



Ageing workforce June Business survey results



Commission for
Financial Capability

2016
CFEC

REVIEW OF RETIREMENT
INCOME POLICIES

		June						
April	May		July	August	September	October	November	December
 KiwiSaver	 Decumulation	 Ageing workforce	 Who pays for what?	 Vulnerable groups	 Who gets what?	 International picture	 Review	 Report

Ageing workforce survey - about

Our survey:

Base: 500 companies weighted by number of employees

Date of survey: 11 May 2016 – 25 May 2016

10 questions including demographics

The Consumer Link Business Panel:

The business survey was conducted using Consumer Link's business panel

Over 20,000 panel members

The Consumer Link Business Panel is specifically designed to understand and interact with SME businesses

Panel represents a broad cross-section of New Zealand's predominantly SME business sector

The business panel targets SME owners, self-employed and key decision-makers

Has a range of businesses from 1-5 employees up to 100+ employees

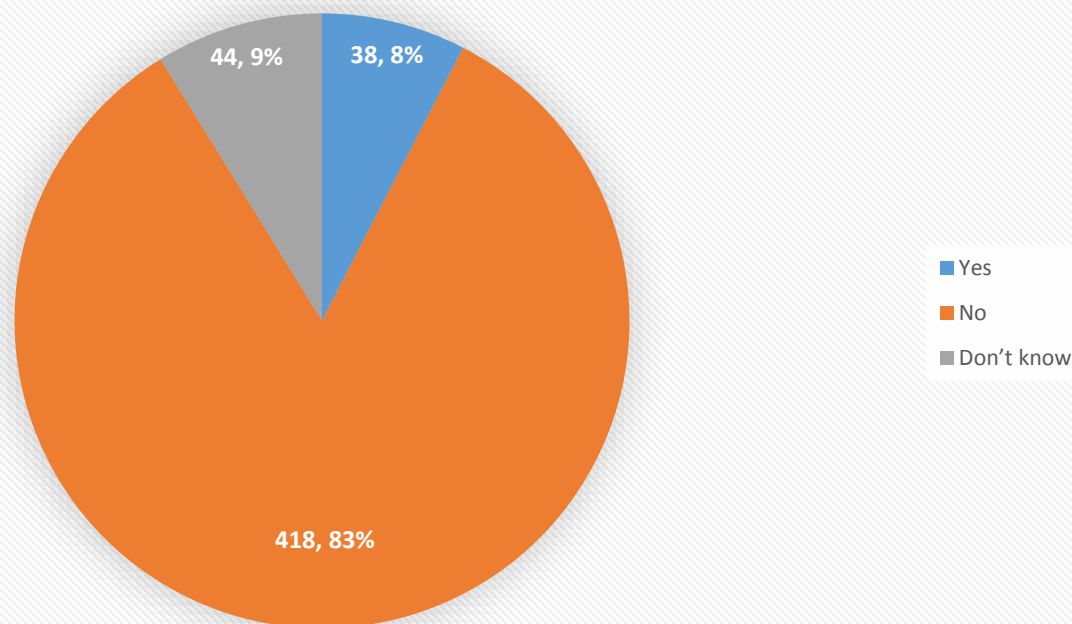
Panel set up and management processes meet or exceed all ESOMAR 'Best Practice Online Panel Guidelines for Market Research'

Solely used for research purposes with a 30-40% response rate

Incentivised using Fly Buys loyalty programme

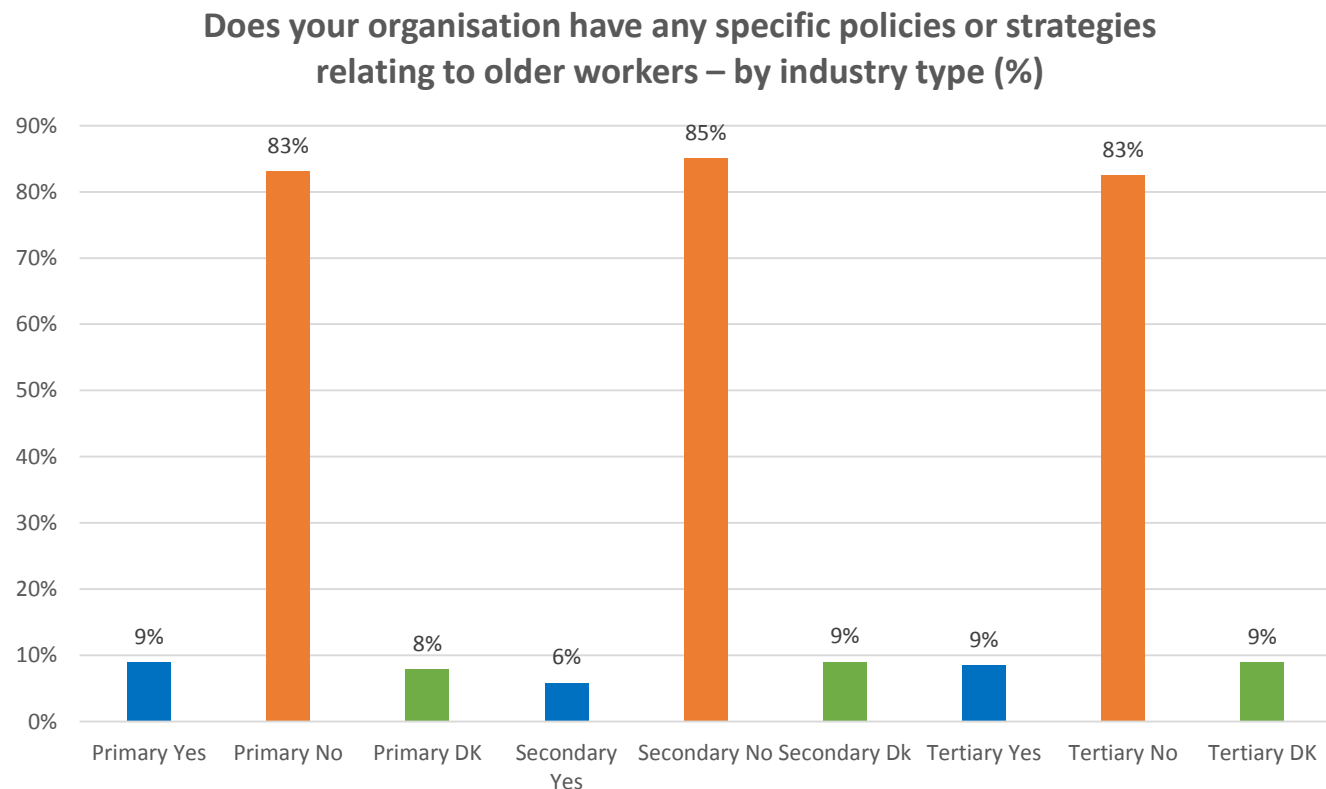
Policies or strategies for older workers

