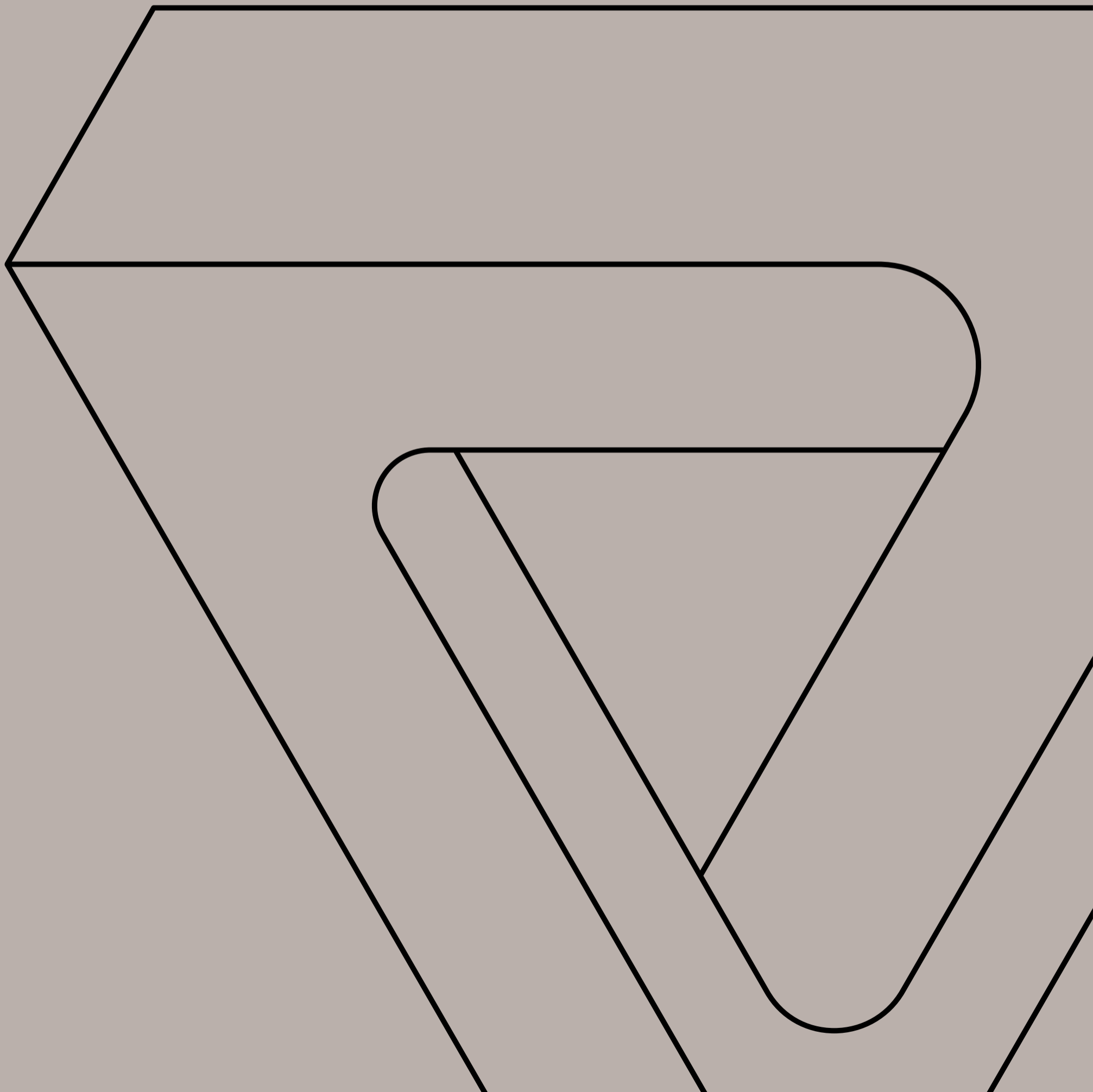


A SNAPSHOT OF FINDINGS FROM THE 2024 EMPLOYMENT MONITOR

# Workers in New Zealand

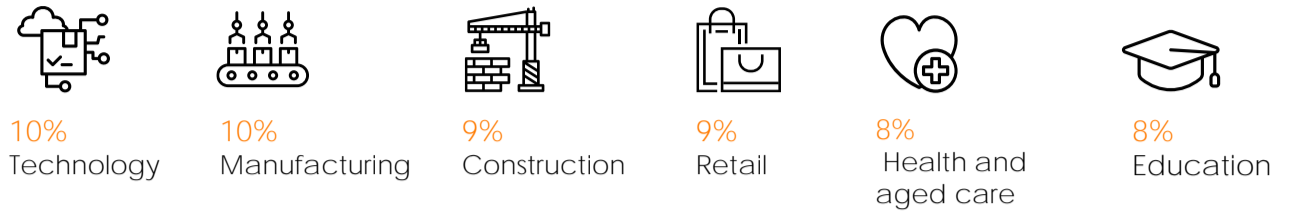




# Workers in New Zealand

MBIE's worker and employer monitor delivers a comprehensive view of New Zealand workers' and employers' perceptions, experiences and pressures in the employment market. This infographic focuses only on NZ workers. Verian surveyed 1,754 workers from 26 February to 7 April 2024. No comparisons are made with previous years' surveys because of a change in survey methodology.

## Top 6 industries



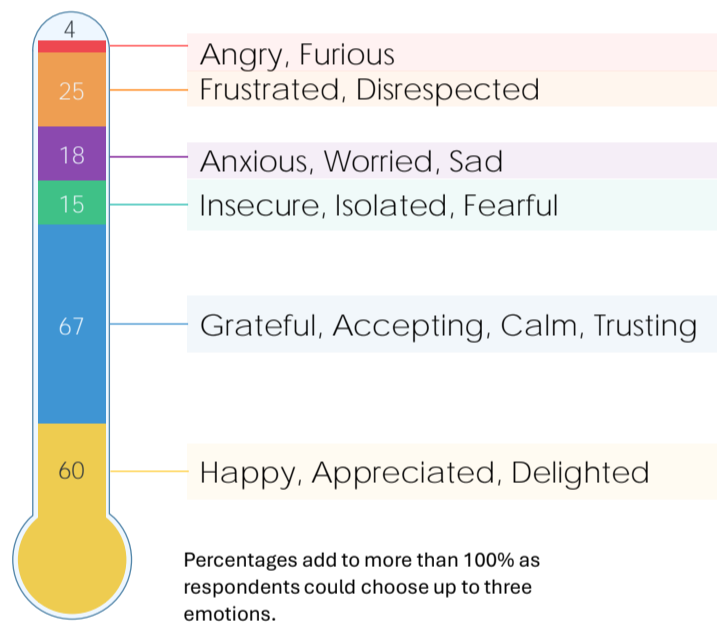
## Top job sources



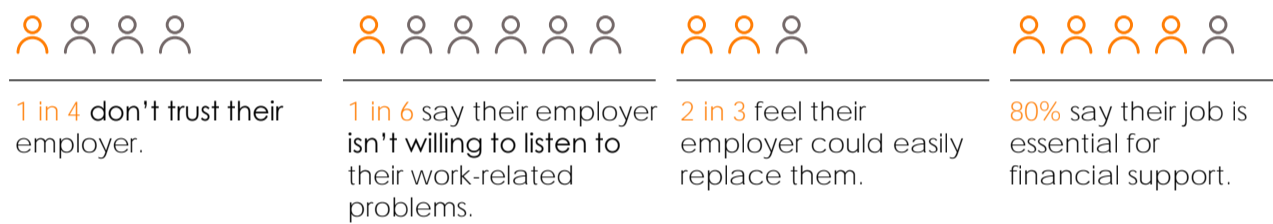
Most NZ workers are satisfied with their employment situation, and positive emotions are more common than negative ones.



## Emotions barometer %



## However, some workers are at higher risk of exploitation...



Just under half (45%) have current concerns about their employment situation.

Main themes:

23% Pay concerns e.g. equity issues, unpaid overtime or public holiday work, broken promises	18% Hours e.g. longer hours than agreed, unpaid overtime.	15% Harassment, discrimination e.g. verbal abuse, bullying and harassment, racism, other discrimination.
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13% of workers in small workplaces (less than 5 employees) **don't have a written employment contract.**

1 in 6 NZ workers don't know where to go or who to ask for help about their employment rights.

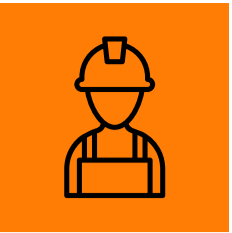
78% of those who visited the Employment NZ website found it useful.

