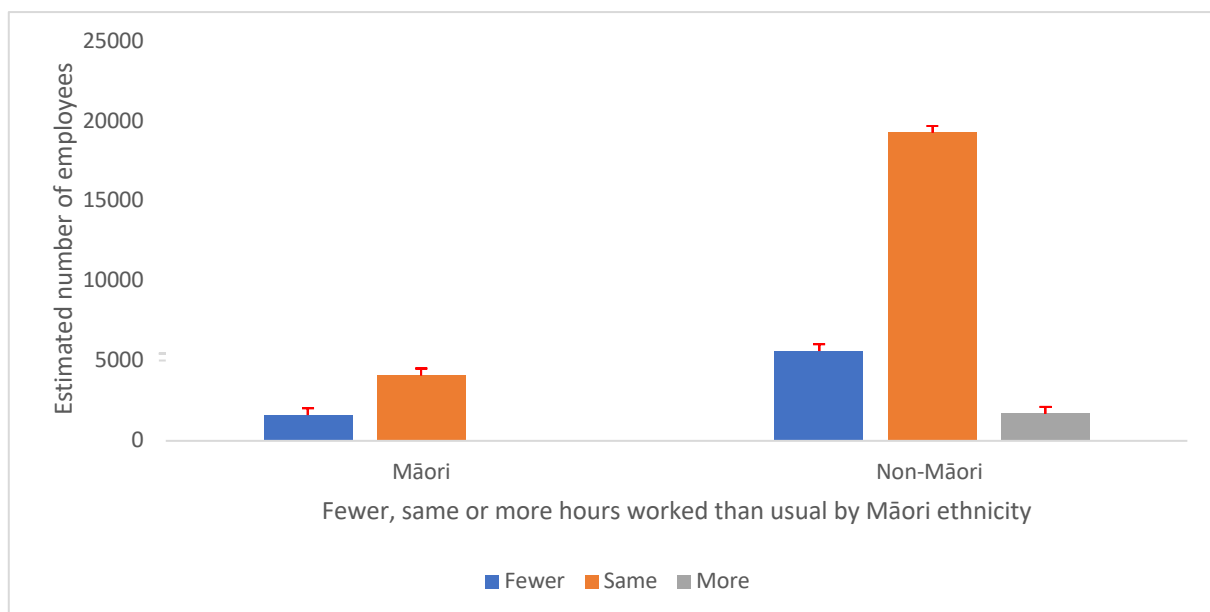


Figure 19: Estimated counts of Māori and non-Māori employees in the ECE Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

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

Table 27: Estimated counts of Pacific and non-Pacific employees in the ECE 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	1,700	800	2,600	5.23%
Non-Pacific	Fewer	6,800	4,400	9,200	20.92%
Non-Pacific	Same	21,800	17,200	26,400	67.08%
Non-Pacific	More	1,800	700	2,900	5.54%
-	Fewer Total	7,200	4,700	9,700	22.15%
-	Same Total	23,500	18,800	28,200	72.31%
-	More Total	1,800	700	2,900	5.54%
Grand Total	-	32,500	27,400	37,600	100.00%

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

Table 28: Estimated number of employees in the ECE 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	3,000	1,500	4,500	41.67%
Own sickness / illness / injury	2,100	1,000	3,200	29.17%
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
Unknown	S	S	S	S
Total	7,200	8,600	16,400	100.00%