Does your organisation have any specific policies or strategies relating to older workers (aged 50+)?



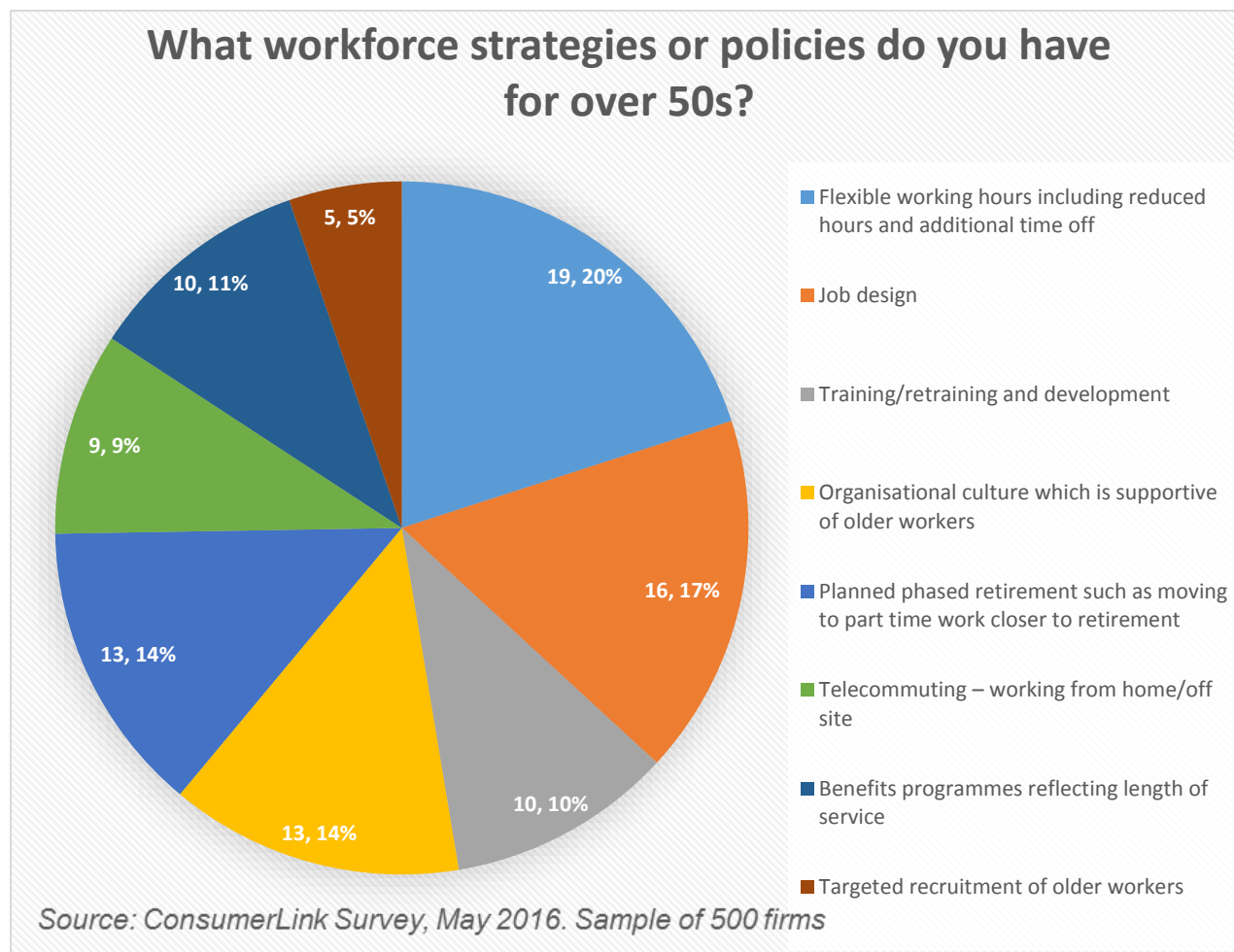
Source: ConsumerLink Survey, May 2016. Sample of 500 firms

