SMEs in New Zealand: Structure and Dynamics

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Ministry of Economic Development
Manatū Ōhanga

Contents

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Overview

This report provides a statistical overview of New Zealand firms. It has a specific focus on the country's small and medium-sized enterprises (SMEs), examining their significance for the economy, their financial performance, the dynamics of SMEs and the significance of SMEs internationally.

The intention of the report is to improve the understanding of enterprise structure and dynamics in New Zealand. The statistics themselves simply record aspects of the aggregate economic activity of New Zealand enterprises. Hence there are limits to what can be concluded from the data because they cannot explain *why* enterprises change (or do not change) over time. However, the data can complement other research into how the qualitative features of New Zealand firms relate to their structure, behaviour and performance. For example, the management practices, governance arrangements and growth aspirations of SMEs are generally considered qualitatively different to larger firms.[1] The drivers of change, or indeed stability, are the issues of key interest. This report only collects and reports the outcomes of those drivers.

This is the seventh such report produced by the Ministry of Economic Development (MED) and Statistics New Zealand.

Business Demographics as at February 2005

- 96% of enterprises employ 19 or fewer people.
- 87% of enterprises employ 5 or fewer people.
- 63% of enterprises have no employees.
- The number of SMEs increased 3% in the year to 2005.
- SMEs accounted for 30% of all employees.
- Firms with 5 or fewer employees accounted for 11% of all employees.
- From 2000 to 2005, SMEs accounted for 57% of all net new jobs in the economy.
- There were 10,047 net entries into the Business Demography dataset as at February 2005.
- 11 percent of people in the labour force were self-employed, as at March 2006.

Business Performance in the 2003/04 Year

- SMEs accounted for 39% of the economy's total output (deflated value-added).
- Firms with 5 or fewer employees have the highest average real profits per employee and increased their total real profits by 12 percent from 2003 to 2004.
- Average real salaries and wages per employee tend to increase with firm size.

1 For further research on New Zealand SMEs visit the New Zealand Centre for SME Research at Massey University (http://sme-centre.massey.ac.nz/)

Defining Small and Medium-Sized Enterprises

For the purposes of this report, SMEs are defined as enterprises with 19 or fewer employees. This report provides information broken down by the following firm size categories:

- Zero employees
- 1–5 employees
- 6–19 employees
- 20–49 employees
- 50–99 employees
- 100–499 employees
- 500 or more employees

Enterprises in these categories correspond to tax reporting units. Enterprises represent a legal entity, which may be a company, partnership, trust, estate, incorporated society, producer board, local or central government organisation, religious organisation, voluntary organisation or self-employed individual. The number of employees at the enterprise level is equivalent to the sum of employees of its associated geographic unit(s).[2]

Employment Measurement

In 2003, Statistics New Zealand changed the strategy used to maintain the Business Frame (BF), from which business demography statistics are sourced (for further details refer to Appendix 1). The main change that affects this report from 2004 onwards is the change in the measure of employment from a full-time equivalent employee (FTE) count to an employee count (EC).

The EC is a head-count of salary and wage earners, primarily sourced from taxation data. It covers paid employees, but does not include working proprietors other than those who pay themselves a salary or wage. The FTE measure covered paid employees and included working proprietors who did not pay themselves a salary or wage. The FTE measure was updated annually in the BF by surveying employing businesses (excluding farming businesses). Some statistics in this report are expressed using a Rolling Mean Employment (RME) count. RME is a 12-month moving average of the monthly Employee Count figure.

The EC is sourced primarily from Inland Revenue's IR348 form – *the Employer Monthly Schedule (EMS)*. This form must be completed monthly by employers, and indicates the number of salary and wage earners. February is used as the reference month for business demography statistics. The employee count of a small number of enterprises is collected also by Statistics New Zealand surveys.

2 Geographic unit(s) refer to the separate components of an enterprise. For example, a business may have its central office in Auckland, but operate stores in other parts of the country.

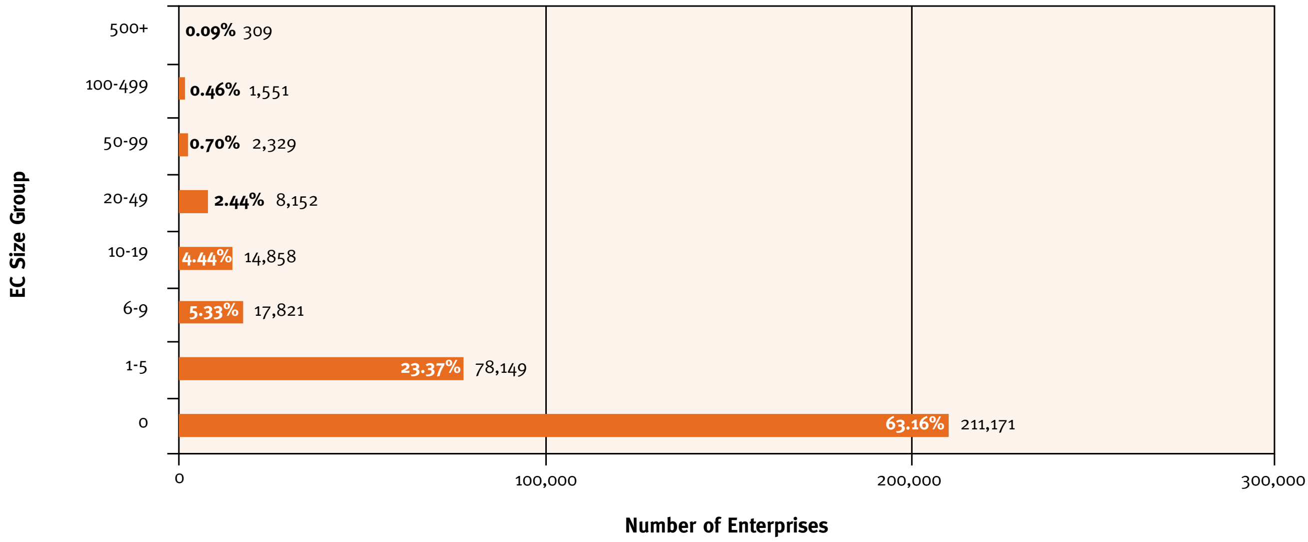
Number of SMEs

New Zealand is predominantly a nation of small businesses.

Most enterprises in New Zealand are small and medium-sized enterprises. As at February 2005:

- 96.3% of enterprises employ 19 or fewer people.
- 86.5% of enterprises employ 5 or fewer people.
- 63.2% of enterprises have no employees.

Figure 1. Number of Enterprises by Size, as at February 2005



The statistics presented in this report include both public and private enterprises. Public enterprises include central and local government enterprises, other local authorities and rūnanga iwi. Private enterprises included private corporate and non-corporate producer enterprises, producer boards, private registered banks and private insurance and pension funds. The following table shows the number of enterprises in the private and government sectors.

Table 1. Private and Government Sector Enterprises by Size, as at February 2005

	Number of Enterprises	
EC Size Group	**Private Sector**	**Government Sector**
0	210,899	272
1-5	77,756	393
6-9	17,348	473
10-19	14,145	713
20-49	7,317	835
50-99	2,056	273
100-499	1,311	240
500+	215	94

The number of SMEs increased in the year to February 2005, although the proportion of SMEs remained relatively constant.

The number of SMEs increased by 3.1 percent in the year to February 2005, down from a 10.2 percent increase in the year to February 2004. The total number of enterprises also rose by 3.1 percent from 324,293 in February 2004 to 334,340 in February 2005.

The proportion of firms defined as SMEs was 96.3 percent as at February 2005, the same figure reported in last year's report.

Figure 2. Cumulative Enterprise Count by EC Size Group, as at February 2005

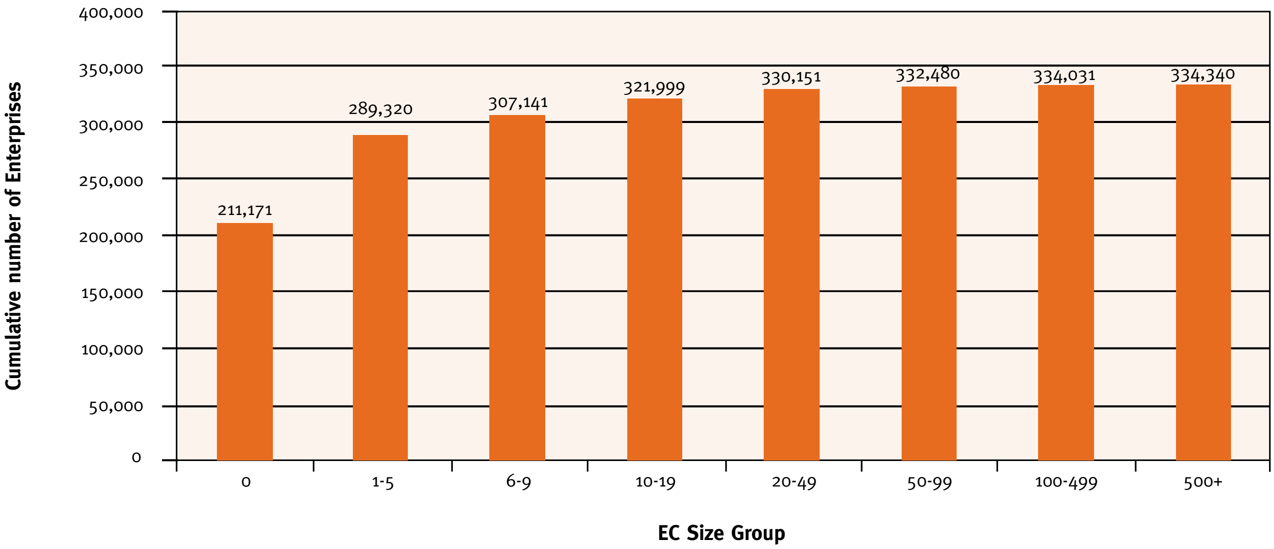


Table 2. Annual Percentage Change in Numbers of Enterprises

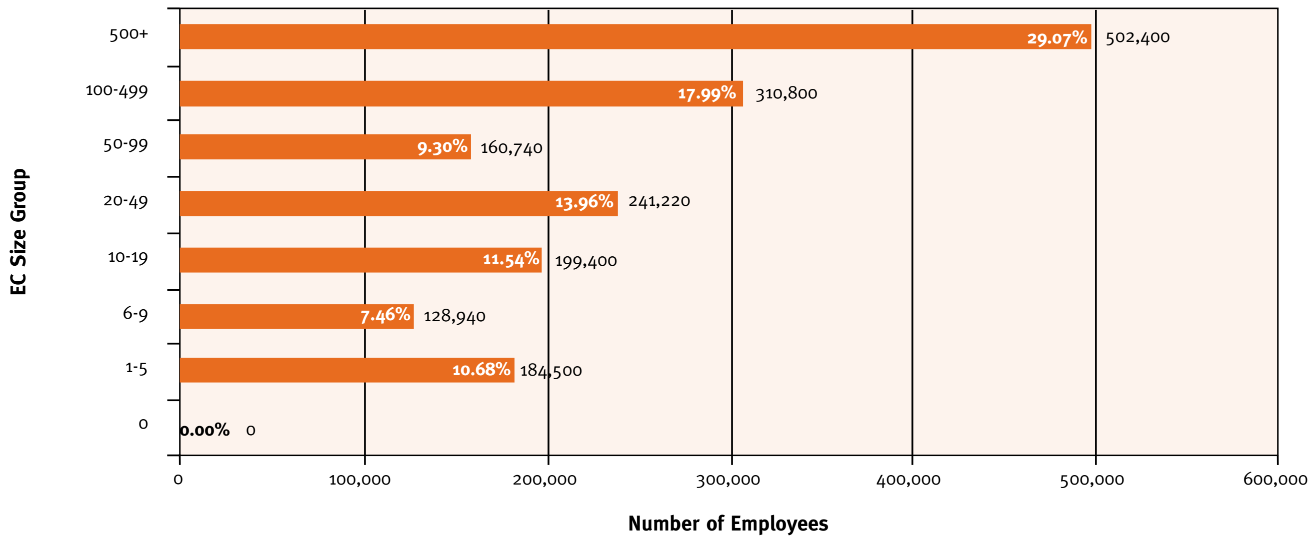
EC Size Group	2001	2002	2003	2004	2005
0	-1.55%	2.74%	4.63%	14.82%	0.67%
1-5	1.05%	2.39%	3.51%	1.64%	8.81%
6-9	2.48%	3.45%	8.20%	1.97%	5.68%
10-19	3.76%	3.47%	9.28%	2.50%	7.01%
20-49	1.70%	1.97%	8.31%	3.62%	2.68%
50-99	2.53%	2.32%	5.87%	4.33%	3.97%
100-499	4.58%	0.36%	1.43%	4.30%	4.87%
500+	4.86%	7.34%	3.60%	2.43%	4.75%
Total	**-0.35%**	**2.69%**	**4.84%**	**9.95%**	**3.10%**

SMEs' Contribution to Employment

The number of workers employed by SMEs increased.

SMEs accounted for 29.7% of total employment at February 2005. The number of people employed by SMEs increased between 2004 and 2005 from 479,200 to 512,840, up 7 percent.

Figure 3. Total Employment by Enterprise Size, as at February 2005



A comparison of government and private employment demonstrates the significance of the government sector to total employment in larger enterprises.

Figure 4. Total Private and Government Sector Employment by Enterprise Size, as at February 2005

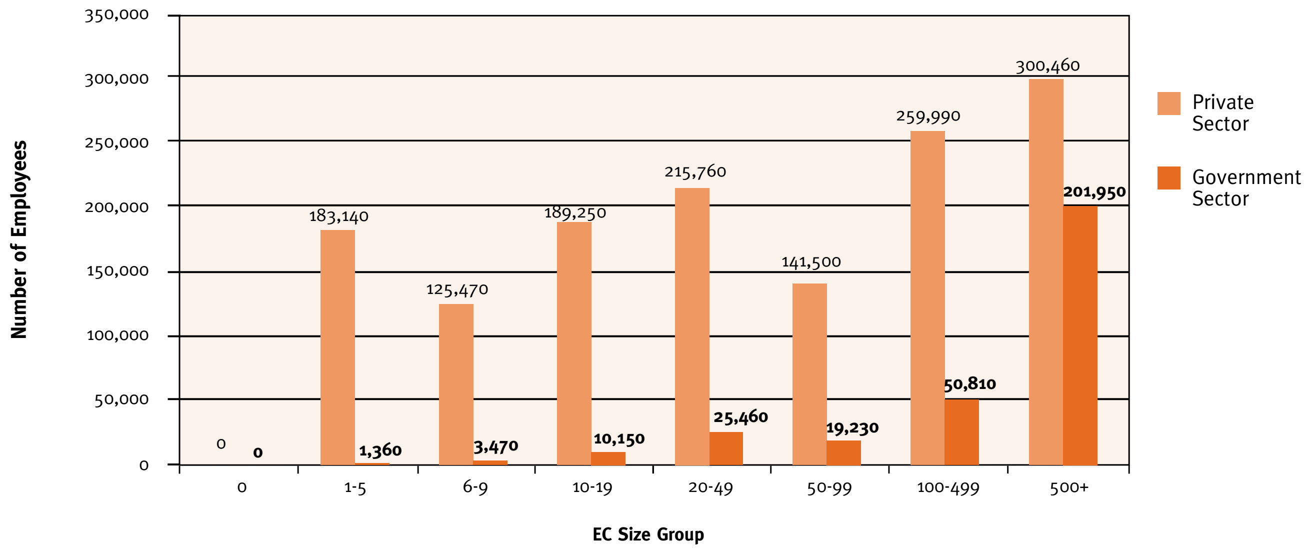


Table 3. Annual Percentage Change in Employment by Enterprise Size, as at February 2005

EC Size Group	2001	2002	2003	2004	2005
0	-	-	-	-	-
1-5	1.33%	3.45%	3.99%	1.90%	7.79%
6-9	2.38%	3.35%	8.34%	2.08%	5.69%
10-19	4.01%	3.27%	9.57%	2.58%	7.18%
20-49	1.85%	1.21%	7.64%	3.09%	3.05%
50-99	1.77%	2.74%	6.57%	4.50%	4.26%
100-499	3.72%	-0.23%	2.11%	4.12%	5.17%
500+	6.65%	3.56%	3.79%	4.19%	4.82%
Total	**3.77%**	**2.38%**	**5.26%**	**3.46%**	**5.22%**

Businesses with 1–5 employees created the greatest number of new jobs…

Table 4 illustrates the contribution of firms to job creation in the economy between February 2000 and 2005. The largest single contributing group was new businesses employing 1–5 employees, which created 93,860 new jobs. Of continuing businesses, the most new jobs came from firms with 500 or more employees, which created 77,250 new positions.

