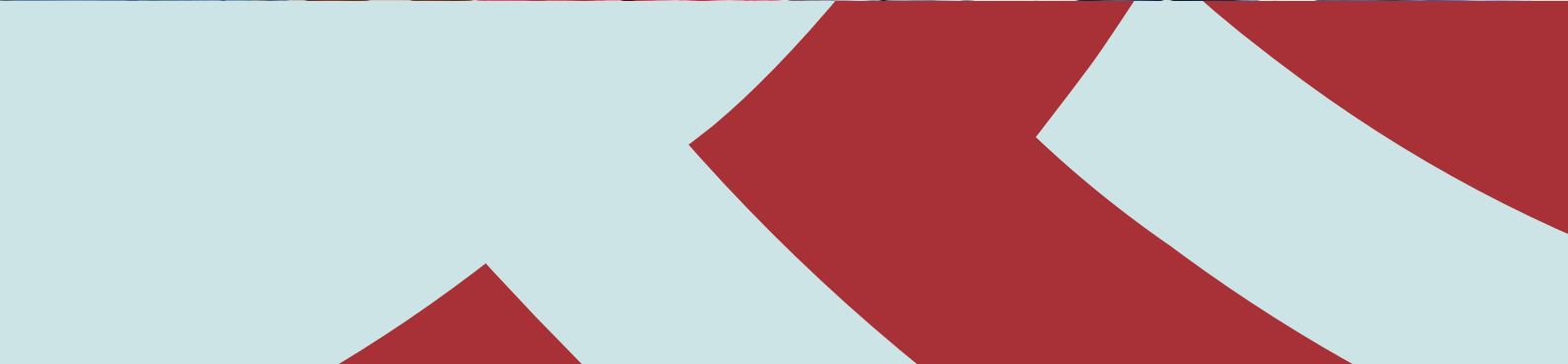


Ethnic Evidence

Increasing the visibility and value
of New Zealand's diversity



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We also acknowledge the many people who helped us to organise hui around the country, and those many government agencies for their generosity in responding to our numerous data requests and to those individuals who provided technical review.

This final report is richer because of each and every one of you.

Thank you.

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Message from the Chief Executive



Kia ora koutou and my greetings to you in all the languages of people who call Aotearoa New Zealand home.

The Ministry is the chief advisor to the government on Ethnic Communities and their inclusion in New Zealand's society. Since our establishment in 2021, we have worked to shift the dial by finding ways to make visible robust evidence about Ethnic Communities available to support balanced and compelling evidence-based policy and investment decisions by government.

This report brings together the available data as a holistic view of how Ethnic Communities are doing across a number of social and economic domains such as health, education, employment and business contributions.

Our country is superdiverse, and our future is only going to become even more diverse. This report is an invitation to you to be curious about the implications of our changing population demographics in New Zealand.

Currently, many Ethnic Communities are largely invisible in New Zealand in public sector discourse. Their contributions, their intersectional experiences (such as gender and their diverse skills and perspectives) are not highlighted, and their wellbeing outcomes and disparities remain largely hidden.

Being visible in the data matters.

Gathering data and evidence is a pathway to equitable access to information and services. If our north star as a nation is to lift our entire population, then we need to take a closer look at the evidence to understand the extent of New Zealand's diversity. We need to consider how the public sector can improve the way data is collected, used to engage with communities, and harnessed to drive effective policy, service delivery and investment decisions.

Focusing on the evidence will enable us as a country to fully embrace the benefits of ethnic diversity to further enrich our society's social, cultural and economic fabric. For example, this report will tell you that over the past 10 years, there has been a decline in the perception of how welcoming New Zealand is towards migrants, yet it is one of the most diverse countries in the Organisation for Economic Co-operation and Development (OECD). This is in line with global trends and can have implications for our social cohesion in the long term. New Zealand also has the highest rate of qualification level mismatch among the OECD. This raises questions about whether we are as productive as we can be.

It has truly been a collaborative journey with our team working with many agencies, researchers and community members to fill the evidence void.

Community engagement was a crucial step in preparing this report, as Ethnic Communities are critical partners in telling their diverse stories. We wanted them to know firsthand from the Ministry about what our challenges are and what they can expect to see in the report. While this report has been drafted with the public sector in mind, we hope that our communities can leverage it in a way that is useful to them.

While gaps remain in this report, it is the first time the evidence is in one place. It is the beginning of our journey.

I hope this report will create real change for Ethnic Communities – empower them to realise their full potential and be recognised as the critical contributors they already are in our country.

It is our fervent hope that this report is the very start of public sector collaboration for driving impactful insights and more effective policies and services for Ethnic Communities.

I thank my team, Fiona Thomson, Rio Yonson, Deb Potter, Wimcor van Tonder and Faith Zimunya, who tirelessly worked to bring this report from our Ministry to you.

Ngā mihi nui

A handwritten signature in black ink, appearing to read 'Mervin Singham'. The signature is stylized and written over a light blue background.

Mervin Singham
Chief Executive
Ministry for Ethnic Communities

About this report

Ethnic Communities are the **fastest growing population in New Zealand** and are becoming more diverse. But, Ethnic Communities are largely invisible in public sector data. This means Ethnic Communities are sometimes missed in government investment, policy development and service delivery interventions.

This report **aims to address the invisibility of Ethnic Communities** and the opportunities lost for targeted investment or intervention by government by strengthening the evidence available across the public sector for government investment, policy development and service delivery interventions.

This report brings together in **one place the available evidence on how Ethnic Communities are doing in New Zealand**. Reports of this kind are commonly known as a “baseline” or “indicators” reports. This first report connects with the Ministry’s strategy. It is structured around an Outcomes Framework to measure change in the strategy outcomes for Ethnic Communities over time.

The framework used in this report was developed in consultation with other agencies to align with government frameworks such as the **Treasury’s Living Standards Framework**. This is to ensure consistency in measurement across population groups and to make the needs and contributions of Ethnic Communities visible to and considered by the public sector. This framework is also based on the Ministry’s operational strategy and is informed by the Ministry’s community engagement.^(1, 2)

This report is primarily for the public sector however, NGOs, local government, the private sector and communities will be able to use the report as a baseline for tracking the progress of outcomes for Ethnic Communities.

Report structure

The report is separated into three outcomes that are based on the Ministry’s strategy. These are:

Outcome 1: Ethnic Communities can engage in sustainable business and employment and continue to make a strong contribution to New Zealand’s economy,

Outcome 2: Ethnic Communities have access to and experience positive outcomes from high quality public services, and

Outcome 3: New Zealanders value diversity and actively include Ethnic Communities across all spheres of public life.

Under each of the three outcomes, there are three or four thematic domains (which make up the chapters in this report) that are constructed from over 50 indicators, along with over 120 measures from available data. See the illustration below.

Indicator	What we can measure	Results from Baseline	Data source
Business Development			
Indicator: Business demography	Proportion of Ethnic Communities owned businesses	Improvement	IDI/LBD
	Proportion of Ethnic Communities owned businesses by size	Improvement	IDI/LBD
	Regional distribution of Ethnic Communities businesses	Mixed	IDI/LBD
	Industry distribution of Ethnic Communities businesses	Mixed	IDI/LBD
Business performance	Average sales revenue for Ethnic Communities businesses	Mixed	IDI/LBD

Domain: Business development

Measure: Average sales revenue for Ethnic Communities businesses

Baseline and comparison data

The baseline data for the measures in this report is 2018, unless otherwise stated. This period was selected as it was prior to COVID-19, and it was a census year. At times, 2018 data is not available. When this occurs, the closest data available to the baseline is used. Where possible, this report shows progress against the baseline period to measure changes in outcomes based on the latest information available at the time of writing the report in 2024. In some cases, the baseline period coincided during the COVID-19 period, which was an extraordinary time.

Ethnicity

In this report, ethnicity is broken down (where possible) by:

- Ethnic Communities
 - o African
 - o Asian (at times separated out further)
 - o Continental European
 - o Latin American
 - o Middle Eastern
- European^ (except Continental European)
- Māori
- Pacific Peoples.

For completeness, this report illustrates results for European, Māori and Pacific Peoples and the Total Population in most measures. These results may differ from what is published by other agencies. For example, European totals will differ as this report removes Continental European. This is because the definition of *Ethnic Communities* includes Continental European.

There are many complexities in obtaining ethnicity data for Ethnic Communities from official government data sources. This is primarily due to the ethnicity standard (a standard set by Stats NZ to create ethnicity groupings to produce statistics) not recognising Ethnic Communities as a population group. At the time of writing, the ethnicity standard was under review by Stats NZ.

The Ministry has worked with agencies to explore methods of data collection that enable measures to be disaggregated and reported at the most detailed level possible. However, in most cases only the following level of disaggregation has been possible:

- Asian
- MELAA or MELAA⁺
- European
- Māori
- Pacific Peoples.

Note MELAA⁺ has been created for the purpose of this report to improve the data availability and data quality about MELAA people. This is because some surveys do not publish data about MELAA (as defined by Stats NZ ethnicity classification) as this grouping is considered too small of a sample to publish results for. However, this grouping is missing more than 50,000 African people who are classified elsewhere and as such, the Ministry has worked with agencies to compile a consistent "MELAA⁺" grouping to include all African people.

Other data availability and methods

Not all data about Ethnic Communities is readily available on government agencies' websites. Some of this is related to the complexities mentioned above. Customised data is often available from government surveys on request, which the Ministry has obtained to produce this report.

To also improve data quality and make more data available, data pooling has also been used in this report. This method combines survey periods to increase sample size and improve data quality, as there can be variability between survey periods.

An example where this is useful is to improve survey data quality when there is a higher rate of not completing surveys (e.g. due to needing language support). Note most government surveys provide the option of language support for completing surveys.

