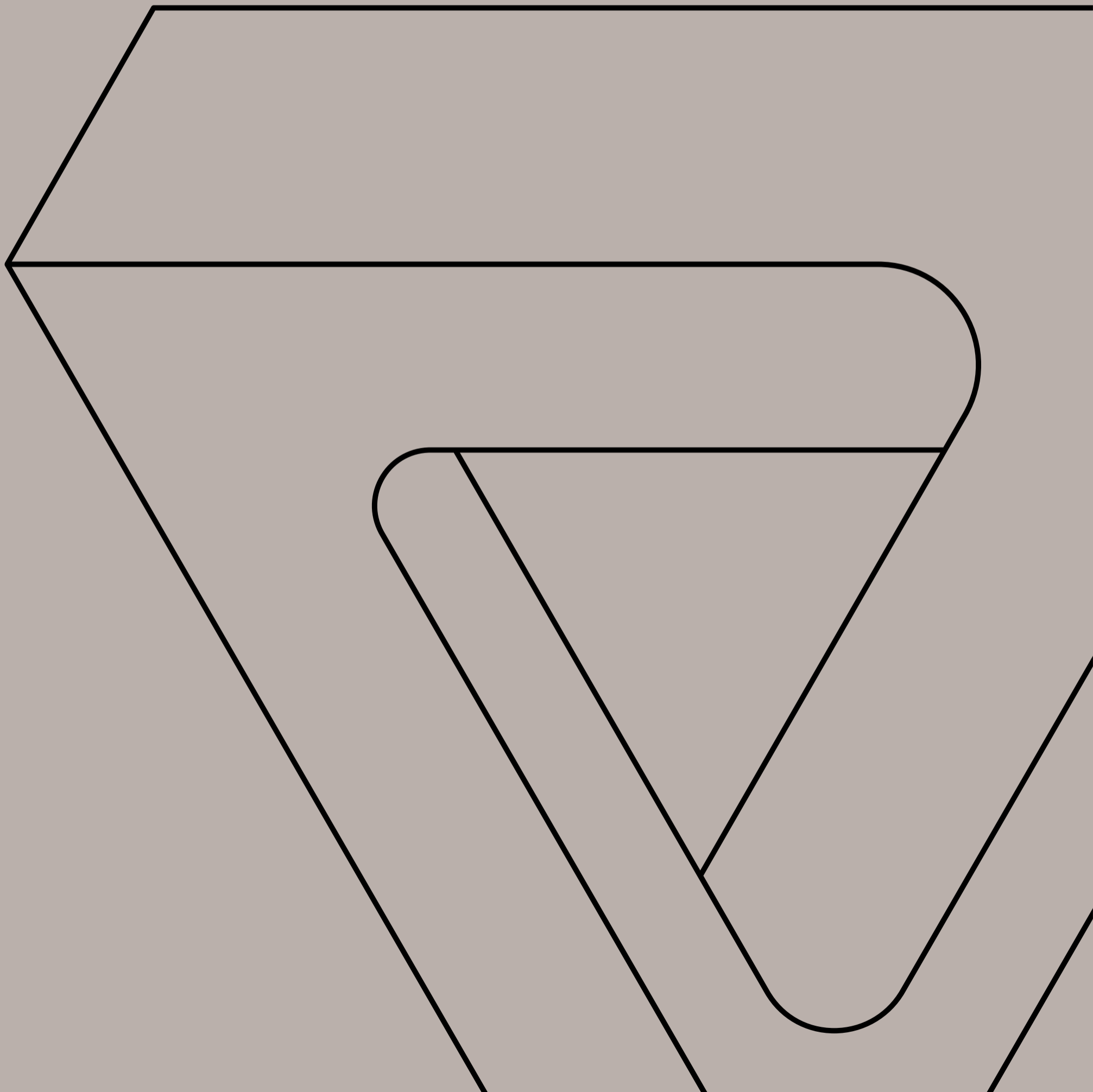
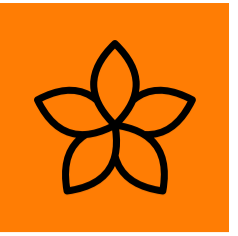


