

Employment Relations Sector Report: Cleaners Sector

August 2023 – 2nd Edition February 2024





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

MBIE develops and delivers policy, services, advice and regulation to support economic growth and the prosperity and wellbeing of New Zealanders. MBIE combines the former Ministries of Economic Development, Science and Innovation, and the Departments of Labour, and Building and Housing.

MORE INFORMATION

Information, examples and answers to your questions about the topics covered here can be found on our website: www.mbie.govt.nz or by calling us free on: **0800 20 90 20**.

DISCLAIMER

This document is a guide only. It should not be used as a substitute for legislation or legal advice. The Ministry of Business, Innovation and Employment is not responsible for the results of any actions taken on the basis of information in this document, or for any errors or omissions.

ONLINE: 978-1-991143-42-6

FEBRUARY 2024

©Crown Copyright

The material contained in this report is subject to Crown copyright protection unless otherwise indicated. The Crown copyright protected material may be reproduced free of charge in any format or media without requiring specific permission. This is subject to the material being reproduced accurately and not being used in a derogatory manner or in a misleading context. Where the material is being published or issued to others, the source and copyright status should be acknowledged. The permission to reproduce Crown copyright protected material does not extend to any material in this report that is identified as being the copyright of a third party. Authorisation to reproduce such material should be obtained from the copyright holders.

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.

Contents

Purpose Statement	1
Data Disclaimer	1
1 Introduction	4
2 The Cleaners Sector	4
3 Research Findings – Employee Demographics	4
3.1 Employees in the sector	5
3.2 Employees in the sector by age group	6
3.3 Employees in the sector by ethnicity	7
3.4 Māori employees in the sector by age group	8
3.5 Employees in the sector by sex	8
3.6 Male employees in the sector by age group	9
3.7 Female employees in the sector by age group	10
3.8 Māori employees in the sector by sex	11
3.9 Pacific employees in the sector by sex	12
3.10 Employees in the sector by urbanity	13
3.11 Employees in the sector by region	13
4. Research findings - Employer Characteristics	15
4.1 Employer size by estimated employee numbers	15
5. Research findings - Wages	16
5.1 Low pay	16
5.2 Low pay by age group	17
5.3 Low pay - Māori and non-Māori employees	18
5.4 Low pay - Pacific and non-Pacific employees	19
5.5 Employees earning above and below the national median wage	19
5.6 Employees earning above and below the national median wage by age group	20
5.7 Employees earning above and below the national median wage by Māori and non-Māori employees	21
5.8 Employees earning above and below the national median wage by Pacific and non-Pacific employees	21
6 Research Findings – Pay Progression	22
6.1 Wages by job tenure	22
6.2 Employees by job tenure	23
6.3 Wages by job tenure of Māori and non-Māori employees	24
7 Research findings - Hours Worked	25

7.1 Regularly working more than 40 hours per week.....	25
7.2 Regularly working more than 40 hours per week by age group.....	26
7.3 Regularly working more than 40 hours per week by Māori and non-Māori employees.....	26
7.4 Regularly working more than 40 hours per week by Pacific and non-Pacific employees.....	27
7.5 Same, more, or fewer hours worked than usual	27
7.6 Same, more, or fewer hours worked than usual by age group	28
7.7 Same, more, or fewer hours worked than usual for Māori and non-Māori employees.....	29
7.8 Same, more, or fewer hours worked than usual for Pacific and non-Pacific employees	30
7.9 Reasons for fewer hours worked than usual in the previous week.....	30
7.10 Weekend work.....	31
7.11 Weekend work by age group.....	32
7.12 Weekend work by Māori and non-Māori employees.....	32
7.13 Weekend work by Pacific and non-Pacific employees.....	33
8 Research Findings – Employment Type and Union Membership	35
8.1 Employees on fixed term or casual contracts.....	35
8.2 Employee union membership.....	35
8.3 Employee union membership by age group.....	36
8.4 Māori and non-Māori employees by union membership.....	37
8.5 Pacific and non-Pacific employees by union membership	37
8.6 Employees by employment agreement type.....	37
8.7 Employees by employment agreement type and age group.....	38
8.8 Māori and non-Māori employees by employment agreement type	39
8.9 Pacific and non-Pacific employees by employment agreement type.....	39

1 Introduction

This report provides a range of demographic information regarding employment relations in the Cleaners 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 Cleaners 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 Cleaners Sector

For the purposes of the research analysis presented within this report, the following ANZSCO codes are used to define the occupations falling within the Cleaners sector:

- 811211 (Commercial Cleaner)
- 811411 (Commercial Housekeeper)

No industry code (ANZSIC) is used for this sector, as it focuses on the occupation of cleaners rather than a particular industry.

3 Research Findings – Employee Demographics

The following section outlines the research findings associated with the Cleaners 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 employees by ANZSCO codes is presented in Table 1 and Figure 1.

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

ANZSCO Code	Occupation	Estimated number of employees	Confidence Interval	Weighted Average	Percentage
811211	Commercial Cleaner	28,200	23,500 - 32,900	28,200	89.81%
811411	Commercial Housekeeper	3,200	1,200 - 5,200	3,200	10.19%
Total	-	31,400	26,400 - 36,400	31,400	100.00%

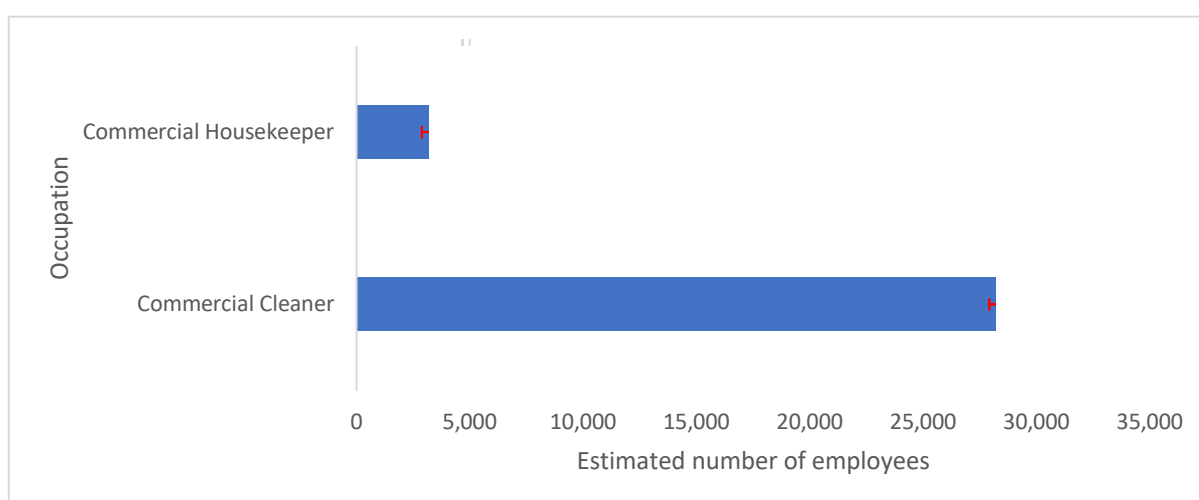


Figure 1: Estimated number of employees in the Cleaners Sector coverage, by ANZSCO code. HLFS, 2022.

² We are 95% confident that the confidence intervals provided in this and following tables contain the true number/proportion of employees in the proposed sector.

3.2 Employees in the sector by age group

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

15-19	3,300	1,700	4,900	10.51%
20-24	1,900	700	3,100	6.05%
25-29	2,600	900	4,300	8.28%
30-34	2,200	1,100	3,300	7.01%
35-39	2,600	1,000	4,200	8.28%
40-44	2,800	1,400	4,200	8.92%
45-49	3,000	1,700	4,300	9.55%
50-54	3,100	2,000	4,200	9.87%
55-59	2,800	1,400	4,200	8.92%
60-64	4,100	2,600	5,600	13.06%
65-69	2,000	700	3,300	6.37%
Total	31,400	26,400	36,400	100.00%

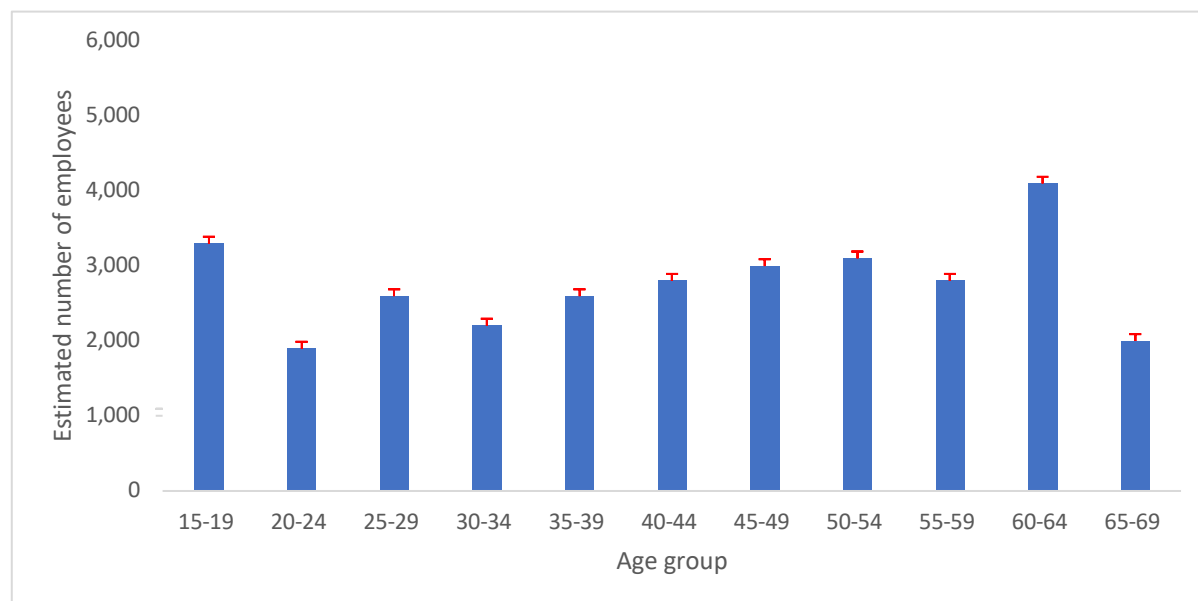


Figure 2: Estimated counts of employees in the Cleaners Sector by age group. HLFS, 2022