The report draws on available research and alternative data sources where there are gaps in the measures. Research was also key to the support the analysis in this report, along with community insights.

More information about this and the complexities around accessing disaggregated ethnicity data and the data gaps can be found in Appendix 1 - Key data sources and methodologies.

This report often uses data that is based on a “total response” approach, as people can identify with more than one ethnicity. Therefore, ethnic group proportions or totals used in this report may add to more than 100%.

Where possible, the charts in this report show sample errors (error bars) to the corresponding survey data used in this report. Sample errors are a normal part of any sample surveys. The error bars show lower and upper bounds of the confidence interval range. Caution should be taken when interpreting the results when these ranges are either wide (indicating a high sample error) or when these ranges overlap somewhat between survey time periods.

Intersectionality

Intersectional ethnicity data, such as gender identity, disability and religion, is often not available across the data system. While there is a system-wide focus on improving this, it will take some time for this data to flow through.

Next steps

The report will be socialised widely across the public sector. It will be incorporated in Ministry for Ethnic Communities' guidance on inclusive and needs-based policy design and service delivery. This report will also be available to other government agencies to use in the development of other outcome frameworks indicator reports, e.g. social cohesion baseline update report.

This report highlights areas for the Ministry to consider in its future work programme (along with other agencies) for further deeper analysis, for example to make visible faith and mental health intersectional experiences.

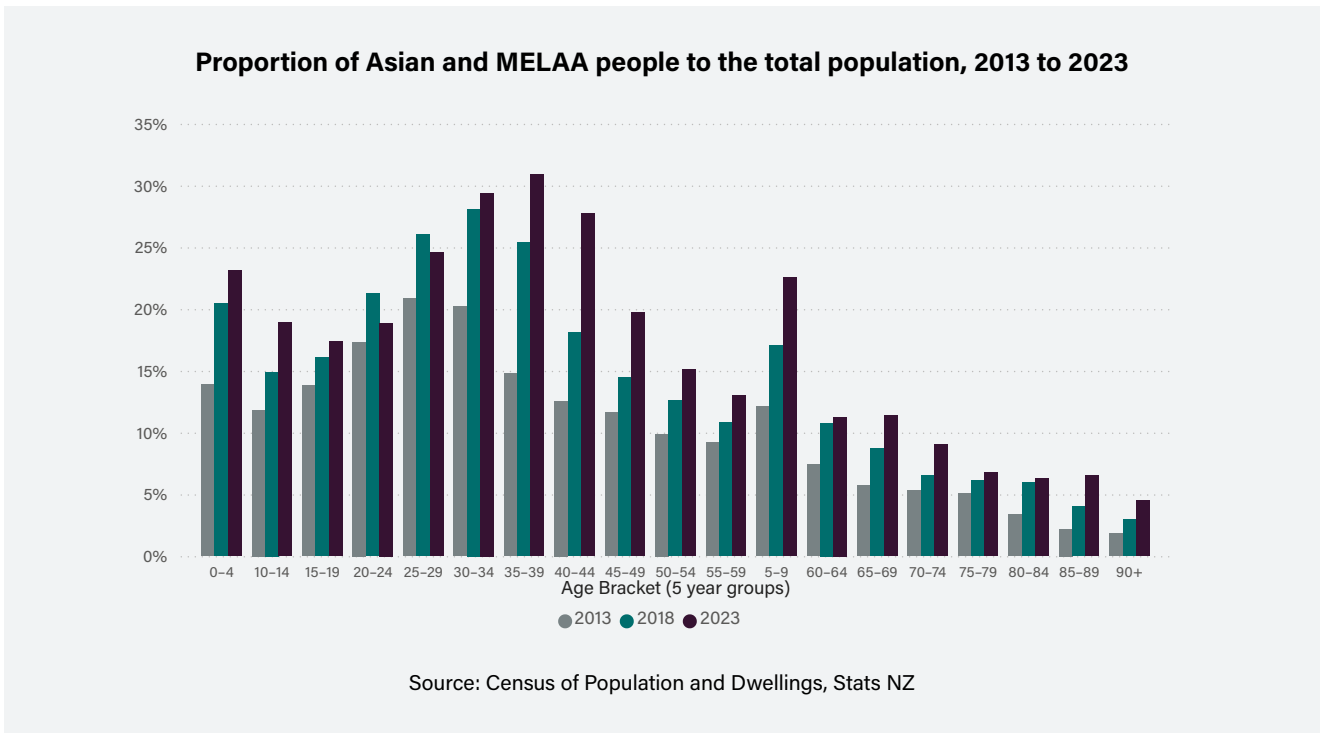
Overview

Ethnic Communities include anyone who identifies their ethnicity as: African, Asian, Continental European, Latin American or Middle Eastern. This includes former refugees, asylum seekers, new and temporary migrants, long-term settlers and multi-generational New Zealanders. These are the communities the Ministry for Ethnic Communities represents.

Ethnic Communities are the fastest-growing populations in New Zealand, more than tripling in size since 1996. Ethnic Communities are incredibly diverse and, based on the 2018 Census, speak more than 160 languages and are affiliated with 45 faiths. The composition of Ethnic Communities in New Zealand was 76% Asian people, 11% Continental Europeans, 7% Africans, 3% Latin Americans and 3% Middle Eastern people. Within these broad groups, there are many different ethnicities.

Since 2018, there has been a shift in where Ethnic Communities tend to migrate from and their age composition. Citizens from India, the Philippines and China accounted for 45% of New Zealand’s net migration gains for the year to June 2024. Ethnic Communities now represent over 30% of all people aged between 35-39 years in New Zealand, based on Census 2023. Children from Ethnic Communities represent around 23% of children under ten years and are more likely to be born in New Zealand than overseas. This rapid change in demographics can add complexity and unmet need for some communities. At the same time, this presents opportunities to positively contribute to New Zealand’s economy through skills, businesses development and international trade connections.

Until now, there has not been a system wide view to monitor these changes for all of Ethnic Communities across government.





Outcome 1

Ethnic Communities can engage in sustainable business and employment and continue to make a strong contribution to New Zealand's economy

This outcome is about creating a more inclusive economic environment that enables people from Ethnic Communities to pursue jobs, careers and business opportunities matched with their skills, experience and aspirations.

This outcome will be achieved when Ethnic Communities are increasingly seen as key contributors to the economy of Aotearoa New Zealand and a valued addition in workplaces, both as employers and employees. Employment outcomes would not be driven by unconscious bias or overt discrimination in hiring practices, with people from Ethnic Communities employed in roles in line with their ambitions.

This outcome is measured through three domains which Ethnic Communities consider important:

- **Work and employment.** Well-paid and secure work increases economic wellbeing which links to better health outcomes and life satisfaction.
- **Income, consumption and wealth.** Adequate income helps families meet their everyday needs and supports access to better education, healthcare and housing. Accumulating wealth also helps meet daily needs and builds intergenerational wellbeing.
- **Business development.** Businesses create jobs and provide income, making a significant contribution to economic wellbeing and growth. Cultural diversity can contribute to innovation within businesses.



1. Work and employment

Well-paid and secure work increases economic wellbeing which links to better health outcomes and life satisfaction.

This domain reports on the participation of Ethnic Communities in the New Zealand labour market using common metrics used across government. These include pay gaps and mismatches between paid work and skill levels.

1.1. Indicators

This domain presents seven indicators about Ethnic Communities' experience and contribution in the workforce. These indicators are:

- **Labour force and employment outcomes.** Measures labour market activity including the size of the working age population, labour market participation, unemployment and young people not in education, employment or training (NEET).
- **Employment support.** Tracks government support received by jobseekers.
- **Job satisfaction and work-life balance.** The quality of employment measured by self-reported job satisfaction.
- **Recognition of international education and qualifications.** Considers how well international qualifications translate to commensurate wages.
- **Pay gaps.** Compares differences in median hourly wages between and within ethnic groups.
- **Representation in the workforce and senior leadership (including the public sector).** Considers upward mobility in the labour market through representation at leadership levels.
- **Job and skills match.** Self-assessed match between skills and employment.

1.2. Summary

The Ethnic Communities workforce is highly skilled and has high labour market engagement. Ethnic Communities make up 20% of the labour force as of December 2023. Despite the economic downturn in 2023, the unemployment rate for Ethnic Communities was lower when compared to 2018.

Job satisfaction and work-life balance tends to be as good as other ethnic groups or better.

However, Ethnic Communities do not always get equal returns for their educational investment. Ethnic Communities are often not in the pipeline moving toward leadership and decision-making roles. While some gains have been made, there is still work to be done to achieve pay parity and good representation in leadership roles.

1.3. Labour force and employment outcomes

This indicator uses five lead labour market measures to understand Ethnic Communities' participation in paid work and access to the labour force. The measures are defined and summarised below. This is followed by a more detailed presentation of trends over time. The measures include:

- **Working-age population.** Those aged 15 and over who are 'usually resident' (people living in New Zealand for six months or more). It does not include temporary migrants, but it does include international students who have been residing in the country longer than six months.
- **Unemployment rate.** The proportion of the working-age population who are unemployed, i.e., those who have no paid work and are actively seeking a job.
- **Underutilisation rate.** A combination of part-time workers wanting more hours, unemployed people and those who are available to work but not actively seeking it.
- **Employment rate.** The proportion of the working age population who are employed.

- **Labour force participation rate.** The proportion of the working-age population who are in the labour force (employed or unemployed).
- **NEET.** Young people aged between 15 and 25 years who are not in employment, education or training.

The table below is a summary of key labour market measures between 2018 and 2023.