A SNAPSHOT OF FINDINGS FROM THE 2024 EMPLOYMENT MONITOR

# Pacific workers in Aotearoa

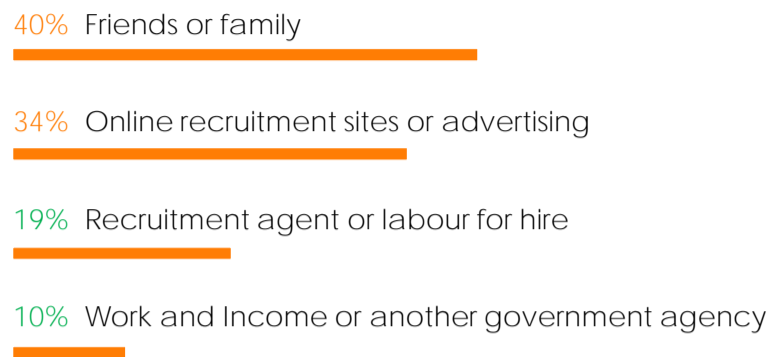




# Pacific workers in Aotearoa

MBIE's employment monitor delivers a comprehensive view of New Zealand workers' and employers' perceptions, experiences and pressures in the employment market. This infographic focuses only on Pacific workers. Verian surveyed 60 Pacific workers from late February to April 2024. No comparisons are made with previous years' surveys because of a change in survey methodology.

Pacific workers are most likely to get their job through informal channels and online recruitment sources. Recruitment agents and government agencies **are more common sources of Pacific workers' jobs than on average.**



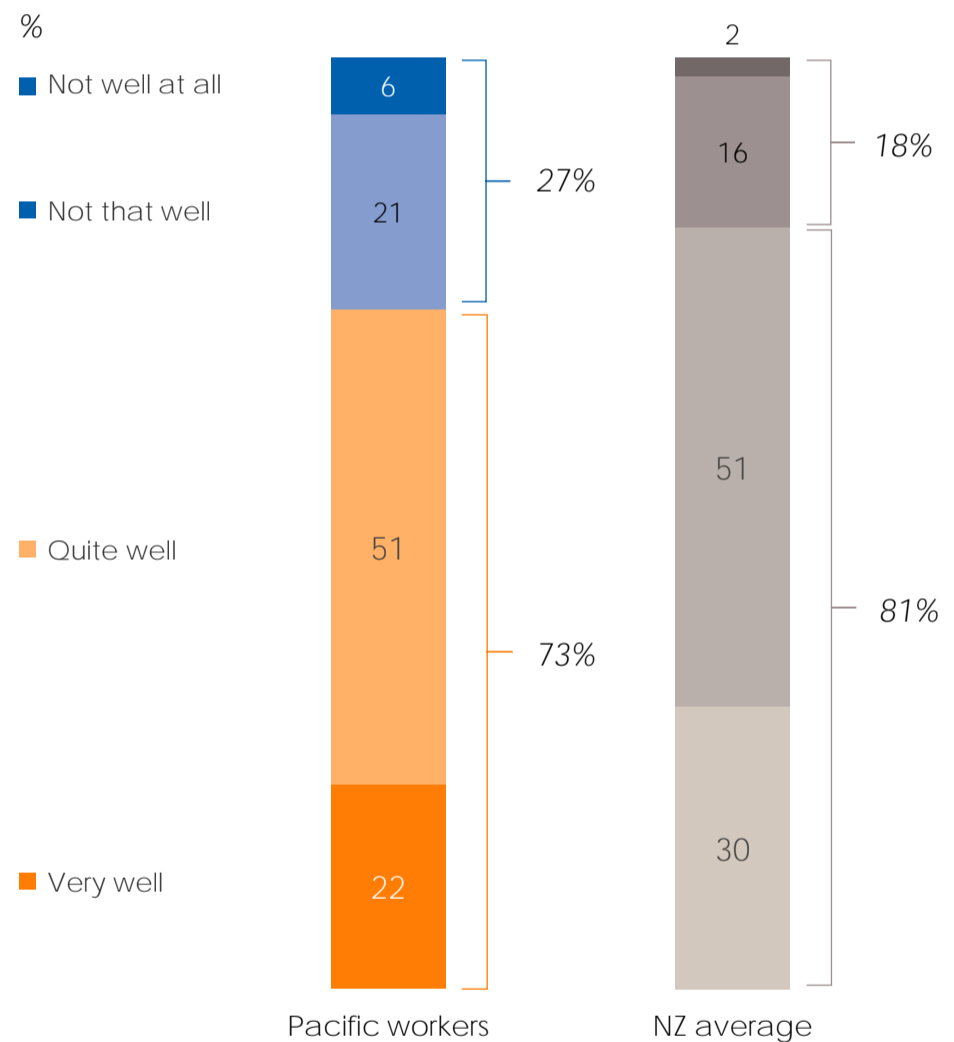
Union membership is higher among Pacific workers than average.