Policies or strategies for older workers



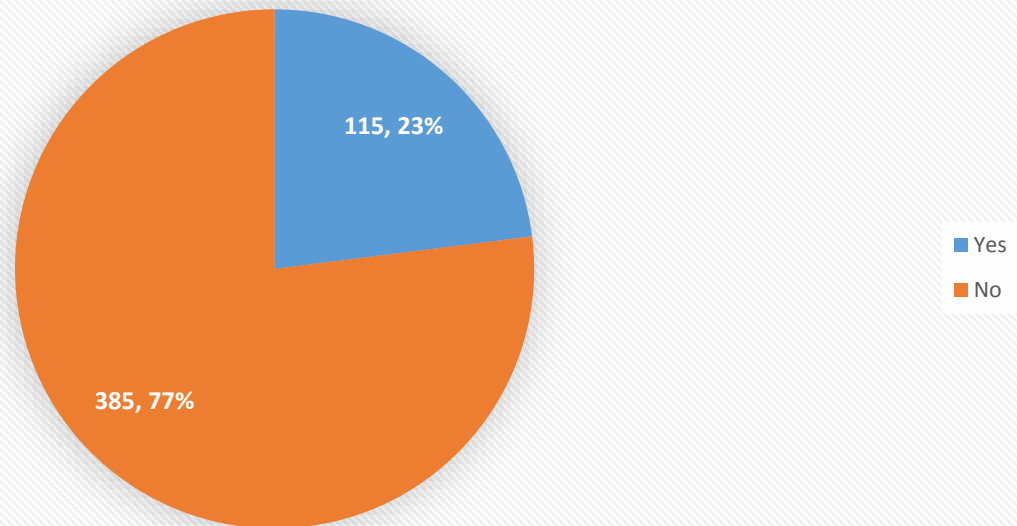
Source: ConsumerLink Survey, May 2016. Sample of 500 firms
DK – Don't know

Workforce strategies and policies



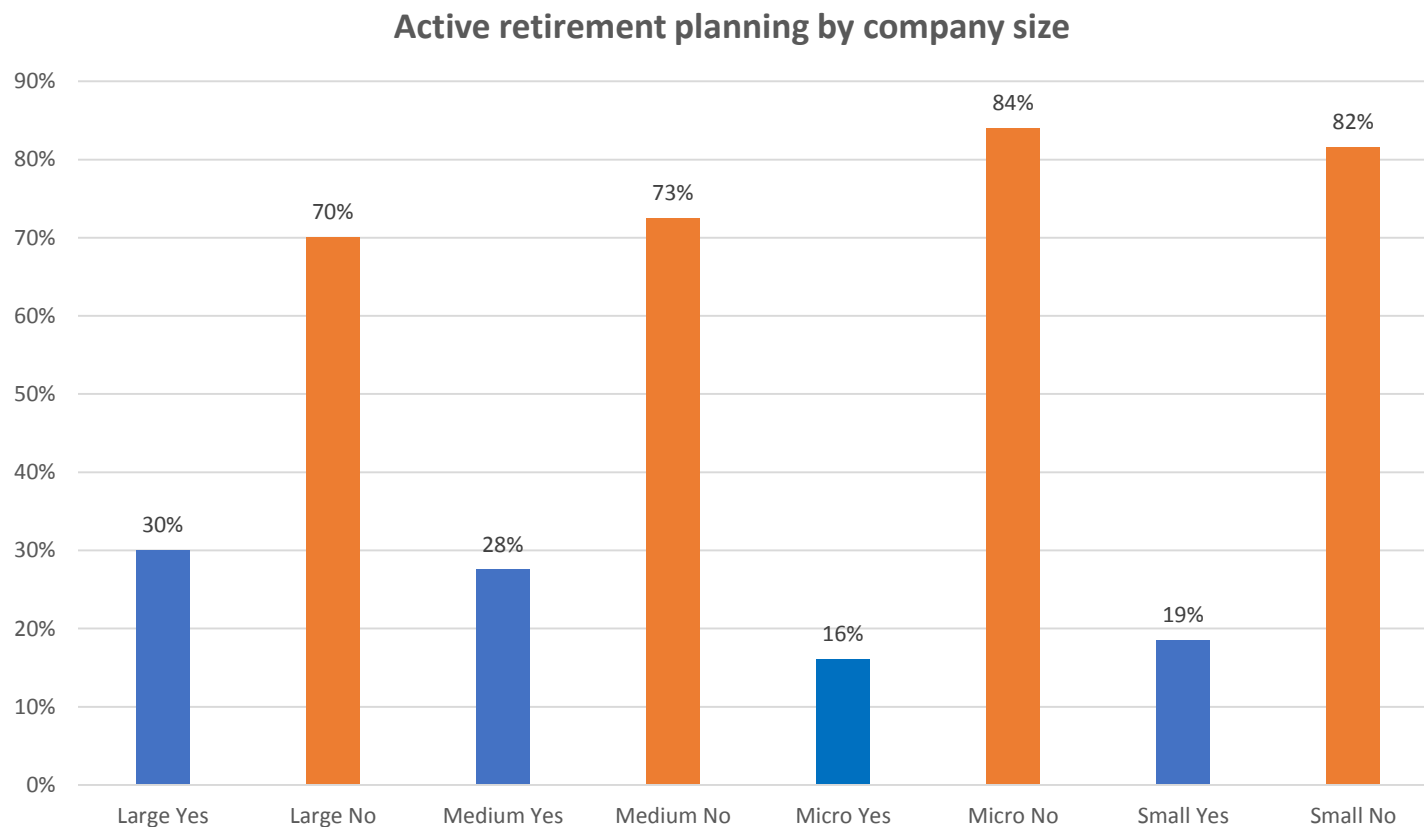
Active retirement planning

Does your organisation carry out any active retirement planning with employees, such as having conversations about their intentions to finish work?