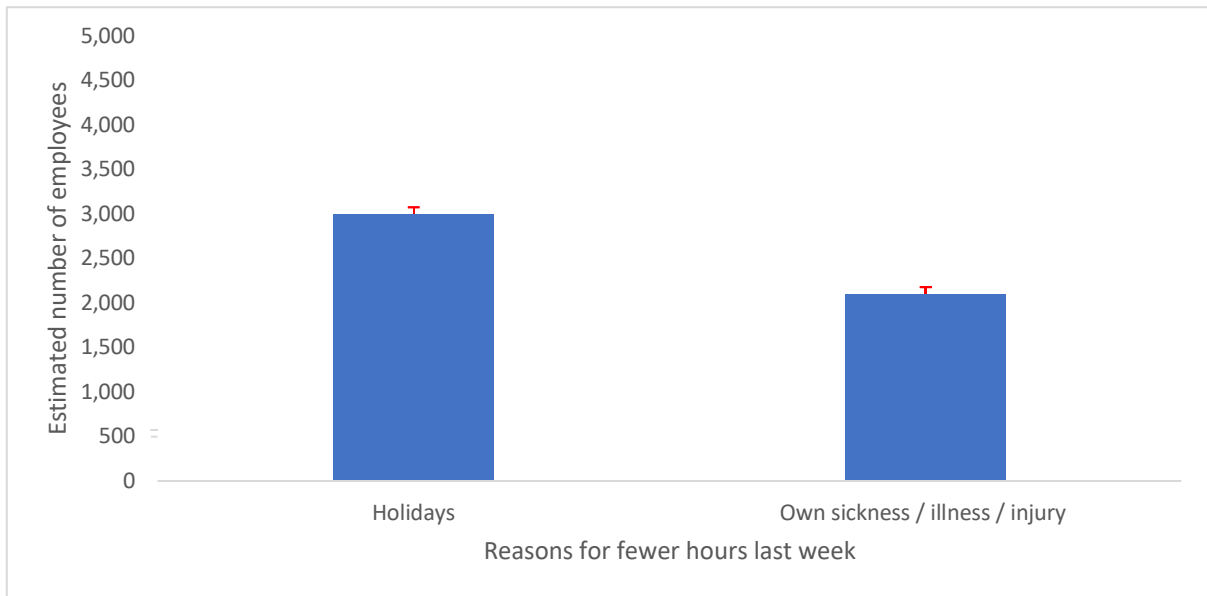


Figure 20: Estimated number of employees in the ECE Sector by reason provided for working fewer hours than usual in the previous week. HLFS, 2022.

7.10 Weekend work

Table 29: Estimated number of employees in the ECE Sector who worked on 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	S	S	S	S
Did not work during weekends	34,400	29,100	39,700	98.29%
Total	35,000	29,600	40,400	100.00%

8 Research Findings – Employment Type and Union Membership

The following section outlines the research findings associated with the ECE-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 30: Estimated number of employees in the ECE 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	2,800	8.00%	7.72%	8.28%
Total	35,000	100.00%	100.00%	100.00%

8.2 Employee union membership

Table 31: Estimated number of employees in the ECE 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	6,000	3,600	8,400	17.24%
Not Union Member	28,100	23,000	33,200	80.75%
Don't know	S	S	S	S
Total	34,800	29,400	40,200	100.00%



Figure 21: Estimated number of employees in the ECE Sector by union membership status. HLFS, 2022.

8.3 Employee union membership by age group

Table 32: Estimated number of employees in the ECE Sector by union membership status and 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	2,700	900	4,500	7.76%
25-29	Not Union Member	4,900	3,000	6,800	14.08%
30-34	Union Member	1,200	400	2,000	3.45%
30-34	Not Union Member	3,800	2,000	5,600	10.92%
35-39	Not Union Member	3,000	1,600	4,400	8.62%
40-44	Not Union Member	3,100	1,500	4,700	8.91%
45-49	Union Member	1,400	-200	3,000	4.02%
45-49	Not Union Member	3,600	2,000	5,200	10.34%
50-54	Union Member	1,200	300	2,100	3.45%
50-54	Not Union Member	2,300	600	4,000	6.61%
55-59	Not Union Member	2,000	800	3,200	5.75%
60-64	Not Union Member	1,500	400	2,600	4.31%
-	Union Member Total	6,000	3,600	8,400	17.24%
-	Not Union Member Total	28,100	23,000	33,200	80.75%
Grand Total	-	34,800	29,400	40,200	100.00%