…but are also the greatest contributors to employment reduction.

Between February 2000 and 2005, firms with 1–5 employees were the greatest contributor to employment reduction (a reduction of 82,790 jobs) followed by firms with 500 or more employees (a reduction of 77,750 jobs).

Table 4. Employment Creation and Reduction by Enterprise Size, February 2000 to February 2005[3]

	EC Size Group								
	0	1-5	6-9	10-19	20-49	50-99	100-499	500+	Total
	EC								
Employment Creation									
Continuing business	44,440	47,800	23,450	31,310	38,190	27,890	56,750	77,250	347,070
New business	0	93,860	54,780	72,590	65,420	33,870	50,420	46,740	417,680
Total	44,440	141,660	78,230	103,900	103,620	61,750	107,170	123,990	764,750
Employment Reduction									
Ceased business	-	-22,590	-12,560	-17,550	-26,340	-14,520	-28,400	-27,440	-149,390
Continuing business	0	-60,200	-35,020	-44,920	-47,190	-26,000	-43,780	-50,310	-307,420
Total	0	-82,790	-47,580	-62,470	-73,530	-40,530	-72,180	-77,750	-456,810
No Change									
Continuing business	0	0	0	70	-100	-80	400	300	590
Net Employment Change	**44,440**	**58,880**	**30,660**	**41,430**	**30,090**	**21,230**	**34,990**	**46,240**	**307,940**

3 Table 4 uses 2000 as the base year for the data. This means that, for example, if an enterprise contributed to the 1-5 EC category in 2000 but subsequently grew to 30 EC, that increase in EC would be attributed to the 1-5 EC category, not to the 20-49 EC category. Enterprises in the "No Change Continuing Business" row are enterprises that experienced only a very small percentage change in their contribution to employment (between -10% and 10%) from 2000 to 2005.

The average size of New Zealand firms increased slightly.

The average number of employees per enterprise as at February 2005 increased slightly to 5.2 up from 5.1 in 2004. When non-employing firms are removed, the average number of employees per enterprise in 2005 was 14.0.

Figure 5. Average EC per Enterprise, as at February 2005

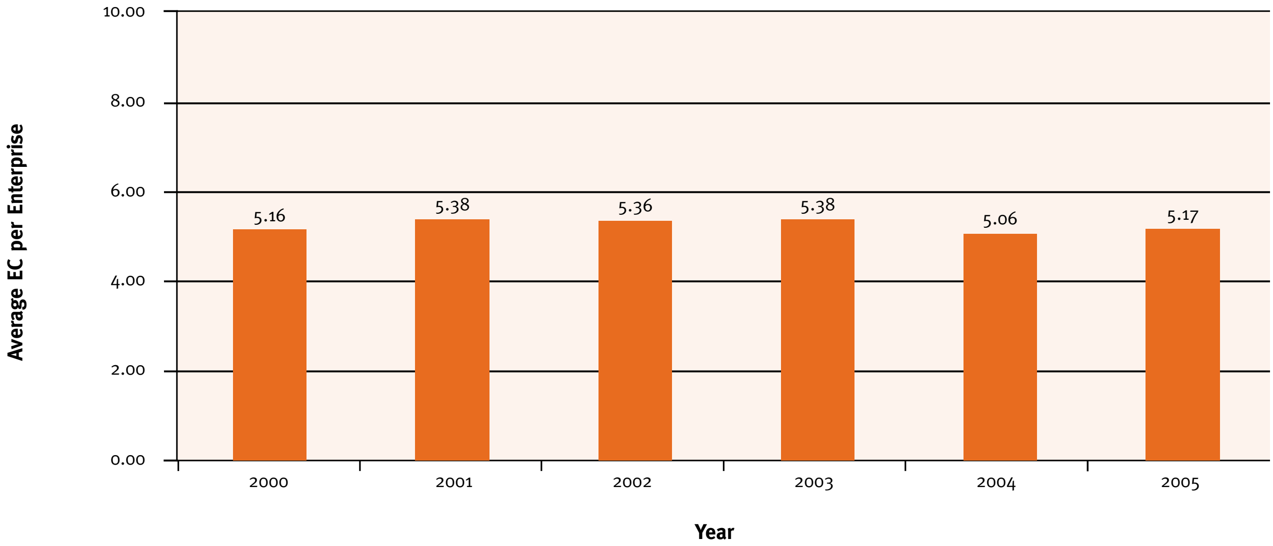
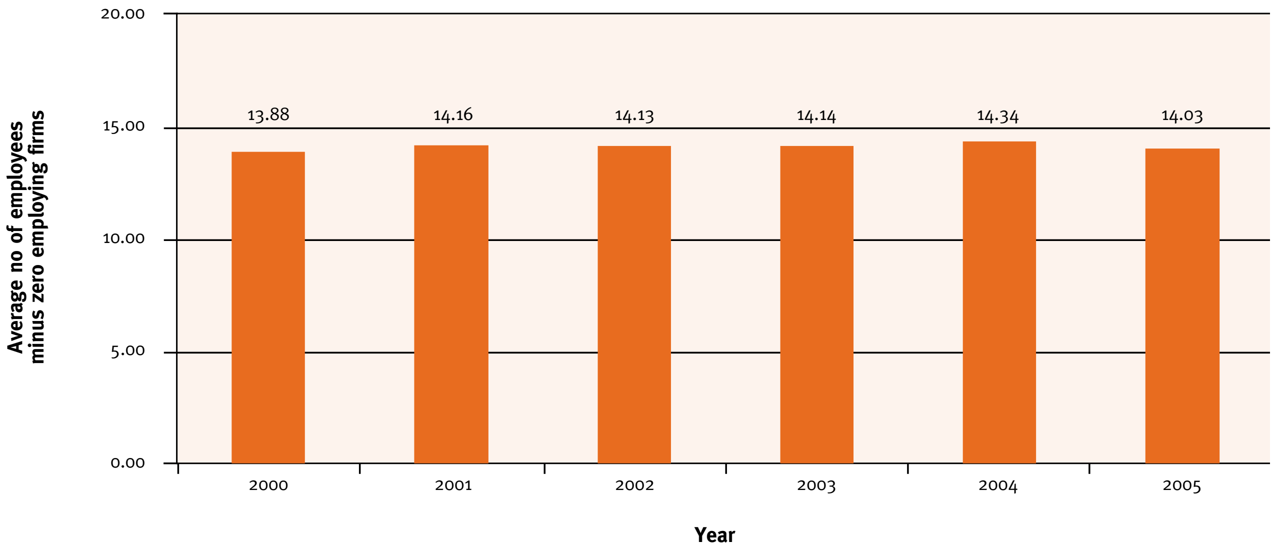


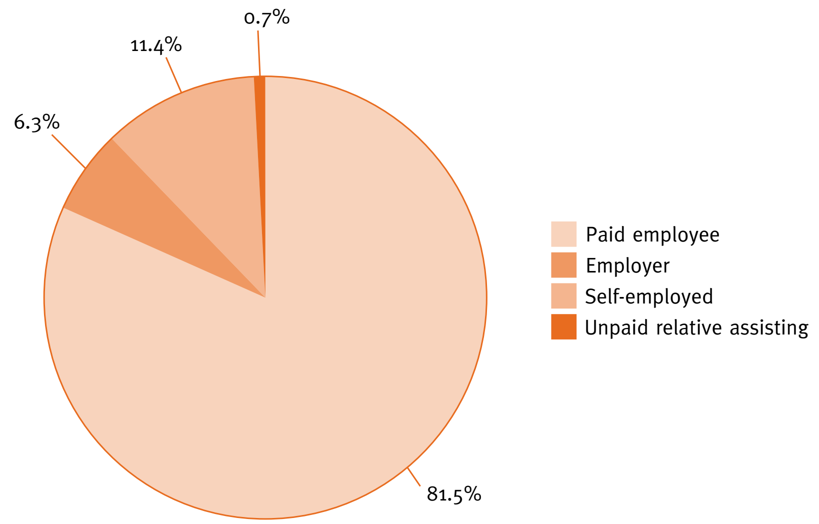
Figure 6. Average EC per Enterprise less Non-Employing Enterprises, as at February 2005



Most New Zealanders in the labour force are paid employees.

Data from the 2006 Household Labour Force Survey shows that over 80 percent of people in the workforce are paid employees.

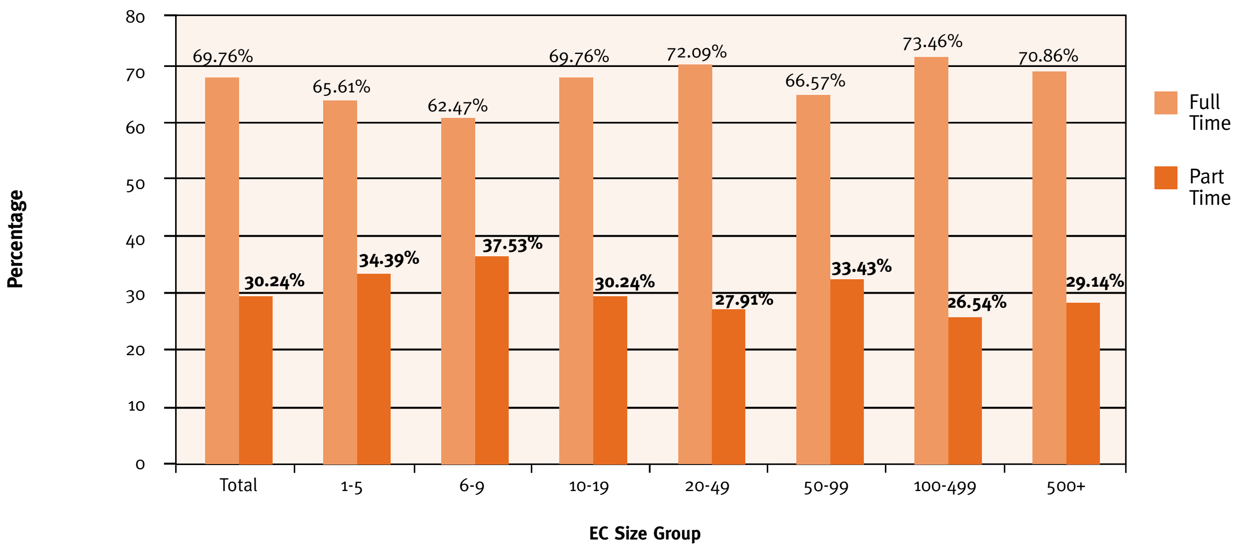
Figure 7. Employed Labour Force by Type of Employment, as at March 2006



SMEs utilise the greatest proportion of part-time employees of all firm types.

Results from the Quarterly Employment Survey as at February 2005 show SMEs are generally more likely to have part-time employees than larger firms. Firms with 6-9 employees employed the greatest proportion of part-time staff (37.5 percent). However, as Figure 8 indicates, the majority of employees across all firms are employed full-time.

Figure 8. Full/Part-Time Employees by EC Size Group, as at February 2005

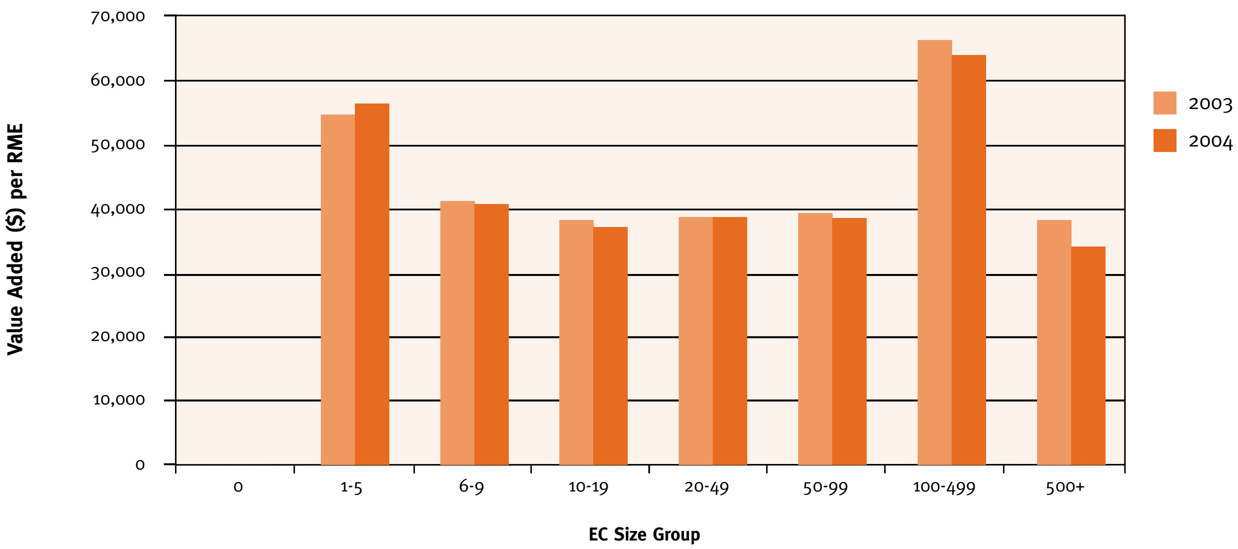


SMEs' Contribution to Output

Value-added is a measure of the contribution to total output by enterprises in the economy. Value-added is calculated as gross output minus intermediate consumption.[4] The data used for this calculation are sourced from the Annual Enterprise Survey, which feeds into the National Accounts from which official GDP is calculated. While not related to the official GDP figures that are published by Statistics New Zealand, total value-added by enterprise size can provide an indication of the contribution of each EC size group to economic output. The following figures compare the 2002/03 and 2003/04 years.

Similar to the previous year, firms with 100–499 employees recorded the highest average value-added per Rolling Mean Employment (RME) ($64,008) in 2004. They were followed by firms with 1–5 employees ($56,402) and 6–9 employees ($40,668).