3.3 Employees in the sector by ethnicity

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

Pacific	4,600	2,600	6,600	14.65%
Asian	5,900	3,900	7,900	18.79%
Māori	6,000	4,000	8,000	19.11%
European	17,400	13,800	21,000	55.41%
Total	31,400	26,400	36,400	100.00%

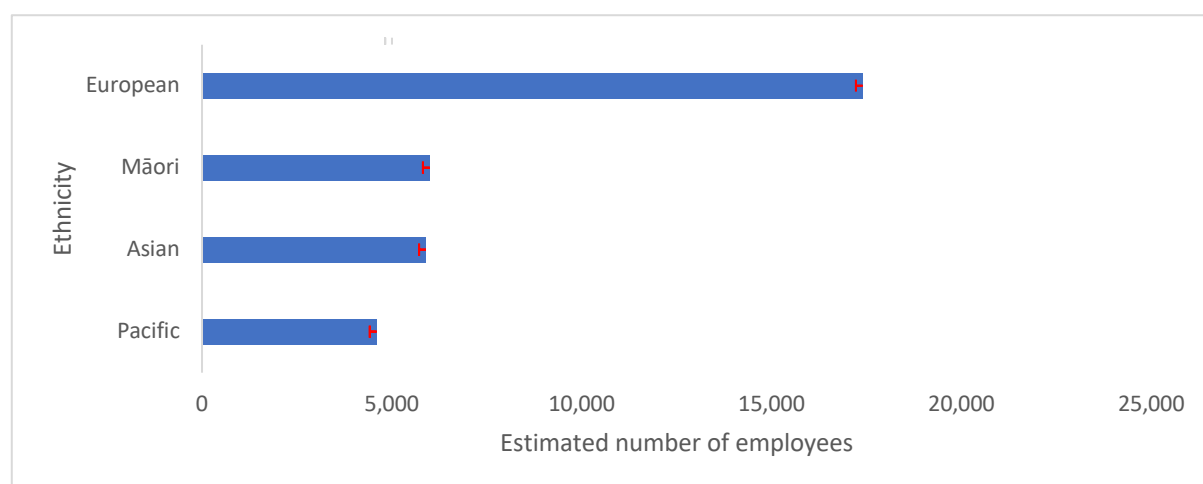


Figure 3: Estimated counts of employees in the Cleaners Sector by ethnicity. HLFS, 2022.

³ 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.

3.4 Māori employees in the sector by age group

Table 4: Estimated counts of Māori employees in the Cleaners Sector by age group. HLF5, 2022⁴.

Age group	Māori ethnicity	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
15-19	Non-Māori	2,700	1,300	4,100	8.60%
20-24	Non-Māori	1,500	400	2,600	4.78%
25-29	Non-Māori	1,500	100	2,900	4.78%
30-34	Non-Māori	2,100	1,000	3,200	6.69%
35-39	Non-Māori	2,400	800	4,000	7.64%
40-44	Non-Māori	2,700	1,400	4,000	8.60%
45-49	Non-Māori	2,200	1,100	3,300	7.01%
50-54	Non-Māori	2,300	1,200	3,400	7.32%
55-59	Non-Māori	2,400	1,100	3,700	7.64%
60-64	Non-Māori	3,100	1,800	4,400	9.87%
60-64	Māori	1,100	300	1,900	3.50%
65-69	Non-Māori	1,700	500	2,900	5.41%
-	Māori Total	6,000	4,000	8,000	19.11%
-	Non-Māori Total	25,400	20,900	29,900	80.89%
Grand Total	-	31,400	26,400	36,400	100.00%

3.5 Employees in the sector by sex

Table 5: Estimated counts of employees in the Cleaners Sector by sex (male or female only). HLF5, 2022.

Sex	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Male	8,900	6,300	11,500	28.34%
Female	22,500	18,400	26,600	71.66%
Total	31,400	26,400	36,400	100.00%

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.

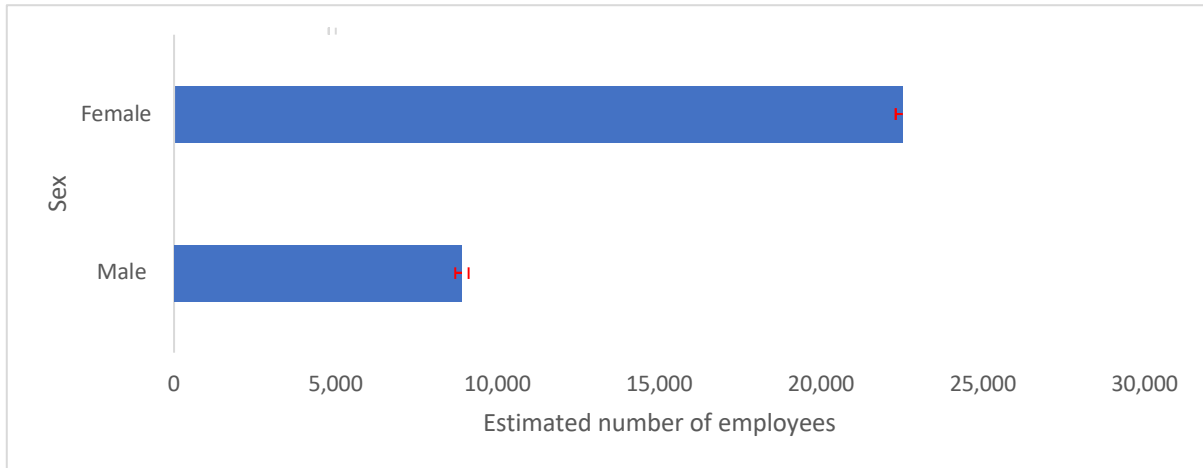


Figure 4: Estimated counts of employees in the Cleaners Sector by sex (male or female only). HLFS, 2022.

3.6 Male employees in the sector by age group

Table 6: Estimated counts of male employees in the Cleaners 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
35-39	1,100	0	2,200	12.36%
60-64	1,100	100	2,100	12.36%
Male Total	8,900	6,300	11,500	100.00%

3.7 Female employees in the sector by age group

Table 7: Estimated counts of female employees in the Cleaners Sector by age group. HLFS, 2022.

15-19	2,400	1,000	3,800	10.67%
20-24	1,100	300	1,900	4.89%
25-29	1,700	300	3,100	7.56%
30-34	1,500	600	2,400	6.67%
35-39	1,500	300	2,700	6.67%
40-44	2,200	1,000	3,400	9.78%
45-49	2,500	1,300	3,700	11.11%
50-54	2,500	1,400	3,600	11.11%
55-59	2,000	700	3,300	8.89%
60-64	3,000	1,800	4,200	13.33%
65-69	1,600	400	2,800	7.11%
Female Total	22,500	18,400	26,600	100.00%

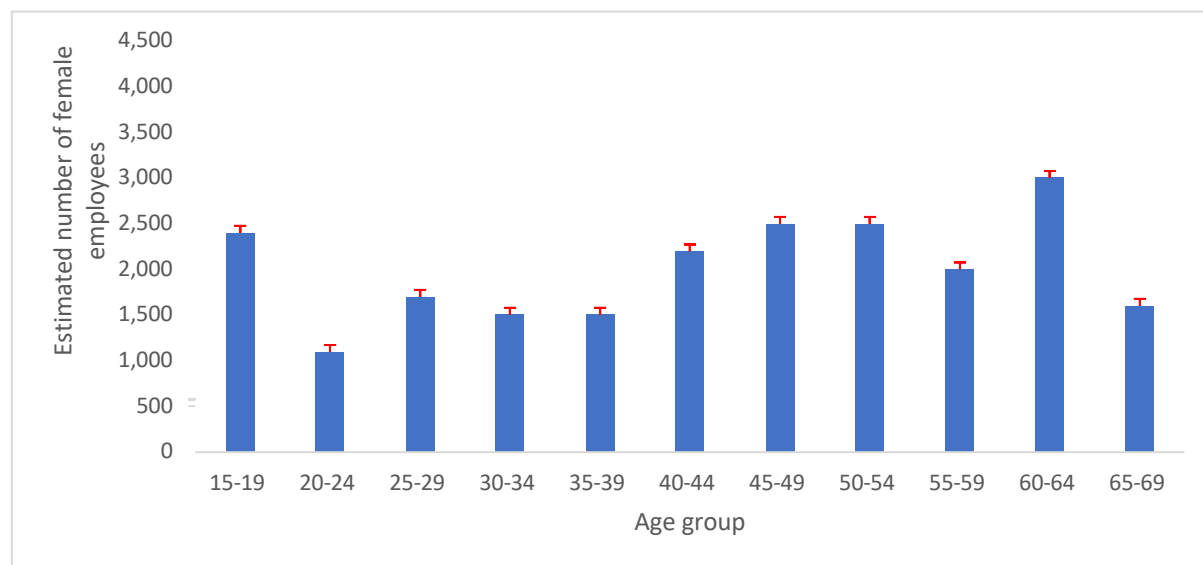


Figure 5: Estimated counts of female employees in the Cleaners Sector by age group. HLFS, 2022.

3.8 Māori employees in the sector by sex

Table 8: Estimated counts of Māori employees in the Cleaners Sector by sex (male or female only). HLFS, 2022.