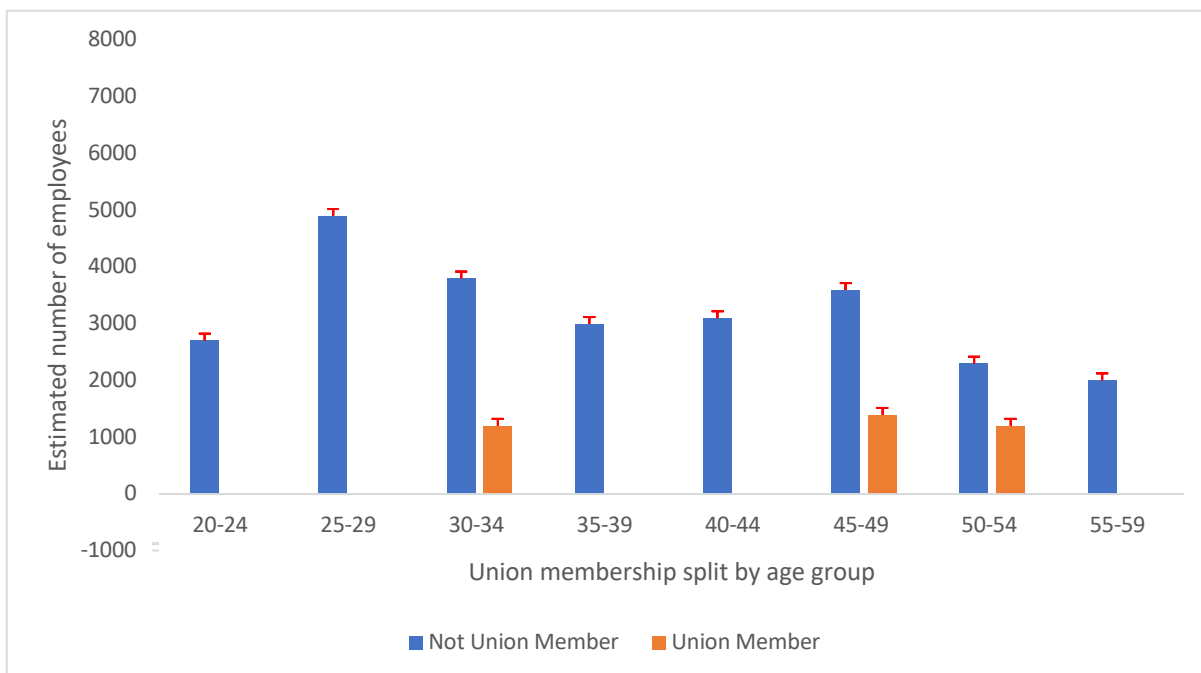


Table 22: Estimated number of employees in the ECE Sector by union membership status and age group. HLFS, 2022

8.4 Māori and non-Māori employees by union membership

Table 33: Estimated number of Māori and non-Māori employees in the ECE 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	5,400	3,200	7,600	15.52%
Non-Māori	Union Member	5,500	3,200	7,800	15.80%
Non-Māori	Not Union Member	22,700	18,300	27,100	65.23%
-	Union Member Total	6,000	3,600	8,400	17.24%
-	Not Union Member Total	28,100	23,000	33,200	80.75%
Grand Total	-	34,800	29,400	40,200	100.00%

8.5 Pacific and non-Pacific employees by union membership

Table 34: Estimated number of Pacific and non-Pacific employees in the ECE 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	1,800	800	2,800	5.17%
Non-Pacific	Union Member	5,600	3,200	8,000	16.09%
Non-Pacific	Not Union Member	26,400	21,500	31,300	75.86%
-	Union Member Total	6,000	3,600	8,400	17.24%
-	Not Union Member Total	28,100	23,000	33,200	80.75%
Grand Total	-	34,800	29,400	40,200	100.00%