Figure 9. Average Value-Added Output per RME by Enterprise Size 2003-2004



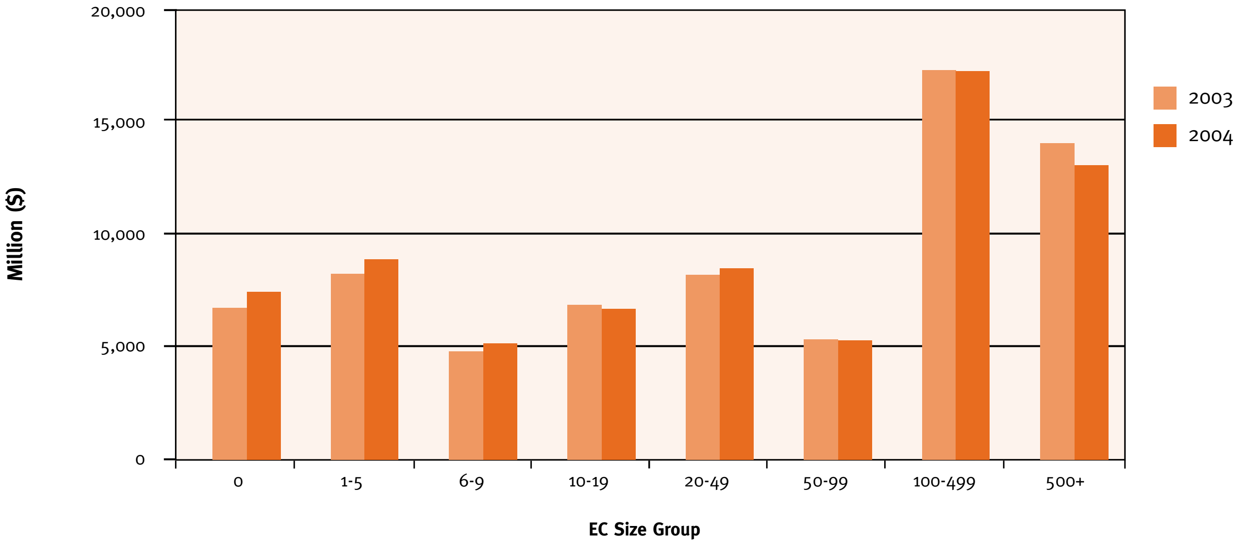
4 Value-added is provided with the following caveats:

- The figures should be seen only as a proxy. While source data used for this feeds into the system for National Accounts from which GDP is calculated, they have not been through that system and therefore is provided only as an indicator.
- The figures have been deflated by a generic deflator, which is not output-specific, and are not related to the Quarterly Gross Domestic Product (QGDP) figures published by Statistics New Zealand.
- These data are not standard output and as such are not available in any other cross-tabulations.
- Figures are expressed in terms of 1997 dollars.

SMEs accounted for a larger proportion of New Zealand's output.

The SME contribution to total value-added increased from 37.2 percent in 2003 to 39.0 percent in 2004. Enterprises with 100–499 employees were the single strongest performers in 2004, accounting for 23.8 percent of value-added output.

Figure 10. Total Value-Added Output by Enterprise Size 2003-2004



SMEs' and Industry Sectors

Enterprises on the Statistics New Zealand Business Frame are assigned to different industrial sectors using the Australian and New Zealand Standard Industrial Classification (ANZSIC). Statistics on farming businesses (ANZSIC A01) are removed to allow for comparison of data produced for recent business demography releases (which exclude farming). However, statistics on farming businesses are available from Statistics New Zealand on request.[5]

The enterprise ANZSIC is derived from the ANZSIC and employment levels of the geographic unit(s) belonging to that enterprise. A geographic unit (or business location) is assigned to an ANZSIC category according to the predominant business activity in which it is engaged.

ANZSIC industry classifications used in this report are:

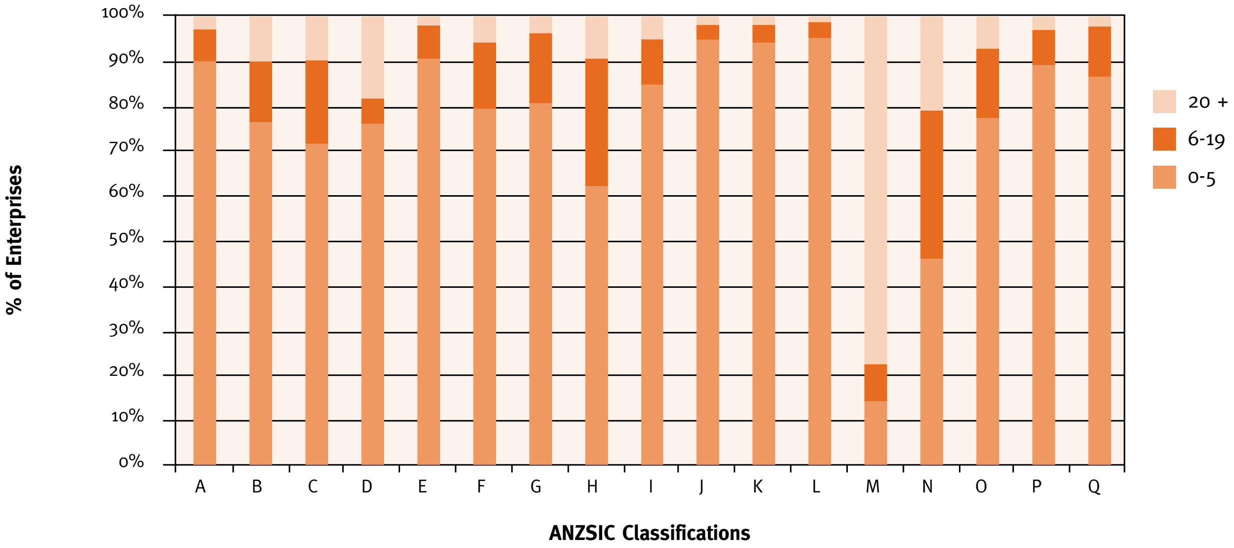
A	Agriculture, forestry and fishing
B	Mining
C	Manufacturing
D	Electricity, gas and water supply
E	Construction
F	Wholesale trade
G	Retail trade
H	Accommodation, cafes and restaurants
I	Transport and storage
J	Communication services
K	Finance and insurance
L	Property and business services
M	Government administration and defence
N	Education
O	Health and community services
P	Cultural and recreational services
Q	Personal and other services

5 Call the information centre on freephone 0508 525 525 or email info@stats.govt.nz

SMEs constitute over 90 percent of enterprises in most industries.

SMEs are most predominant in the property and business services sector, accounting for 98.7 percent of all enterprises in this industry, as at February 2005. SMEs are dominant also in the finance and insurance, communications services, construction, and personal and other services industries, making up at least 98 percent of businesses in each of these industry groups.

Figure 11. Percentage of Enterprises by EC Size Group and ANZSIC, as at February 2005

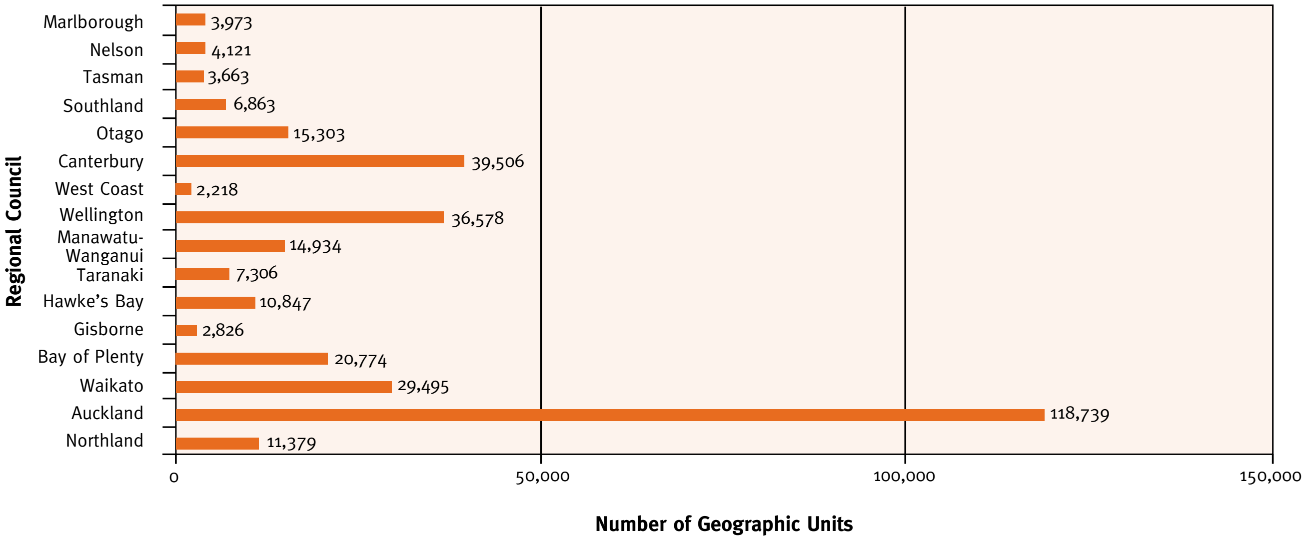


Location of SMEs in New Zealand

Most SMEs are located in the major centres.

The graphs below indicate where SMEs are concentrated in New Zealand. Most are found in regions with large urban centres including the Auckland, Canterbury, Wellington and Waikato regions.

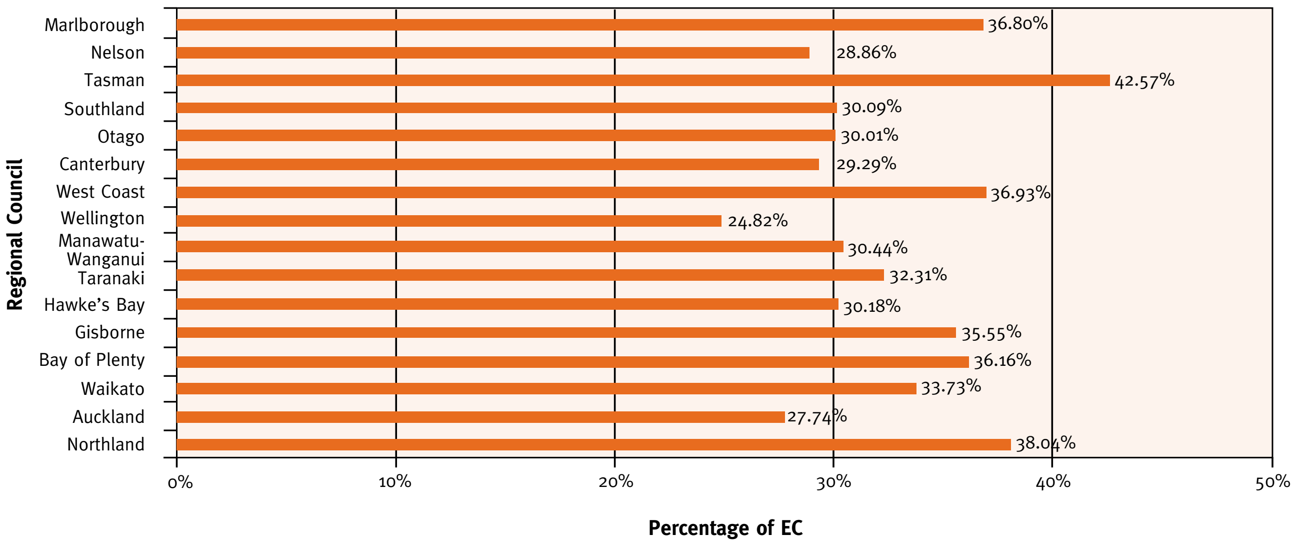
Figure 12. Number of Geographic Units with 0–19 employees by Regional Council Area, at February 2005



The proportion of employment generated by SMEs is greatest in the Tasman, Northland and West Coast regions.

However, the regions where the highest proportion of employment is generated by SMEs are Tasman (42.6 percent), Northland (38.0 percent) and West Coast (36.9 percent). In the larger metropolitan areas of Auckland, Wellington and Canterbury, larger businesses employ a greater proportion of the labour force.

Figure 13. Percentage of Total Employees Employed by Enterprises with 0-19 employees by Regional Council Area, at February 2005



Entry to and Exit from Business Demographic Statistics

SMEs account for the majority of all entries and exits.

Entry and exit statistics relate to the movement of firms into and out of the Statistics New Zealand business demography dataset. The analysis of business demography is limited to economically significant enterprises – those that meet at least one of the following criteria:

- GST expenses or sales greater than $30,000 annually
- rolling mean employee count of greater than three
- in a GST-exempt industry (except for residential property leasing and rental)
- part of a group of enterprises
- registered for GST and involved in agriculture or forestry.

Entries and exits are not start-up or failure statistics...

Entry and exit statistics <u>are not</u> start-up and failure statistics and should not be interpreted as such.

Data on the entry and exit of firms include administrative changes such as restructuring and changes of ownership, as well as genuine business start-ups and closures. When businesses register for GST and are added to the dataset, they are given a new reference number. Company restructuring and changes of ownership can result in a new GST registration being filed for an existing business. The proportion of entries and exits can be established in business demography statistics by matching the GST registration reference numbers for one year with those of the previous year. The purpose of presenting these statistics is to show the location of entry and exit activity in the economy.

...but a new series will produce that soon.

Current work underway at Statistics New Zealand to align with international best practice will improve statistics on new businesses and business closures. The Longitudinal Business Frame attempts to identify births and deaths of enterprises due to administrative churn (such as company restructuring and changes of ownership), so that genuine business start-ups and closures/failures can be better identified. An experimental series is anticipated in May 2006. Once Statistics New Zealand publishes an official series based on the Longitudinal Business Frame, they will be incorporated into future editions of *Structure & Dynamics*.

Firms with 5 or fewer employees dominated entries and exits.

Similar to previous years, enterprise entries and exits are dominated by firms employing 5 or fewer employees, accounting for 94.6 percent of entries and 96.2 percent of exits at February 2005.