**37%**  
of Pacific workers belong to a union  
Compared to 21% of all NZ workers

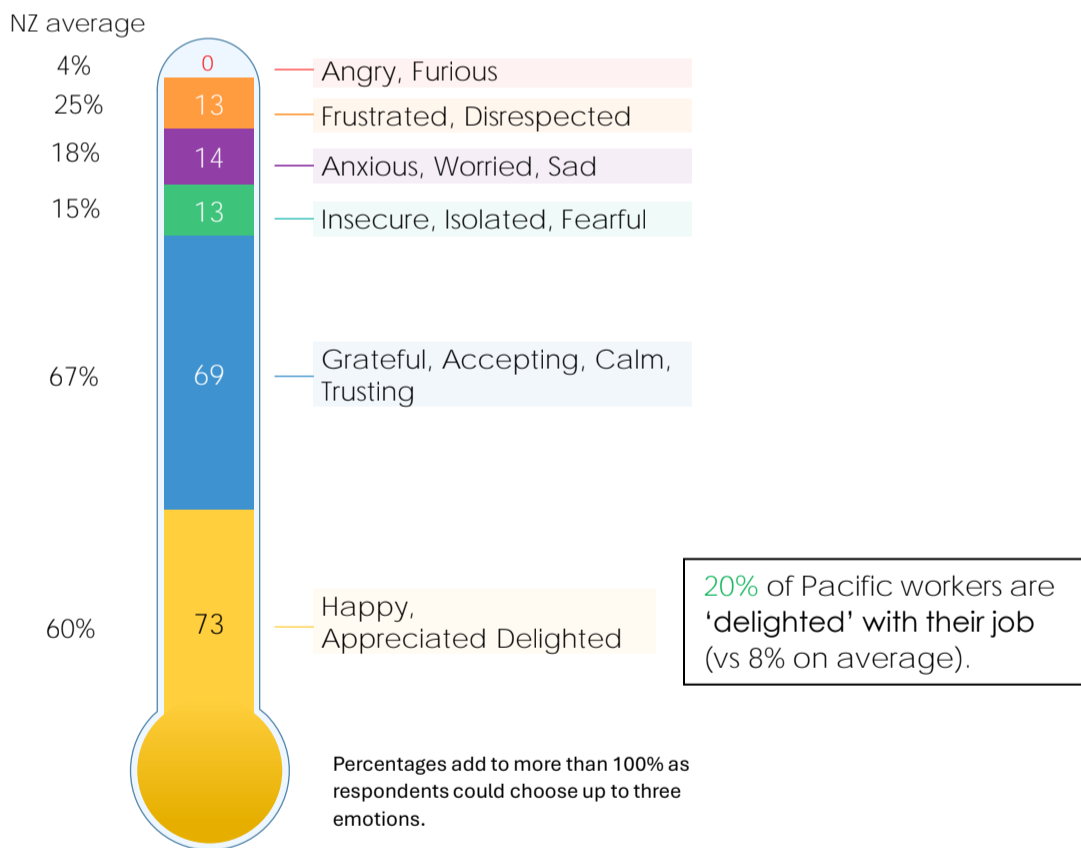
More than a quarter of Pacific workers lack confidence in knowing their employment rights.

*Pacific workers feel they understand their employment rights...*



Pacific workers express more positive emotions about their job than the average NZ worker.

**81%** of Pacific workers are satisfied with their employment situation. **78%** trust their employer (vs 71% on average).



Over half of Pacific workers have one or more concerns about their employment situation (53% versus 45% of all NZ workers).

**Main themes:**

Pay concerns 31% (vs 23%)  
e.g. equity issues, unpaid overtime or public holiday work, broken promises.

Hours 23% (vs 18%)  
e.g. longer hours than agreed, unpaid overtime.

Harassment, discrimination 24% (vs 15%)  
e.g. verbal abuse, bullying and harassment, racism, other discrimination.

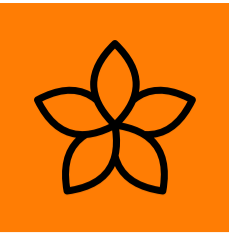
Pacific workers were also more likely than the average NZ worker to report these concerns in the survey:

Threats of violence (13% of Pacific workers vs 2% on average)

Reduced salary without consultation (8% vs 2%)

Employer won't let them leave job (7% vs 1%).