Male	Māori	1,300	100	2,500	4.14%
Male	Non-Māori	7,600	5,300	9,900	24.20%
Female	Māori	4,700	2,900	6,500	14.97%
Female	Non-Māori	17,800	14,000	21,600	56.69%
-	Māori Total	6,000	4,000	8,000	19.11%
-	Non-Māori Total	25,400	20,900	29,900	80.89%
Grand Total	-	31,400	26,400	36,400	100.00%

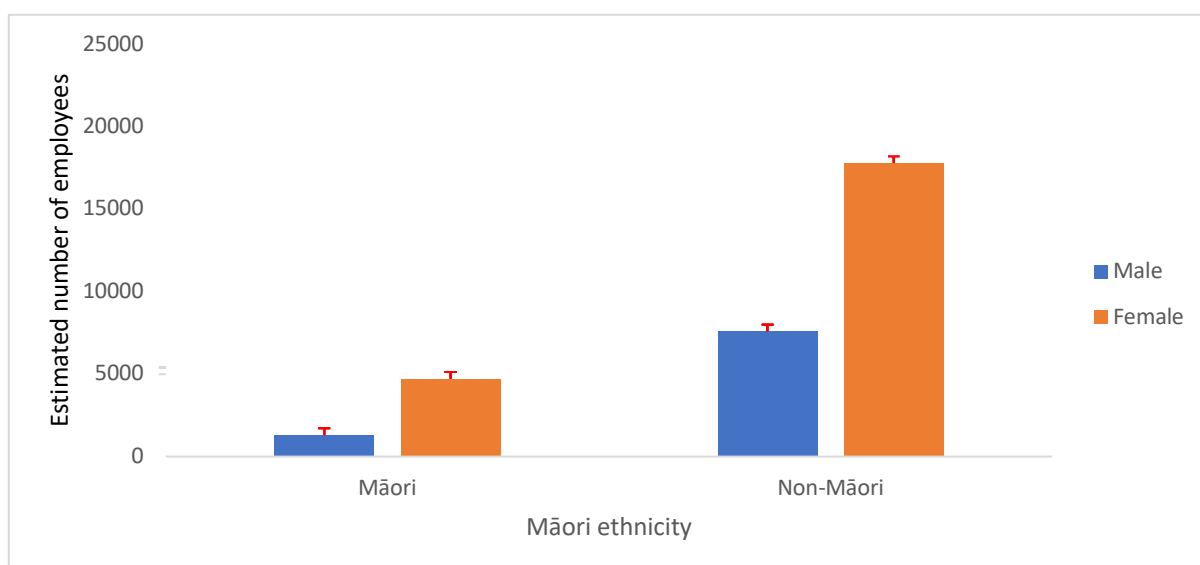


Figure 6: Estimated counts of Māori employees in the Cleaners Sector by sex (male or female only). HLFS, 2022.

3.9 Pacific employees in the sector by sex

Table 9: Estimated counts of Pacific employees in the Cleaners Sector by sex (male or female only). HLFS, 2022.

Male	Pacific	1,600	400	2,800	5.10%
Male	Non-Pacific	7,300	4,900	9,700	23.25%
Female	Pacific	3,000	1,500	4,500	9.55%
Female	Non-Pacific	19,500	15,800	23,200	62.10%
-	Pacific Total	4,600	2,600	6,600	14.65%
-	Non-Pacific Total	26,800	22,300	31,300	85.35%
Grand Total	-	31,400	26,400	36,400	100.00%

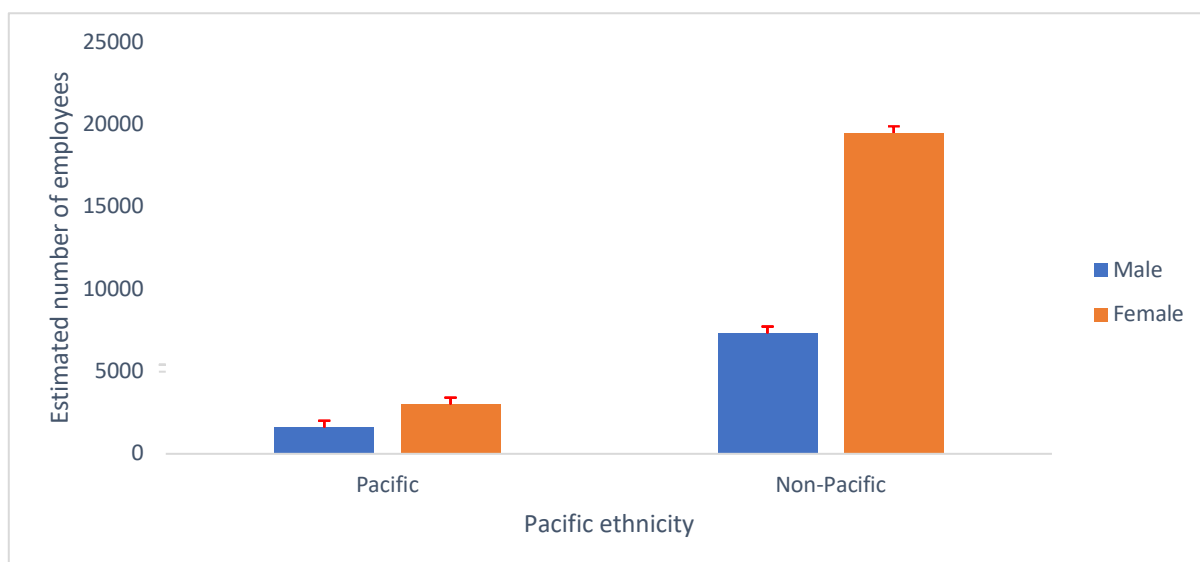


Figure 7: Estimated counts of Pacific employees in the Cleaners Sector by sex (male or female only). HLFS, 2022.

3.10 Employees in the sector by urbanity

Table 10: Estimated counts of employees in the Cleaners 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	22,200	18,200	26,200	70.70%
Secondary urban areas	2,400	800	4,000	7.64%
Minor urban areas	3,100	1,200	5,000	9.87%
Rural areas	2,900	1,100	4,700	9.24%
Total	31,400	26,400	36,400	100.00%

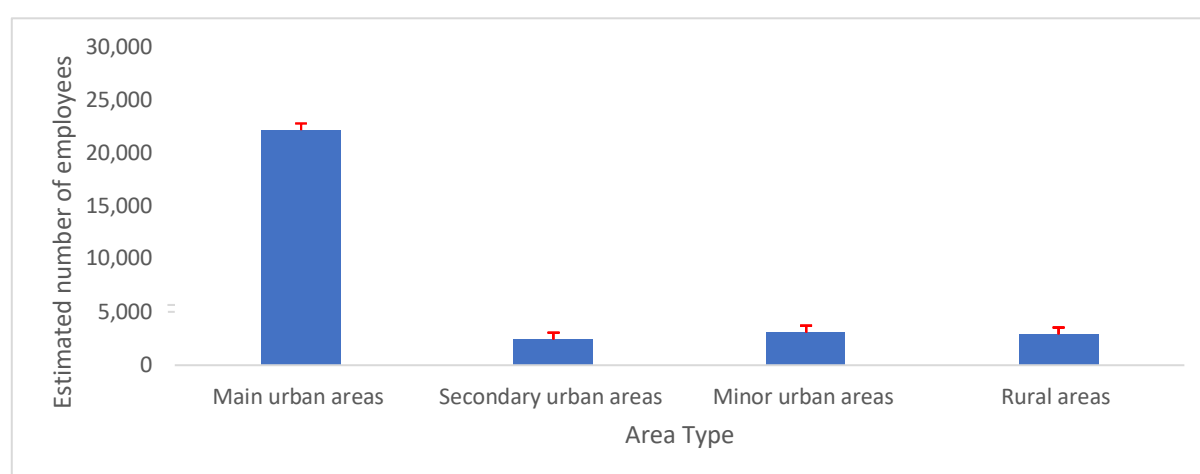


Figure 8: Estimated counts of employees in the Cleaners Sector by urbanity. HLFS, 2022.

3.11 Employees in the sector by region

Table 11: Estimated counts of employees in the Cleaners Sector by region. HLFS, 2022.

Region	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Nelson	1,100	200	2,000	3.50%
Bay of Plenty	1,500	300	2,700	4.78%
Otago	1,600	500	2,700	5.10%
Taranaki	1,900	500	3,300	6.05%
Southland	2,000	500	3,500	6.37%
Manawatu-Whanganui	2,200	1,000	3,400	7.01%
Wellington	2,600	1,500	3,700	8.28%
Canterbury	3,900	2,300	5,500	12.42%
Waikato	4,700	2,700	6,700	14.97%
Auckland	7,000	4,600	9,400	22.29%
Total	31,400	26,400	36,400	100.00%

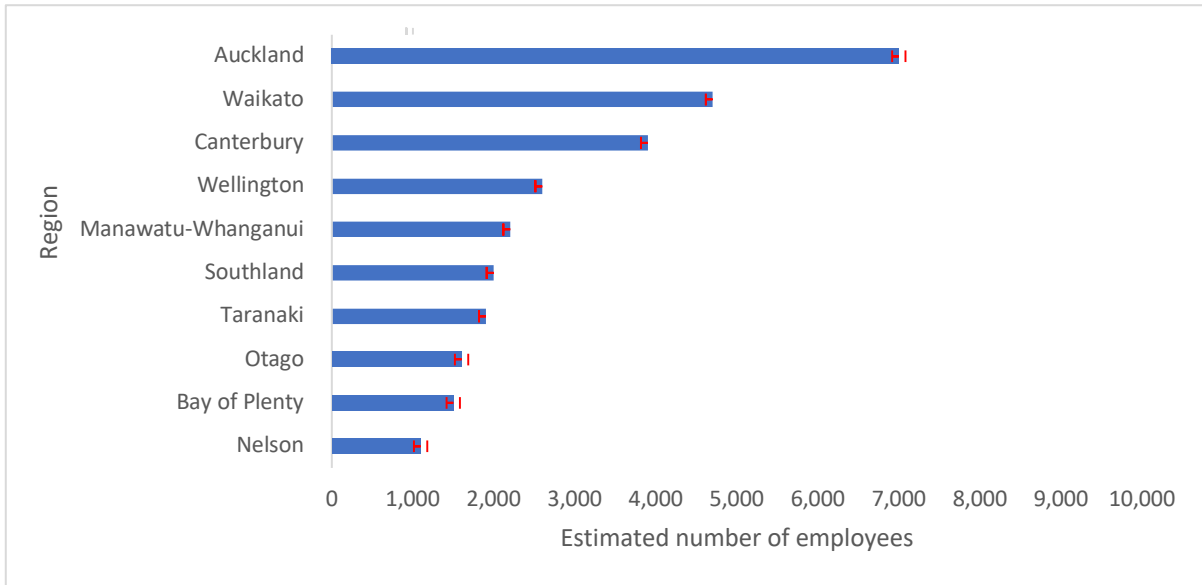


Figure 9: Estimated counts of employees in the Cleaners Sector by region. HLFS, 2022.

4. Research findings - Employer Characteristics

The following section outlines the research findings associated with the Cleaners 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 12: Proportion of Cleaners Sector employees working within enterprises of varying sizes (based on number of employees employed within the sector). Integrated Data Infrastructure Admin Data⁵.