Figure 14. Enterprise Entries, as at February 2005

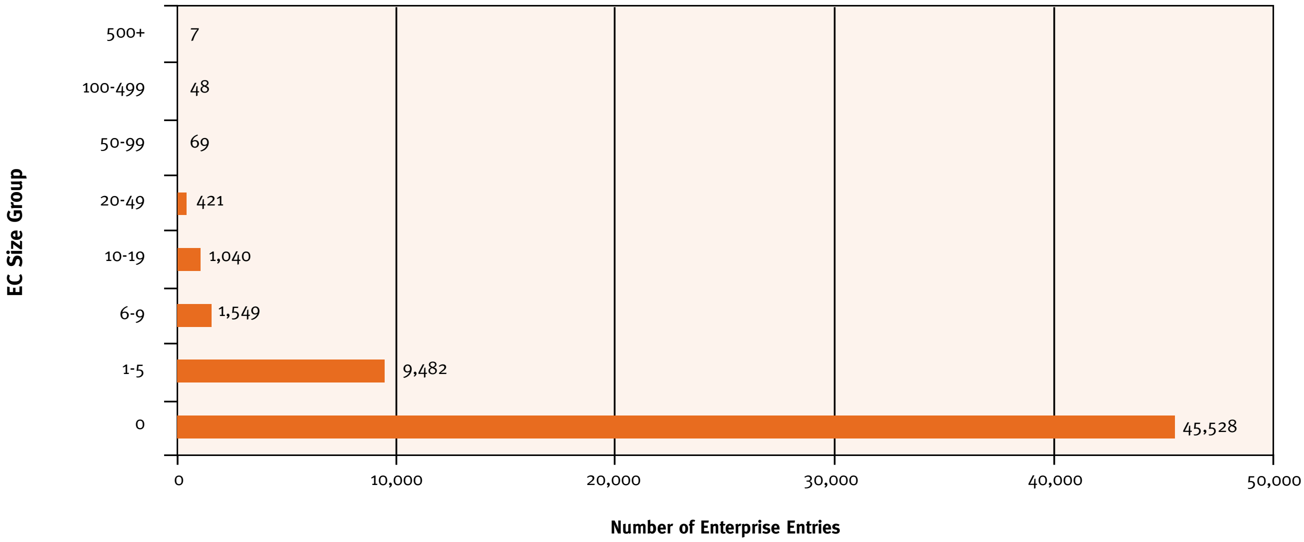
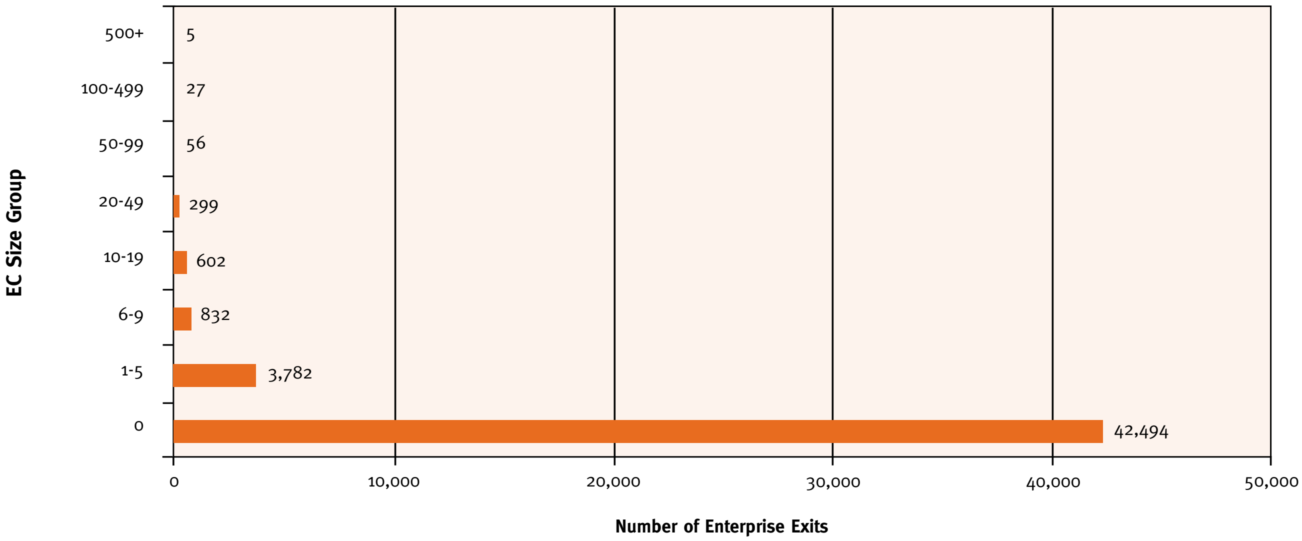


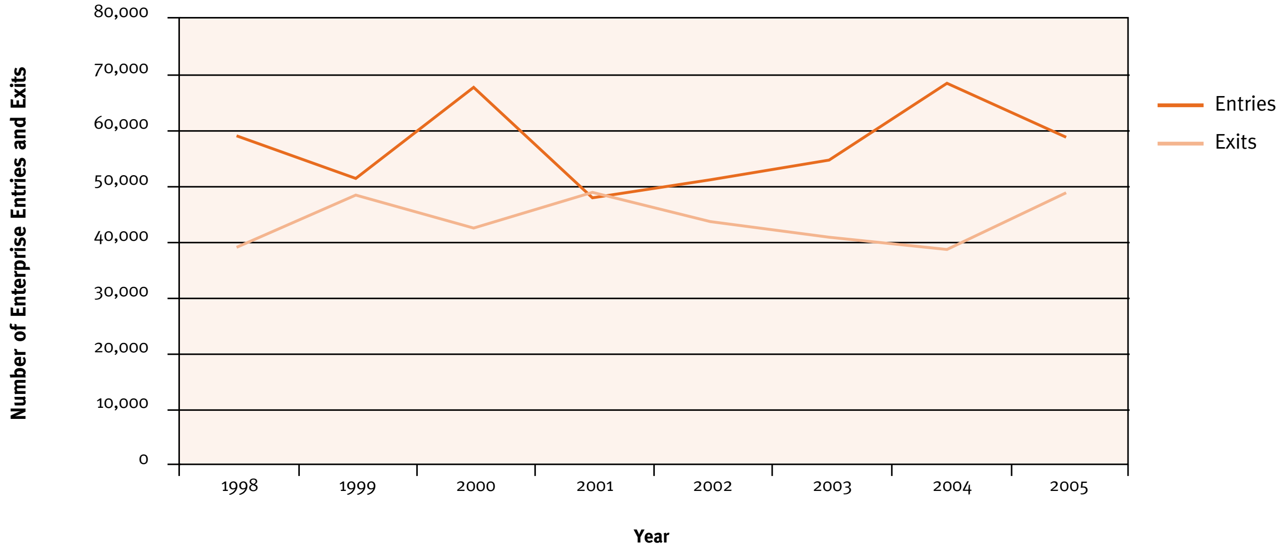
Figure 15. Enterprise Exits, as at February 2005



Enterprise entries outnumbered exits.

There were 10,047 net entries into the Business Demography dataset as at February 2005.

Figure 16. Enterprise Entries and Exits, February 1998-2005



Continuation Rates

Continuation rates measure how long enterprises remain in the business demography dataset. These rates are calculated by matching the business reference numbers for entries of one year with those of subsequent years. Continuation rates are generally lower for smaller enterprises.

Continuation rates do not reflect the 'survivability' of SMEs.

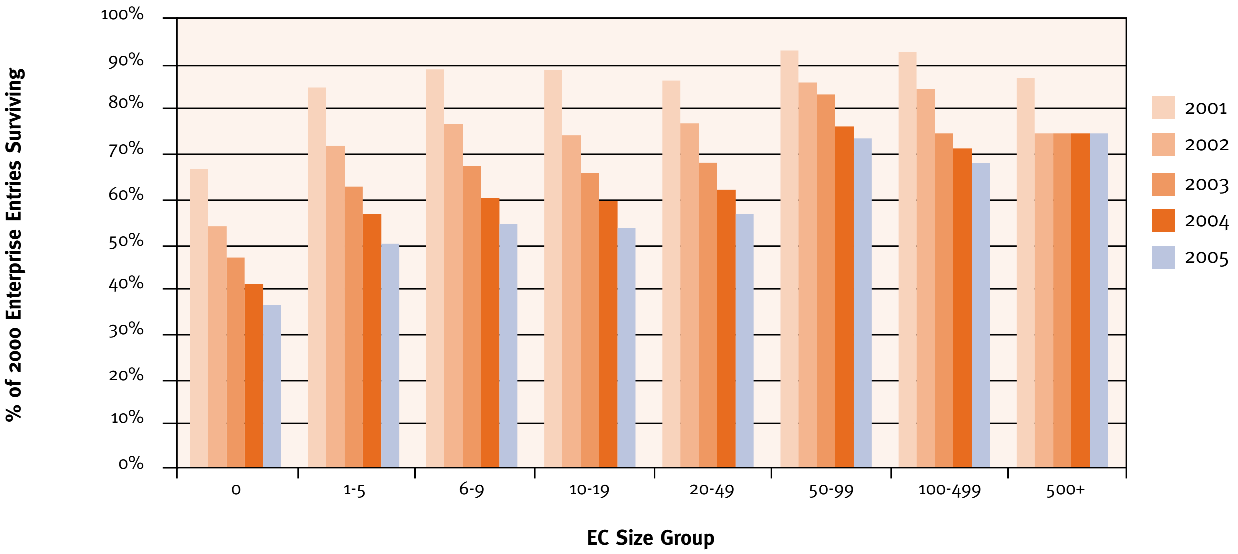
The length of time that enterprises remain in the business demography dataset is not a measure of the 'survivability' of firms. Therefore lower continuation rates for smaller firms do not necessarily indicate that SMEs are more likely to cease trading earlier than larger firms.

The fact that, overall, smaller firms experience lower continuation rates and dominate entry and exit statistics reflects the dynamic nature of these enterprises. Research suggests this dynamism is a positive attribute of the economy.[6] Firm turnover is associated with greater economic efficiency as new, more productive firms replace older, less productive firms. The government plays a key role in establishing a regulatory environment in which this rapid change can occur and international comparisons suggest that New Zealand is achieving world-class standards in this regard. The World Bank *Doing Business* study ranked New Zealand the easiest place in the world to do business out of 155 economies. New Zealand ranked fourth in the ease of starting a business and 21st for closing a business.[7]

Larger firms remain longer in the business demography dataset than SMEs.

Of those enterprises established in 2000, the continuation rates in 2005 were generally higher for larger firms. Enterprises with zero employees were the least likely to 'continue' in the business demography dataset (36.4 percent).

Figure 17. Continuation Rates of 2000 Enterprise Entries by EC Size Group

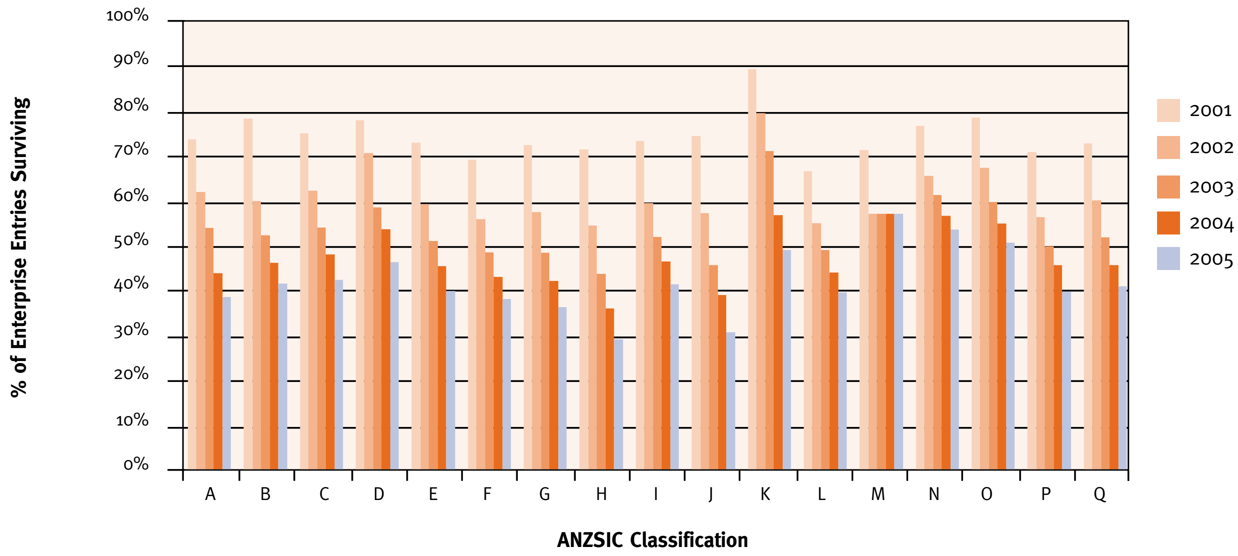


6 Law, D. & McLellan, N. (2005). The Contributions from Firm Entry, Exit and Continuation to Labour Productivity Growth in New Zealand. New Zealand Treasury Working Paper 05/01.

7 For more information see www.doingbusiness.org

Continuation rates for enterprises established in 2000 are analysed by industry sector in Figure 18. Excluding government administration and defence, the industries in 2000 with the highest continuation rates into 2005 were education (53.6 percent), health and community services (50.7 percent) and finance and insurance (49.0 percent). The lowest continuation rates in the same period were in accommodation, cafes and restaurants (29.0 percent) and communication services (30.6 percent).

Figure 18. Continuation Rates of 2000 Enterprise Entries by ANZSIC



2003 enterprises show a similar continuation pattern to 2000 enterprises.

The following figures show survival rates by EC category and ANZSIC classification for enterprises born in 2003. The results show a similar trend by firm size to enterprises that were established in 2000. In contrast, however, enterprise entries into the Government Administration and Defence industry of 2003 had the lowest continuation rate to 2005 (40.0 percent)[8], followed by the Agriculture, Forestry and Fishing industry (61.1 percent).

8 Emerging units in this sector are typically trusts, development boards, or commissions set up by government departments or local authorities. In 2003, five such enterprises entered into this industry, two of which continued until 2005.

Figure 19. Continuation Rates of 2003 Enterprise Entries by EC Size Group

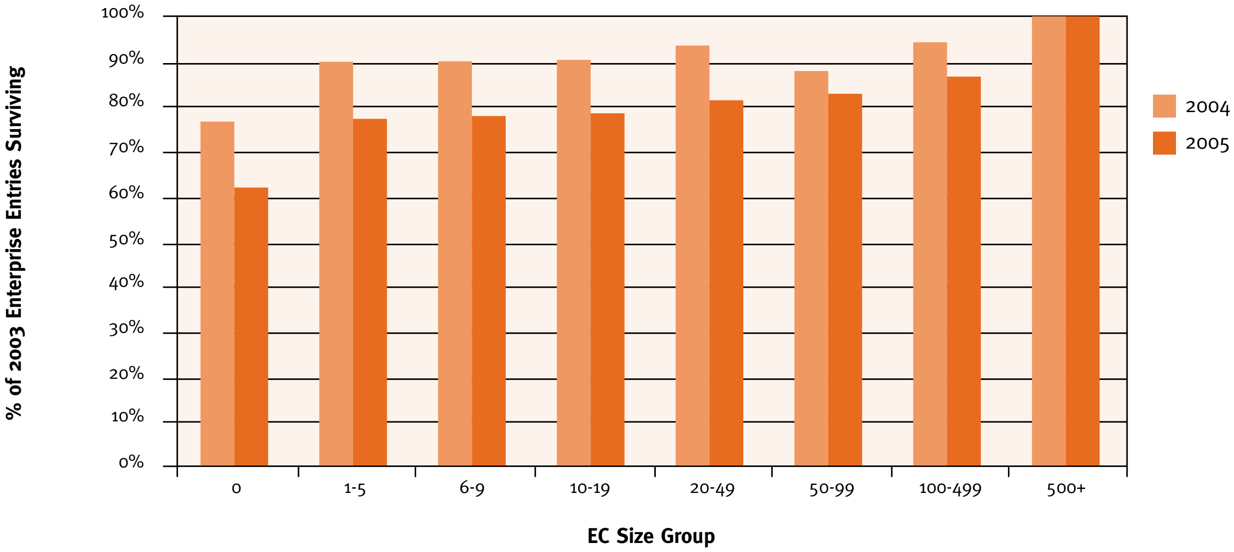
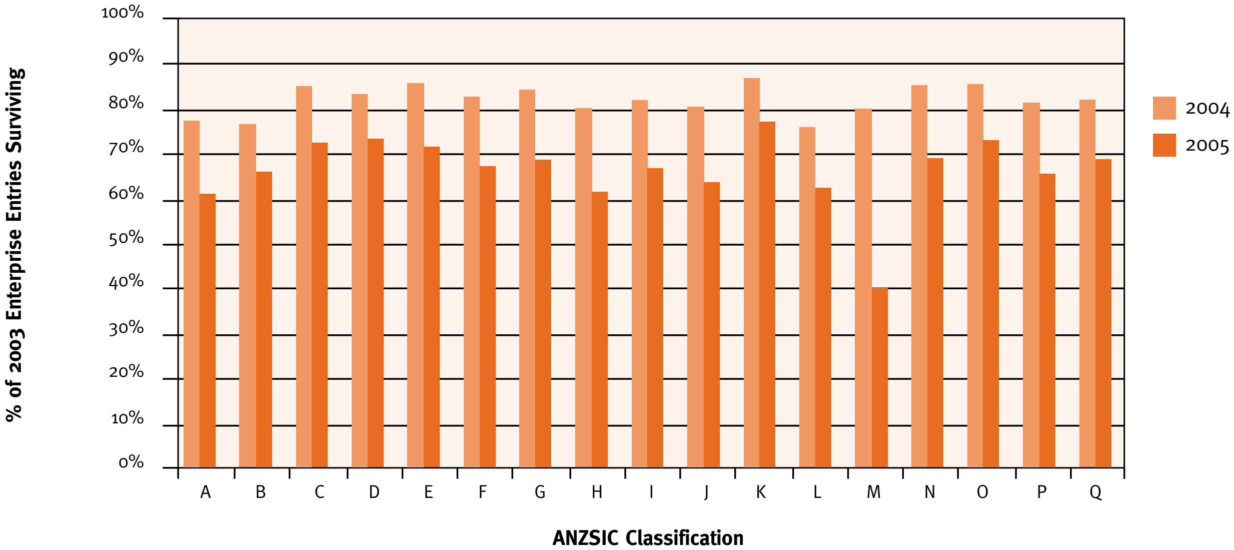


