



## **Should Waitangi Day and Anzac Day be ‘Mondayised’?**

This year Waitangi Day falls on a Sunday and Anzac Day falls on Easter Monday. This means that most workers will not get these two days as a paid holiday. The Trade Unions have proposed that employers should, on a voluntary basis, provide an extra two days’ paid holiday to their workers to compensate for this, and that in the future, these two days should be ‘Mondayised’ so that workers will still get a paid holiday if these days fall on a weekend or a paid holiday.

This has not met with approval from all quarters, and Research New Zealand decided to ask a representative sample of people aged 15 years and over to give us their opinion on the issue. They were asked whether they thought it was fair that employers should be required to give workers a paid holiday when Waitangi Day or Anzac Day fall on a Sunday or a public holiday. They were further asked whether these two days should be ‘Mondayised’.

Two-thirds of those interviewed felt it was fair that employers should provide an extra paid holiday in lieu when these days fall on a Sunday or public holiday; 68 percent of females thought so as against 63 percent of males. Males felt it was unfair to employers to a slightly greater extent than females at 34 percent versus 27 percent. “This may reflect the fact that more males than females are employers,” said Research New Zealand Director, Emanuel Kalafatelis.

It is of interest that of those who are employed, 66 percent felt it was fair that employers should be required to compensate workers for the loss of two public holidays by giving them paid holidays instead. Among those who are not employed, the proportion was 65 percent, so the sentiment is shared to the same extent in these two groups.

The answers were strongly related to age group; 79 percent of those in the younger age group (15—34 years) felt it was fair, while only 47 percent of those in the age group 55 years and over said this.

Sixty-four percent of those interviewed agreed that these two holidays should fall on the nearest Monday, so that workers get a paid holiday. This view was also strongly related to the age of the respondents. Seventy-eight percent of those in the younger age group (15—34 years) were in favour of this, compared to 45 percent of those in the age group 55 years and over. “It is probably reasonable to conclude that this represents a stronger attachment by the older generation to celebrating these two days on the actual date”, said Research New Zealand Director, Emanuel Kalafatelis. Other factors, such as income and area did not seem to affect the response.



Respondents had the option to state whether one or the other or both days should be 'Mondayised'. However, very few respondents expressed the view that only one of these two days should be 'Mondayised' and not the other.

*The Research New Zealand poll of 500 people aged 15 and over was conducted by telephone on 25—31 January 2011. The maximum margin of error for the sample as a whole is +/- 4.9 % (at the 95% confidence level). The data has been weighted to ensure it is an accurate representation of New Zealand's general population. The poll was not taken on behalf of any organization, but as part of Research New Zealand's monthly survey of attitudes and opinions.*

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**Table 1:**

*Q6. In your view is it fair that employers should offer their workers an extra paid holiday when Waitangi Day or Anzac Day fall on a Sunday or a Public Holiday?*

	Total	Male	Female
Base =	500	250	250
	%	%	%
Yes, it is fair	66	63	68
No, it is not fair	30	34	27
Don't know/No opinion	4	3	5
Total	100	100	100

Total may not sum to 100% due to rounding.

**Table 2:**

*Q6. In your view is it fair that employers should offer their workers an extra paid holiday when Waitangi Day or Anzac Day fall on a Sunday or a Public Holiday?*

	Total	15-34 years	35 to 54 years	55 years and over
Base =	500	89	170	241
	%	%	%	%
Yes, it is fair	66	79	67	47
No, it is not fair	30	19	27	48
Don't know/No opinion	4	2	5	5
Total	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 3:**

*Q6. In your view is it fair that employers should offer their workers an extra paid holiday when Waitangi Day or Anzac Day fall on a Sunday or a Public Holiday?*

	Total	NZ		
		European/ Pakeha	Maori/Pacific	Other
Base =	500	372	44	84
	%	%	%	%
Yes, it is fair	66	66	61	67
No, it is not fair	30	29	37	31
Don't know/No opinion	4	5	2	2
Total	100	100	100	100

Total may not sum to 100% due to rounding.



**Table 4:**

*Q6. In your view is it fair that employers should offer their workers an extra paid holiday when Waitangi Day or Anzac Day fall on a Sunday or a Public Holiday?*

	Total	Upper North Lower/Central		
		Island	North Island	South Island
Base =	500	219	118	163
	%	%	%	%
Yes, it is fair	66	64	68	66
No, it is not fair	30	30	28	32
Don't know/No opinion	4	6	3	2
Total	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 5:**

*Q6. In your view is it fair that employers should offer their workers an extra paid holiday when Waitangi Day or Anzac Day fall on a Sunday or a Public Holiday?*

	Total	Under \$40,000	At least \$40,000 but less than \$80,000		Don't know/refused
			\$80,000 or more		
Base =	500	176	162	124	38
	%	%	%	%	%
Yes, it is fair	66	68	63	66	65
No, it is not fair	30	25	35	32	22
Don't know/No opinion	4	6	2	2	13
Total	100	100	100	100	100

Total may not sum to 100% due to rounding.