Figure 1. Labour market summary, by Ethnic Communities, 2018 and 2023

Ethnicity	Asian		MELAA ⁺		Continental European	
	2018	2023	2018	2023	2018	2023
Working age population (000)	541.3	685.3	89.9	109.3	58.6	62.5
Unemployment rate (%)	4.2	3.3	4.6	3.9	5.0	4.8
Employment rate (%)	69.2	76.9	74.1	77.8	69.7	67.0
Labour force participation rate (%)	72.2	79.6	77.7	81.0	73.4	70.3
Labour force (000)	390.8	545.3	69.9	88.5	43.0	43.9
NEET (000)	9.2	8.5	1.6	1.4	1.1	
NEET rate (%)	9.3	9.0	13.1	7.5	14.6	

Source: MBIE, Labour Market Statistics Snapshot. Stats NZ, HLFS

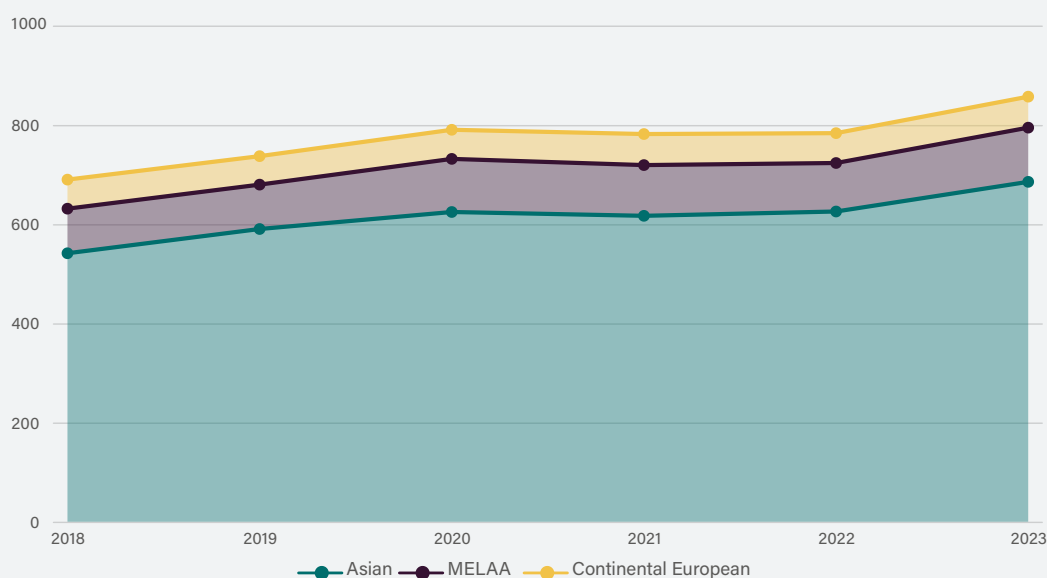
1.3.1. Working age population

In the year to December 2023, Ethnic Communities made up 20% of the working-age population (people aged 15 years and over) and numbered 852,000 people.

Between 2018 and 2023, the working-age population increased for all groups as New Zealand's population grew. In particular, the Asian working-age population increased by nearly one quarter (23%).

Recent increases have largely been driven by migration from India and Southeast Asia. The largest group of Southeast Asian people migrating to New Zealand are Filipino. There has been smaller change in MELAA⁺ and Continental European populations. Increases have also come from Latin America, Russia and Ukraine. The figure below details the numbers of working age Ethnic Communities for 2023 and is a useful reference when considering the rest of this domain.

Figure 2. Working age population, by ethnicity, 2018 to 2023 (000's)



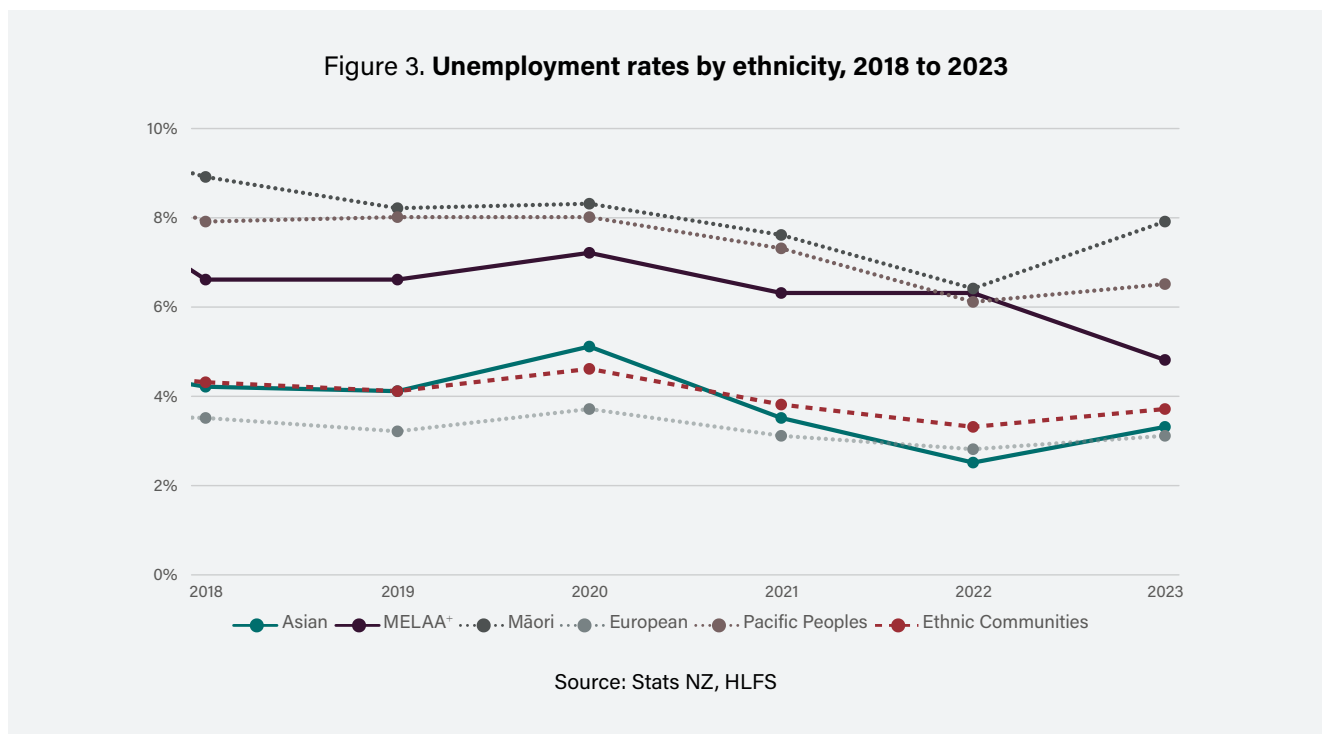
Sources: Labour Market Statistics Snapshot, MBIE. HLFS, Stats NZ.

1.3.2. Unemployment rate

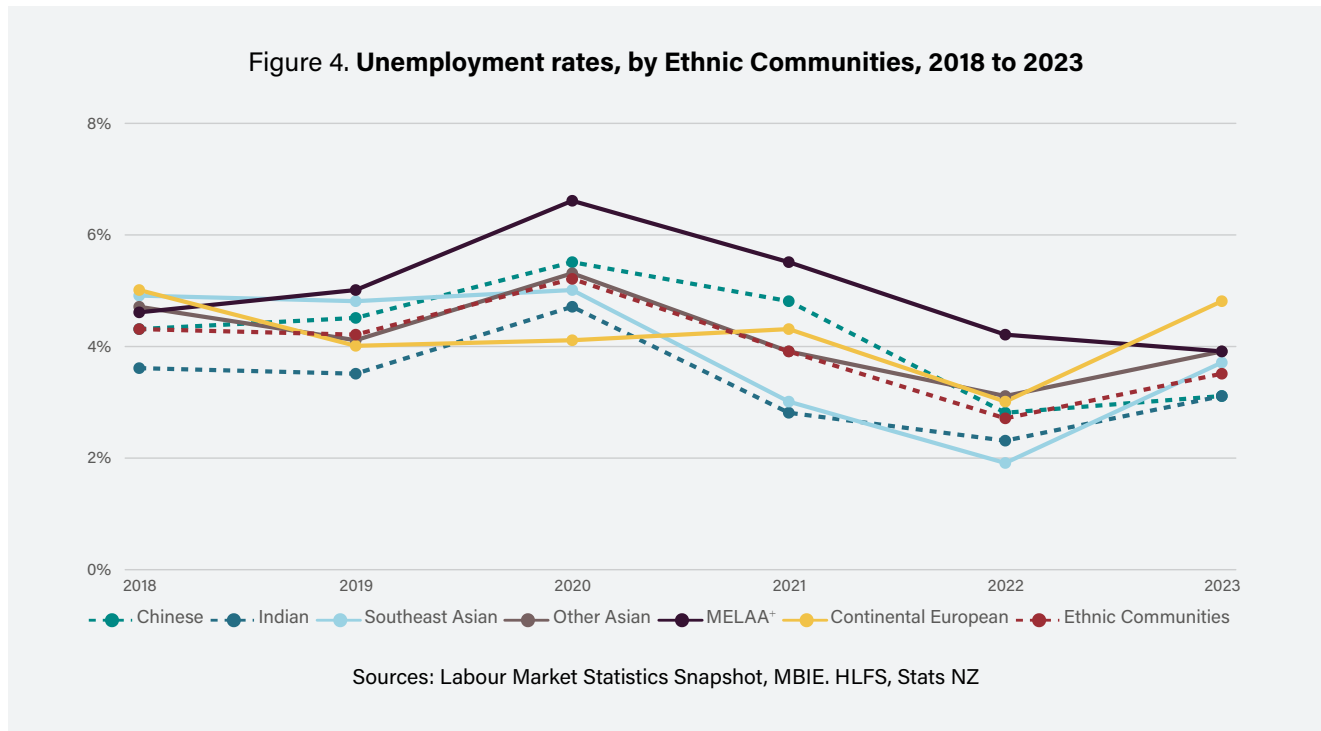
While MELAA people in New Zealand can face employment barriers on a similar scale as Māori and Pacific Peoples, the types of barriers are not necessarily the same. As discussed below, there are indications that overseas qualifications may not be valued, recognised or understood by some employers.