Figure 20. Continuation Rates for 2003 Enterprise Entries by ANZSIC



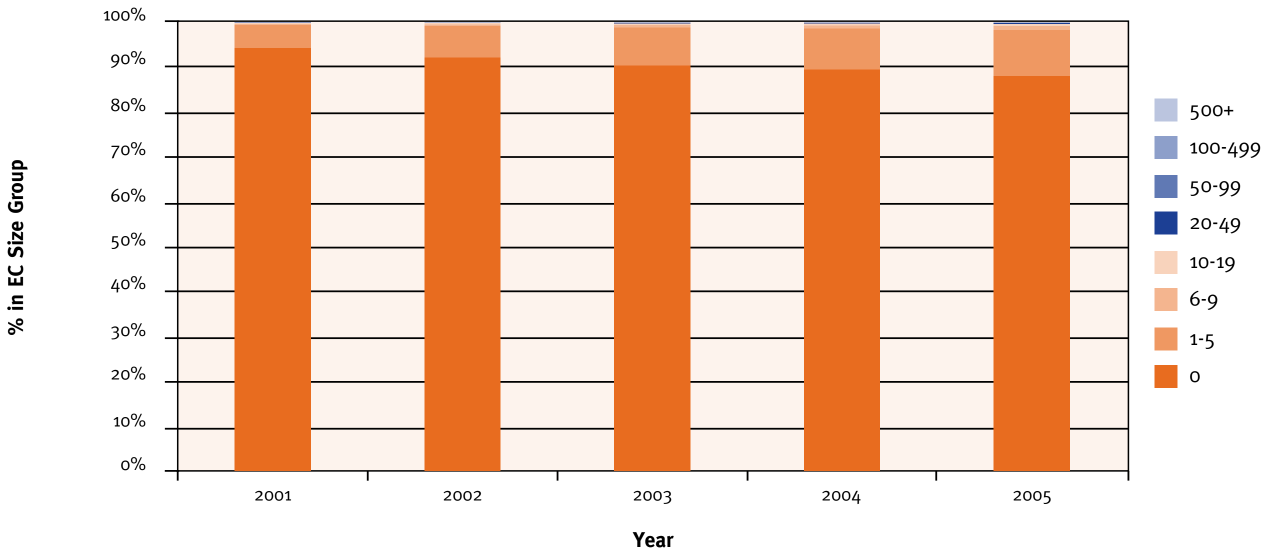
Transition Rates

Transition rates measure changes in the numbers of employees in firms over time and can be used as a proxy measure of business growth. The following series of graphs illustrates transitions of enterprises between size brackets between 2000 and 2005.

Few firms with no employees graduated into larger size brackets.

Only a small proportion of enterprises with zero employees in 2000 moved into larger size categories – 90.4 percent still employed no employees in 2003, and 88.0 percent by 2005.

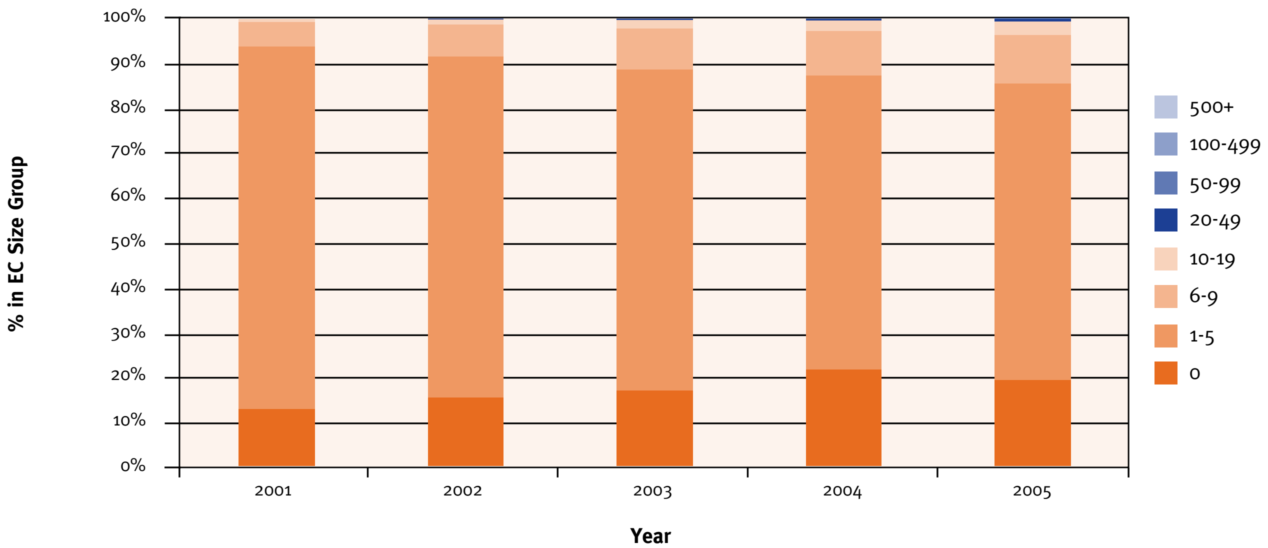
Figure 21. Transition Rates – Enterprises with zero EC in 2000



Over 66 percent of firms with 1–5 employees remained the same size.

Of those businesses employing 1–5 employees in 2000, 66.3 percent were still in the same size category by 2005. Over the same period, just over 3 percent of these enterprises had grown into the 10-19 EC size bracket.

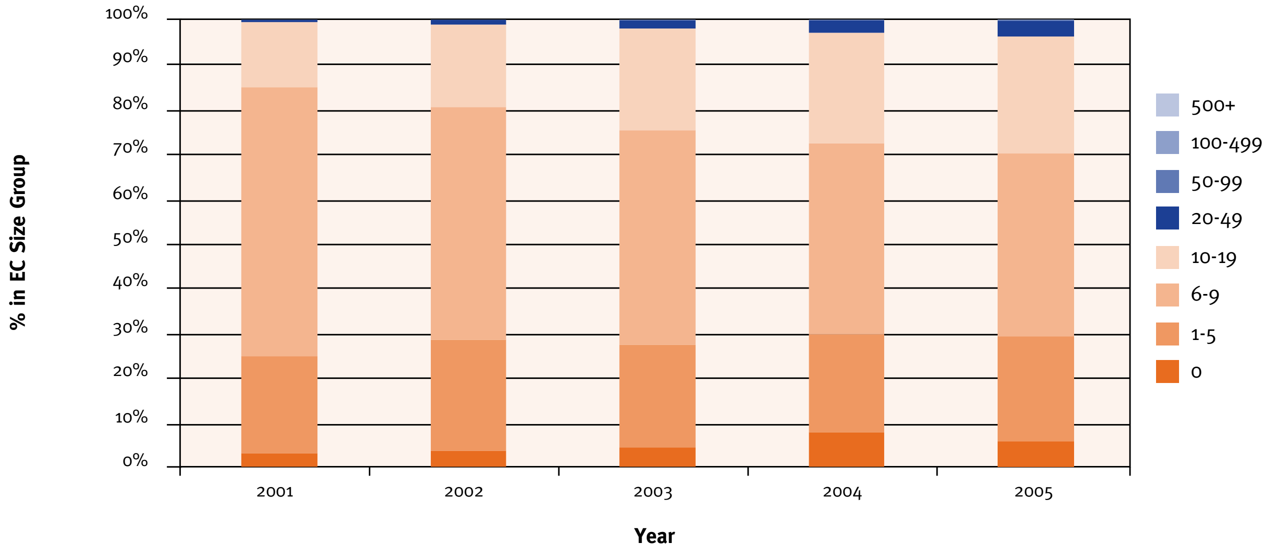
Figure 22. Transition Rates – Enterprises with 1–5 EC in 2000



Firms with 6–9 employees are the least likely to remain the same size.

Enterprises with 6–9 employees in 2000 were the least likely to remain the same size by 2005. Just 41.0 percent of these enterprises remained the same size. Of the enterprises that moved out of the employment bracket, there was an equal split between those getting larger and smaller.

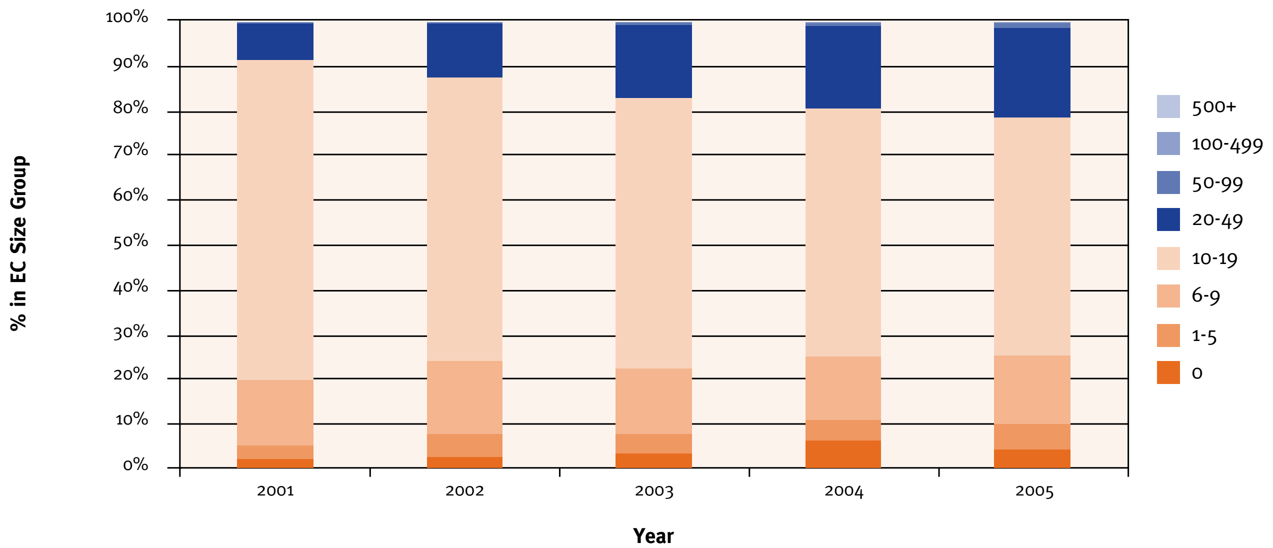
Figure 23. Transition Rates – Enterprises with 6–9 EC in 2000



Just over half of firms with 10–19 employees remained the same size.

By 2005, 53.3 percent of enterprises employing between 10 and 19 employees remained the same size. Those enterprises that moved were more likely to move into a smaller employment bracket (25.3 percent).

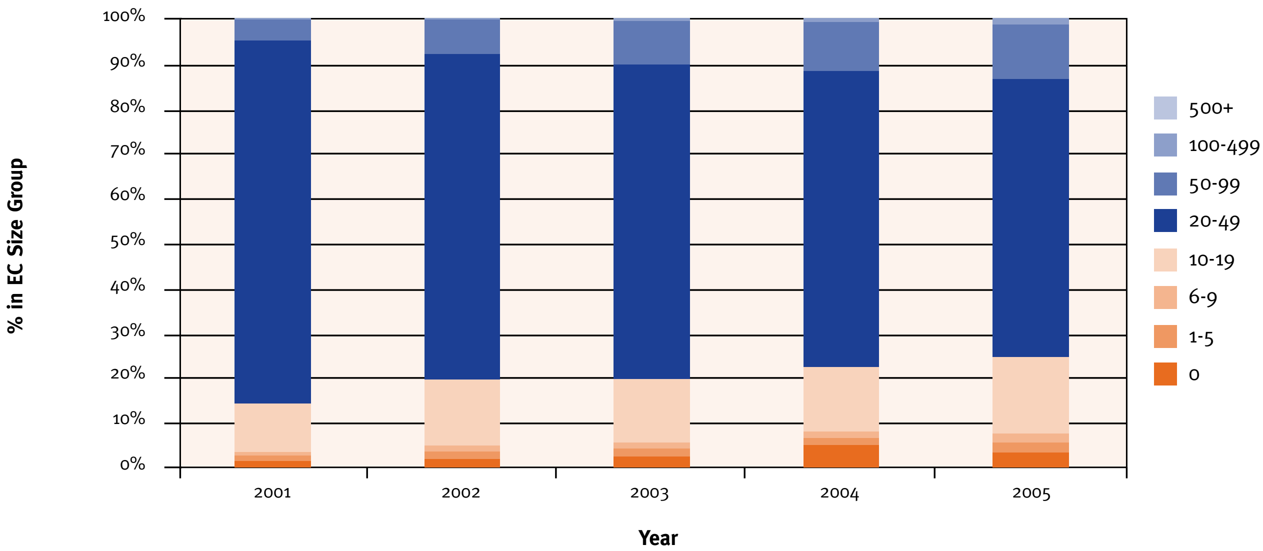
Figure 24. Transition Rates – Enterprises with 10–19 EC in 2000



Over sixty percent of firms with 20-49 employees remained the same size.

Of the enterprises employing 20-49 employees in 2000, 61.9 percent remained the same size in 2005. Seventeen percent of the enterprises moved into the 10-19 employment bracket, while 13.5 percent grew into larger employment brackets.

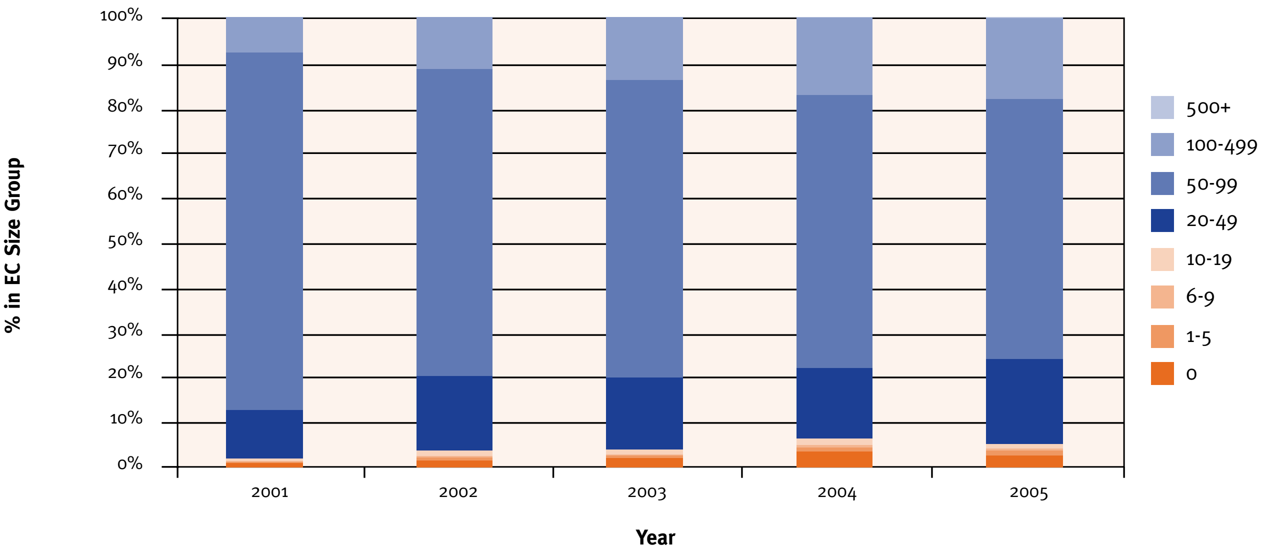
Figure 25. Transition Rates – Enterprises with 20-49 EC in 2000



Nearly twenty percent of firms employing 50-99 employees in 2000 grew into a larger employment bracket.