**Table 6:**

*Q6. In your view is it fair that employers should offer their workers an extra paid holiday when Waitangi Day or ANZAC Day fall on a Sunday or a Public Holiday?*

	Total	Employed	Not
			employed
Base =	500	282	218
	%	%	%
Yes, it is fair	66	66	65
No, it is not fair	30	31	29
Don't know/No opinion	4	3	6
Total	100	100	100

Total may not sum to 100% due to rounding.



**Table 7:**

*Q7. In your view should Waitangi Day and Anzac Day be 'Mondayised', so that they fall on the nearest Monday, ensuring that workers get these days as a paid holiday?*

	Total	Male	Female
Base =	500	250	250
	%	%	%
Yes, both should be 'Mondayised'	64	62	65
Neither of them should be 'Mondayised'	30	31	28
Only Waitangi Day should be 'Mondayised'	2	2	2
Only Anzac Day should be 'Mondayised'	1	2	1
Don't know/No opinion	3	3	3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

Total may not sum to 100% due to rounding.

**Table 8:**

*Q7. In your view should Waitangi Day and Anzac Day be 'Mondayised', so that they fall on the nearest Monday, ensuring that workers get these days as a paid holiday?*

	Total	15-34 years	35 to 54 years	55 years and over
Base =	500	89	170	241
	%	%	%	%
Yes, both should be 'Mondayised'	64	78	65	45
Neither of them should be 'Mondayised'	30	20	26	46
Only Waitangi Day should be 'Mondayised'	2	0	4	4
Only Anzac Day should be 'Mondayised'	1	0	3	1
Don't know/No opinion	3	2	3	4
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Total may not sum to 100% due to rounding.



**Table 9:**

*Q7. In your view should Waitangi Day and Anzac Day be 'Mondayised', so that they fall on the nearest Monday, ensuring that workers get these days as a paid holiday?*

	Base =	NZ			
		Total	European/ Pakeha	Maori/Pacific	Other
		500	372	44	84
		%	%	%	%
Yes, both should be 'Mondayised'	64	63	71	62	
Neither of them should be 'Mondayised'	30	31	26	26	
Only Waitangi Day should be 'Mondayised'	2	2	1	3	
Only Anzac Day should be 'Mondayised'	1	1	0	3	
Don't know/No opinion	3	2	2	6	
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	

Total may not sum to 100% due to rounding.

**Table 10:**

*Q7. In your view should Waitangi Day and Anzac Day be 'Mondayised', so that they fall on the nearest Monday, ensuring that workers get these days as a paid holiday?*

	Base =	Upper North Lower/Central			
		Total	Island	North Island	South Island
		500	219	118	163
		%	%	%	%
Yes, both should be 'Mondayised'	64	67	60	62	
Neither of them should be 'Mondayised'	30	26	31	34	
Only Waitangi Day should be 'Mondayised'	2	3	3	1	
Only Anzac Day should be 'Mondayised'	1	0	2	2	
Don't know/No opinion	3	3	4	1	
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	

Total may not sum to 100% due to rounding.



**Table 11:**

*Q7. In your view should Waitangi Day and Anzac Day be 'Mondayised', so that they fall on the nearest Monday, ensuring that workers get these days as a paid holiday?*

	Total	Under \$40,000	At least \$40,000 but less than \$80,000	\$80,000 or more	Don't know/refused
Base =	500	176	162	124	38
	%	%	%	%	%
Yes, both should be 'Mondayised'	64	65	63	68	46
Neither of them should be 'Mondayised'	30	26	33	27	45
Only Waitangi Day should be 'Mondayised'	2	2	2	2	4
Only Anzac Day should be 'Mondayised'	1	1	1	3	0
Don't know/No opinion	3	6	1	0	6
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Total may not sum to 100% due to rounding.

**Table 12:**

*Q7. In your view should Waitangi Day and Anzac Day be 'Mondayised', so that they fall on the nearest Monday, ensuring that workers get these days as a paid holiday?*

	Total	Employed	Unemployed
Base =	500	282	218
	%	%	%
Yes, both should be 'Mondayised'	64	66	60
Neither of them should be 'Mondayised'	30	29	32
Only Waitangi Day should be 'Mondayised'	2	2	4
Only Anzac Day should be 'Mondayised'	1	1	2
Don't know/No opinion	3	2	3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

Total may not sum to 100% due to rounding.

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