Enterprise size	% of sector employees working in enterprise size category	Number of enterprises
1 to 20 employees	31.28%	6720
21 to 50 employees	12.75%	2085
51 to 100 employees	10.15%	1266
100+ employees	45.82%	1809

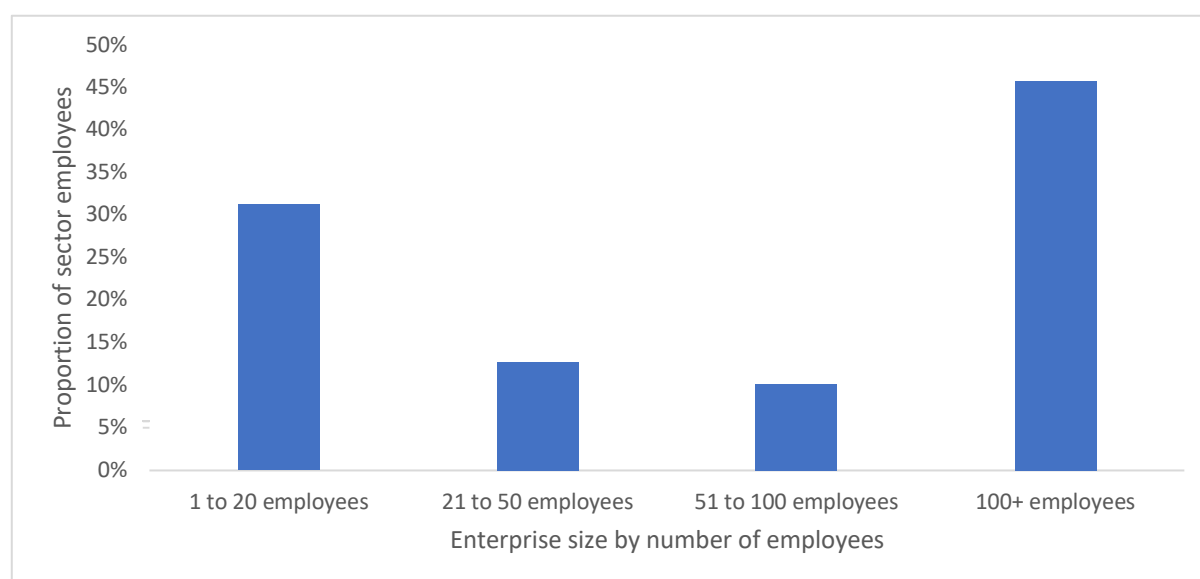


Figure 10: Proportion of Cleaners Sector employees working within enterprises of varying sizes (based on number of individuals employed within the sector). Integrated Data Infrastructure Admin Data⁶

⁵ See the accompanying Employment Relations Data Methodology Report for more information.

⁶ 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 Cleaners 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 wage⁷ have been used to represent those earning ‘close to’ the minimum wage⁸.

Table 13: Estimated number of employees in the Cleaners Sector earning above and below 120% of the minimum wage. HLFS, 2022.

Above or below 120% of minimum wage	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Above 120% of minimum wage	4,200	2,500	5,900	14.05%
Below 120% of minimum wage	25,700	21,300	30,100	85.95%
Total	29,900	24,900	34,900	100.00%

⁷ See the Employment Relations Data Methodology Report for a summary of the minimum and median wage by year from 2016-2022.

⁸ Note that the totals in this and any subsequent tables may differ. This difference occurs because not all respondents to the HLFS answer every question: some questions may be left blank. As such, the ‘total’ in these tables is based on the total number of people who responded to the question, *not* the total number of people in the proposed sector.



Figure 11: Estimated number of employees in the Cleaners Sector earning above and below 120% of the minimum wage. HLFS, 2022.

5.2 Low pay by age group

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

Table 14: Estimated counts of employees in the Cleaners 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%	3,100	1,500	4,700	10.37%
20-24	Below 120%	1,700	600	2,800	5.69%
25-29	Below 120%	2,100	400	3,800	7.02%
30-34	Below 120%	1,800	800	2,800	6.02%
35-39	Below 120%	2,200	700	3,700	7.36%
40-44	Below 120%	2,000	900	3,100	6.69%
45-49	Below 120%	2,600	1,300	3,900	8.70%
50-54	Below 120%	2,800	1,700	3,900	9.36%
55-59	Below 120%	2,000	1,000	3,000	6.69%
60-64	Below 120%	3,700	2,200	5,200	12.37%
65-69	Below 120%	1,200	300	2,100	4.01%
-	Below 120% Total	25,700	21,300	30,100	85.95%
-	Above 120% Total	4,200	2,500	5,900	14.05%
Grand Total	-	29,900	24,900	34,900	100.00%

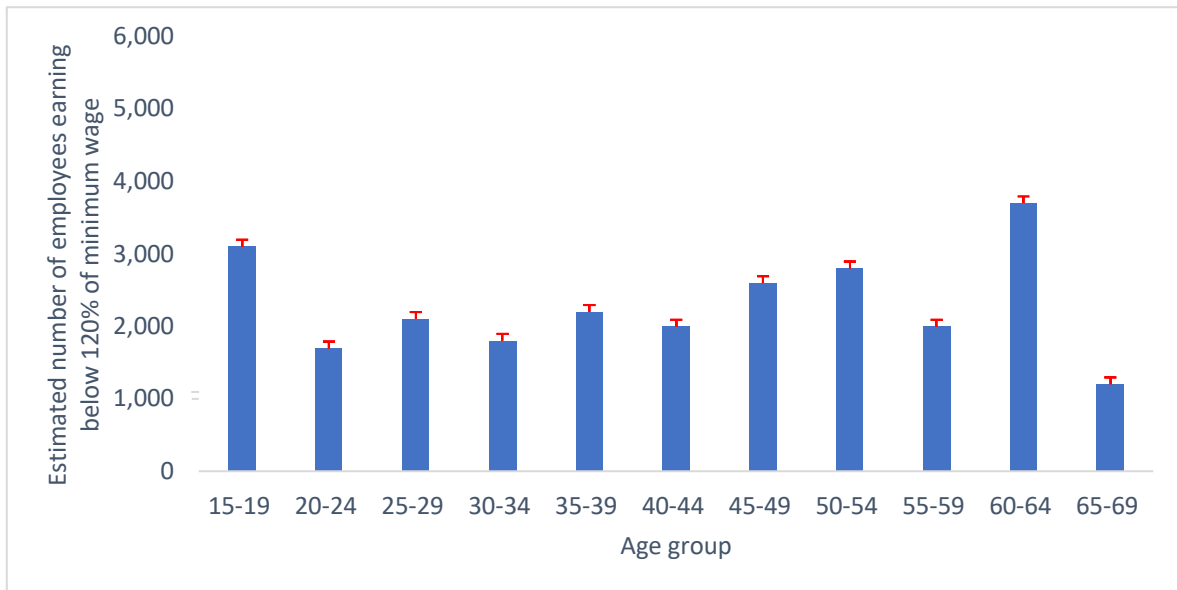


Figure 12: Estimated counts of employees in the Cleaners Sector receiving above or below 120% of the minimum wage by age group. HLFS, 2022.

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 15: Estimated counts of Māori and non-Māori employees in the Cleaners 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%	5,200	3,300	7,100	17.39%
Non-Māori	Below 120%	20,500	16,400	24,600	68.56%
Non-Māori	Above 120%	3,700	2,100	5,300	12.37%
-	Below 120% Total	25,700	21,300	30,100	85.95%
-	Above 120% Total	4,200	2,500	5,900	14.05%
Grand Total	-	29,900	24,900	34,900	100.00%

5.4 Low pay - Pacific and non-Pacific employees

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

Table 16: Estimated counts of Pacific and non-Pacific employees in the Cleaners Sector receiving above or below 120% of the minimum wage. HLFS, 2022.

Pacific	Below 120%	3,500	1,800	5,200	11.71%
Non-Pacific	Below 120%	22,200	18,100	26,300	74.25%
Non-Pacific	Above 120%	3,300	1,900	4,700	11.04%
-	Below 120% Total	25,700	21,300	30,100	85.95%
-	Above 120% Total	4,200	2,500	5,900	14.05%
Grand Total	-	29,900	24,900	34,900	100.00%

5.5 Employees earning above and below the national median wage

Table 17: Estimated number of employees in the Cleaners Sector earning above and below the median wage. HLFS, 2022.

Below median wage	27,800	23,200	32,400	92.98%
Above median wage	2,200	900	3,500	7.36%
Total	29,900	24,900	34,900	100.00%

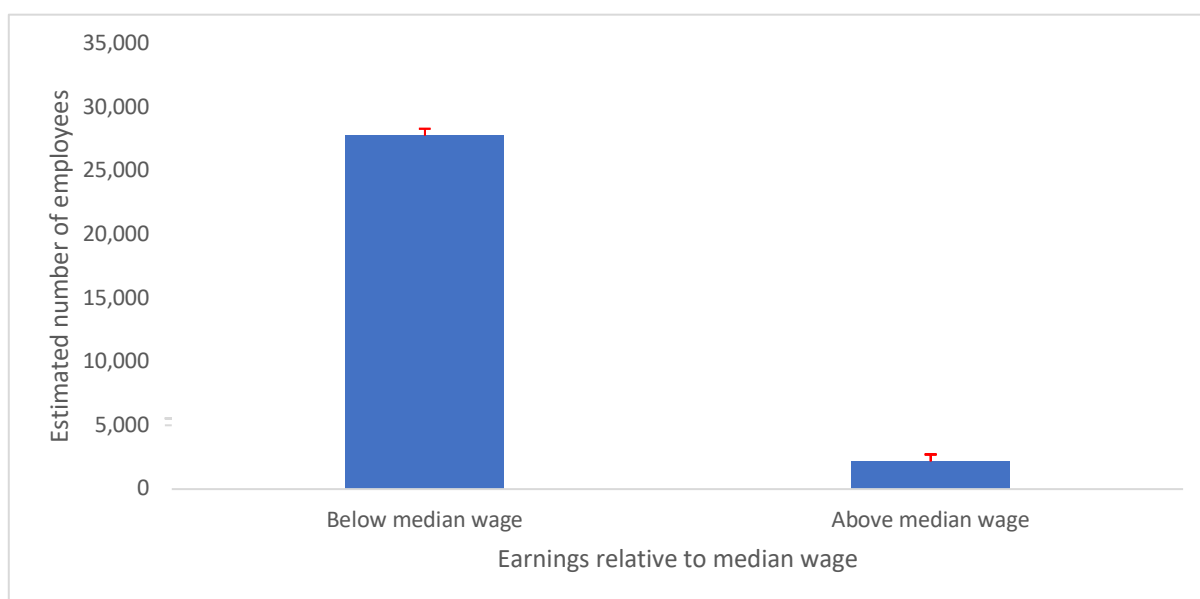


Figure 13: Estimated number of employees in the Cleaners Sector earning above and below the median wage. HLFS, 2022.