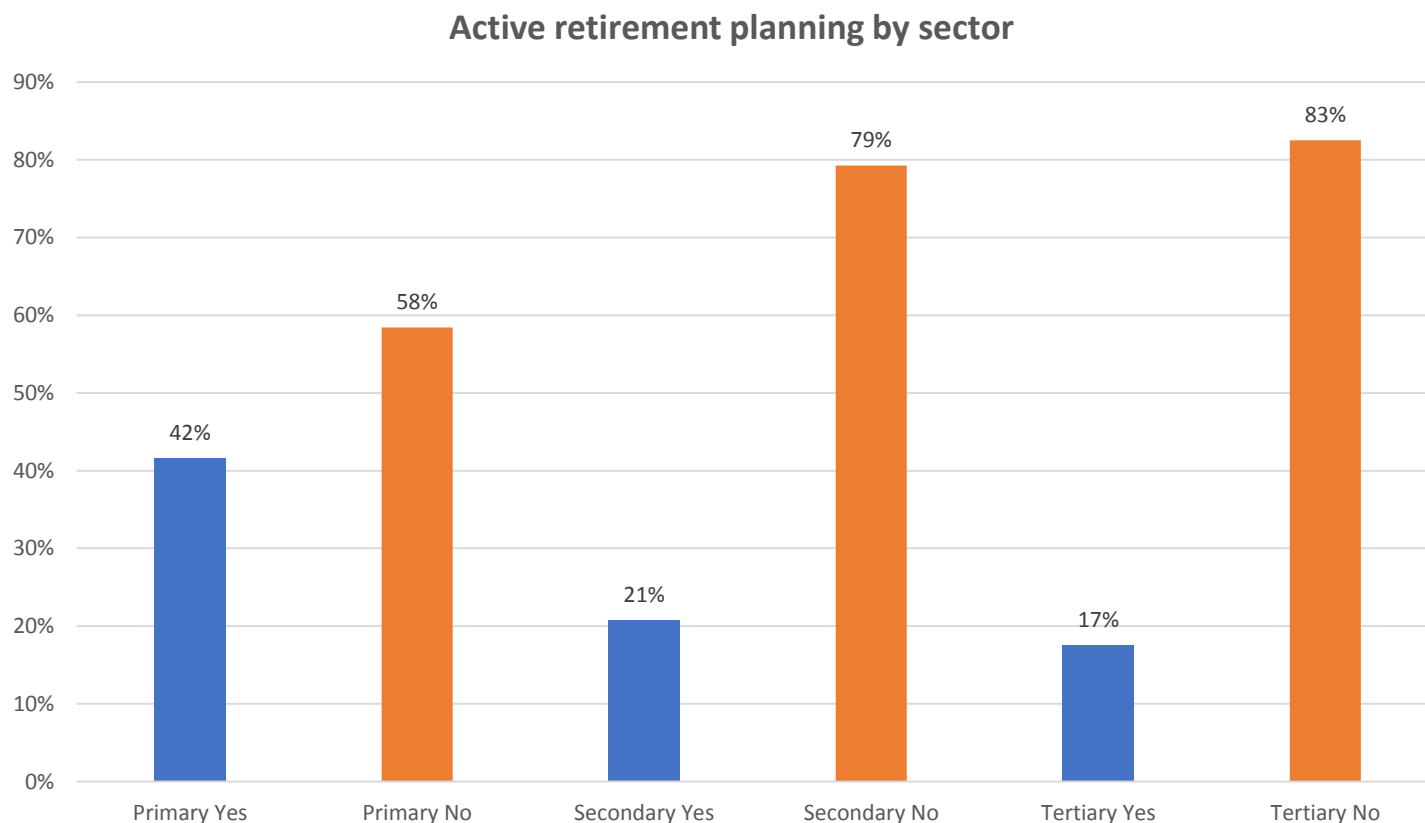
Source: ConsumerLink Survey, May 2016. Sample of 500 firms

Active retirement planning



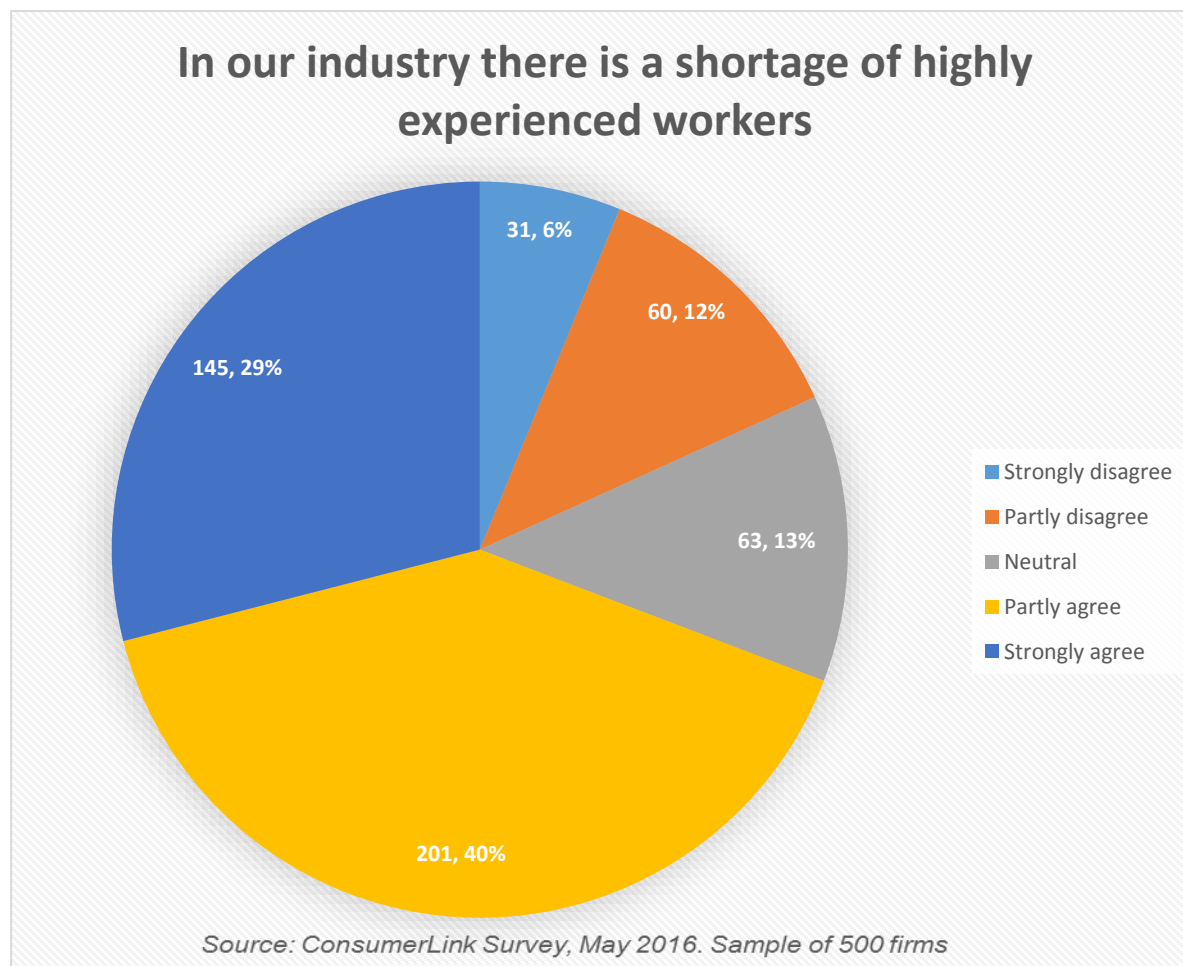
Source: ConsumerLink Survey, May 2016. Sample of 500 firms