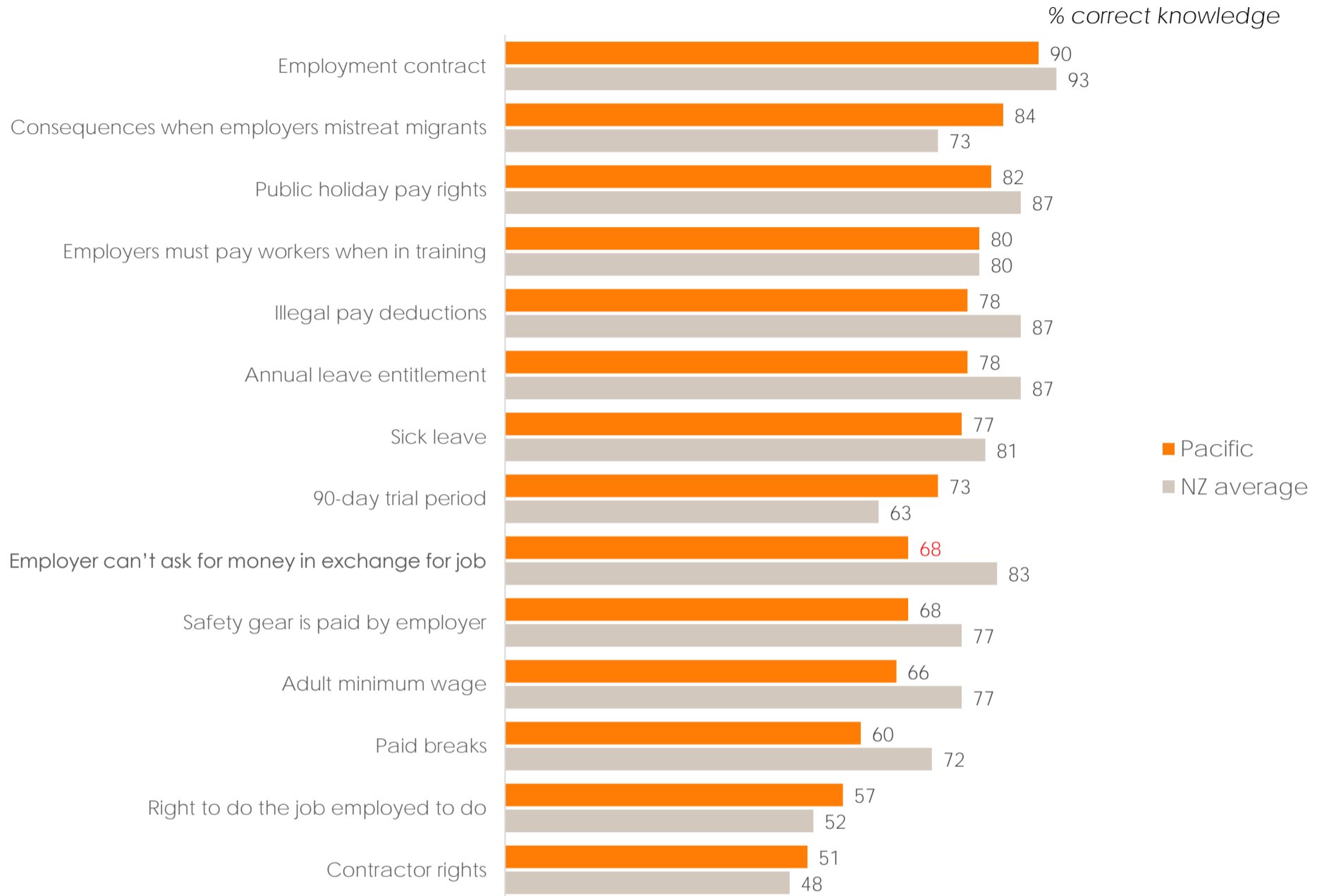
%/% = higher/lower than all NZ workers (statistically significant at 90% confidence level).



# Pacific workers in Aotearoa

On average, Pacific workers **incorrectly** understand (or are unsure about) four of 14 employment rights tested.

Compared to the average NZ worker, Pacific workers have good understanding of the 90-day trial period and the consequences of employers mistreating migrant workers. However, Pacific workers show less understanding about paid breaks and an employer asking for money in exchange for a job.