By 2023, the MELAA+ unemployment rate was at the lowest level since the 2018. During 2022 and 2023, Asian unemployment rates fell to European rates at a time of labour market shortages. At the end of 2023 the New Zealand economy was understood to be in a technical recession.

Ethnic minorities tend to face barriers to securing employment during less favourable labour market conditions resulting in higher levels of unemployment which last longer than the economic shocks. New Zealand research has shown that monetary shocks particularly impact Māori and Pacific Peoples, however Asian unemployment is less affected and trends closer to the European rate.⁽³⁾

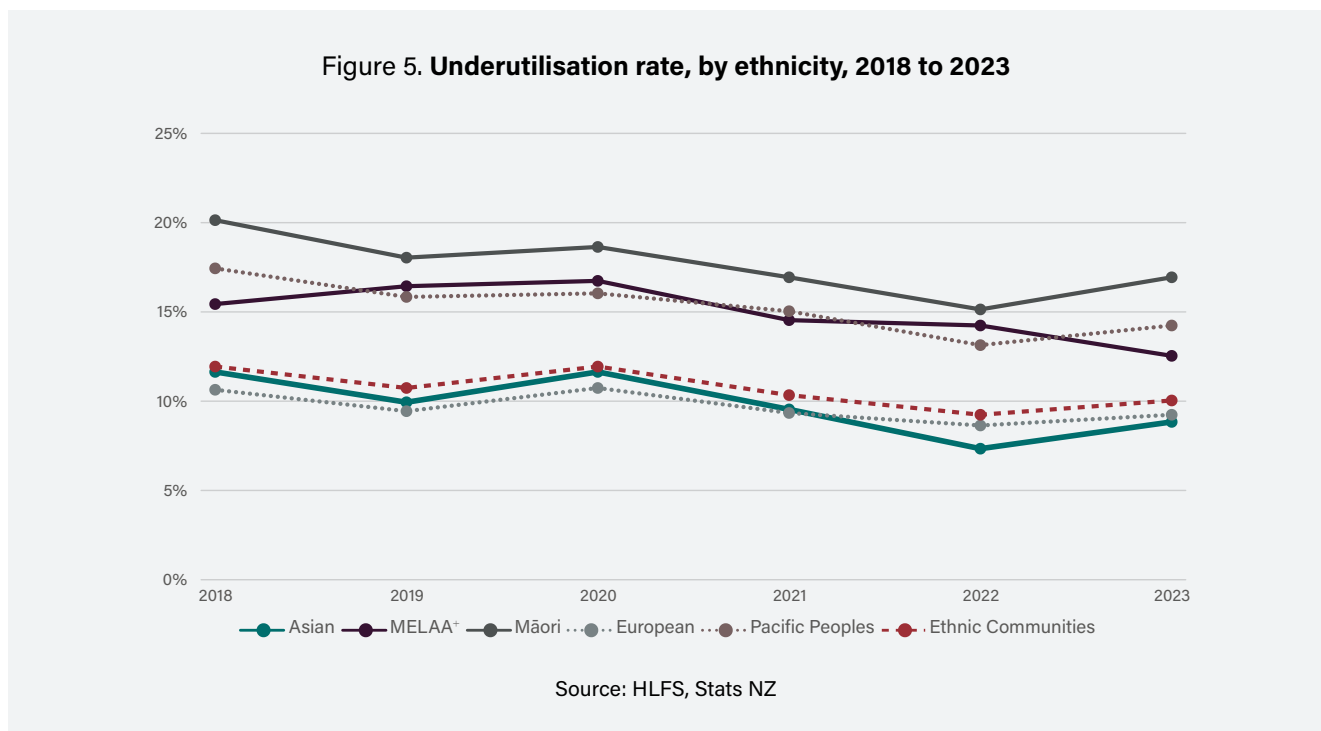


The chart below provides a breakdown of unemployment rates within Ethnic Communities, including the two largest groups: Chinese and Indian. As above, the unemployment rate shrank for most Asian groups (down to 2.5% overall) during the recent tight labour market in 2022. However, this increased to 3.7% overall in 2023 with the economic downturn but is still lower than the 2018 levels.

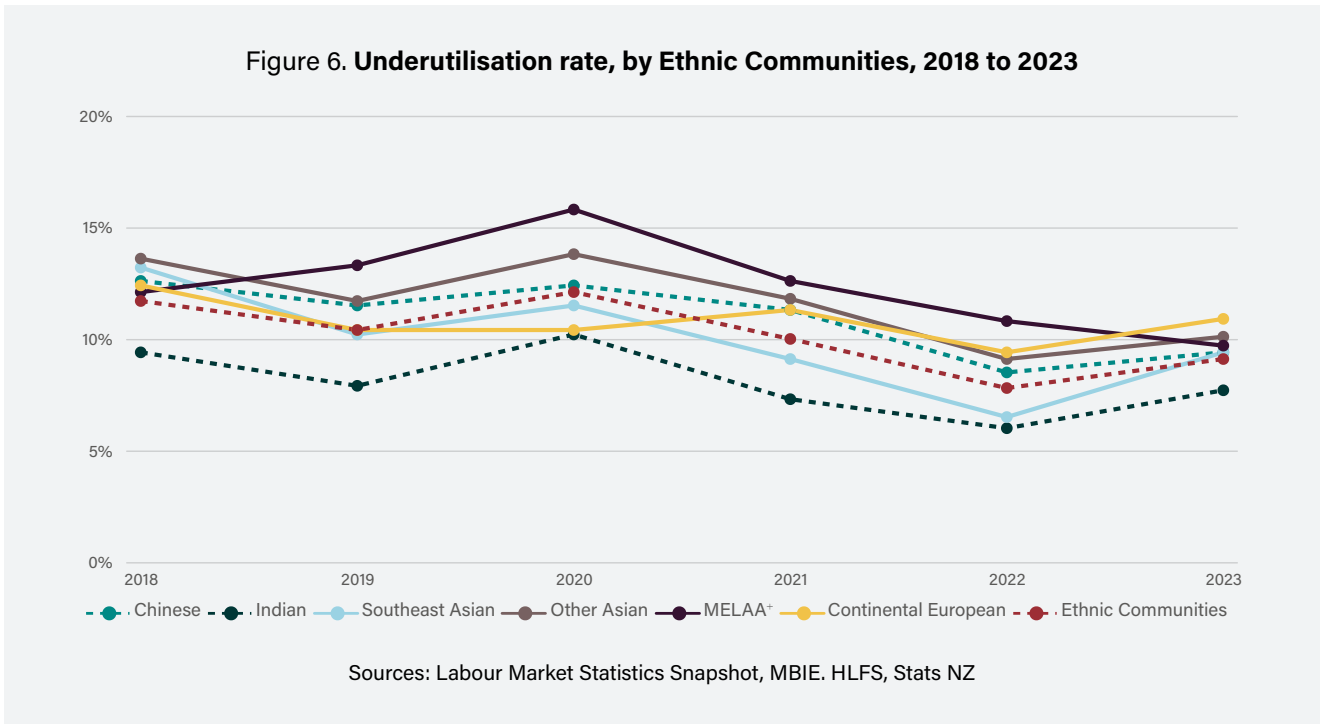


1.3.3. Underutilisation rate

Underutilised workers are a combination of part-time workers wanting more hours, unemployed people and those who are available to work but not actively seeking it. The chart below shows similar patterns to the unemployment rate – Asian and European underutilisation rates are at similar levels. MELAA+ underutilisation rates were higher and closer to Māori and Pacific Peoples’ rates in 2023. The underutilisation rates for both Asian and MELAA+ people have fallen since the 2018 baseline period. Part-time workers disproportionately include women and young people, including parents and students.



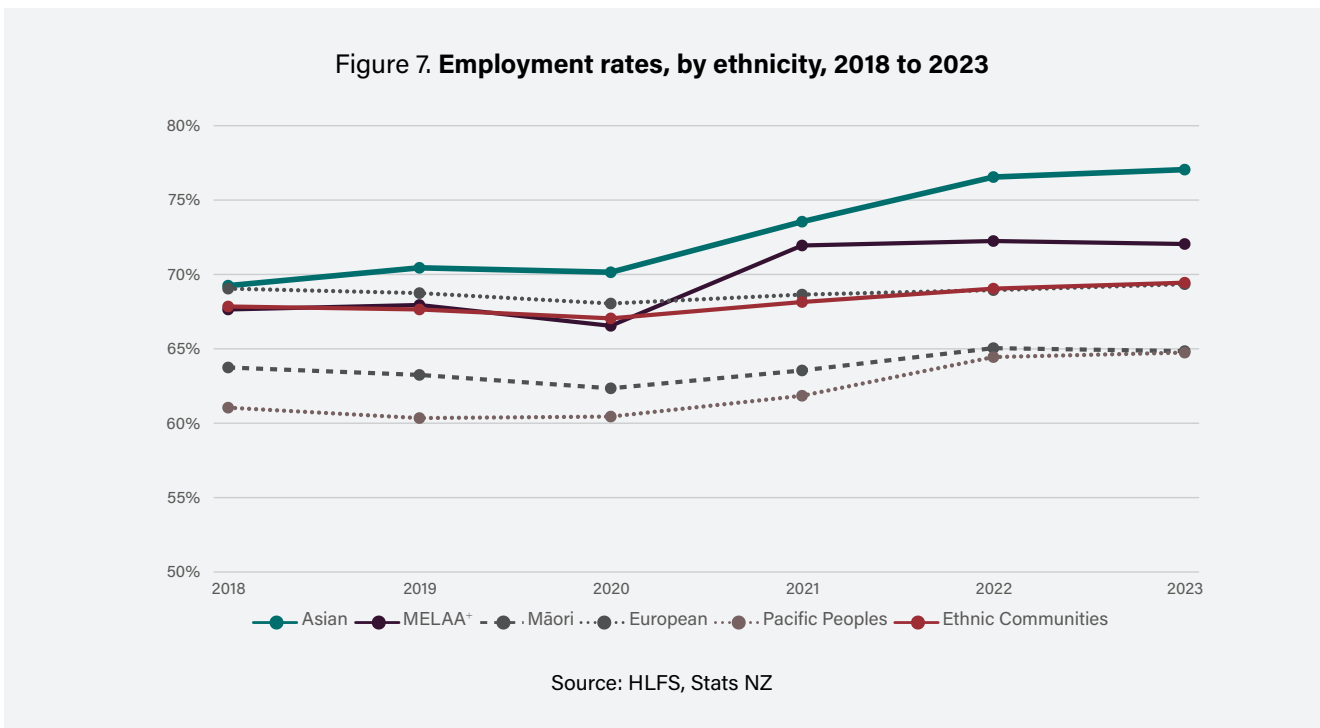
The chart below shows that for groups within Ethnic Communities, the underutilisation rate is lower in 2023 compared to 2018.