Active retirement planning

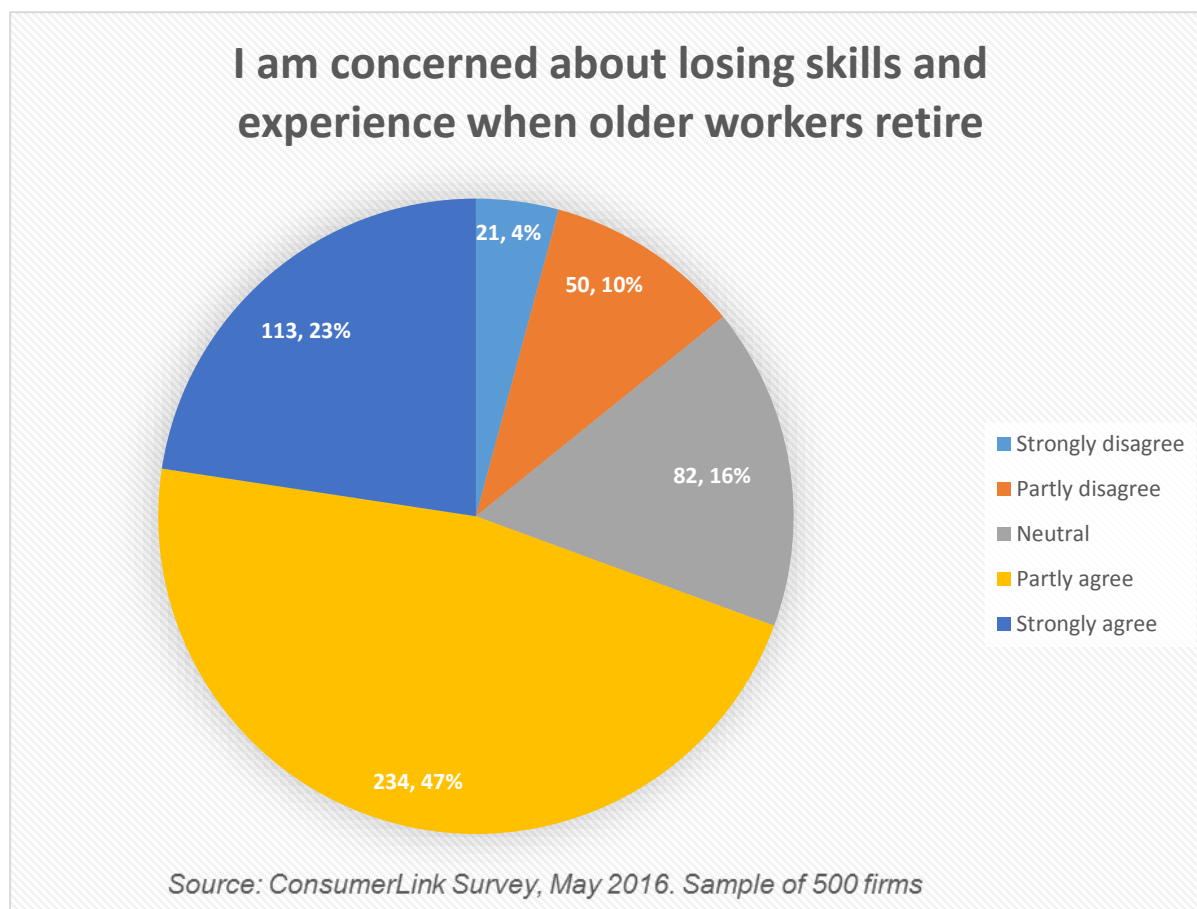


Source: ConsumerLink Survey, May 2016. Sample of 500 firms

Industry shortage of experience

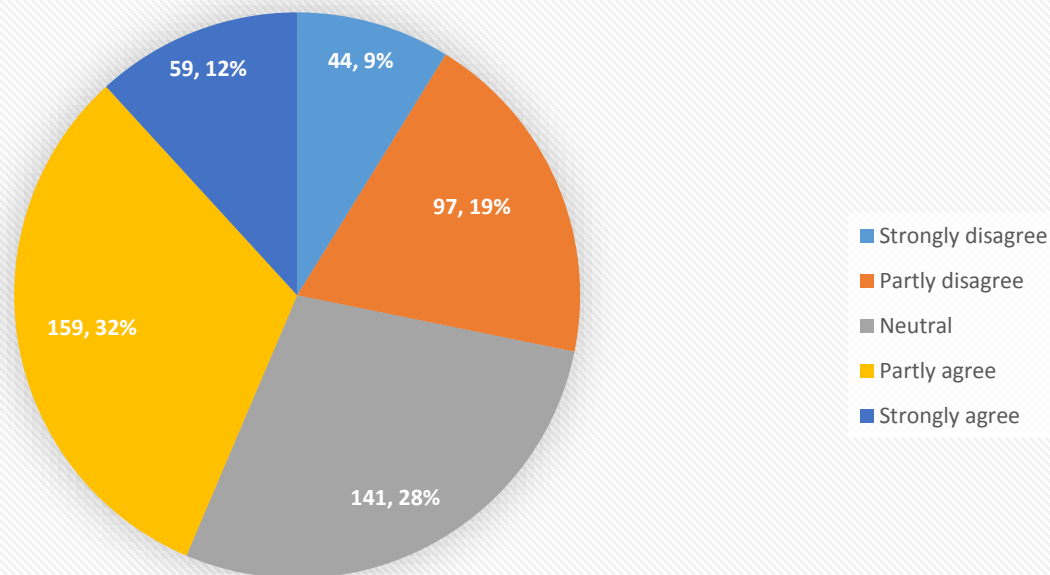