Most workers (81%) feel they understand their employment rights; nearly one in five do not.

## NZ workers feel they understand their employment rights...



Self-rated poor understanding is highest among low-income households (35%) and younger workers (22% of workers under 40).



# Workers in New Zealand

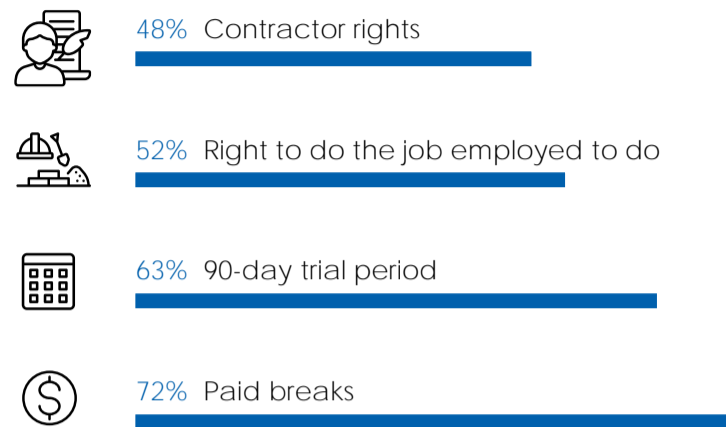
On average, workers **incorrectly** understand (or are unsure about) **four** of 14 employment rights tested.



Tested knowledge is highest for...

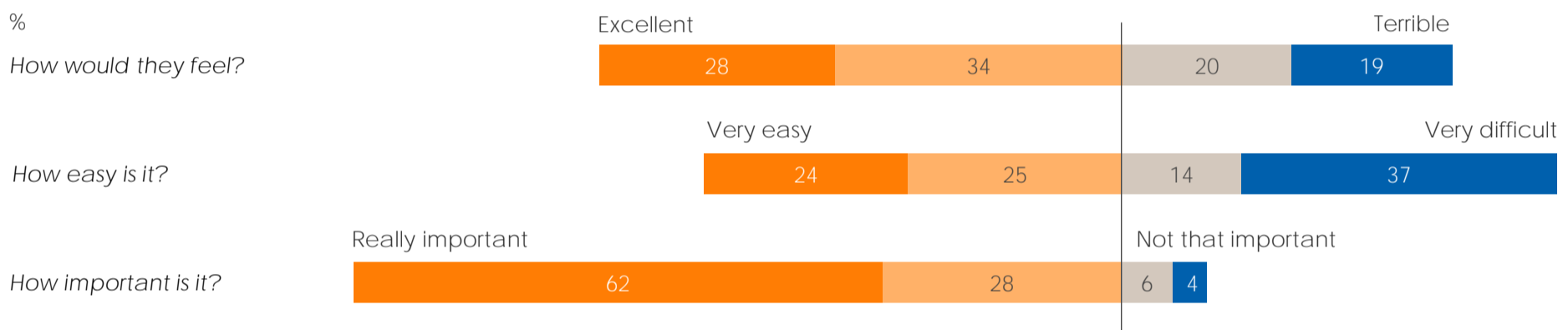


Tested knowledge is lowest for...



## Most NZ workers would feel good about speaking up in an exploitative work situation and think it's important.

However, more than a third would find it very difficult.



## Workers told us why they would be scared to speak up....

**“Because if they got involved, the company could make life difficult, and you would feel like resigning. No company likes a whistleblower.”**  
*Manufacturing worker*

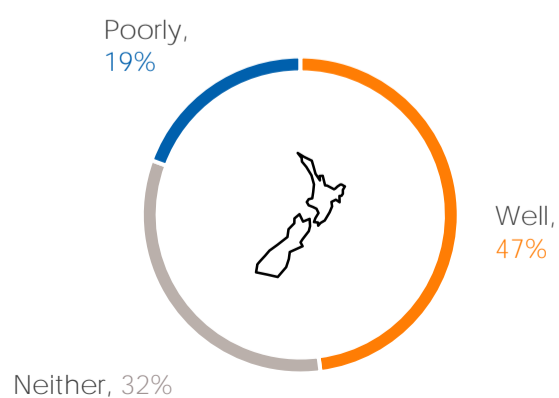
**“I don’t like complaining. The situation would have to be extremely bad before I would complain.”**  
*Education worker*