8.6 Employees by employment agreement type

Table 35: Estimated number of employees in the ECE 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	26,500	21,500	31,500	78.17%
Collective Agreement	5,600	3,300	7,900	16.52%
Don't know	1,800	700	2,900	5.31%
Total	33,900	28,600	39,200	100.00%

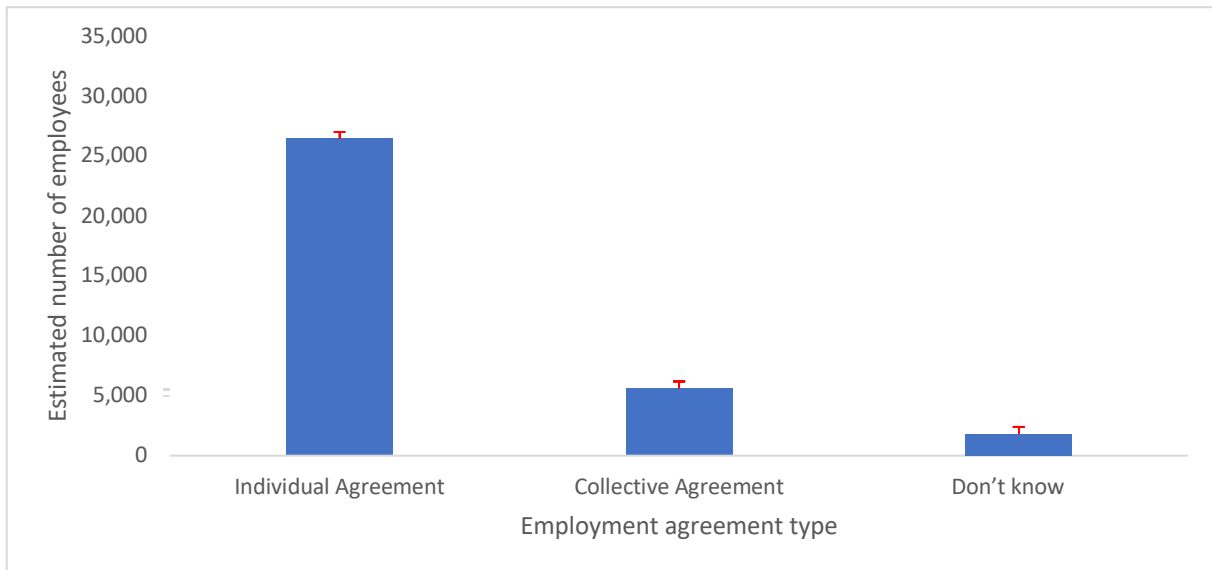


Figure 23: Estimated number of employees in the ECE Sector by employment agreement type. HLFS, 2022.

8.7 Employees by employment agreement type and age group

Table 36: Estimated counts of employees in the ECE 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
20-24	Individual	2,500	800	4,200	7.37%
25-29	Individual	4,100	2,300	5,900	12.09%
30-34	Individual	3,400	1,900	4,900	10.03%
30-34	Collective	1,000	100	1,900	2.95%
35-39	Individual	3,100	1,700	4,500	9.14%
40-44	Individual	3,100	1,500	4,700	9.14%
45-49	Individual	3,300	1,900	4,700	9.73%
45-49	Collective	1,500	-100	3,100	4.42%
50-54	Individual	2,500	800	4,200	7.37%
55-59	Individual	2,300	1,000	3,600	6.78%
60-64	Individual	1,300	300	2,300	3.83%
-	Individual Total	26,500	24,800	31,500	78.17%
-	Collective Total	5,600	3,900	7,900	16.52%
-	Don't know Total	1,800	100	2,900	5.31%
Grand Total	-	33,900	32,200	39,200	100.00%