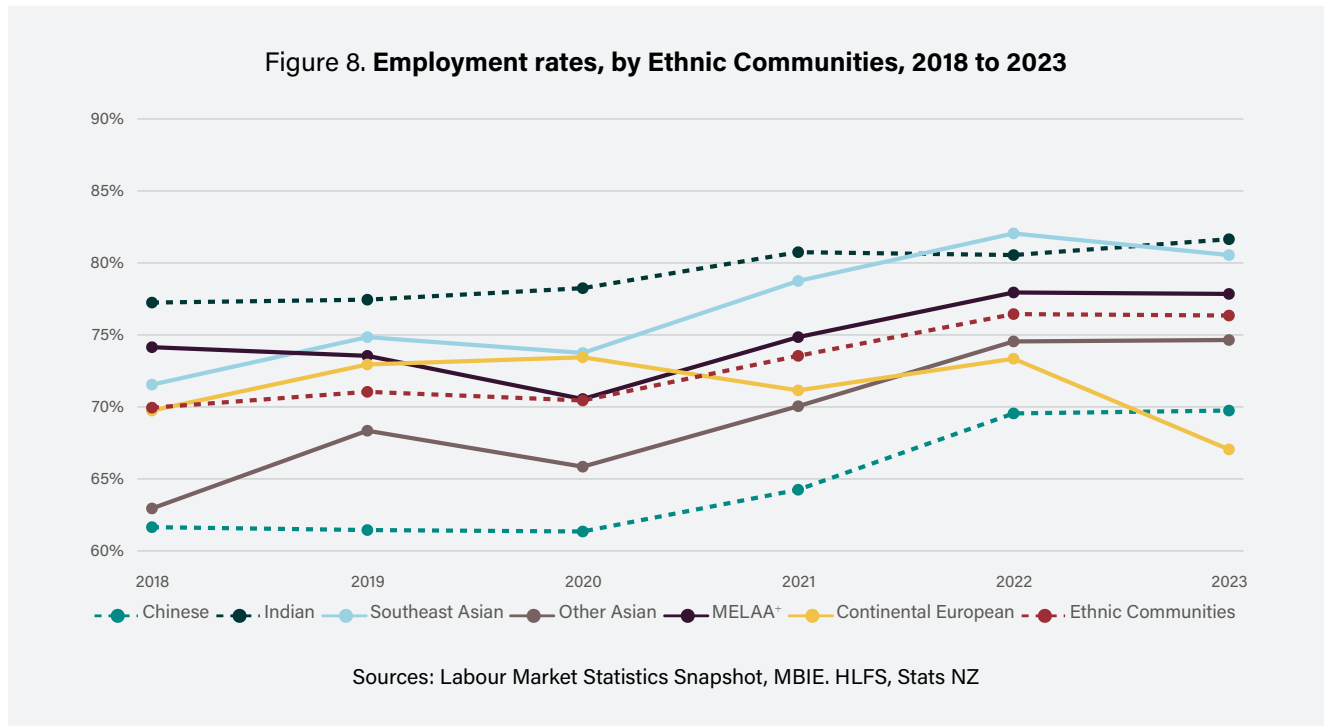
1.3.4. Employment rate

Employment rates are the percentage of those aged over 15 years who are in employment, including those in part-time work.

Ethnic Communities have enjoyed steady increases in employment rates over time, increasing from 69.2% to 76.8% for Asian and 64.4% to 73.2 % for MELAA+ people between 2018 and 2023. This is partly explained by a younger working-age population, however, the employment rate for MELAA+ people has tracked upwards as more MELAA+ women have joined the workforce.



Employment rates vary somewhat within Ethnic Communities, with the highest rates in Indian and Southeast Asian communities.

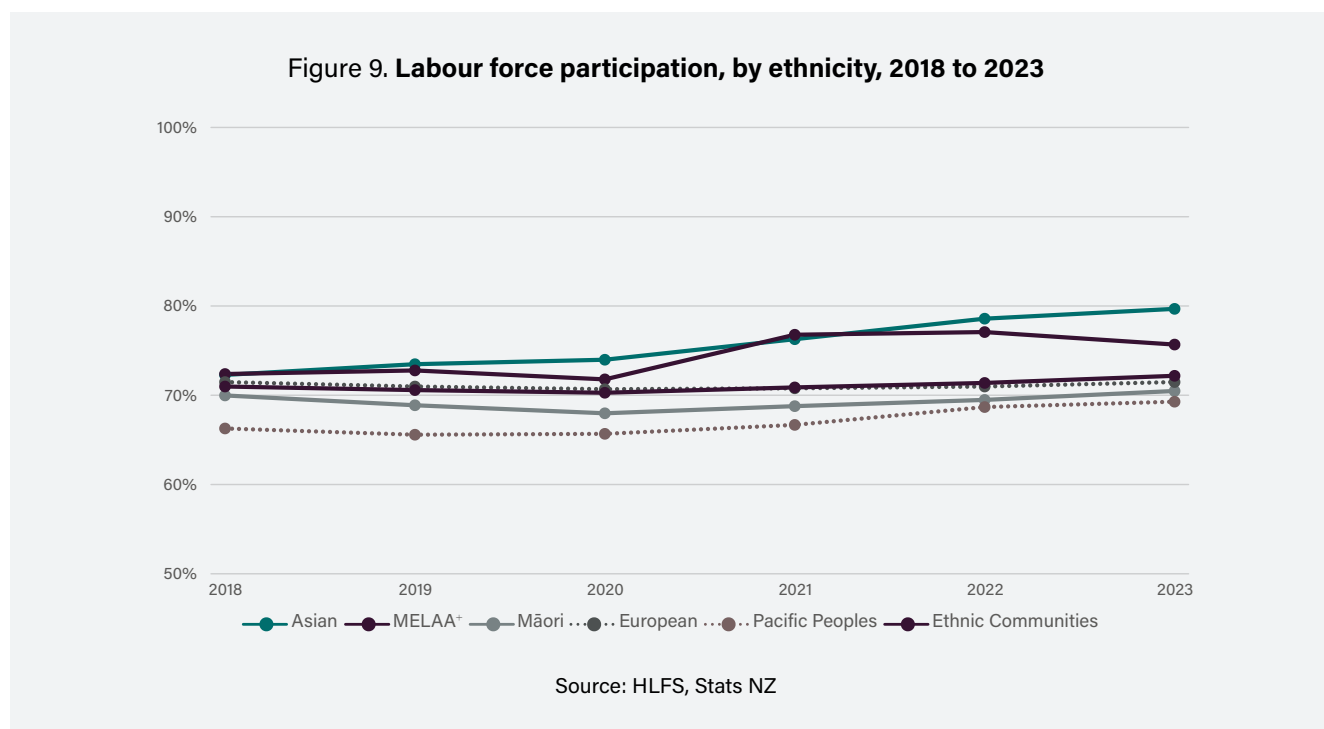


1.3.5. Labour force participation rate

The labour force is made up of those who are employed and unemployed. The labour force participation rate is the percentage of working-age people (aged 15 years or over) who are either employed or unemployed.

Asian and MELAA+ labour force participation rates were consistently higher than other ethnic groups from 2018 to 2023. During that time, both Asian and MELAA+ participation rates grew, while there was little change for other groups.

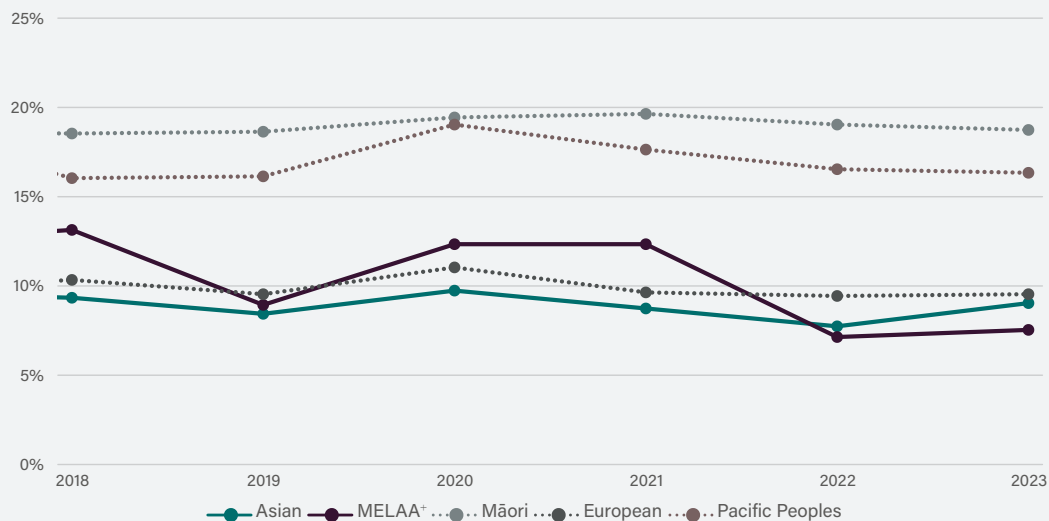
Health is the defining factor in how long people can expect to work.⁽⁴⁾ Those in physically demanding jobs retire earlier and New Zealand has used migration to fill some of those gaps in transport, construction and farming.