By 2005, 57.8 percent of enterprises employing 50-99 employees remained in the same employment size category.

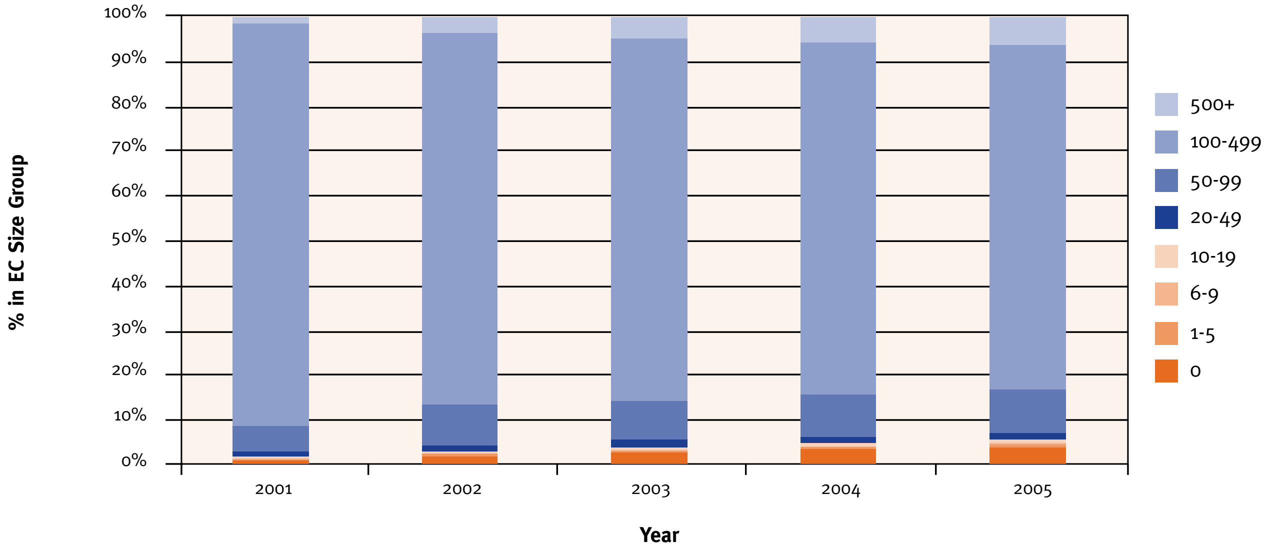
Figure 26. Transition Rates – Enterprises with 50-99 EC in 2000



Over three-quarters of firms employing 100-499 employees remained the same size.

Of the enterprises employing 100-499 employees in 2000, 77.2 percent remained in the same employment size category in 2005.

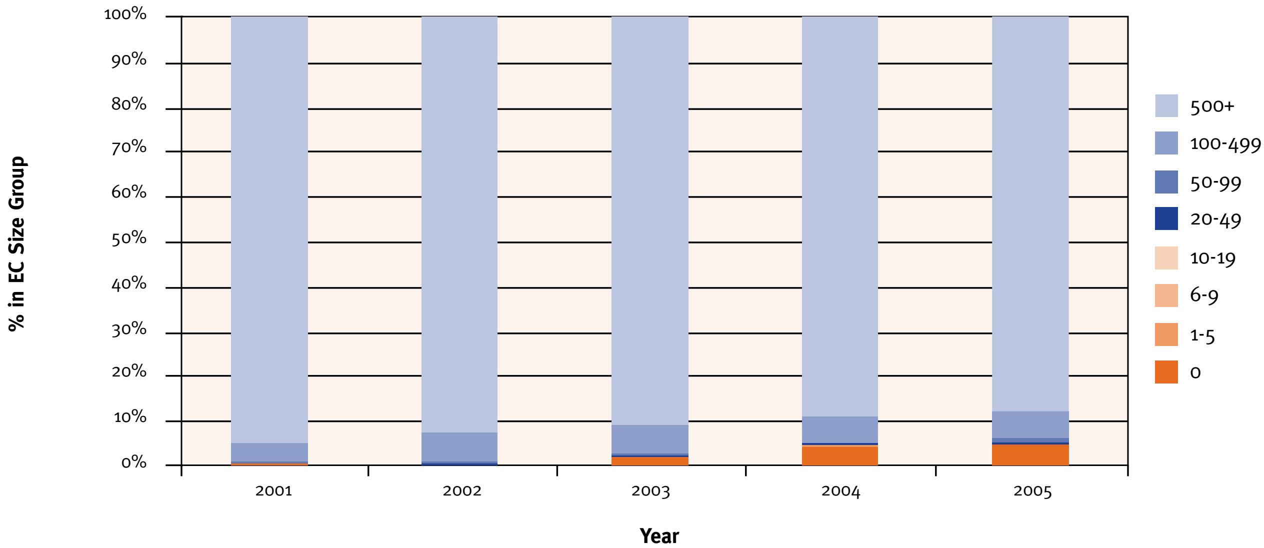
Figure 27. Transition Rates – Enterprises with 100-499 EC in 2000



Firms employing 500 or more employees were the most likely to remain the same size.

Of the enterprises employing 500 or more employees in 2000, 88 percent remained in the same employment size category in 2005.

Figure 28. Transition Rates – Enterprises with 500+ EC in 2000



Performance Measures

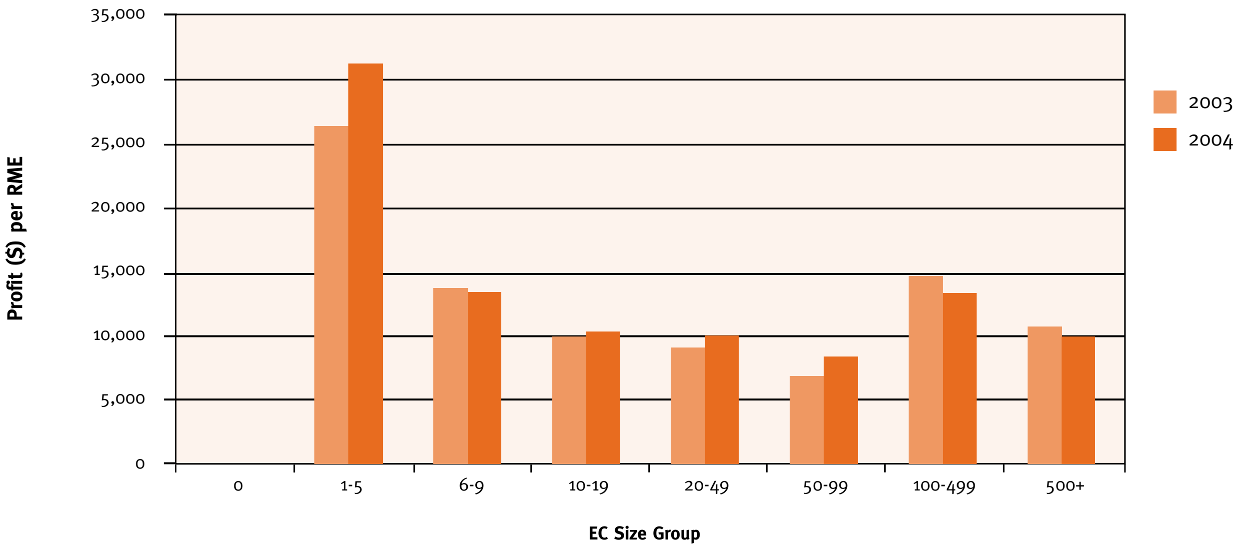
Business performance measures are sourced from the Statistics New Zealand Annual Enterprise Survey (AES). The AES provides information on financial performance and financial position and includes variables such as income, expenditure, profit, purchases of fixed assets, and equity. The AES data are also the basis of national accounting variables such as value-added, gross output and gross fixed capital formation.

This year, *Structure & Dynamics* includes a comparison of AES data from 2003 and 2004 to demonstrate changes in firm performance over time.

Businesses with 1-5 employees have the highest average real profits per employee.

Enterprises with 1–5 employees had the highest average real profits per employee of all size groups ($31,169) and this result was higher than the previous year's result ($26,296). The next highest results in 2004 were enterprises with 6–9 employees ($13,359) followed by enterprises with 100-499 employees ($13,309).

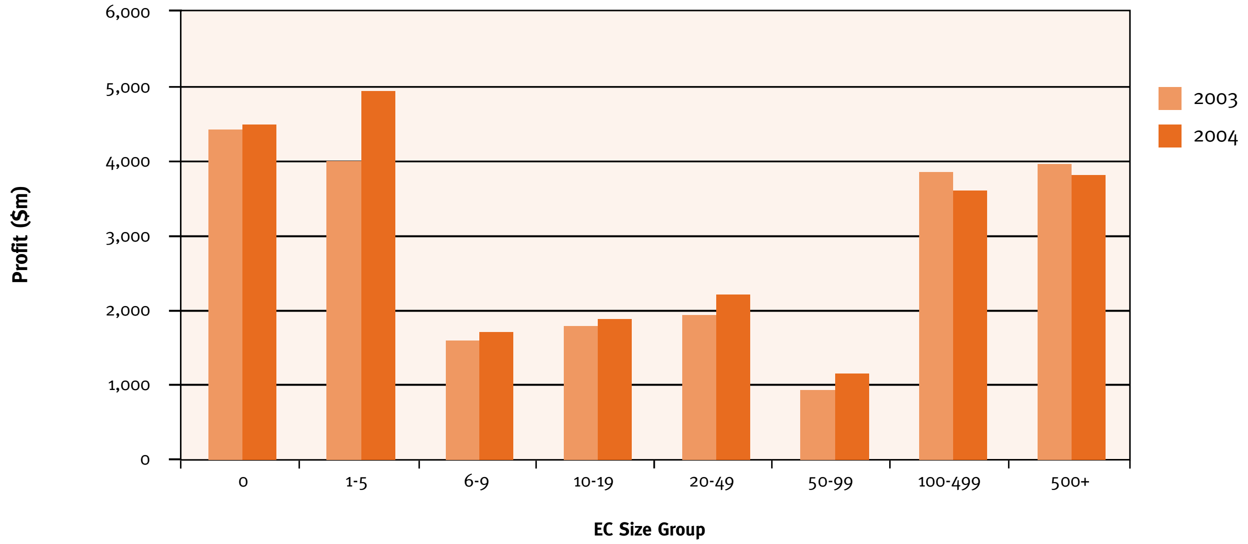
Figure 29. Average Real Profit per RME by Enterprise Size 2003-2004



Businesses with 5 employees or fewer accounted for a large proportion of total profits.

Businesses with 5 employees or fewer recorded a share of almost 40 percent of all profits ($9,460m) in 2004, reflecting the large numbers of these enterprises in the economy. This result is a 12.1 percent increase from 2003. Enterprises with 100 or more employees, while accounting for less than 1 percent in enterprises, recorded 31.1 percent of total real profits. Compared to 2003, profits of enterprises in this size bracket fell by 5.0 percent.

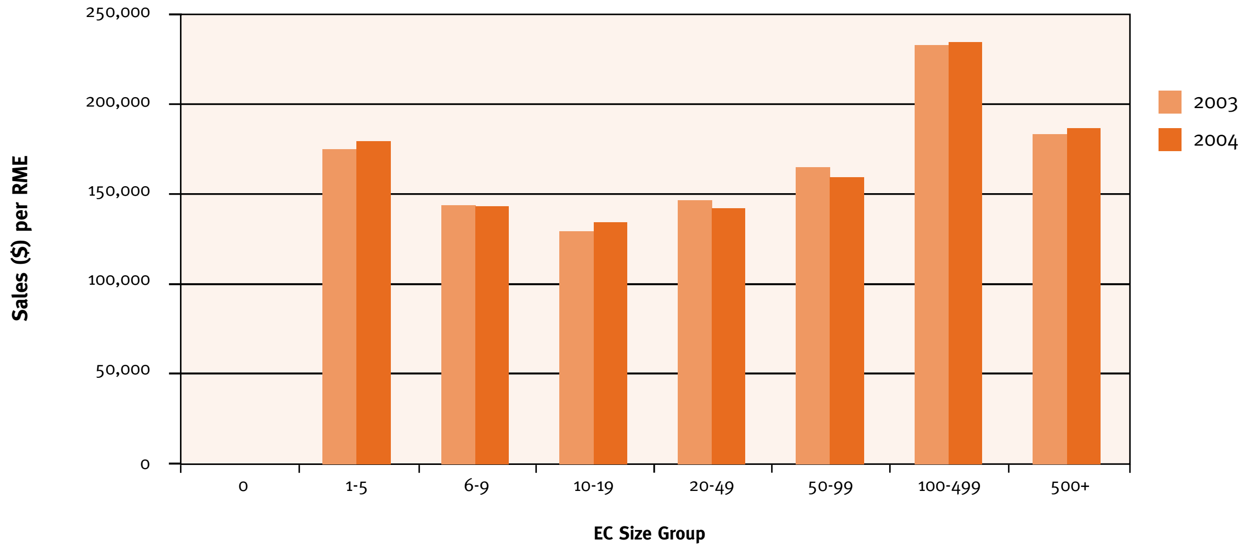
Figure 30. Total Real Profit by Enterprise Size 2003-2004



Businesses with 100–499 employees recorded the highest average real sales and other income per employee.

Businesses with 100–499 employees recorded the highest average real sales per RME ($236,626) in 2004. Overall, average real sales and other income per RME by enterprise size remained relatively consistent from 2003 to 2004.

