

Supplementary workforce profile data

The data below provides further detail about our workforce profile as at 30 June 2019.

Table 1. Employee / worker % by gender

Gender Group	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Male	7,043	54.4%	145	71.4%	7,188	54.7%
Female	5,285	45.4%	53	26.2%	5,338	45.0%
Gender diverse	7	0.1%		0.0%	7	0.1%
Prefer not to say	5	0.0%		0.0%	5	0.0%
Unknown	10	0.1%	5	2.4%	15	0.2%
Grand Total	12,350	100.0%	203	100.0%	12,553	100.0%

Table 2. Employee / worker % by age group

Age group	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
20 and under	263	3.2%	77	41.2%	340	4.0%
21-30	2,657	26.7%	22	11.3%	2,679	26.4%
31-40	2,925	26.3%	30	14.1%	2,955	26.1%
41-50	2,893	22.2%	43	20.3%	2,936	22.2%
51-60	2,510	16.0%	25	10.5%	2,535	15.9%
61-64	629	3.3%	4	1.9%	633	3.3%
65 and over	473	2.3%	2	0.8%	475	2.2%
Grand Total	12,350	100.0%	203	100.0%	12,553	100.0%
	Employees		Contingent Workers		Grand Total	
Average Age	42.7		41.3		42.7	

Table 3. Employee / worker % by country

Country	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Argentina	14	0.1%		0.0%	14	0.1%
Australia	103	0.9%		0.0%	103	0.9%
Canada	7	0.1%		0.0%	7	0.1%
China	112	1.0%		0.0%	112	1.0%
Cook Islands	67	0.5%		0.0%	67	0.5%
Fiji	19	0.1%		0.0%	19	0.1%
France	1	0.0%		0.0%	1	0.0%
French Polynesia	11	0.1%		0.0%	11	0.1%
Hong Kong	19	0.1%		0.0%	19	0.1%
Japan	38	0.3%		0.0%	38	0.3%
Korea, Republic of	1	0.0%			1	0.0%
New Zealand	11,644	93.9%	203	100.0%	11,847	94.0%
Samoa	7	0.1%		0.0%	7	0.0%
Singapore	13	0.1%		0.0%	13	0.1%
Taiwan	9	0.1%			9	0.1%
Tonga	1	0.0%		0.0%	1	0.0%
United Kingdom	166	1.5%		0.0%	166	1.4%
United States of America	118	1.0%		0.0%	118	1.0%
Grand Total	12,350	100.0%	203	100.0%	12,553	100.0%

Table 4. Employee / worker % by New Zealand location (city)

City	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Auckland	8,202	71.4%	91	42.1%	8,293	70.8%
Blenheim	13	0.1%	9	5.0%	22	0.2%
Christchurch	1,770	13.3%		0.0%	1,770	13.1%
Dunedin	34	0.3%	2	0.9%	36	0.3%
Gisborne	9	0.1%	3	1.7%	12	0.1%
Hamilton	22	0.2%	15	7.9%	37	0.4%
Hokitika		0.0%	5	2.2%	5	0.0%
Invercargill	34	0.3%		0.0%	34	0.3%
Kerikeri		0.0%	19	8.9%	19	0.2%
Napier	65	0.7%		0.0%	65	0.6%
Nelson	386	2.9%	4	2.4%	390	2.9%
New Plymouth	44	0.4%	11	5.7%	55	0.5%
Palmerston North	42	0.4%		0.0%	42	0.4%
Queenstown	134	1.2%		0.0%	134	1.2%
Rotorua	12	0.1%	11	5.7%	23	0.2%
Taupo		0.0%	5	2.4%	5	0.1%
Tauranga	89	0.9%	19	10.2%	108	1.1%
Timaru		0.0%	5	2.6%	5	0.1%
Wellington	782	7.6%		0.0%	782	7.4%
Whangarei	6	0.1%	4	2.3%	10	0.1%
Grand Total	11,644	100.0%	203	100.0%	11,847	100.0%

Percentage of employees / workers whose work is covered by collective agreements
77%

Percentage of employees in the group above who are union members
63%

Gender pay gap
0.46%