1.3.6. Youth employment: Proportion aged 15-24 years who are not in employment, education and training (NEET)

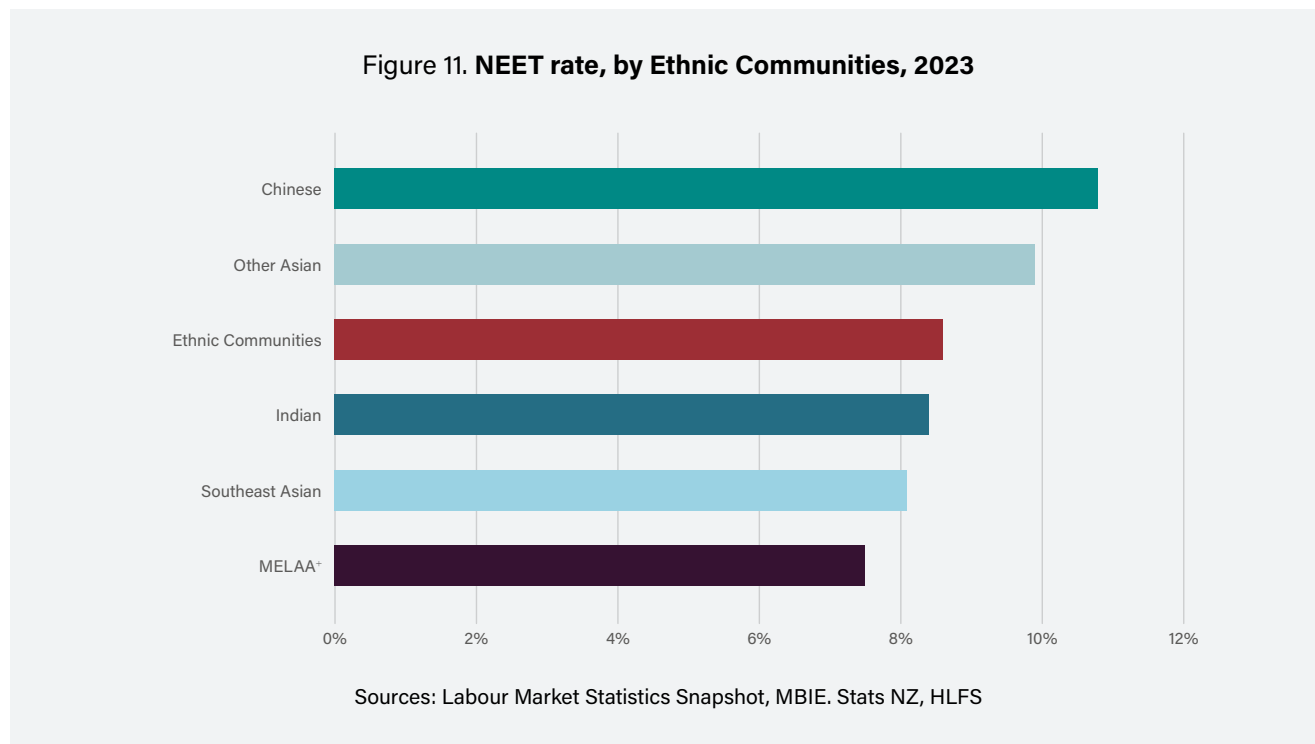
Asian young people have relatively low NEET rates. This may be influenced by a large portion of the international student population found in this age cohort. Asian people and European people both tend to defer starting families, giving more opportunity to stay in education and employment. The chart below shows Asian NEET rates align with European rates.

Figure 10. Not in employment, education and training (NEET), by ethnicity, 2018 to 2023



Source: HLFS, Stats NZ

There were an estimated 10,300 young people aged 15-24 years who were not in education, employment or training from Ethnic Communities in the year to December 2023, with a combined NEET rate of 8.6%. This includes an estimated 2,700 Chinese, 2,300 Indian and 2,100 Southeast Asian young people. The chart below shows no statistical difference in NEET rates for groups within Ethnic Communities^a.



The transition between education and employment is important for long term employment success. Young people are often more affected by economic changes. The number of NEET youth and the NEET rate are closely monitored by government. Differences in NEET rates by ethnicity or gender may indicate changes that need to be made in the education system, such as career guidance or government investment in targeted training.

1.4. Employment support

Jobseeker Support, provided through the Ministry of Social Development (MSD), is the main financial support available to New Zealand citizens and permanent residents aged over 18 years who are seeking work and do not have other family support (such as a working partner). Other support, such as vocational guidance, can be used by all New Zealanders.

Former refugees (a small population) receive assistance from MSD immediately on entry to New Zealand.

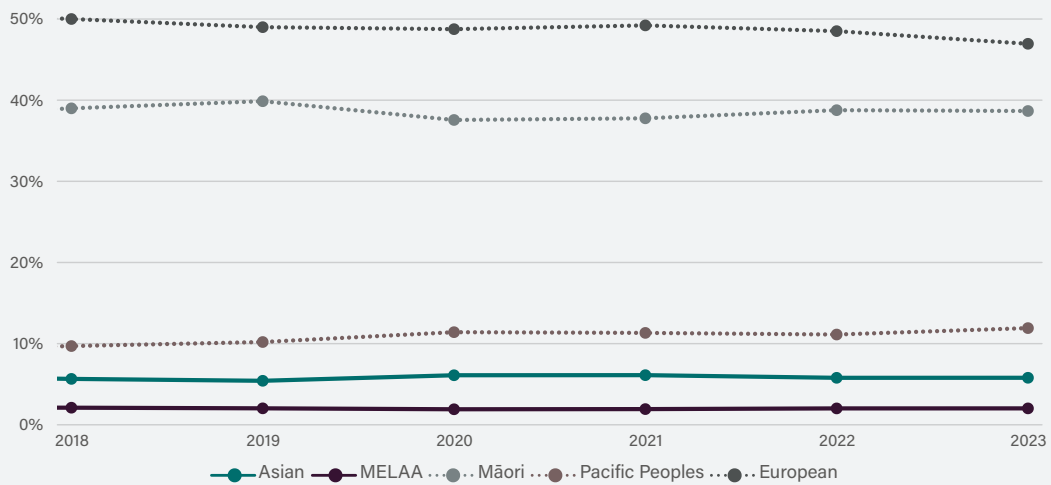
^a Note: Continental Europeans are suppressed due to very small numbers.

1.4.1. Ethnic Communities' share of Jobseeker Support

The percentage of Asian and MELAA people receiving Jobseeker Support has been stable since 2018 despite increases in the working-age population and the impact of COVID-19 lockdowns. Stats NZ found that only approximately one third (32%) of New Zealand's unemployed people were enrolled for assistance from Jobseeker Support in 2021.⁽⁵⁾ Asian unemployed people are less likely to be enrolled for Jobseeker Support than other ethnic groups (21% of unemployed Asian people were enrolled as jobseekers). The chart below shows a consistent trend that Asian people tend to make up 6% of working age recipients of Jobseeker Support and MELAA people make up 2% of recipients since 2018.

Awareness of eligibility due to language barriers and accessibility of information, and cultural norms may be factors in lower uptake of formal government support by Ethnic Communities.

Figure 12. Proportion of working age receipts of Jobseeker Support, by ethnicity, 2018 to 2023



Source: Benefit Fact Sheets, MSD

The 2020 COVID-19 lockdowns impacted workers, businesses and the economy, particularly in Auckland where stricter and longer lockdowns were in place. During this time, the government offered wage subsidies to affected workers. The conditions for these subsidies differed to Jobseeker Support. Financial support was higher and the criteria were less restrictive. The evaluation found that Asian employees had the highest uptake across all ethnic groups.⁽⁶⁾ This is explained by the Auckland region having a high Asian population, as well as higher participation of Asian workers in the second highest industry to receive the subsidy, which is accommodation and wage services.⁽⁶⁾

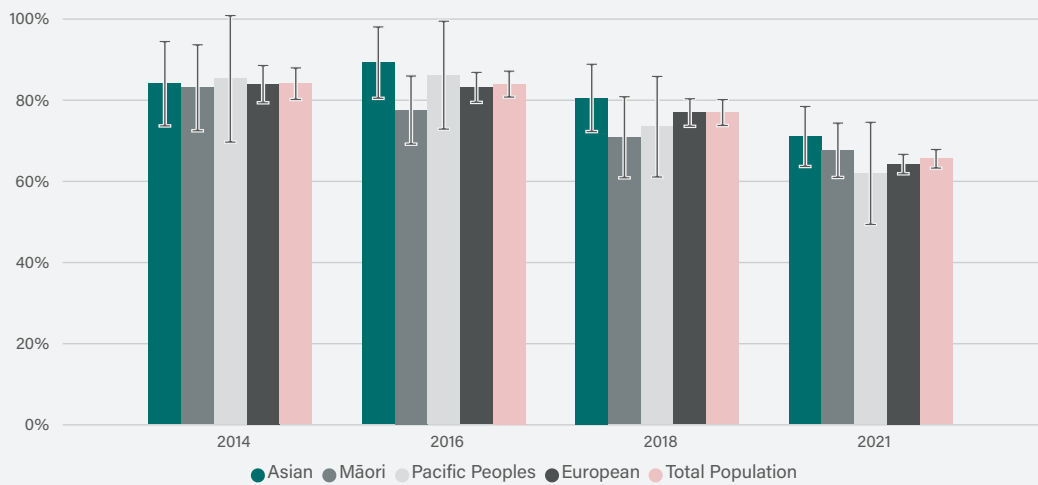
1.5. Job satisfaction and work-life balance

This indicator is informed by two measures: job satisfaction and satisfaction with work-life balance. Job satisfaction looks beyond income and considers factors such as conditions and relationships on the job. Work-life balance considers the balance between paid work and other important activities.