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

Table 18: Estimated counts of employees in the Cleaners Sector receiving above or below the median wage by age group. HLFS, 2022.

15-19	Below	3,100	1,500	4,700	10.37%
20-24	Below	1,800	700	2,900	6.02%
25-29	Below	2,400	700	4,100	8.03%
30-34	Below	2,200	1,100	3,300	7.36%
35-39	Below	2,400	800	4,000	8.03%
40-44	Below	2,100	1,000	3,200	7.02%
45-49	Below	2,800	1,500	4,100	9.36%
50-54	Below	2,900	1,800	4,000	9.70%
55-59	Below	2,000	1,000	3,000	6.69%
60-64	Below	4,100	2,600	5,600	13.71%
65-69	Below	1,300	300	2,300	4.35%
-	Below Total	27,800	23,200	32,400	92.98%
-	Above Total	2,200	900	3,500	7.36%
Grand Total	-	29,900	24,900	34,900	100.00%

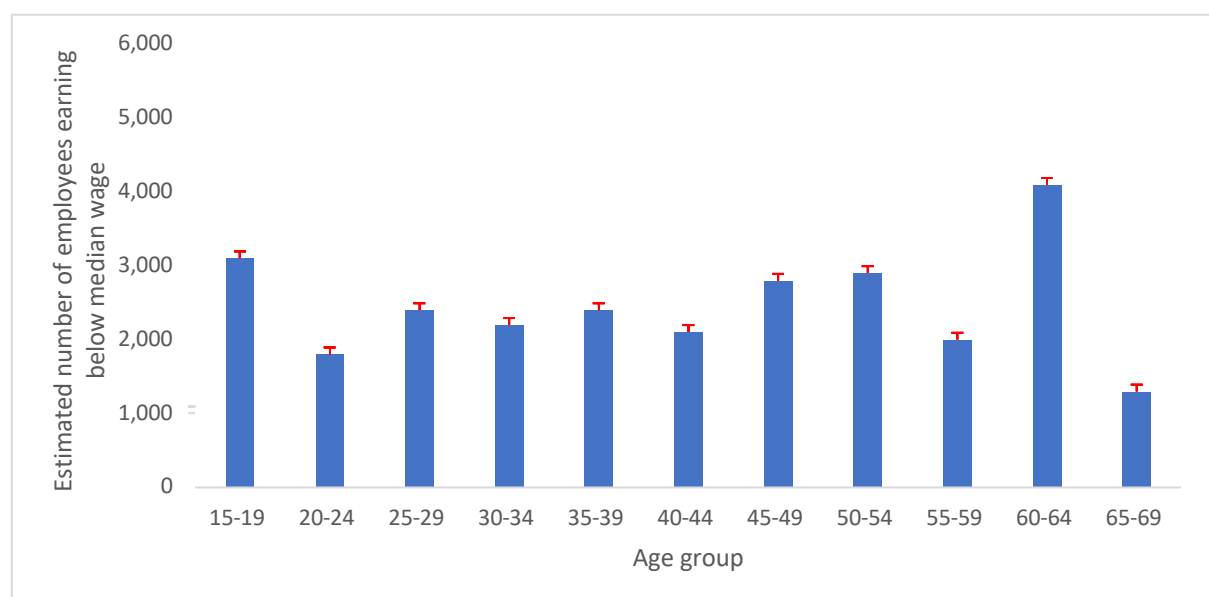


Figure 14: Estimated counts of employees in the Cleaners Sector receiving above or below the median wage by age group. HLFS, 2022.

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

Table 19: Estimated counts of Māori and non-Māori employees in the Cleaners 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	5,500	3,600	7,400	18.39%
Non-Māori	Below	22,300	18,100	26,500	74.58%
Non-Māori	Above	1,900	700	3,100	6.35%
-	Below Total	27,800	23,200	32,400	92.98%
-	Above Total	2,200	900	3,500	7.36%
Grand Total	-	29,900	24,900	34,900	100.00%

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

Table 20: Estimated counts of Pacific and non-Pacific employees in the Cleaners 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	4,000	2,300	5,700	13.38%
Non-Pacific	Below	23,800	19,600	28,000	79.60%
Non-Pacific	Above	1,700	500	2,900	5.69%
-	Below Total	27,800	23,200	32,400	92.98%
-	Above Total	2,200	900	3,500	7.36%
Grand Total	-	29,900	24,900	34,900	100.00%

6 Research Findings – Pay Progression

The following section outlines the research findings associated with the Cleaners 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 21: Mean estimates of regular hourly wages in the Cleaners Sector by job tenure. HLFS, 2022.

Less than 1 month	\$22.84	\$20.78	\$24.91
1 month to less than 6 months	\$23.19	\$20.88	\$25.50
6 months to less than 1 year	\$22.87	\$21.80	\$23.94
1 year to less than 3 years	\$23.30	\$22.40	\$24.19
3 years to less than 5 years	\$22.66	\$21.50	\$23.81
5 years to less than 10 years	\$22.59	\$21.88	\$23.29
10 years or more	\$24.19	\$20.16	\$28.23
Not specified	\$25.50	\$19.81	\$31.20
Total	\$23.13	\$22.51	\$23.75



Figure 15: Mean estimates of regular hourly wages in the Cleaners Sector by job tenure. HLFS, 2022.

6.2 Employees by job tenure

Table 22: Estimated counts of employees in the Cleaners 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	2,000	300	3,700	7.14%
1 month to less than 6 months	3,600	2,000	5,200	12.86%
6 months to less than 1 year	4,200	2,800	5,600	15.00%
1 year to less than 3 years	6,700	4,700	8,700	23.93%
3 years to less than 5 years	3,800	2,100	5,500	13.57%
5 years to less than 10 years	4,400	2,700	6,100	15.71%
10 years or more	2,800	1,200	4,400	10.00%
Total	28,000	23,500	32,500	100.00%

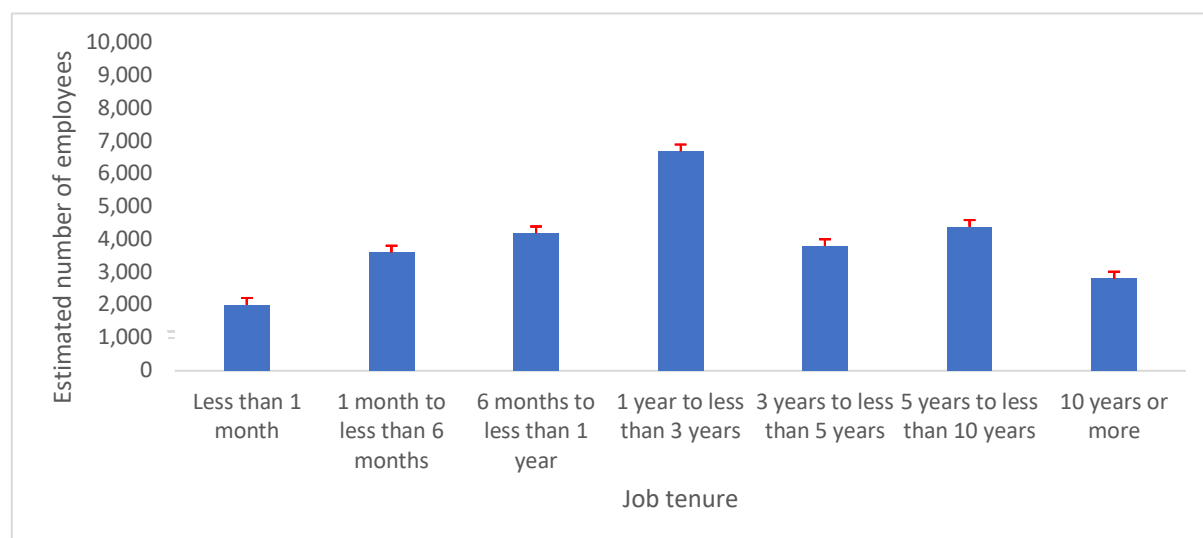


Figure 16: Estimated counts of employees in the Cleaners Sector by job tenure. HLFS, 2022.

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

Table 23: Mean estimated hourly wage of Māori and non-Māori employees in the Cleaners Sector by job tenure. HLFs, 2022.

Māori	Recently appointed	\$23.99	\$20.83	\$27.15
Non-Māori	Recently appointed	\$22.11	\$21.54	\$22.69
Māori	Longer term	\$22.02	\$20.87	\$23.16
Non-Māori	Longer term	\$23.52	\$21.65	\$25.38

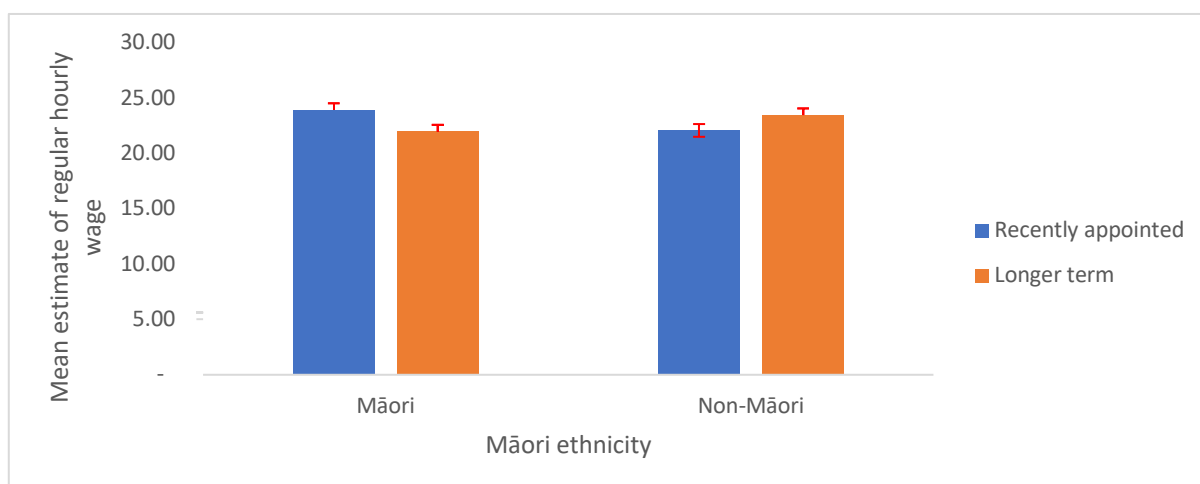


Figure 17: Mean estimated hourly wage of Māori and non-Māori employees in the Cleaners Sector by job tenure. HLFs, 2022.