## Top 7 sources of useful information on employment rights

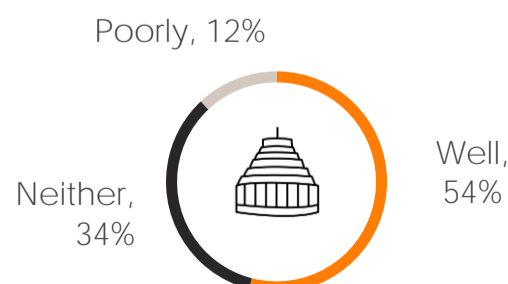
- 45% Online searches
- 24% Employer/workplace
- 17% Union
- 16% Personal contacts
- 16% Citizens Advice Bureau
- 15% Lawyer or other advocate
- 13% Employment NZ service centre

## Nearly 1 in 4\* Pacific workers don't know where to go or who to ask for help about their employment rights.

\*23%

Just over half of Pacific workers think NZ government agencies support NZ workers well.

*NZ government agencies support NZ workers...*



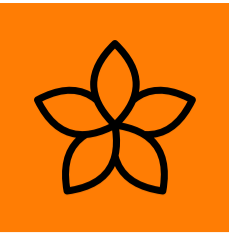
Government sources, community sources, and unions are the most trusted sources for Pacific workers.

*Most trusted sources of employment law*

- 55% Government sources (ENZ website, newsletters, email)
- 43% Community support (CAB, law centres)
- 29% Union
- 18% Ethnic community channels
- 17% Mainstream media
- 14% Social media

33% of Pacific workers consume ethnic media (versus 15% of all NZ workers)

%/% = higher/lower than all NZ workers.



# Pacific workers in Aotearoa

**We've identified four groups of workers who differ on their knowledge of employment rights and risk of exploitation.**

Pacific workers are less likely to fall in the Disheartened segment compared to the NZ average (4% vs 13% of NZ workers).

## CAPABLE

- Good understanding of employment rights.
- High satisfaction with employment situation and strong trust in employer.
- Few report concerns with their employment.
- More likely than others to speak up in exploitative situations.
- Most know how to find help with their employment if they need it.

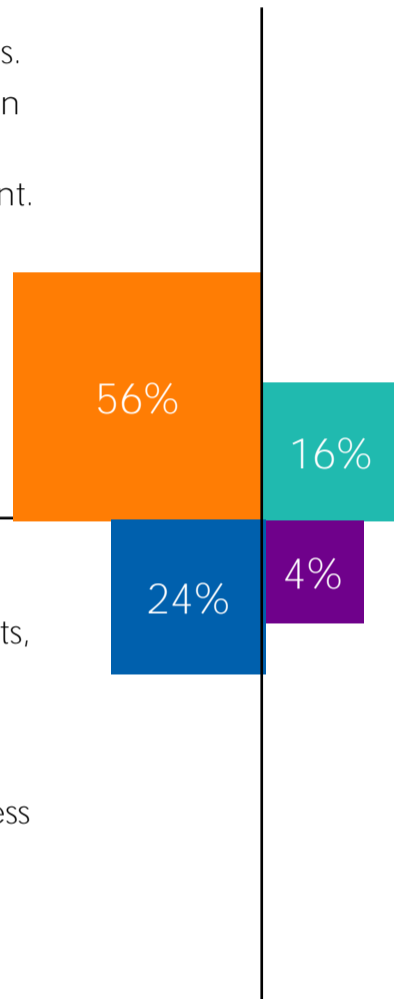
More knowledge about employment rights

## KNOWLEDGEABLE BUT TRAPPED

- Good understanding of employment rights.
- Low job satisfaction and often frustrated.
- Work longer hours on average.
- Wide-ranging employment concerns and employment law breaches.

Lower risk of exploitation

- Poorer understanding of employment rights, but few employment concerns.
- Satisfied with their employment and trust their employer.
- Less trusting of government sources and less likely to speak up.



Higher risk of exploitation

- Poor understanding of employment rights.
- Dissatisfied with employment and very low trust in employer.
- Feel frustrated, fearful and anxious about their work situation.
- Wide-ranging employment concerns and employment law breaches.
- Lower trust in government agencies to support workers.

## NAÏVE, BUT UNEXPLOITED

Less knowledge about employment rights

## DISHEARTENED