Concern over losing skills



Impact of ageing workforce

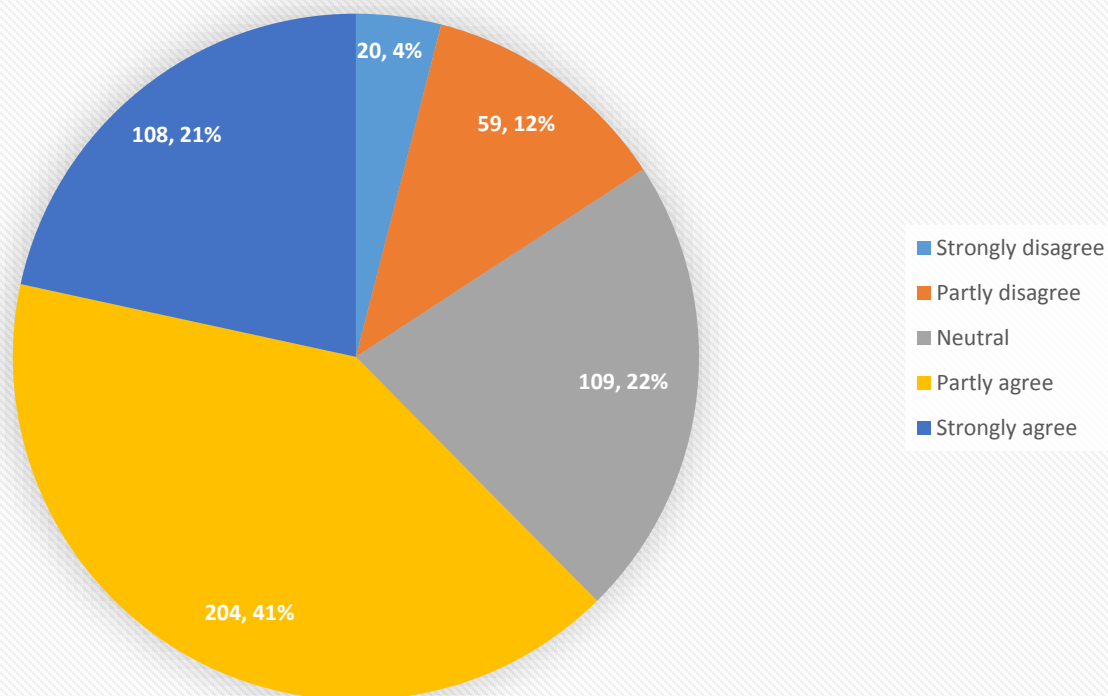
I am concerned about the impact an ageing workforce will have on my business over the next decade



