

National Survey of Employment Intentions

First Findings

December 2020



Background and method

This survey measures changes in workforce size and composition, and workforce arrangements, from before the Prime Minister announced that New Zealand had moved to Alert Level 3 and would shortly move to Alert Level 4. It also measures intentions for six and 12 months in the future.

2049 employers responded to the online survey which is the first of two survey waves. The second wave will take place in March/April 2021.

The results have been weighted by industry and employee size to be representative of New Zealand businesses. The sample was sourced from Stats NZ's New Zealand Business Register.

When the interviewing was undertaken in September and October, New Zealand, with the exception of the Auckland region, was at Alert Level 1. Auckland was at Alert Level 2 for the first half of the interviewing, and moved to Alert Level 1 in October. Interviewing was undertaken before the 2020 New Zealand general election.

Changes made by employers since March 2020

CHANGES IN STAFF NUMBERS

? HAVE YOU EXPERIENCED A DECREASE, NO CHANGE, OR INCREASE IN STAFF?

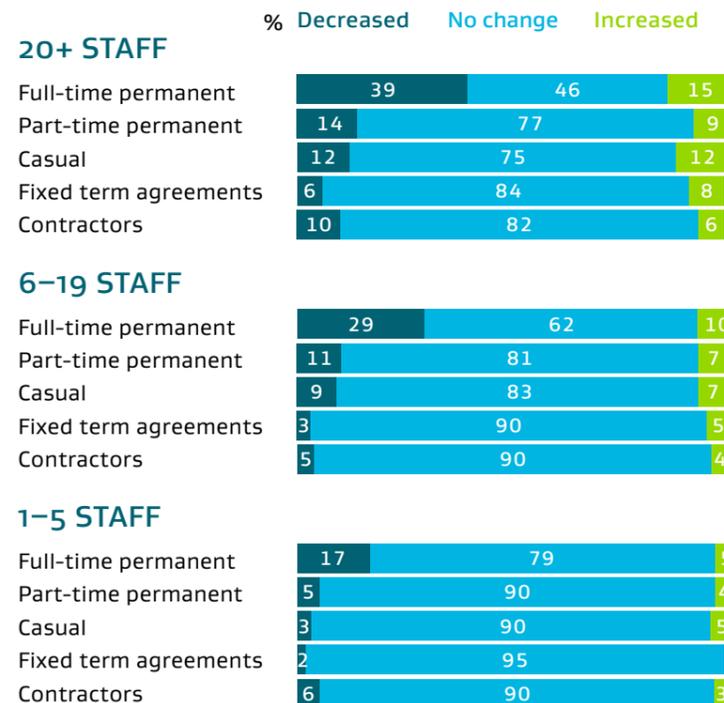
FULL-TIME PERMANENT STAFF



PART-TIME PERMANENT STAFF



? SINCE 22 MARCH 2020 HAS THE NUMBER OF STAFF CURRENTLY EMPLOYED IN EACH OF THE FOLLOWING CATEGORIES CHANGED?



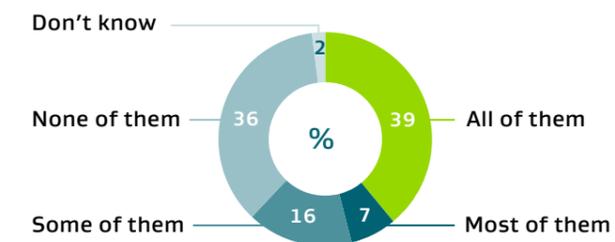
The greatest decrease in staff has occurred for businesses with 20+ employees among their full-time permanent staff.

NOT ALL CHANGES IN STAFF NUMBERS ARE ATTRIBUTED TO COVID-19

62% of employers who reported a change attributed at least some of the changes to COVID-19.

36% said none of the changes were due to COVID-19.

? WERE ANY OF THE CHANGES DUE TO COVID-19?