⁹ 'Recently appointed' employees have been defined for analysis as those employed within the last three months. 'Longer term' employees are those who have been working for longer than the mean number of weeks across all occupations in the sector.

7 Research findings - Hours Worked

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

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

7.1 Regularly working more than 40 hours per week

Table 24: Estimated number of employees in the Cleaners Sector who regularly work more than 40 hours per week. HLF5, 2022.

Regularly works more than 40 hours per week	1,100	300	1,900	3.50%
Does not regularly work more than 40 hours per week	30,300	25,300	35,300	96.50%
Total	31,400	26,400	36,400	100.00%

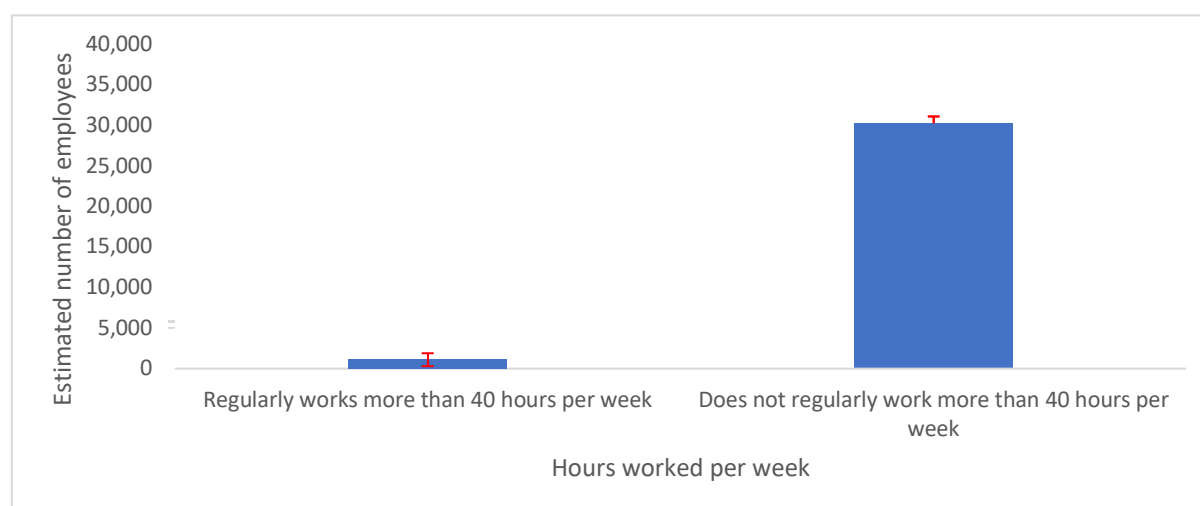


Figure 18: Estimated number of employees in the Cleaners Sector who regularly work more than 40 hours per week. HLF5, 2022.

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

Table 25: Estimated counts of employees in the Cleaners 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	3,200	1,600	4,800	10.19%
20-24	No	1,800	700	2,900	5.73%
25-29	No	2,200	600	3,800	7.01%
30-34	No	2,200	1,100	3,300	7.01%
35-39	No	2,500	1,000	4,000	7.96%
40-44	No	2,800	1,400	4,200	8.92%
45-49	No	3,000	1,700	4,300	9.55%
50-54	No	3,000	1,900	4,100	9.55%
55-59	No	2,800	1,400	4,200	8.92%
60-64	No	4,000	2,500	5,500	12.74%
65-69	No	1,900	700	3,100	6.05%
-	No Total	30,300	25,300	35,300	96.50%
-	Yes Total	1,100	300	1,900	3.50%
Grand Total	-	31,400	26,400	36,400	100.00%

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

Table 26: Estimated counts of Māori and non-Māori employees in the Cleaners 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	6,000	4,000	8,000	19.11%
Non-Māori	No	24,300	19,700	28,900	77.39%
Non-Māori	Yes	1,100	300	1,900	3.50%
-	No Total	30,300	25,300	35,300	96.50%
-	Yes Total	1,100	300	1,900	3.50%
Grand Total	-	31,400	26,400	36,400	100.00%

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

Table 27: Estimated counts of Pacific and non-Pacific employees in the Cleaners 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	4,400	2,400	6,400	14.01%
Non-Pacific	No	26,000	21,500	30,500	82.80%
-	No Total	30,300	25,300	35,300	96.50%
-	Yes Total	1,100	300	1,900	3.50%
Grand Total	-	31,400	26,400	36,400	100.00%

7.5 Same, more, or fewer hours worked than usual

Table 28: Estimated number of employees in the Cleaners Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.¹⁰

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	4,400	2,400	6,400	14.92%
Worked same hours as usual last week	24,300	20,100	28,500	82.37%
Worked more hours than usual last week	S	S	S	S
Total	29,500	24,700	34,300	100.00%

¹⁰ 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.

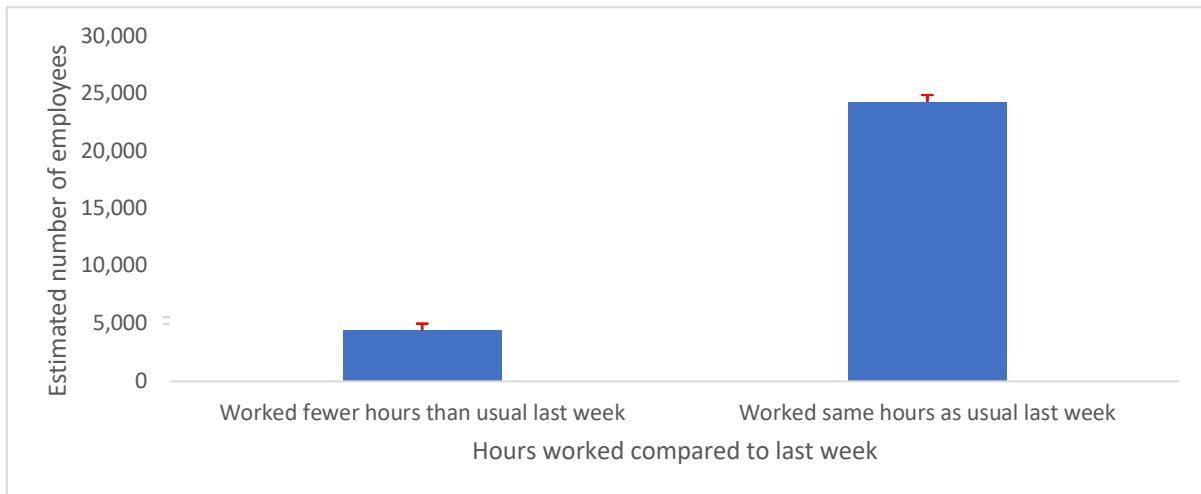


Figure 19: Estimated number of employees in the Cleaners Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

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

Table 29: Estimated counts of employees in the Cleaners 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	Same	2,700	1,300	4,100	9.15%
20-24	Same	1,500	400	2,600	5.08%
25-29	Same	1,500	300	2,700	5.08%
30-34	Same	2,100	1,000	3,200	7.12%
35-39	Same	1,900	500	3,300	6.44%
40-44	Same	2,000	900	3,100	6.78%
45-49	Same	2,200	1,100	3,300	7.46%
50-54	Same	2,500	1,400	3,600	8.47%
55-59	Same	2,200	900	3,500	7.46%
60-64	Same	3,200	1,900	4,500	10.85%
65-69	Same	1,700	500	2,900	5.76%
-	Fewer Total	4,400	2,400	6,400	14.92%
-	Same Total	24,300	20,100	28,500	82.37%
Grand Total	-	29,500	24,700	34,300	100.00%

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

Table 30: Estimated counts of Māori and non-Māori employees in the Cleaners Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

Māori	Fewer	1,200	200	2,200	4.07%
Māori	Same	4,700	2,900	6,500	15.93%
Non-Māori	Fewer	3,200	1,400	5,000	10.85%
Non-Māori	Same	19,600	15,900	23,300	66.44%
-	Fewer Total	4,400	2,400	6,400	14.92%
-	Same Total	24,300	20,100	28,500	82.37%
Grand Total	-	29,500	24,700	34,300	100.00%

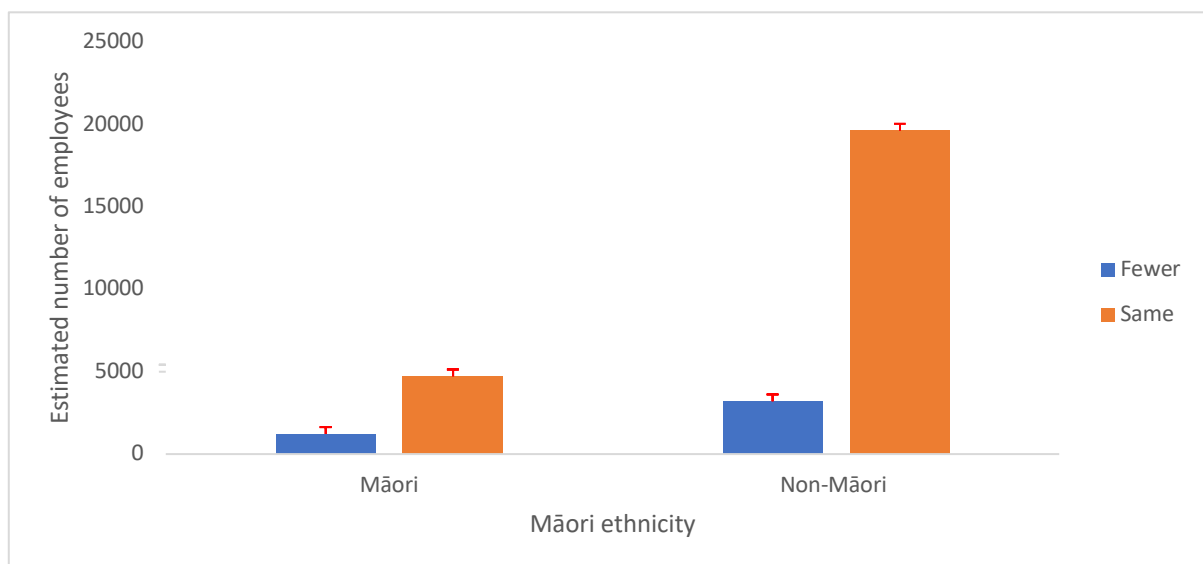


Figure 20: Estimated counts of Māori and non-Māori employees in the Cleaners Sector who worked the same, more, and fewer hours than usual in the previous week. HLFS, 2022.