Source: ConsumerLink Survey, May 2016. Sample of 500 firms

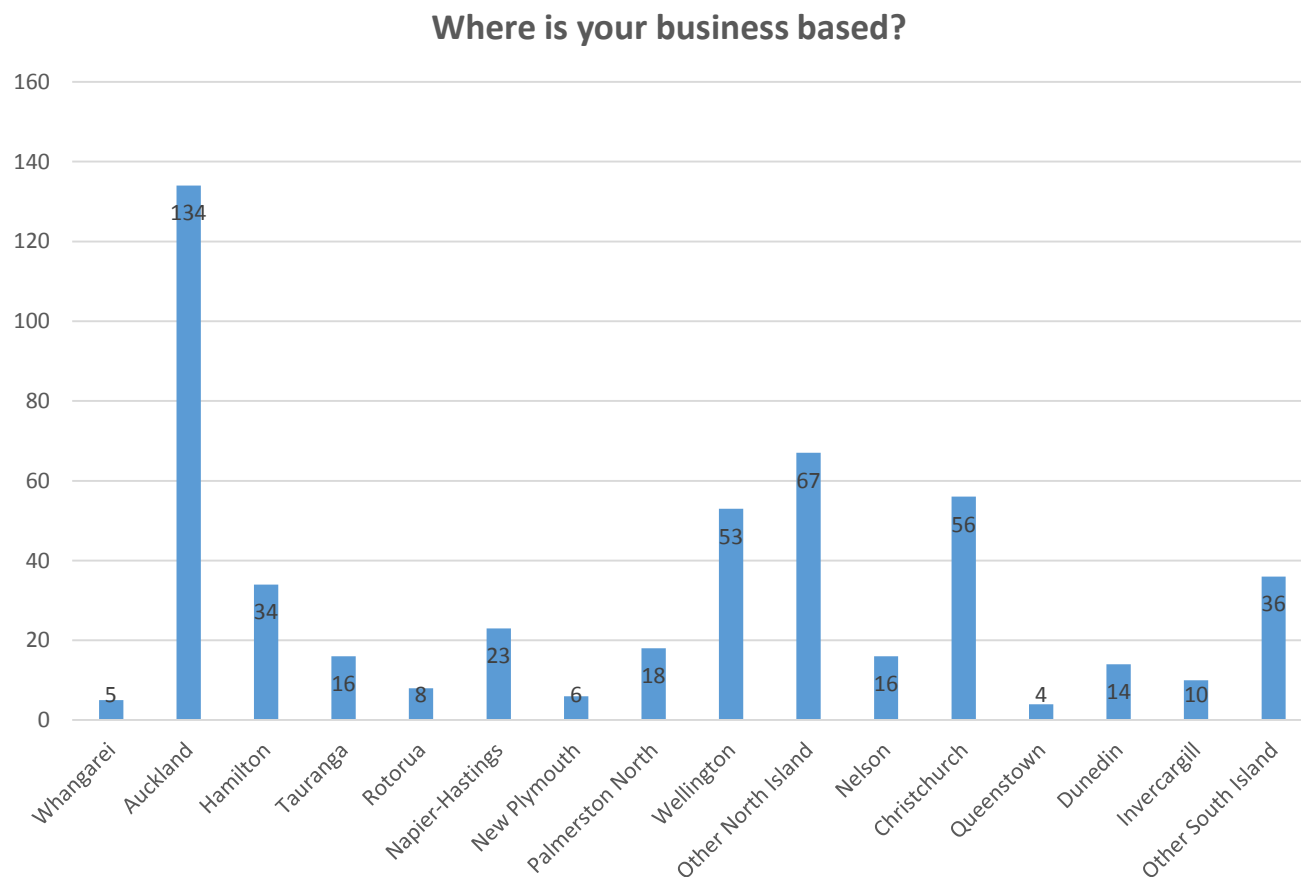
Older workers as a resource

Older workers are a relatively untapped resource



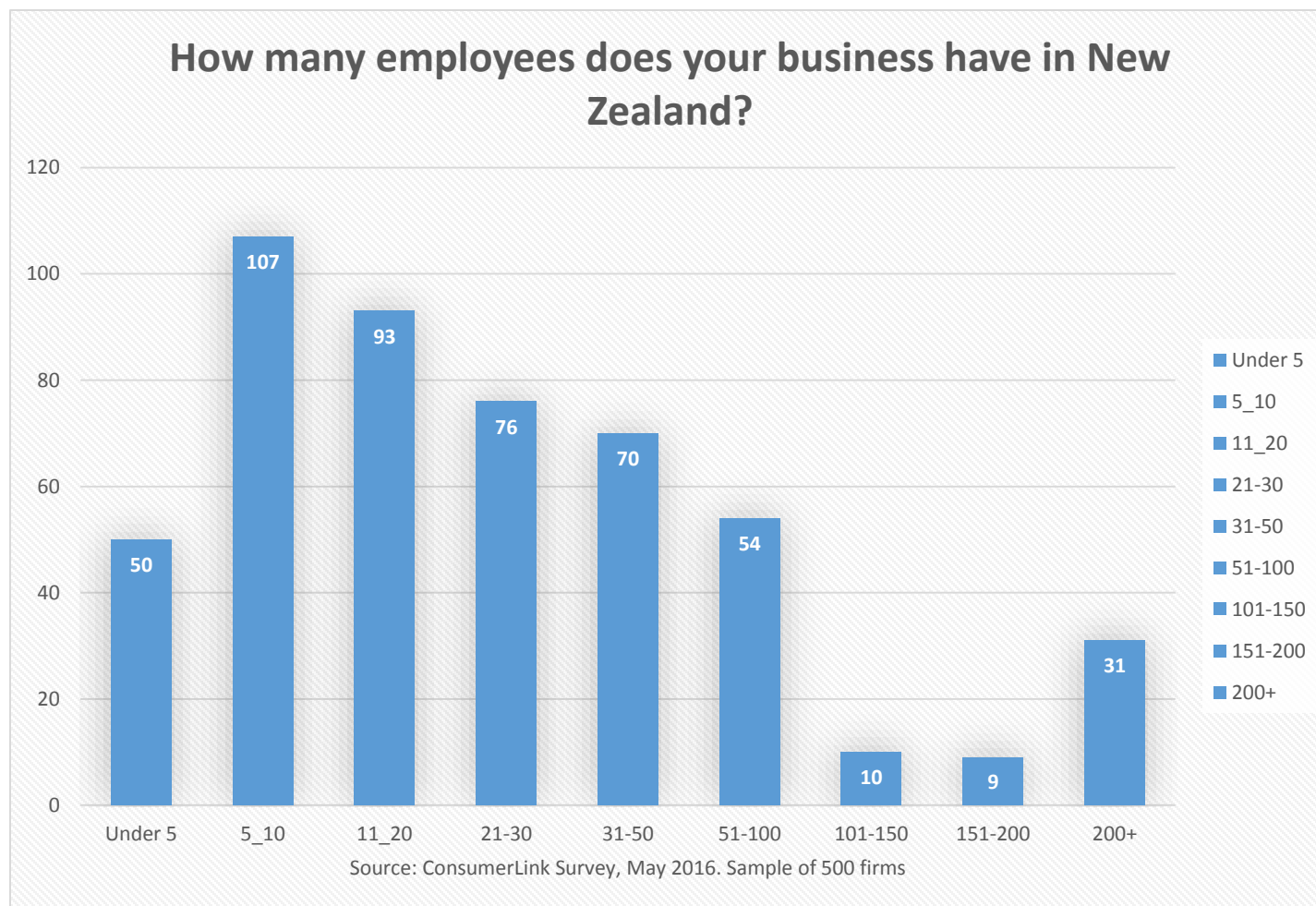
Source: ConsumerLink Survey, May 2016. Sample of 500 firms