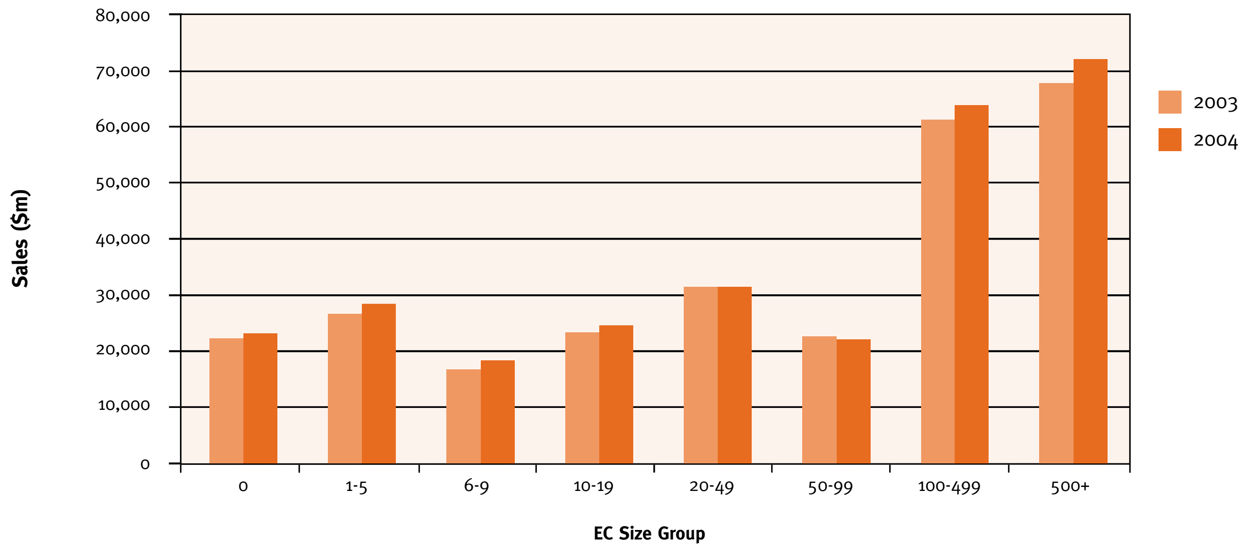
Figure 31. Average Real Sales and Other Income per RME by Enterprise Size 2003-2004



Larger firms accounted for almost half of combined sales and other income.

A large share of total real sales and other income were attributed to firms employing 100 or more RME (47.8 percent), reflecting the size of the individual enterprises. SMEs achieved a share of 33.3 percent of total sales and other income in 2004.

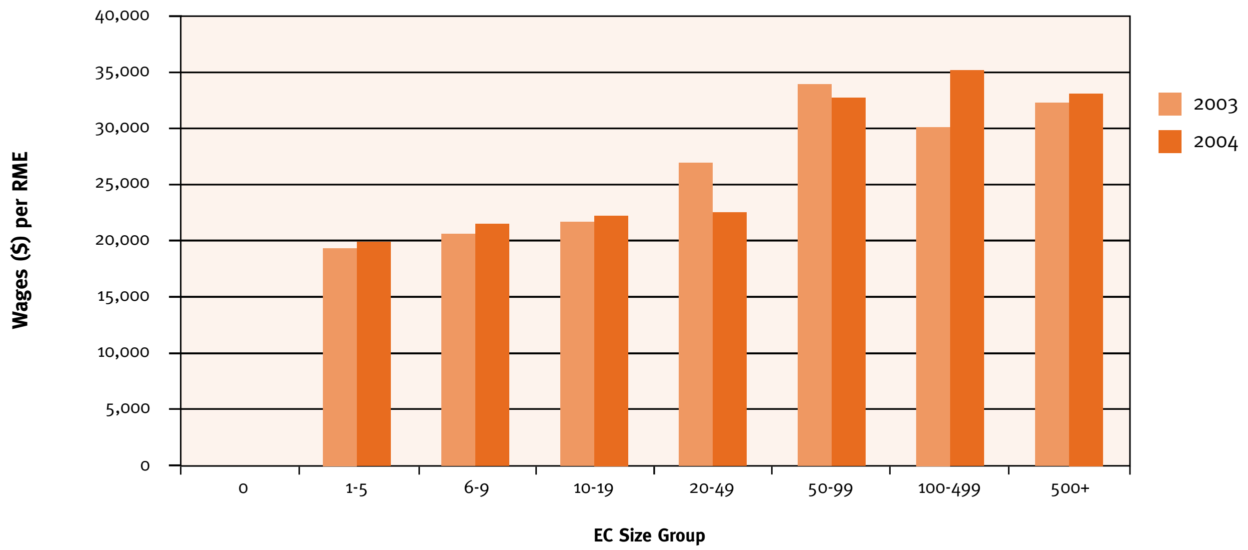
Figure 32. Total Real Sales and Other Income by Enterprise Size 2003-2004



Average salaries and wages tend to increase with firm size...

In 2004, average salaries and wages paid to employees were greatest for firms employing 100–499 employees ($35,243 per RME) and also increased the most for this enterprise size bracket (16.7 percent) from the previous year. In contrast, enterprises with 20–49 employees saw their average salaries and wages reduce by 16.3 percent from 2003 to 2004.

Figure 33. Average Real Salaries and Wages per RME by Enterprise Size 2003-2004



...and larger firms account for over 50% of total salaries and wages.

Firm's with 100 or more employees share of total salaries and wages paid to employees increased in 2004, accounting for 52.1 percent of all monies paid, up from 49.1 percent in 2003. SMEs accounted for 25.5 percent of total salaries and wages in 2004, a similar result to the previous year.

Figure 34. Total Real Salaries and Wages by Enterprise Size 2003-2004

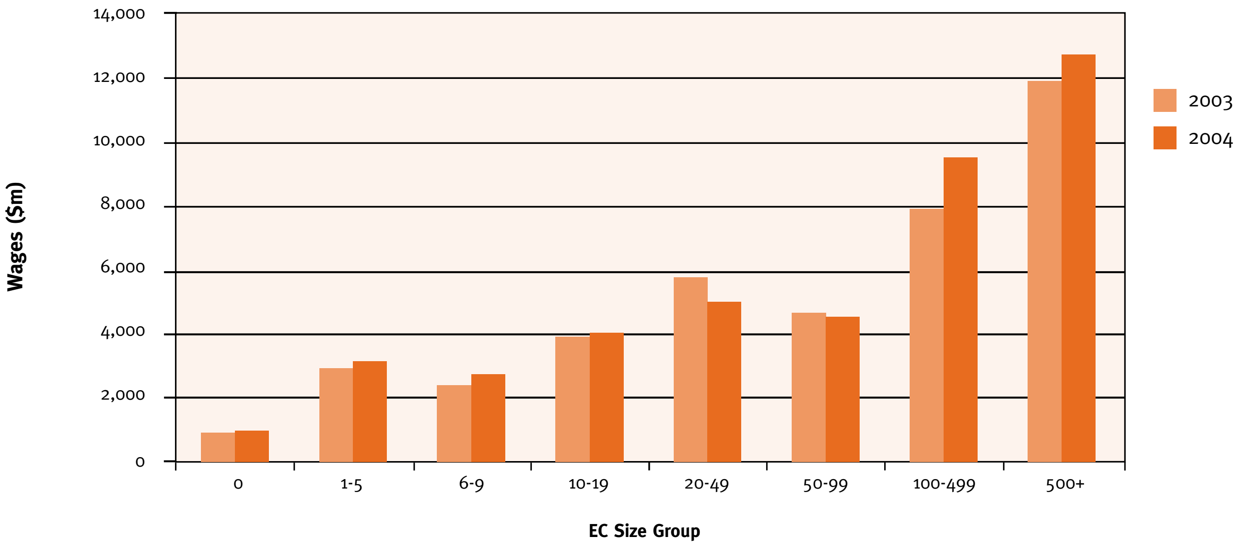


Table 5 provides a comparison of average performance measures per enterprise.

Table 5. Average Performance Measures per Enterprise by Firm Size 2003-2004

Employee Count	Average Profit per Enterprise before Income Tax ($)		Average Real Sales and Other Income per Enterprise ($)		Average Salaries and Wages per Enterprise ($)	
	2003	2004	2003	2004	2003	2004
0	37,654	33,659	190,505	174,810	7,839	7,290
1-5	53,025	62,087	355,346	288,578	39,061	39,043
6-9	92,498	90,105	978,645	974,347	139,872	145,549
10-19	128,124	132,927	1,680,279	1,743,531	280,106	286,609
20-49	263,431	289,397	4,291,968	4,160,640	785,825	657,658
50-99	465,423	568,858	11,297,859	10,929,890	2,310,847	2,237,239
100-499	2,932,047	2,644,792	47,049,543	47,022,602	6,047,251	7,003,622
500+	15,584,314	14,374,082	268,443,137	273,594,605	47,039,216	48,270,138

Ethnicity, Gender and Employment Status

The highest proportion of self-employed is among Asian and European populations; the lowest is recorded by Maori and Pacific Peoples.

Data from the 2001 Census show that the ethnic group with the greatest proportion classified as self-employed without employees are the Asian employed labour force (14.3 percent). The second highest proportion is recorded by the European ethnic group (13.4 percent). Similar patterns emerge with respect to the proportion classified as employers, with 8.4 percent of the employed European labour force in this category and 7.4 percent of the Asian employed labour force.

Table 6. Percentage Ethnic Groups by Status in Employment, 2001

Grouped Total Responses	Paid Employee	Self-Employed without Employees	Employer	Unpaid Family Worker
Total European Ethnic Groups	75.9	13.4	8.4	2.3
Total Maori Ethnic Group	88.1	6.5	3.1	2.2
Total Pacific Peoples	92.6	4.4	1.6	1.3
Total Asian Ethnic Groups	74.3	14.3	7.4	3.9
Total Other Ethnic Groups	80.1	12.0	5.9	2.0
Total New Zealand	**77.3**	**12.7**	**7.7**	**2.3**

A greater proportion of males are employers or self-employed.

While the proportion of men and women in paid employment has remained consistent over this time period, there was a large increase in the absolute numbers. From March 2000 to March 2006, the number of men in paid employment increased by 148,500 and the number of women by 143,500, an increase of 21 percent respectively.

Table 7. Status in Employment by gender, as at March 2000-2006

		Wage or Salary Earners		Employer		Self-Employed		Unpaid Relative Assisting	
	Year	No. (000)	%	No. (000)	%	No. (000)	%	No. (000)	%
Male	2000	718.7	73.8%	92.4	9.5%	157.1	16.1%	5.6	0.6%
	2001	734.1	74.1%	91	9.2%	158.1	16.0%	4.7	0.5%
	2002	764	75.2%	95.7	9.4%	150.1	14.8%	6.2	0.6%
	2003	784.9	75.4%	97.6	9.4%	152.7	14.7%	5.3	0.5%
	2004	804.3	75.6%	100.6	9.5%	154.4	14.5%	4.6	0.4%
	2005	840	76.2%	96.9	8.8%	161.9	14.7%	3.5	0.3%
	2006	**867.2**	**77.1%**	**91.7**	**8.2%**	**160.4**	**14.3%**	**5.3**	**0.5%**
Female	2000	690.1	85.1%	38.6	4.8%	71.3	8.8%	10.7	1.3%
	2001	706.2	85.2%	38.3	4.6%	72.2	8.7%	9.4	1.1%
	2002	736.2	86.1%	40.1	4.7%	67.7	7.9%	10.5	1.2%
	2003	757.9	86.7%	38.5	4.4%	69.2	7.9%	8.5	1.0%
	2004	782.6	86.8%	40.3	4.5%	70.5	7.8%	8.2	0.9%
	2005	804.5	86.4%	41.4	4.4%	77.1	8.3%	7.8	0.8%
	2006	**833.6**	**86.7%**	**39.8**	**4.1%**	**78.3**	**8.1%**	**9.3**	**1.0%**
Total	2000	1408.8	78.9%	131	7.3%	228.5	12.8%	16.2	0.9%
	2001	1440.3	79.2%	129.3	7.1%	230.3	12.7%	14.1	0.8%
	2002	1500.2	80.2%	135.7	7.3%	217.9	11.6%	16.6	0.9%
	2003	1542.8	80.6%	136.1	7.1%	221.9	11.6%	13.8	0.7%
	2004	1586.9	80.7%	140.9	7.2%	224.9	11.4%	12.8	0.7%
	2005	1644.5	80.9%	138.3	6.8%	238.9	11.7%	11.3	0.6%
	2006	**1700.9**	**81.5%**	**131.5**	**6.3%**	**238.7**	**11.4%**	**14.5**	**0.7%**

New labour market statistics show varied results between men and women.

The new Linked Employer-Employee Data (LEED) produced by Statistics New Zealand[9] gives an insight into the dynamics of the labour market. The following tables show a selection of labour market variables relating to gender and firm size, and gender and industry. The results are a snapshot of the December 2004 quarter.

Table 8. LEED Measures by Gender and Firm Size

Male	Firm size				
Measures	**0**	**1-9**	**10-49**	**50+**	**All Firms**
Mean earnings of continuing jobs	-	9,960	12,070	14,280	12,840
Mean earnings of new hires	-	8,090	8,920	10,320	9,430
Median earnings of continuing jobs	-	9,040	10,700	12,300	11,090
Median earnings of new hires	-	7,410	8,080	8,880	8,270
Total filled jobs	0	189,760	219,990	448,700	858,450
Worker turnover rate (%)	-	18	16.4	13.6	15.8

Female	Firm size				
Measures	**0**	**1-9**	**10-49**	**50+**	**All Firms**
Mean earnings of continuing jobs	-	6,260	7,890	9,210	8,350
Mean earnings of new hires	-	5,090	5,720	6,970	6,290
Median earnings of continuing jobs	-	5,550	7,240	8,660	7,720
Median earnings of new hires	-	4,310	5,000	6,200	5,460
Total filled jobs	0	169,880	212,030	471,300	853,230
Worker turnover rate (%)	-	18	17.5	14.6	16.4

9 You can access LEED datasets and find more information at www.stats.govt.nz

Table 9. LEED Measures by Gender and Industry

Male	Industry					
Measures	Agriculture, Forestry and Fishing	Mining, Electricity Gas Water and Construction	Manufacturing	Wholesale Trade	Retail Trade	Accom-modation, Cafes and Restaurants
Mean earnings of continuing jobs	9,080	12,570	13,120	13,730	8,350	7,030
Mean earnings of new hires	7,440	10,340	9,980	10,450	6,060	4,960
Median earnings of continuing jobs	8,720	11,450	11,750	11,260	7,850	6,500
Median earnings of new hires	7,240	9,460	9,160	8,930	5,540	4,320
Total filled jobs	58,640	91,900	168,580	69,410	94,420	34,890
Worker accessions	18,720	15,990	21,990	8,760	16,520	9,400
Worker turnover rate (%)	29.5	15.7	12.3	11.7	17	26.5

Male	Industry					
Measures	Transport, Storage and Com-munication	Business and Financial Services	Education	Health and Community Services	Cultural and Recreational Services	Government and Other Services
Mean earnings of continuing jobs	13,280	16,940	13,250	14,690	12,130	13,640
Mean earnings of new hires	10,680	11,860	9,650	10,860	8,250	9,650
Median earnings of continuing jobs	11,580	13,560	13,320	11,310	9,840	12,660
Median earnings of new hires	9,710	9,260	9,230	8,160	6,860	8,770
Total filled jobs	60,350	128,320	45,170	25,670	21,050	58,920
Worker accessions	9,760	24,240	4,930	3,000	3,700	6,180
Worker turnover rate (%)	15.2	17.8	11.1	11.2	18.3	10

Female	Industry					
Measures	Agriculture, Forestry and Fishing	Mining, Electricity Gas Water and Construction	Manufacturing	Wholesale Trade	Retail Trade	Accom-modation, Cafes and Restaurants
Mean earnings of continuing jobs	5,500	8,250	9,090	9,420	5,400	5,040
Mean earnings of new hires	4,900	7,240	7,370	7,610	4,110	3,730
Median earnings of continuing jobs	5,130	7,800	8,590	8,750	5,040	4,460
Median earnings of new hires	4,730	6,730	6,920	7,170	3,520	3,060
Total filled jobs	29,610	15,590	70,900	38,980	115,080	62,330
Worker accessions	10,850	2,410	10,630	6,050	22,940	18,000
Worker turnover rate (%)	32.8	13.7	14.3	14.1	18.8	27.5

Female	Industry					
Measures	Transport, Storage and Com-munication	Business and Financial Services	Education	Health and Community Services	Cultural and Recreational Services	Government and Other Services
Mean earnings of continuing jobs	9,350	10,060	10,500	7,610	8,050	9,770
Mean earnings of new hires	8,000	8,100	7,370	5,940	5,640	7,500
Median earnings of continuing jobs	8,750	9,200	10,500	7,000	7,280	9,430
Median earnings of new hires	7,690	7,380	7,130	4,880	4,690	6,970
Total filled jobs	32,170	143,400	112,120	141,200	23,130	66,050
Worker accessions	5,440	26,020	14,570	17,270	4,760	8,740
Worker turnover rate (%)	15.6	17.3	12.3	11.9	20	12.2

Overseas Equity

More than 97% of New Zealand businesses have less than 1% overseas equity.