1.5.1. Job satisfaction

Asian workers have consistently reported slightly higher levels of job satisfaction (satisfied or very satisfied) compared to other ethnic groups since measurement began in 2014. However, job satisfaction has been declining for most groups. In 2018, 80% of Asian workers felt satisfied or very satisfied with their job. Stats NZ report that job satisfaction is highly correlated with job security, flexible hours, autonomy and a good relationship with managers and colleagues.⁽⁷⁾

Figure 13. Proportion of employed people who felt satisfied or very satisfied with their job, by ethnicity, 2014 to 2021



Source: NZGSS, Stats NZ

1.5.2. Work-life balance satisfaction

This measures the proportion of employed people who are satisfied/very satisfied with the balance between paid work and other important activities such as time with family, community activities and leisure.

Satisfaction with work-life balance peaked for Asian workers in New Zealand in 2012. Asian workers had the highest work-life balance of any ethnicity in 2012 and 2018 (the latter being the baseline year). New Zealand's Survey of Working Life has previously found that flexible hours can increase satisfaction with work-life balance, while stress, working long hours and poor workplace relationships can reduce satisfaction.

Figure 14. Proportion of satisfaction with work-life balance, satisfied/very satisfied, by ethnicity, 2008, 2012 and 2018



Sources: Living Standards Framework Dashboard, The Treasury. NZGSS, Stats NZ

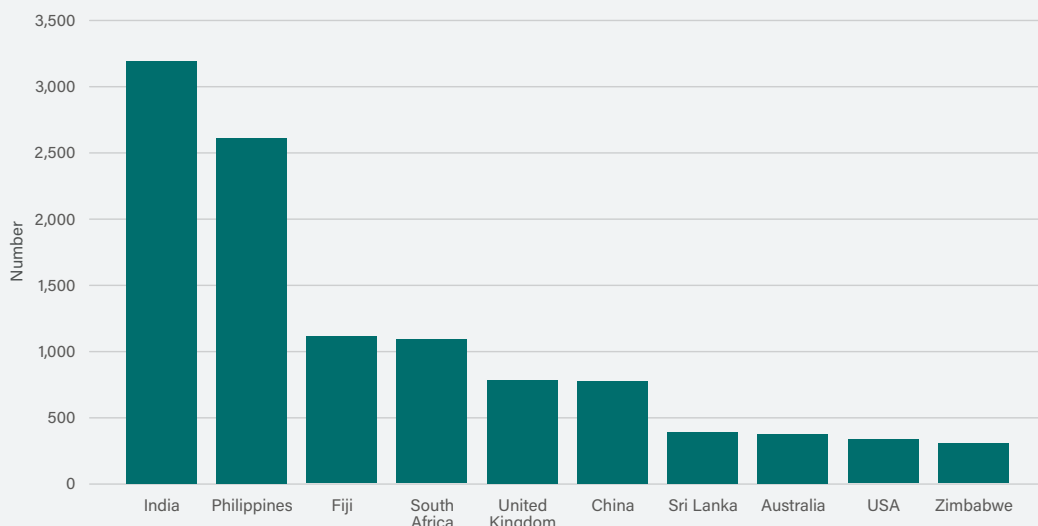
1.6. Recognition of international education and qualifications

This indicator is designed to assess how well international education and qualifications are recognised in New Zealand and how this translates into pay given these. However, there is no strong measure available to demonstrate how well international qualifications translate to commensurate wages. Administrative data from New Zealand's qualification authorising agencies show strong ongoing activity recognising international qualifications.

While formal recognition of international qualifications is not generally required by most employers to work in New Zealand, there are some professions that do assess foreign qualifications. Members of Ethnic Communities have expressed concern that their qualifications can be disregarded or undervalued by employers.

The New Zealand Qualifications Authority (NZQA) provides an international qualification assessment service, which is largely used by people in the migration application process, rather than those already residents in New Zealand. The chart below shows that during 2021-2023, NZQA received the most applications for qualification assessment from India, followed by the Philippines. The unusually high numbers of applications from Fiji were due to a drive for teachers to come to New Zealand. It is noted that an 'awarding country' (country where the qualification was obtained) is not necessarily aligned with the nationality or ethnicity of an applicant.

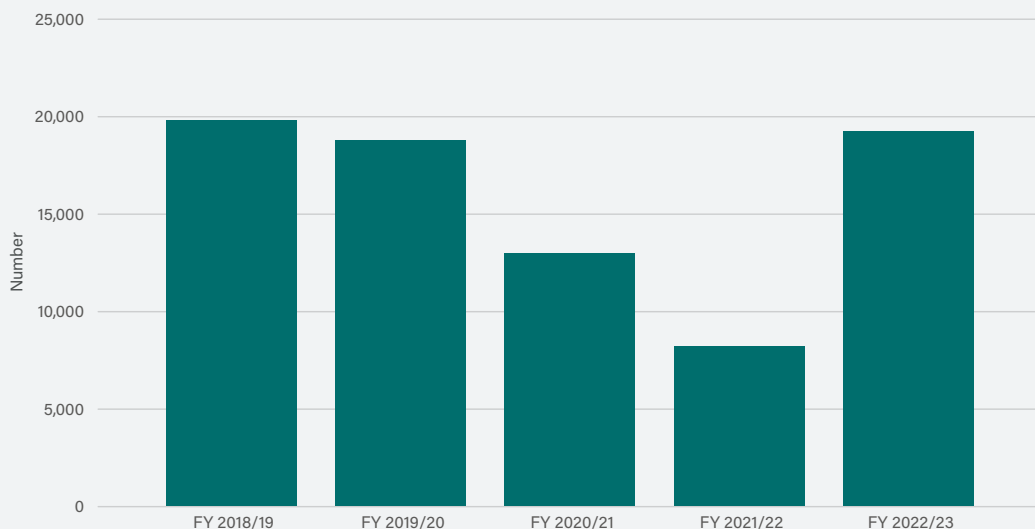
Figure 15. International qualifications assessed by NZQA, by top ten countries, 2023/24



Source: NZQA

The chart below reflects a slow down in immigration activity while New Zealand was largely closed during the peak of the COVID-19 response and a subsequent increase, returning back to pre-COVID-19 levels in 2022/23.

Figure 16. NZQA overseas qualification applications, 2018/19 to 2022/23



Source: NZQA

Professional associations issue their own assessments and registrations and are not included in the figures above. For example, the Medical Council of New Zealand issued 1,693 new doctor registrations between 1 July 2022 and 30 June 2023. Just under 20% of new registrations came from countries associated with Ethnic Communities including South Africa, Nigeria, Zimbabwe, India, the Netherlands, Pakistan, Russia and Ukraine.⁽⁸⁾

The New Zealand Nursing Council registered 11,660 internationally qualified nurses over 2023, of which 38% came from the Middle East, India, the Philippines or Singapore.⁽⁹⁾

1.7. Pay gaps

These measures compare differences in hourly wages.

Closing pay gaps would have considerable gains for Ethnic Communities and the New Zealand economy. Ethnic Communities' collective annual earnings were over \$31 billion in the year ending June 2022. An additional \$5 billion could have been earned by Ethnic Communities in the year ending June 2022 if the unexplained pay gap was closed.⁽¹⁰⁾

Detailed analysis of ethnic pay gaps has found one of the drivers of pay gaps may be an undervaluation of skills: *"Despite Asians on average having higher educational attainment..., they are not receiving the return to that skill level at the same rate as their European comparators."*⁽¹¹⁾

1.7.1. Ethnic and gender pay gaps

The table below provides three views of wage gaps in 2018 and 2023.

- **Ethnic pay gaps** – compares differences in hourly rates between each ethnicity to Europeans.
- **Gender pay gaps** – compares differences in hourly rates between men and women in the same ethnic group.
- **Gender and ethnic pay gaps** – compares women in each ethnic group to all men.

In 2018, there was an 11.5% ethnic pay gap for Asian workers which decreased to 9% by 2023, i.e. Asian workers were paid 9% less than European workers. The pay gap for Asian women in 2018 was 14.9% (five percentage points higher than for all women). The gap for Asian women reduced 2.8 percentage points to 12.1% in 2023, which was a larger reduction than the overall gender pay gap.

Figure 17. **Ethnic and gender pay gap, by median hourly earnings, 2018 and 2023**

Ethnicity	Ethnic Pay Gap (Both Sexes)		Gender Pay Gap (within ethnic group)		Gender and Ethnic Pay Gap	
	2018	2023	2018	2023	2018	2023
Asian	11.5%	9.1%	6.6%	7.9%	14.9%	12.1%
MELAA	0.4%	6.1%	15.3%	24.9%	9.8%	18.2%
Māori	14.9%	12.1%	10.6%	5.7%	20.2%	14.3%
Pacific Peoples	17.0%	13.8%	12.2%	2.7%	23.2%	15.2%
European			11.4%	7.9%	5.6%	4.5%
Total (all ethnic groups)			9.6%	8.6%	9.6%	8.6%

Source: HLFS, Stats NZ

The chart below shows volatile pay gap trends for MELAA people, in part due to the small sample size. The larger group of Asian people has recorded a persistent pay gap compared to European people.