Location of surveyed businesses

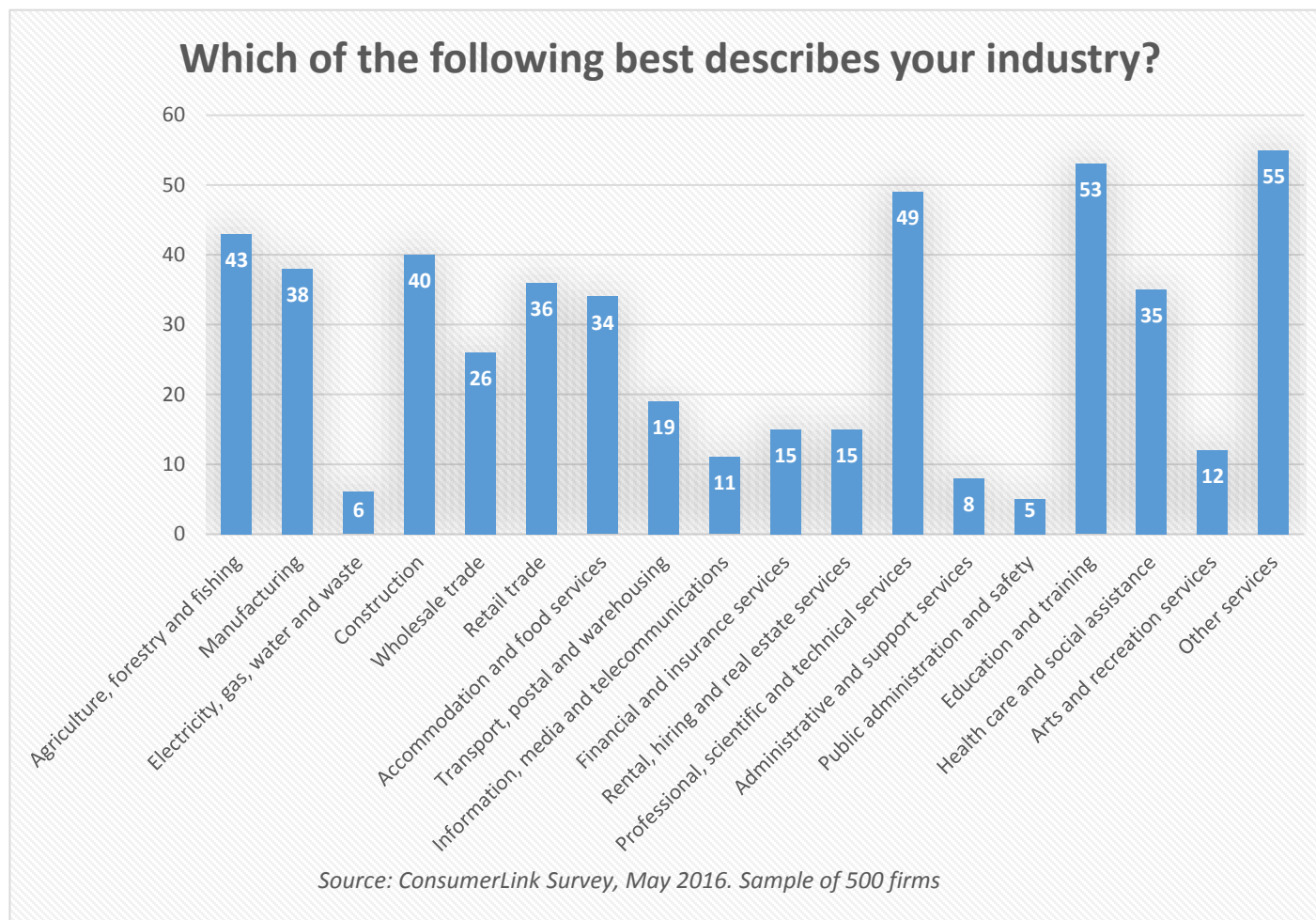


Source: ConsumerLink Survey, May 2016. Sample of 500 firms

Size of companies surveyed



Businesses surveyed by industry



Industry classification

Primary	Secondary	Tertiary
<ul style="list-style-type: none">• Agriculture, forestry and fishing• Electricity, gas, water and waste• Construction	<ul style="list-style-type: none">• Manufacturing• Wholesale trade• Retail trade• Accommodation and food services• Transport, postal and warehousing• Health care and social assistance	<ul style="list-style-type: none">• Information, media and telecommunications• Financial and insurance services• Rental, hiring and real estate services• Professional, scientific and technical services• Administrative and support services• Public administration and safety• Education and training• Arts and recreation services• Other services

Business classification by size

Company classification	Number of employees
Micro	5 and under
Small	6 to 19
Medium	20 to 99
Large	100 and over