

# PRE-HARVEST *Kiwifruit* SEASONAL LABOUR REPORT 2022/23



Presented by

**NZKGI**

NEW ZEALAND KIWIFRUIT GROWERS



# 5-YEAR ORCHARD OUTLOOK

2022 ——— VS ——— 2027

Producing Hectares

**14,460**

Producing Hectares

**17,100**



Orchard Seasonal  
Workforce Required

**20,000**



Orchard Seasonal  
Workforce Required

**25,000**



NZKGI is the representative body which advocates for New Zealand's 2,800 kiwifruit Growers. There are over 3,000 registered orchards in New Zealand and more than 12,000 hectares of kiwifruit in production. 81 percent of New Zealand-grown kiwifruit comes from the Bay of Plenty.



# KIWIFRUIT IS NEW ZEALAND'S LARGEST HORTICULTURAL EXPORT, WITH AN ESTIMATED \$2.4 BILLION OF REVENUE CONTRIBUTED INTO THE NEW ZEALAND ECONOMY IN 2022.

The industry is also expected to increase by 22 percent by 2027, as thousands more hectares are planted and start producing in the coming years. With this growth, the industry must continue to work hard to ensure a stable and efficient workforce, alongside innovating in the automation space, so that the supply chain is future-fit to meet demand.

While the kiwifruit harvest does not begin until March, the industry is working hard year round to prepare for and nurture the next season's crop. This includes on-orchard tasks such as pruning, thinning, and girdling which are done by both seasonal and permanent labour. Seasonal labour is vital to this time of year, as orchards see their peak workload in the summer period (October – January) and need close to 20,000 individuals across New Zealand during this time.

This document has been prepared to showcase the pre-harvest tasks that take place on orchard and the seasonal labour that completes it, using data collected from the industry from June-December 2022.



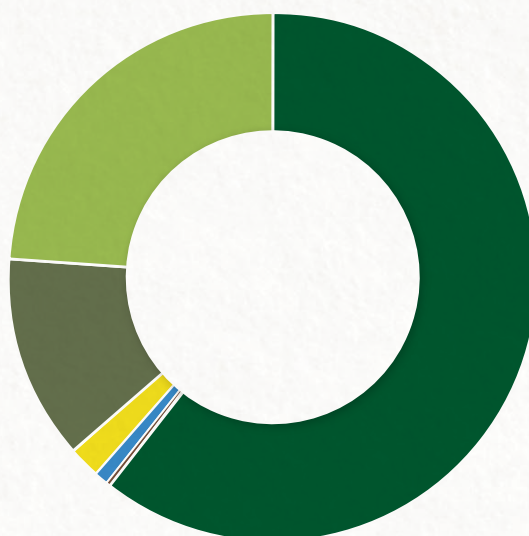
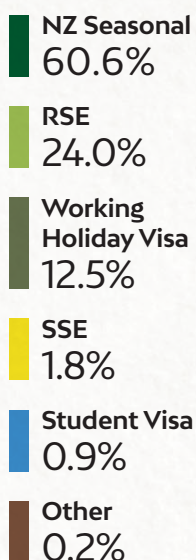


# SEASONAL WORKFORCE

With the reopening of New Zealand borders in 2022, the return of Working Holiday Visa (WHV) holders to the industry is welcoming, with the percentage of seasonal workers in the working holiday visa category increasing to 12.5 percent from just 5 percent in recent years.

Efforts to recruit are targeted at New Zealand workers first, however in an economy where New Zealand worker supply is sparse, both WHV holders and RSE workers are vital additions to the seasonal workforce. New Zealand workers percentages remain steady with previous years at just above 60 percent of the seasonal workforce.

## Seasonal labour percentage



## Average weeks worked (in pre-harvest season)

Type	New Zealand Seasonal	RSE	Working Holiday Visa	SSE	Student Visa	Other
3-12 weeks %	42%	-	85%	67%	-	-
3-6 months %	37%	8%	15%	33%	100%	-
6+ months %	21%	92%	-	-	-	100%