Similar to previous years', very few New Zealand businesses have more than 1 percent equity owned by overseas shareholders. New Zealand's largest businesses are the most likely to have overseas equity. Just over a quarter of enterprises with 100 or more employees had 50 percent or more overseas equity.

Note that for confidentiality reasons the 100–499 and 500+ EC size groups could not be provided in these tables.

Table 10. Percentage of Businesses with Overseas Equity by EC Size Group, as at February 2004-2005

2004	EC Size Group							
Overseas Equity %	0	1 to 5	6 to 9	10 to 19	20 to 49	50 to 99	100+	All Firms
Less than 1%	98.40%	98.31%	97.30%	95.73%	92.63%	82.90%	68.77%	97.80%
1 to 24%	0.25%	0.21%	0.39%	0.70%	1.03%	2.72%	3.95%	0.33%
25 to 49%	0.09%	0.12%	0.25%	0.30%	0.30%	0.89%	1.13%	0.13%
50% or more	1.25%	1.35%	2.07%	3.27%	6.03%	13.48%	26.16%	1.74%

2005	EC Size Group							
Overseas Equity %	0	1 to 5	6 to 9	10 to 19	20 to 49	50 to 99	100+	All Firms
Less than 1%	98.43%	98.25%	97.48%	95.93%	92.70%	84.24%	68.60%	97.82%
1 to 24%	0.22%	0.24%	0.36%	0.53%	1.05%	2.15%	3.49%	0.30%
25 to 49%	0.12%	0.12%	0.21%	0.26%	0.40%	0.99%	1.51%	0.15%
50% or more	1.23%	1.40%	1.95%	3.27%	5.84%	12.62%	26.40%	1.73%

SMEs Internationally

SMEs account for the majority of firms in OECD economies.

There is no universal definition of a SME. Internationally, firm size is measured in a variety of ways including by numbers of employees, sales figures and industrial classification. However, the diverse structures of different economies makes adherence to a single statistical definition unworkable. International comparisons of SME demographics and performance are also difficult to make because of the different methods central statistical agencies use to collect and communicate firm-level data.

Most countries use an employment measure to define SMEs. The following are examples of international SME definitions in numbers of employees:

	Micro	Small	Medium	Large
European Commission[10]	‹ 10	‹ 50	‹ 250	–
United Kingdom[11]	‹ 10	‹ 50	‹ 250	250+
Australia[12]	‹ 5	5–19	20–200	200+

International Case Study: SMEs in Canada[13]

What is the definition of a Canadian SME?

Industry Canada uses a definition based on the number of employees. Goods-producing firms are considered “small” if they have fewer than 100 employees, while for service-producing firms the cut-off point is seen as 50 employees. Above that size, and up to 499 employees, a firm is considered medium-sized. The term “SME” is used to refer to all businesses with fewer than 500 employees, while firms with 500 or more employees are classified as “large” businesses.

How many SMEs are there in Canada?

As of June 2005, there were approximately 2.2 million businesses in Canada. Of these, 1,048,286 were classed as ‘employer businesses’, because they maintain a payroll of at least one person. Ninety-eight percent of employer businesses have fewer than 100 employees. Nearly 74 percent have fewer than 10 employees and 57 percent have only 1-4 employees.

10 SME definition: Commission Recommendation of 6 May 2003 (Recommendation 2003/361/EC)
11 Definition sourced from UK Small Business Service
12 Definition sourced from Australian Bureau of Statistics, *Small Business in Australia*
13 Source: Industry Canada www.strategis.gc.ca/sbstatistics

How many people work for SMEs in Canada?
In 2004, SMEs employed approximately 6.7 million, or 65 percent of all employees in the private sector, covered by the Survey of Employment, Payrolls and Hours (SEPH). Of these, 49 percent worked for small enterprises (fewer than 100 employees) and 19 percent worked for medium-sized enterprises (those with between 100 and 499 employees).

How many people are self employed in Canada?
In 2004, self-employed workers represented approximately 2.45 million or 15 percent of all employed workers in the Canadian economy.

What is the contribution of SMEs to employment creation by growth firms?
The Canadian economy is dynamic, with high rates of firm entries and exits. Industry Canada's Small Business Policy Branch has completed several studies on firm growth and job creation in Canadian employer firms. Businesses were categorized, based on their employment growth as hyper growth (those that grew more than 150% over these four years) strong growth (50–150% growth), slow growth (positive growth less than 50%) or declining firms (negative growth).

Between 1985 and 1999, of the 728,000 firms operating in 1985, only 199,000 firms continued to operate in 1999, and they created 497,000 net jobs. Small firms and medium-sized firms created 661,000 and 184,000 net jobs respectively during this period. Large businesses shed 348,000 jobs. Hyper and strong growth firms numbered 48,000, creating 974,000 jobs over the 14 years between 1985 and 1999. Over 47,000 of these firms were small businesses and they created 612,000 jobs.

What is the contribution of small businesses to Canada's GDP?
Small businesses accounted for approximately 22 percent of Canada's GDP in 2004.

How many small business owners are women?
Based on the 2001 Survey on Financing of Small and Medium Enterprises it is estimated that 47 percent of SMEs have some degree of female ownership. Of those, 39 percent were equal partnerships between male and female owners, 38 percent were majority-owned by females and the remainder were minority owners in businesses majority-owned by males.

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The Annual Enterprise Survey data provided for the years 2003–2004 are provisional only and may be revised.

Terms and definitions

All terms as used in the document refer to New Zealand, unless otherwise specified.

ANZSIC
Australian and New Zealand Standard Industrial Classification. A geographic unit is assigned to an ANZSIC category according to the predominant activity in which it is engaged. The Enterprise ANZSIC is derived from the ANZSIC and employment levels of the geographic unit(s) belonging to that enterprise.

Business Demography Dataset
Data on the structure and characteristics of businesses in New Zealand. Business characteristics available include region, industry, institutional sector, business type, degree of overseas ownership, and employment levels.

Business Frame
A 'live' list of the individual, private and public-sector businesses and organisations that are engaged in the production of goods and services in New Zealand. Business demography data are gathered from Statistics New Zealand's annual update of the Business Frame (a 'snapshot' of New Zealand businesses as at February each year).

Employee count (EC)
Head count of salary and wage earners sourced from taxation data. EC data are available on a monthly basis. The EC count used for the derivation of business demography statistics is for the February month.

Enterprise
An operating business. It can be a company, partnership, trust, estate, incorporated society, producer board, local or central government organisation, voluntary organisation or self-employed individual.

Full-Time Equivalents (FTE)
The number of full-time employees and working proprietors plus half the number of part-time employees and working proprietors.

Geographic unit
A separate operating unit engaged in one, or predominantly one, kind of economic activity from a single physical location or base.

Rolling Mean Employment (RME)
A 12-month moving average of the monthly Employee Count figure.

Small and Medium-Sized Enterprises (SME)
In this report, a SME is defined as an enterprise with 19 or fewer employees.

Value-added
A measure of the contribution to total output by enterprises in the economy. Value-added is calculated as gross output minus intermediate consumption and serves as a proxy measure of Gross Domestic Product.

Working Proprietor
Either a sole proprietor or partner who is engaged actively in the business, or a shareholder in a limited liability company actively engaged in its management.

Appendix 1: Business Demography Statistics

Business demography statistics are derived from the Statistics New Zealand Business Frame. The Business Frame (BF) is a list of the individual, private and public-sector businesses and organisations that are engaged in the production of goods and services in New Zealand. It provides an accurate and timely population source for economic and financial surveys, so that they produce robust economic and financial statistics. The BF is maintained using information from Inland Revenue (IRD), such as Goods and Services Tax registrations and Employee Monthly Schedule returns, as well as Statistics New Zealand survey information.

Businesses covered

In interpreting business demography statistics, it is important to take into account the coverage of businesses and the characteristics of the BF. The initial source of information about enterprises is the IRD's client registration file, which currently includes more than 575,000 taxpayers registered for GST. All GST-registered enterprises recorded on the IRD's client registration file are continually monitored to determine whether they meet the 'economic significance' requirements for 'birth' onto the BF. A buffer zone of $25,000 to $35,000 GST annual expenses or sales has been established to prevent enterprises switching frequently into and out of the BF. The enterprises maintained on the BF represent the target population from which Statistics New Zealand's economic surveys are selected.

Change in Business Frame maintenance strategy

In 2003, there was a significant change in the strategy used to maintain the BF, involving greater use of administrative data. Changes that have resulted include:

- change in the employment measure on the BF from the full-time equivalent employee (FTE) measure to the employee count (EC) (see below)
- increased coverage of the BF to include all employing businesses, and reactivating previously ceased businesses that are showing GST activity
- reducing compliance costs by decreasing the reliance on survey-sourced information
- improving coverage of GST-exempt industries by making greater use of tax data (sourced from the Employer Monthly Schedule and IR10 tax returns)
- speeding-up the processing of entries and exits to reflect real-world changes more accurately
- including farming businesses in the maintenance strategy
- defining boundaries for maintenance of enterprises on the BF on the basis of business size. The larger enterprises continue to be updated primarily on annual maintenance survey data, while smaller enterprises are maintained using principally tax data.

The outcome of changing the business size measure in business demography statistics from FTE to EC is discussed below.

Changes in employment data

A summary of the main differences between EC and FTE are:

	Employee Count (EC)	Full-time Equivalent (FTE)
Source	Mainly sourced from the IRD Employer Monthly Schedule (plus a small number from Statistics New Zealand).	Updated on the BF using survey feedback from respondents.
Business Frame maintenance	Updated monthly on the BF.	Updated annually, as at February, on the BF.
Measure	Count of salary and wage earners for the reference month. Can include working proprietors who pay themselves a salary or wage.	The total number of employees and working proprietors working full-time, plus half the number of employees and working proprietors working part-time.
Gender breakdown	Not available	Available
Availability	From 2000	Discontinued in 2003

Limitations of business demography data

There are a number of limitations on business demography data:

- exclusion of enterprises involved in farming (Australian and New Zealand Standard Industrial Classification (ANZSIC) subdivision A01 Agriculture). However, data for the farming industry are available for 2004 on request
- lags in recording businesses that have ceased trading or whose activity has dropped below the economic significance threshold
- exclusion of enterprises that fall below the economic significance criteria
- difficulties in maintaining industrial and business classifications for smaller firms using administrative data.

Data Quality

Care has been taken in surveying, processing, analysing and extracting the data for Business Demographic statistics. However, all data are subject to statistical uncertainty. Variation may result, for example, from reporting difficulties for respondents, or from mistakes in the processing of results. Statistics New Zealand aims to detect and minimise avoidable variation and eliminate mistakes, but they may still occur and are not quantifiable.
At higher levels of aggregation, much of the individual variability cancels out. Business Demography data are checked at an aggregate level, by industry, institutional sector and region, to find any detectable errors and uncertainty. Where possible, affected figures are corrected or re-estimated. Business demography data may therefore be subject to revision.

Industry coverage

The coverage has changed in recent years, as more industries have been included in the population. Historically, most of these industries were excluded because they contained a large proportion of enterprises which were not registered for GST, or which fell below the threshold of economic significance. Since 1997, the selection criteria and standard published industry categories for the business demography statistics have been based on the Australian and New Zealand Standard Industrial Classification (ANZSIC). In 1996, the statistics were published using ANZSIC, but the selection criteria were based on the New Zealand Standard Industrial Classification (NZSIC).

The statistics in this report exclude agriculture production (ANZSIC subdivision A01) to ensure consistent industrial coverage with recent releases of business demography data. Business demography data for the agriculture production industry are available on request. Below is a summary of the industry coverage available in business demography statistics, dating back to 1994.

2004	All industrial activity covered.
1999–2003	Excludes agriculture production (ANZSIC subdivision A01).
1998	All industrial activity covered.
1997	Excludes agriculture production (ANZSIC subdivision A01).
1996	Excludes agriculture production (NZSIC major group 111), residential property leasing and rental (NZSIC subgroup 83121), religious organisations (NZSIC subgroup 93910), social and related community services (NZSIC 93990) and sporting and recreational clubs (NZSIC subgroup 94402).
1994–1995	Excludes agriculture production (NZSIC major group 111), residential property leasing and rental (NZSIC subgroup 83121), commercial property leasing and rental (NZSIC subgroup 83123), day-care centres and créches (NZSIC subgroup 93402), other welfare institutions (NZSIC subgroup 93403), business, professional and labour associations (NZSIC subgroup 93500), religious organisations (NZSIC subgroup 93910), social and related community services (NZSIC 93990) and sporting and recreational clubs (NZSIC subgroup 94402).

Availability of information

Standard outputs from the business demography statistics can be used to analyse the industrial activity, location, business type, institutional sector and degree of overseas ownership of New Zealand businesses. Data are available for any of the years 1994–2004 (economically significant enterprise basis) or 1987–1994 (compulsory GST basis). Changes in industry coverage between 1994 and 2004 can be taken into account to produce a consistent time series.

Customised analyses to meet specific user requirements are available on request.

Appendix 2: Business Performance Statistics 2003-2004

Average Real Profit ($) per RME by Enterprise Size 2003-2004

	2003	2004
0		
1-5	26,296	31,169
6-9	13,669	13,359
10-19	9,948	10,334
20-49	9,062	9,957
50-99	6,848	8,356
100-499	14,647	13,309
500+	10,724	9,884

Total Real Profit ($m) by Enterprise Size 2003-2004

	2003	2004
0	4,429	4,506
1-5	4,010	4,954
6-9	1,603	1,715
10-19	1,799	1,889
20-49	1,945	2,214
50-99	944	1,159
100-499	3,858	3,619
500+	3,974	3,824
Total	**22,562**	**23,880**

Average Real Sales and Other Income ($) per RME by Enterprise Size 2003-2004

	2003	2004
0		
1-5	176,228	180,810
6-9	144,663	144,454
10-19	130,442	135,550
20-49	147,629	143,157
50-99	166,149	160,554
100-499	235,051	236,626
500+	184,728	188,129

Total Real Sales and Other Income ($m) by Enterprise Size 2003-2004

	2003	2004
0	22,408	23,403
1-5	26,873	28,738
6-9	16,960	18,540
10-19	23,593	24,780
20-49	31,689	31,835
50-99	22,915	22,278
100-499	61,908	64,350
500+	68,453	72,776
Total	**274,799**	**286,700**

Average Real Salaries and Wages ($) per RME by Enterprise Size 2003-2004

	2003	2004
0		
1-5	19,369	19,922
6-9	20,674	21,579
10-19	21,743	22,282
20-49	27,029	22,628
50-99	33,982	32,864
100-499	30,210	35,243
500+	32,369	33,192

Total Real Salaries and Wages ($m) by Enterprise Size 2003-2004

	2003	2004
0	922	976
1-5	2,954	3,166
6-9	2,424	2,770
10-19	3,933	4,073
20-49	5,802	5,032
50-99	4,687	4,560
100-499	7,957	9,584
500+	11,995	12,840
Total	**40,674**	**43,001**