CHANGES IN WORKPLACE ARRANGEMENTS

? SINCE 22 MARCH 2020 WHAT CHANGES HAVE YOU MADE TO EMPLOYMENT AND WORKPLACE ARRANGEMENTS?

64% of employers reported making changes

- 38%** reduced work hours for existing staff
- 22%** introduced or increased flexible working arrangements
- 19%** reduced wages or salaries of existing staff
- 17%** required or encouraged existing staff to take paid leave
- 12%** laid off staff
- 11%** re-deployed existing staff into different roles
- 11%** hired more staff

"Don't know" responses are not shown and percentages may not add to 100% due to rounding

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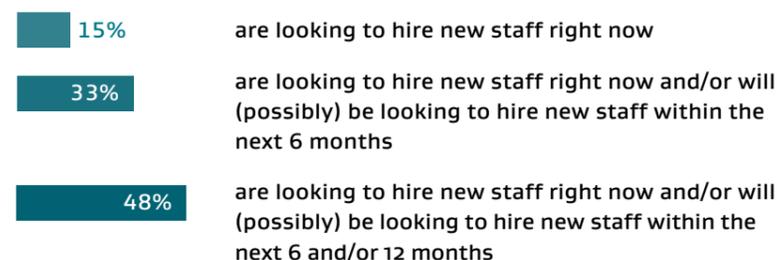


Future employment plans

CHANGES IN STAFF NUMBERS

? WHAT ARE YOUR INTENTIONS AND PLANS TO HIRE NEW STAFF?

48% of employers are looking to hire new staff right now, within six months, and/or within 12 months



Businesses with 20+ employees are significantly more likely to be looking to hire new staff right now:



Employers looking to hire people right now were asked:

? WHAT TYPES OF NEW STAFF WOULD YOU HIRE?



These job types are similar for new staff required in six months and 12 months.

Employers who stated they will (possibly) be looking to hire new staff within the next 12 months were asked:

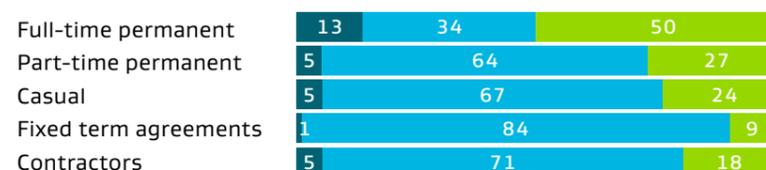
? WHAT MIGHT YOUR STAFF NUMBERS LOOK LIKE IN THE NEXT 12 MONTHS COMPARED TO THE CURRENT NUMBERS?



6-19 STAFF



1-5 STAFF

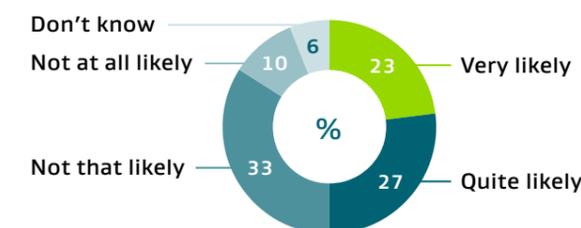


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SKILLS SHORTAGES

Employers who have plans, definite or otherwise, to hire staff in the next 12 months were asked:

? DO YOU THINK NEW ZEALAND WILL FACE A SHORTAGE OF PEOPLE WITH THE OCCUPATIONAL SKILLS THE BUSINESS NEEDS WITHIN THE NEXT 12 MONTHS?



? WHAT ARE THE MAIN OCCUPATIONAL SKILLS THE BUSINESS IS LOOKING FOR IN NEW STAFF?



? WHY DO YOU FEEL NEW ZEALAND IS LIKELY TO FACE A SKILLS SHORTAGE WITHIN THE NEXT 12 MONTHS?



"Many industries have relied on bringing in skilled workers from overseas rather than training local people. Now that our borders are closed, this is not possible for most industries."