**“Because of potential backlash from your employer/ manager/ co-workers. Finding a job with the hours I currently do in hospo is not easy to come by. It’s why I’ve tolerated my manager this long.”**  
*Hospitality worker*

## Top 5 things that would encourage NZ workers to speak up in exploitative situations...

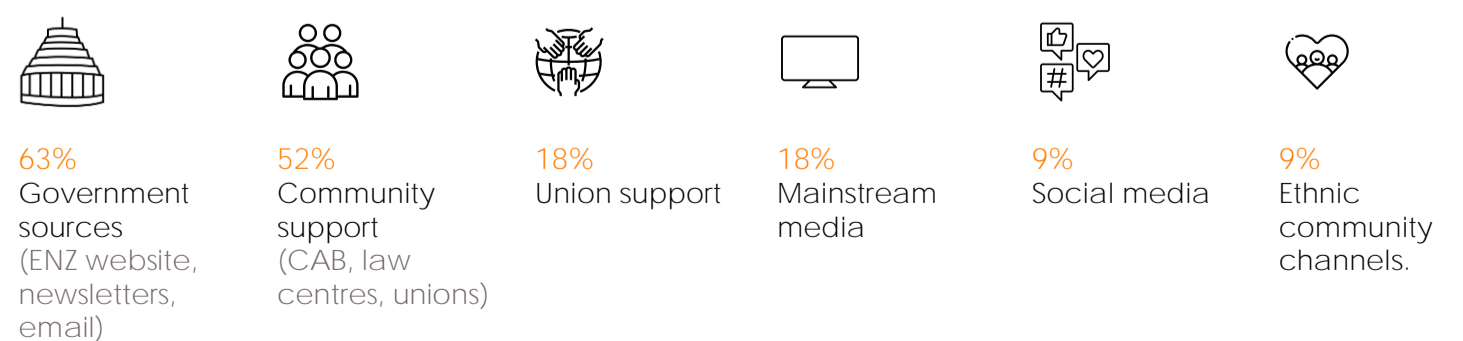
- 41% Knowing if I speak up it would help other workers like me
- 40% A free government service to help resolve employment disputes
- 37% If other staff from my employer also spoke up
- 35% Knowing the employers have been investigated because workers spoke up
- 34% Financial support to find another job.

NZ workers have mixed views on how well NZ government agencies support workers.



## ...but government channels and communications are a trusted source of employment law for many.

Most trusted sources of employment law





# Workers in New Zealand

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

About one in three NZ workers are at potential risk of exploitation – 18% know their employment rights, but feel strongly reliant on their job for financial reasons. And 13% don't know much about their employment rights or where to go for help, and fear losing their job.

## 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.

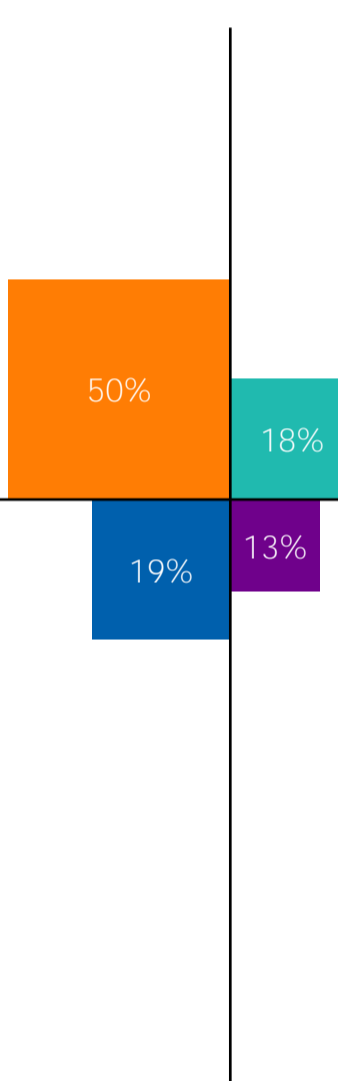
More knowledge about employment rights

## 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.
- Skew towards mid/higher income households.

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.
- Youngest segment.



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.
- Skew towards low income households.
- High number of Disheartened workers in retail.

## NAÏVE, BUT UNEXPLOITED

Less knowledge about employment rights

## DISHEARTENED