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

Table 31: Estimated counts of Pacific and non-Pacific employees in the Cleaners Sector who worked the same, more, and fewer hours than usual in the previous week. HLF5, 2022.

Pacific Ethnicity	Hours worked compared to last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of grand total
Pacific	Same	4,400	2,400	6,400	14.92%
Non-Pacific	Fewer	4,400	2,400	6,400	14.92%
Non-Pacific	Same	19,900	16,200	23,600	67.46%
-	Fewer Total	4,400	2,400	6,400	14.92%
-	Same Total	24,300	20,100	28,500	82.37%
Grand Total	-	29,500	24,700	34,300	100.00%

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

Table 32: Estimated number of employees in the Cleaners Sector by reason provided for working fewer hours than usual in the previous week. HLF5, 2022.

Reason for fewer hours last week	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Own sickness / illness / injury	1,600	100	3,100	37.21%
Not enough work available	1200	200	2,200	27.91%
Holidays	S	S	S	S
Personal / family reasons	S	S	S	S
Flexi time / shift work / rostered work	S	S	S	S
Other	S	S	S	S
Total	4,300	2,300	6,300	100.00%

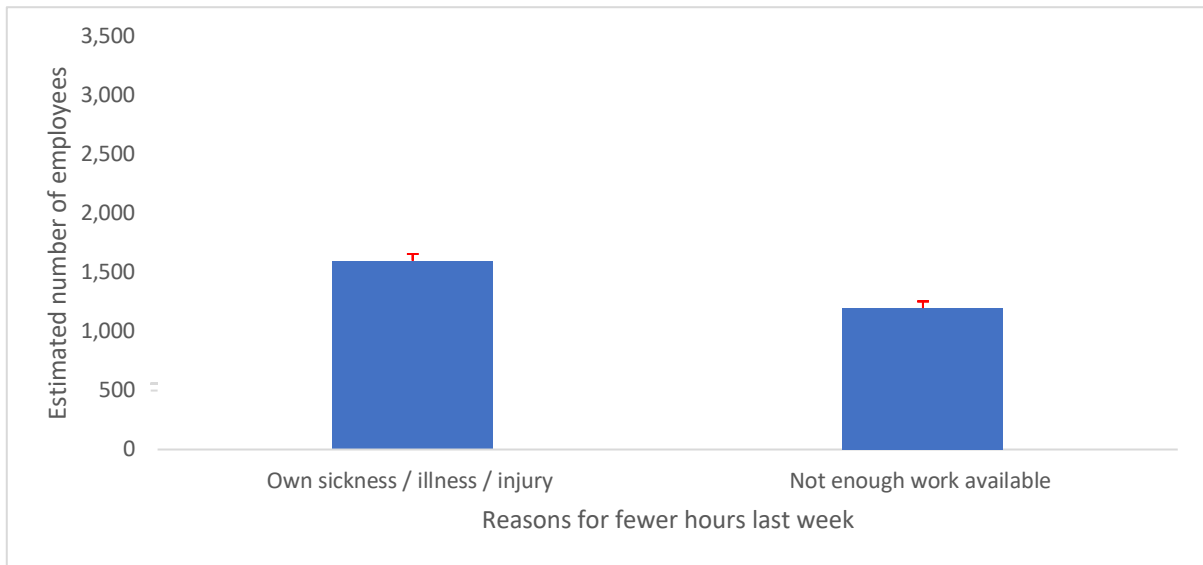


Figure 21: Estimated number of employees in the Cleaners Sector by reason provided for working fewer hours than usual in the previous week. HLFS, 2022.

7.10 Weekend work

Table 33: Estimated number of employees in the Cleaners Sector who worked on weekends. HLFS, 2022.

Worked on weekends	9,800	7,200	12,400	31.21%
Did not work on weekends	21,600	17,200	26,000	68.79%
Total	31,400	26,400	36,400	100.00%



Figure 22: Estimated number of employees in the Cleaners Sector who worked on weekends. HLFS, 2022.

7.11 Weekend work by age group

Table 34: Estimated counts of employees in the Cleaners Sector who worked on weekends, 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	3,200	1,600	4,800	10.19%
20-24	No	1,800	700	2,900	5.73%
25-29	No	2,200	600	3,800	7.01%
30-34	No	2,200	1,100	3,300	7.01%
35-39	No	2,500	1,000	4,000	7.96%
40-44	No	2,800	1,400	4,200	8.92%
45-49	No	3,000	1,700	4,300	9.55%
50-54	No	3,000	1,900	4,100	9.55%
55-59	No	2,800	1,400	4,200	8.92%
60-64	No	4,000	2,500	5,500	12.74%
65-69	No	1,900	700	3,100	6.05%
-	No Total	30,300	25,300	35,300	96.50%
-	Yes Total	1,100	300	1,900	3.50%
Grand Total	-	31,400	26,400	36,400	100.00%

7.12 Weekend work by Māori and non-Māori employees

Table 35: Estimated counts of Māori and non-Māori employees in the Cleaners 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	4,300	2,600	6,000	13.69%
Māori	Yes	1,700	600	2,800	5.41%
Non-Māori	No	17,300	13,400	21,200	55.10%
Non-Māori	Yes	8,100	5,800	10,400	25.80%
-	No Total	21,600	17,200	26,000	68.79%
-	Yes Total	9,800	7,200	12,400	31.21%
Grand Total	-	31,400	26,400	36,400	100.00%

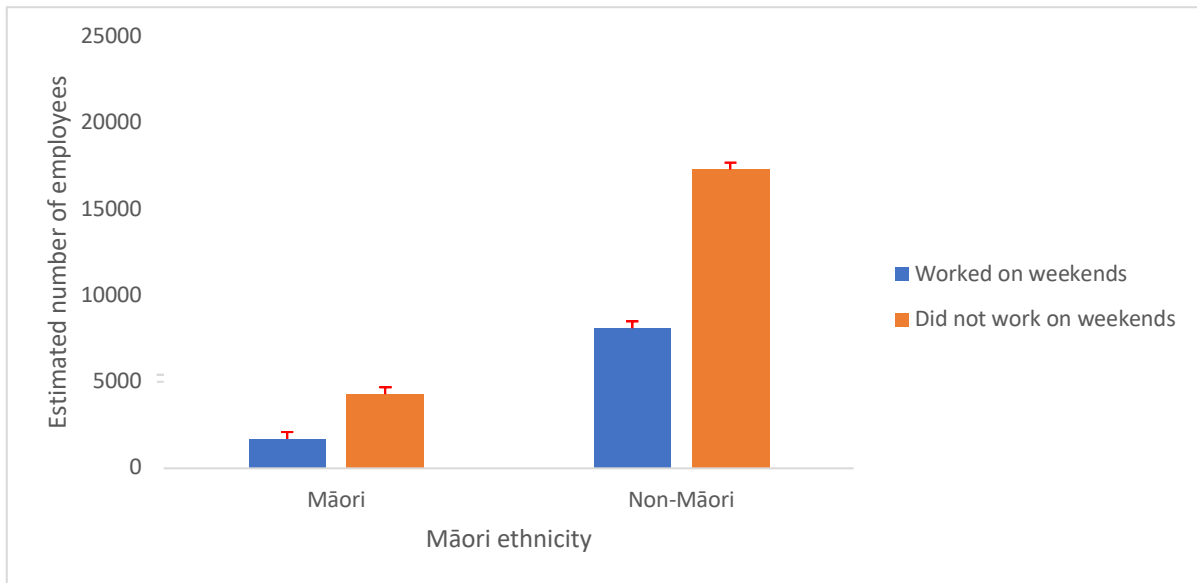


Figure 23: Estimated counts of Māori and non-Māori employees in the Cleaners Sector who worked on weekends. HLFS, 2022.

7.13 Weekend work by Pacific and non-Pacific employees

Table 36: Estimated counts of Pacific and non-Pacific employees in the Cleaners 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	2,700	1,100	4,300	8.60%
Pacific	Yes	1,900	700	3,100	6.05%
Non-Pacific	No	18,900	14,900	22,900	60.19%
Non-Pacific	Yes	7,900	5,600	10,200	25.16%
-	No Total	21,600	17,200	26,000	68.79%
-	Yes Total	9,800	7,200	12,400	31.21%
Grand Total	-	31,400	26,400	36,400	100.00%

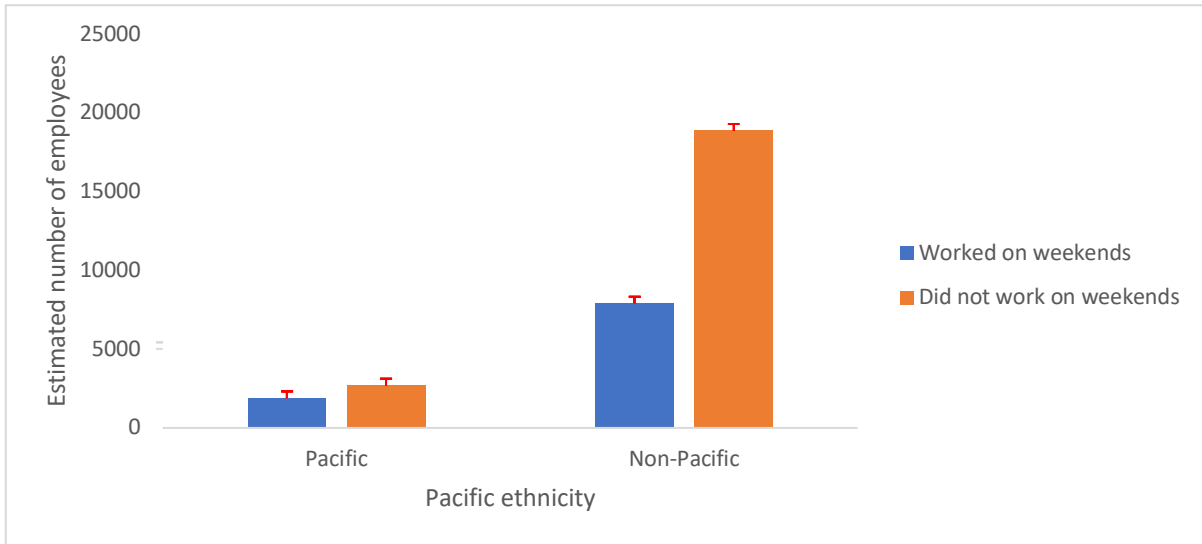


Figure 24: Estimated counts of Pacific and non-Pacific employees in the Cleaners Sector who worked on weekends. HLFS, 2022.