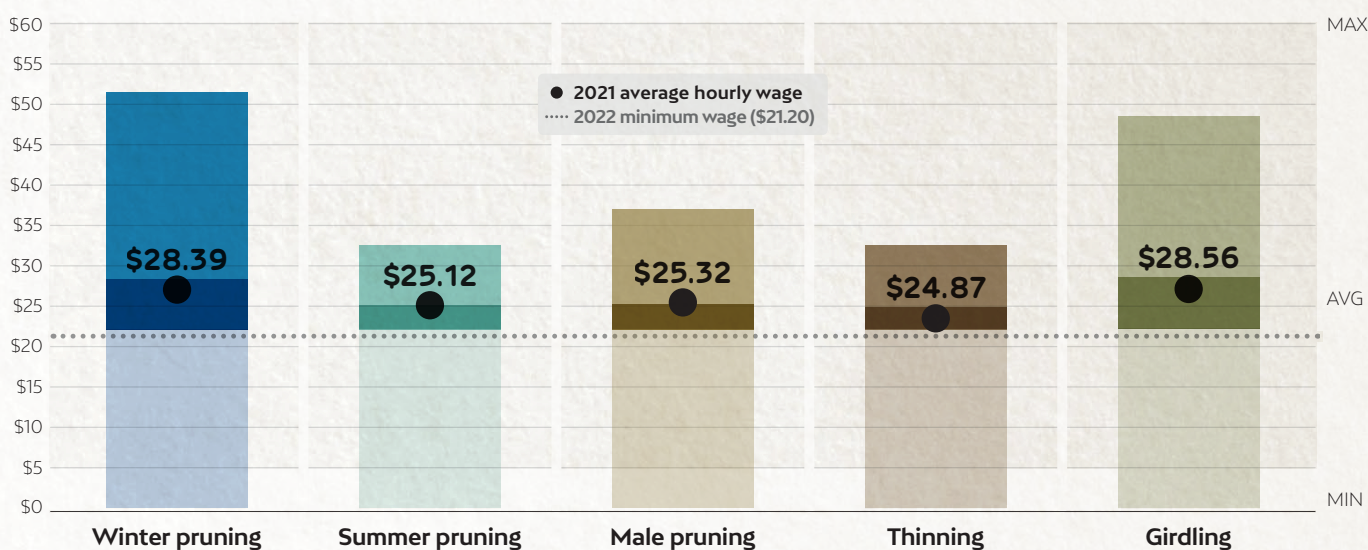


# PAYRATES

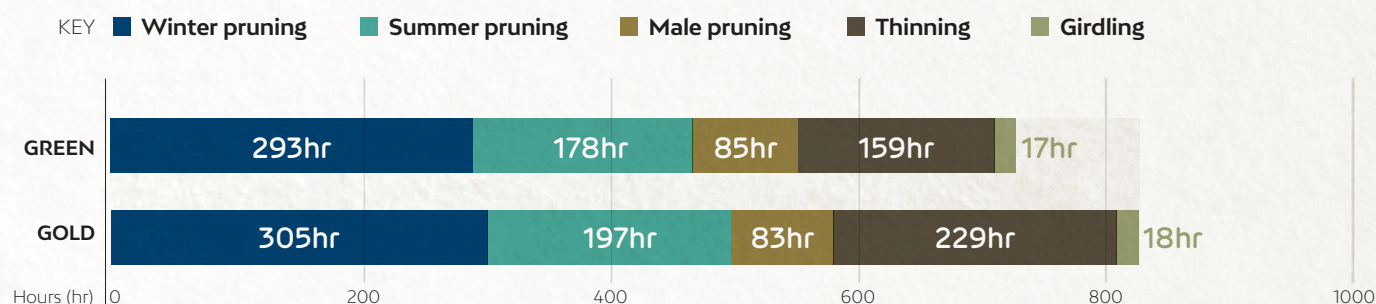
Payrates for pre-harvest tasks increased by 9.8 percent since 2021, with the average pay in 2022 ranging between \$25 and \$28 per hour.

These payrates do vary depending on the skill and experience of the individual, and the reported maximum payrate was over \$50 per hour, this being in winter pruning.

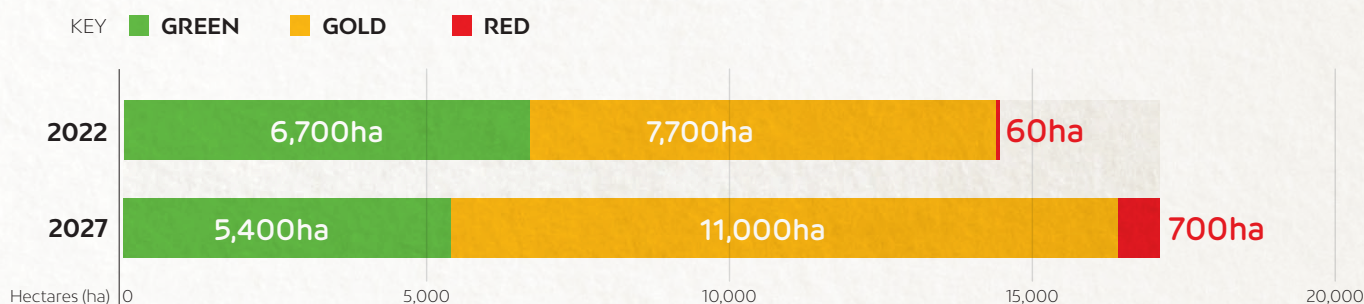
## Hourly payrate per task



## Hours per Ha for each task



## 2022 producing hectares vs 2027 producing hectares





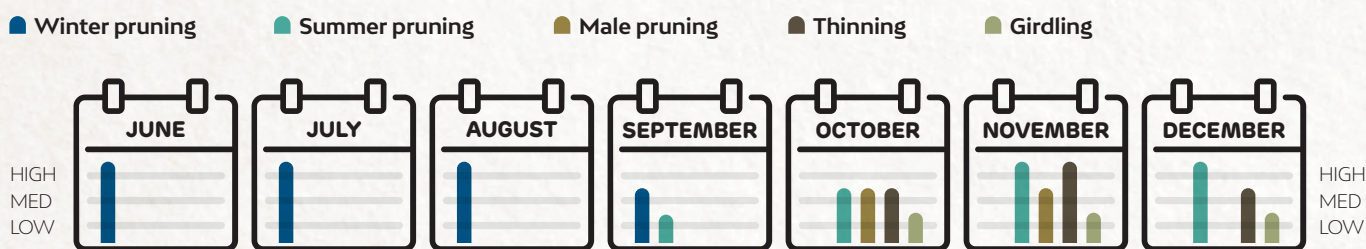
# PERMANENT WORKFORCE

With the estimated growth in the industry, seasonal task periods will be spread over a longer time, leading to an increase in year round work options, and a growth in the permanent workforce.

It is estimated that the permanent workforce within the kiwifruit industry will grow by 16 percent by 2030, with the majority of this being in the orchard space. While there will still be a need for seasonal workers, especially in peak periods, this opportunity puts us in competition with other industries offering permanent roles.



## Orchard pressures by month



## Monthly labour demands on orchard