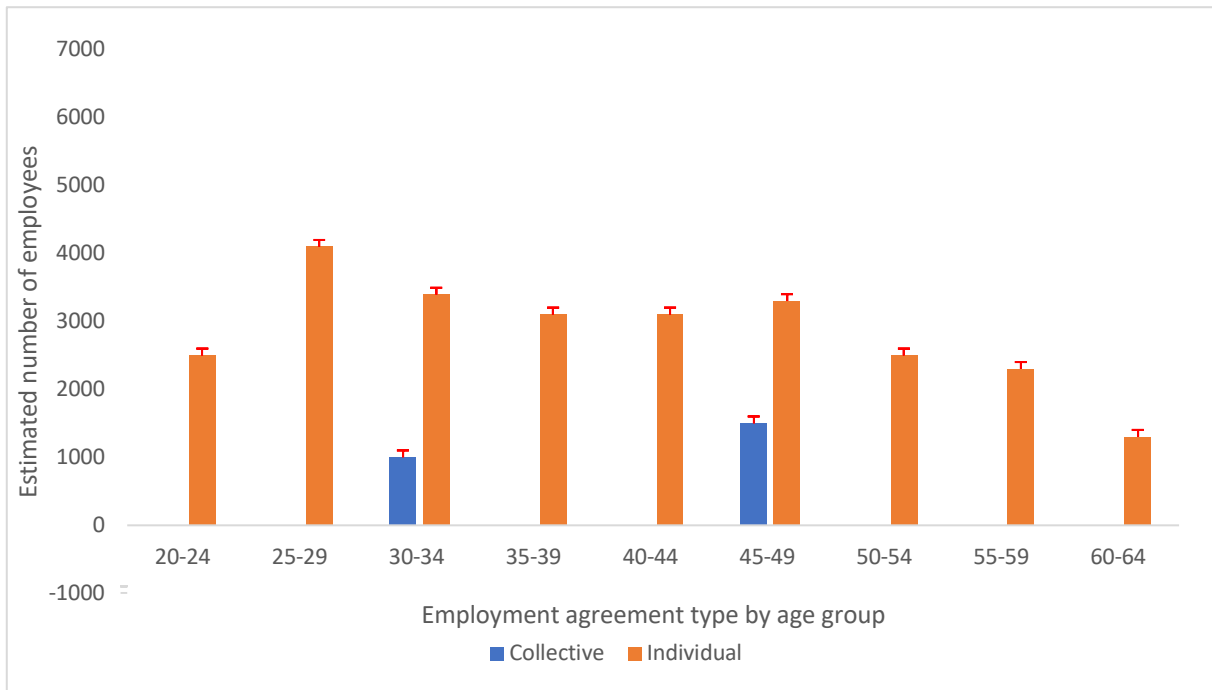


Figure 24: Estimated counts of employees in the ECE Sector by employment agreement type (individual or collective) and age group. HLFS, 2022.

8.8 Māori and non-Māori employees by employment agreement type

Table 37: Estimated counts of Māori and non-Māori employees in the ECE 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	4,700	2,700	6,700	13.86%
Non-Māori	Individual	21,800	17,400	26,200	64.31%
Non-Māori	Collective	4,900	2,700	7,100	14.45%
Non-Māori	Don't know	1,300	300	2,300	3.83%
-	Individual Total	26,500	21,500	31,500	78.17%
-	Collective Total	5,600	3,300	7,900	16.52%
-	Don't know Total	1,800	700	2,900	5.31%
Grand Total	-	33,900	28,600	39,200	100.00%

8.9 Pacific and non-Pacific employees by employment agreement type

Table 38: Estimated counts of Pacific and non-Pacific employees in the ECE Sector by employment agreement type (individual or collective). HLF5, 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	1,300	500	2,100	3.83%
Non-Pacific	Individual	25,100	20,300	29,900	74.04%
Non-Pacific	Collective	5,300	3,000	7,600	15.63%
Non-Pacific	Don't know	1,200	300	2,100	3.54%
-	Individual Total	26,500	21,500	31,500	78.17%
-	Collective Total	5,600	3,300	7,900	16.52%
-	Don't know Total	1,800	700	2,900	5.31%
Grand Total	-	33,900	28,600	39,200	100.00%



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