8 Research Findings – Employment Type and Union Membership

The following section outlines the research findings associated with the Cleaners 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 37: Estimated number of employees in the Cleaners Sector who are employed under a fixed term or casual contract. HLF5, 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	4,000	12.74%	12.37%	13.10%
Total	31,400	100.00%	100.00%	100.00%

8.2 Employee union membership

Table 38: Estimated number of employees in the Cleaners Sector by union membership status. HLF5, 2022.

Union Membership Status	Estimated number of employees	95% confidence interval lower limit	95% confidence interval upper limit	% of total
Union Member	2,800	1,300	4,300	10.00%
Not Union Member	24,700	20,600	28,800	88.21%
Don't know	S	S	S	S
Total	28,000	23,500	32,500	100.00%

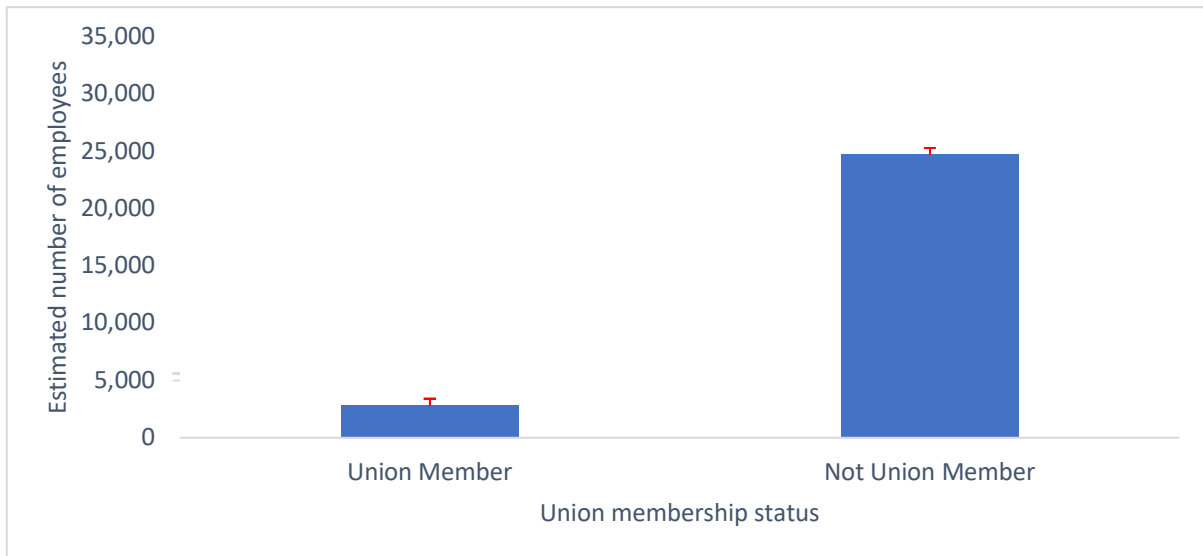


Figure 25: Estimated number of employees in the Cleaners Sector by union membership status. HLFS, 2022.

8.3 Employee union membership by age group

Table 39: Estimated number of employees in the Cleaners 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
15-19	Not Union Member	2,600	1,300	3,900	9.29%
20-24	Not Union Member	1,500	500	2,500	5.36%
25-29	Not Union Member	2,200	600	3,800	7.86%
30-34	Not Union Member	1,500	600	2,400	5.36%
35-39	Not Union Member	2,100	600	3,600	7.50%
40-44	Not Union Member	2,100	900	3,300	7.50%
45-49	Not Union Member	2,300	1,200	3,400	8.21%
50-54	Not Union Member	2,500	1,500	3,500	8.93%
55-59	Not Union Member	2,300	1,000	3,600	8.21%
60-64	Not Union Member	3,100	1,800	4,400	11.07%
65-69	Not Union Member	1,900	600	3,200	6.79%
-	Union Member Total	2,800	1,300	4,300	10.00%
-	Not Union Member Total	24,700	20,600	28,800	88.21%
Grand Total	-	28,000	23,500	32,500	100.00%

8.4 Māori and non-Māori employees by union membership

Table 40: Estimated number of Māori and non-Māori employees in the Cleaners 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	5,300	3,500	7,100	18.93%
Non-Māori	Union Member	2,700	1,200	4,200	9.64%
Non-Māori	Not Union Member	19,400	15,800	23,000	69.29%
-	Union Member Total	2,800	1,300	4,300	10.00%
-	Not Union Member Total	24,700	20,600	28,800	88.21%
Grand Total	-	28,000	23,500	32,500	100.00%

8.5 Pacific and non-Pacific employees by union membership

Table 41: Estimated number of Pacific and non-Pacific employees in the Cleaners 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	3,000	1,400	4,600	10.71%
Non-Pacific	Union Member	1,900	800	3,000	6.79%
Non-Pacific	Not Union Member	21,700	17,900	25,500	77.50%
-	Union Member Total	2,800	1,300	4,300	10.00%
-	Not Union Member Total	24,700	20,600	28,800	88.21%
Grand Total	-	28,000	23,500	32,500	100.00%

8.6 Employees by employment agreement type

Table 42: Estimated number of employees in the Cleaners 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	18,900	15,200	22,600	77.14%
Collective Agreement	3,700	2,000	5,400	15.10%
Don't know	1,800	800	2,800	7.35%
Total	24,500	20,200	28,800	100.00%

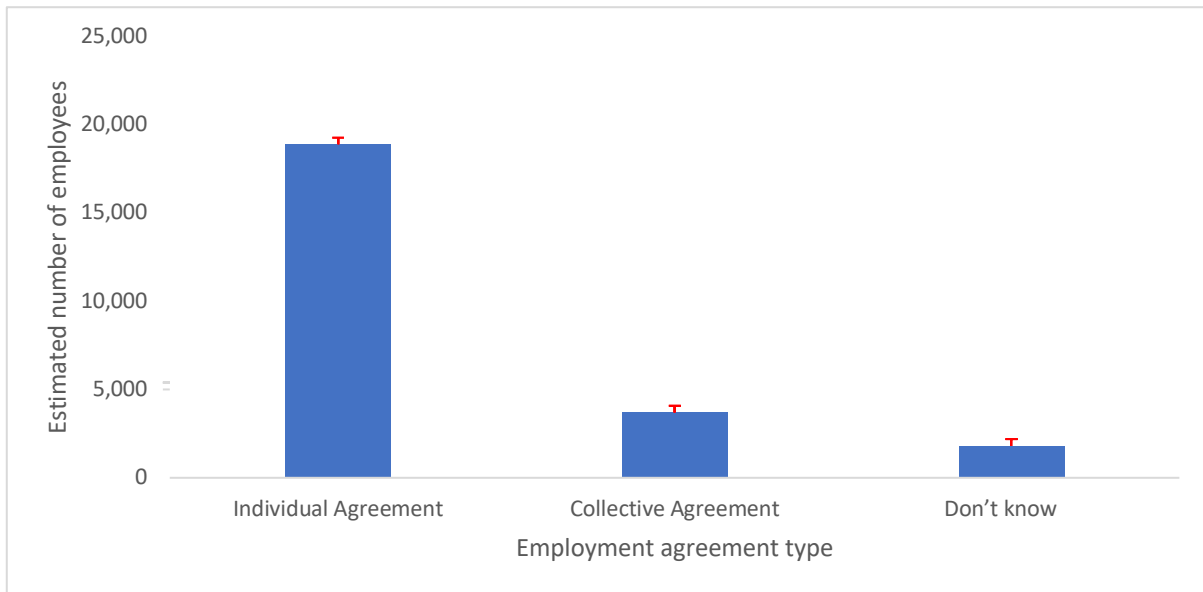


Figure 26: Estimated number of employees in the Cleaners Sector by employment agreement type. HLFS, 2022.

8.7 Employees by employment agreement type and age group

Table 43: Estimated counts of employees in the Cleaners 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	1,600	600	2,600	6.53%
25-29	Individual	1,700	300	3,100	6.94%
30-34	Individual	1,600	700	2,500	6.53%
35-39	Individual	1,500	200	2,800	6.12%
40-44	Individual	2,000	800	3,200	8.16%
45-49	Individual	1,200	400	2,000	4.90%
50-54	Individual	1,900	1,000	2,800	7.76%
55-59	Individual	1,800	600	3,000	7.35%
60-64	Individual	2,700	1,400	4,000	11.02%
65-69	Individual	1,600	400	2,800	6.53%
-	Individual Total	18,900	15,200	22,600	77.14%
-	Collective Total	3,700	2,000	5,400	15.10%
-	Don't know Total	1,800	800	2,800	7.35%
Grand Total	-	24,500	20,200	28,800	100.00%

8.8 Māori and non-Māori employees by employment agreement type

Table 44: Estimated counts of Māori and non-Māori employees in the Cleaners 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	4,200	2,600	5,800	17.14%
Non-Māori	Individual	14,700	11,400	18,000	60.00%
Non-Māori	Collective	2,900	1,400	4,400	11.84%
Non-Māori	Don't know	1,700	800	2,600	6.94%
-	Individual Total	18,900	15,200	22,600	77.14%
-	Collective Total	3,700	2,000	5,400	15.10%
-	Don't know Total	1,800	800	2,800	7.35%
Grand Total	-	24,500	20,200	28,800	100.00%

8.9 Pacific and non-Pacific employees by employment agreement type

Table 45: Estimated counts of Pacific and non-Pacific employees in the Cleaners 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	2,400	900	3,900	9.80%
Non-Pacific	Individual	16,500	13,000	20,000	67.35%
Non-Pacific	Collective	2,900	1,600	4,200	11.84%
Non-Pacific	Don't know	1,600	600	2,600	6.53%
-	Individual Total	18,900	15,200	22,600	77.14%
-	Collective Total	3,700	2,000	5,400	15.10%
-	Don't know Total	1,800	800	2,800	7.35%
Grand Total	-	24,500	20,200	28,800	100.00%



Te Kāwanatanga o Aotearoa
New Zealand Government

ENZ 9699