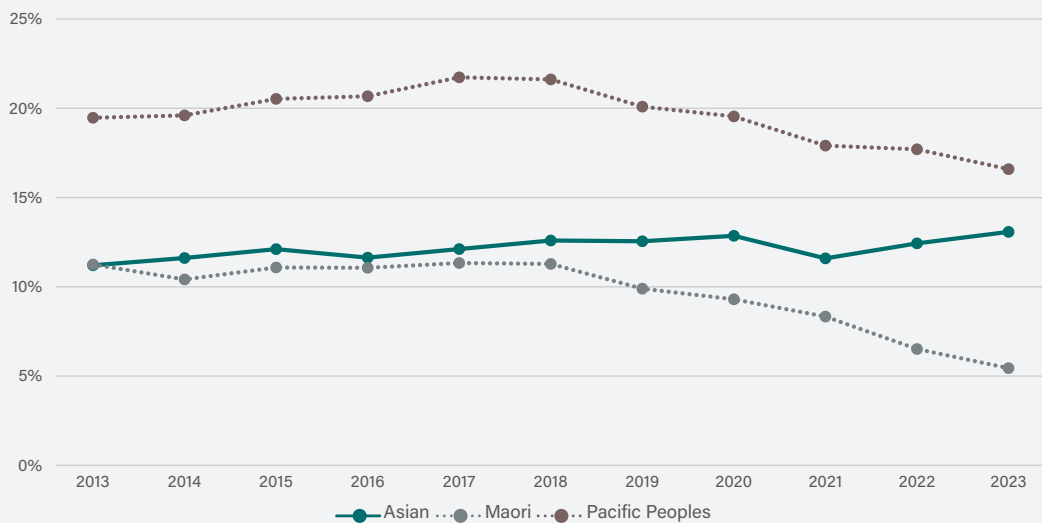
Figure 18. Ethnic pay gaps for median hourly earnings, by ethnicity, 2018 to 2023



Source: HLFS, Stats NZ

Ethnic pay gaps in the core public service are not directly comparable to the national figures above due to a different calculation method. A decrease in the pay gap for Māori and Pacific Peoples has occurred since the implementation of the Public Service Pay Gaps Action Plan, which took actions such as standard starting salaries and individual agency pay gap reporting. There has been no decline in Asian public service pay gaps. An increase in the Asian pay gap in 2023 was the highest Asian pay gap on record.

Figure 19. Trend in public service ethnic pay gaps, by ethnicity, 2013 to 2023



Source: Te Kawa Mataaho Public Service Commission

Government agencies publish the actions they are taking to reduce pay gaps, including ethnic pay gaps. Some large agencies provide this detail for MELAA people:

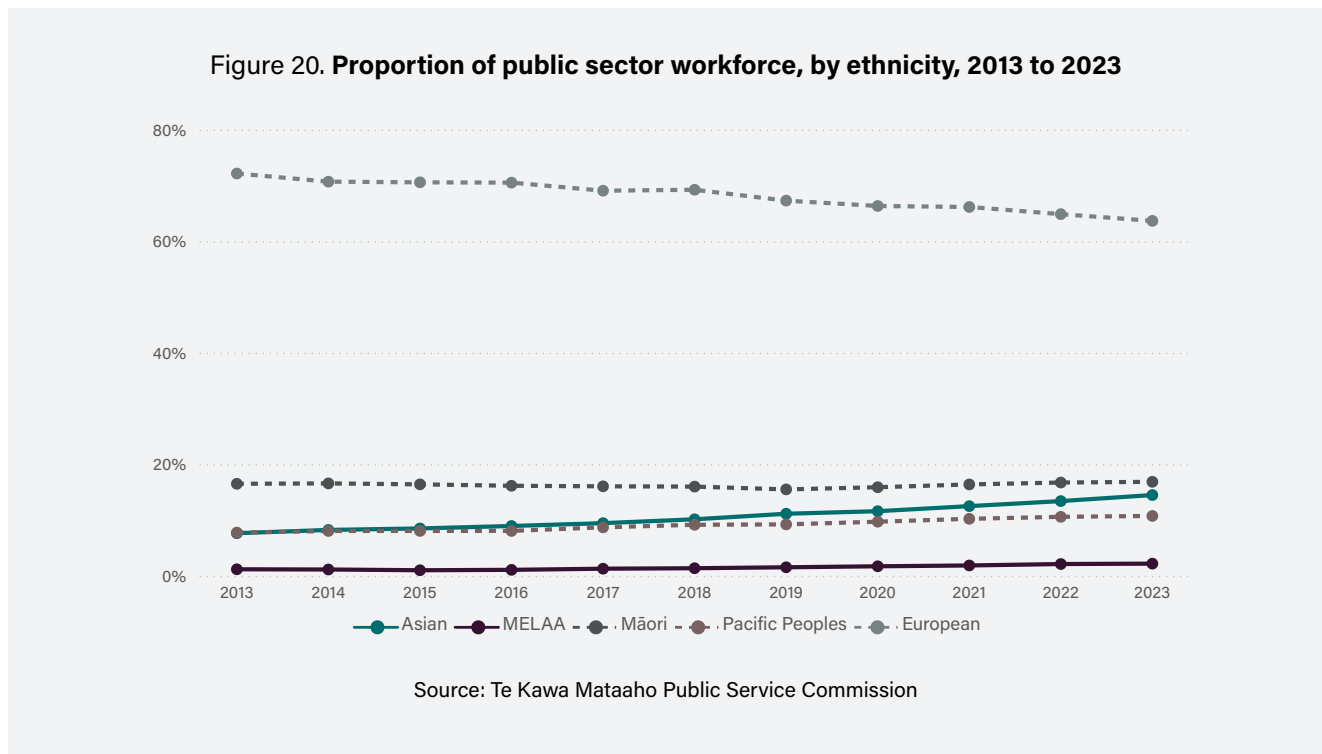
- Inland Revenue report that in the past five years ethnic pay gaps decreased for all groups except Asian women, which they attributed to new hires in front line roles. In 2024, Inland Revenue reported average ethnic pay gaps are 13.26% for Pacific Peoples, 12.73% for Asian people, 9.11% for MELAA people and 8.72% for Māori.⁽¹²⁾
- The Ministry of Social Development’s ethnic pay gap data shows a similar pattern to the public service overall: decreases in Māori and Pacific Peoples gaps and a slight rise in Asian pay gaps (between 2018 and 2023). The MELAA pay gap in 2023 for MSD was 4.6%. MSD’s gender and ethnic pay gap action plan notes that a need to investigate specific challenges and barriers behind the Asian pay gap (8.35% in 2023) and elsewhere noted an increase in Asian women staff in lower paid roles.⁽¹³⁾
- The Ministry of Business, Innovation and Employment reported a 17.5% Asian pay gap and 11.3% pay gap for MELAA people in 2023.⁽¹⁴⁾

1.8. Representation in the public sector workforce including senior leadership

Good representation of Ethnic Communities at all levels of government contributes to equitable and culturally appropriate service delivery. The public service impacts all New Zealanders’ lives: allocating resources, setting standards and delivering services in health, education, justice, housing, transport and more.

1.8.1. Ethnic breakdown of public sector workforce

Asian and MELAA people’s representation in the public sector workforce has increased over time alongside their proportion of the New Zealand workforce. Representation is roughly equivalent to the working-age population. The Te Taunaki Public Service Census of 2021 broke down workers from the MELAA group as 0.6% African, 0.5% Latin American and 0.5% Middle Eastern.



1.8.2. Public service senior leadership diversity

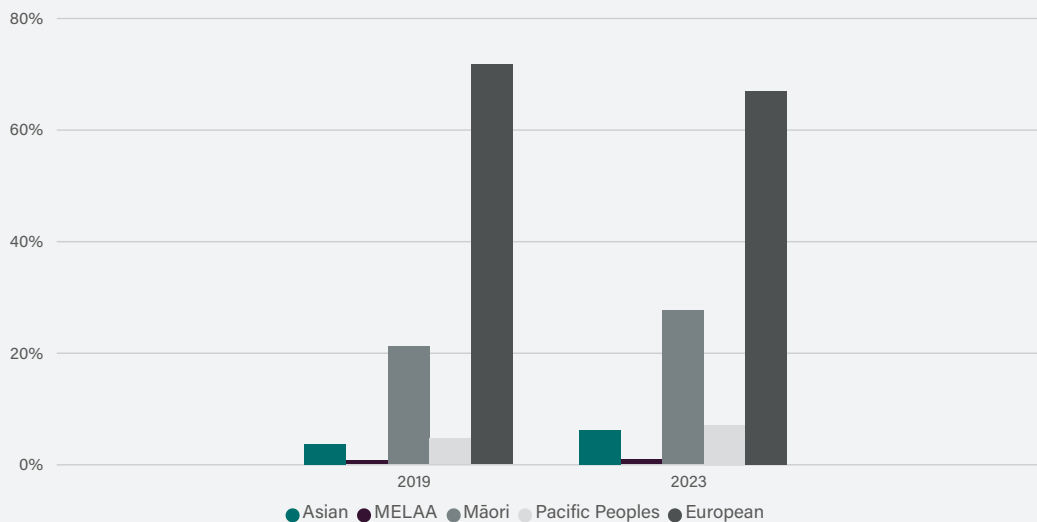
Asian and MELAA people's representation increased at junior levels of the core public service between 2018 and 2023 but has not translated to representation in senior leadership. Representation at leadership levels give groups influence in decision making and in shaping the future. The chart below shows Asian and MELAA workers are underrepresented in public sector decision making.

Figure 21. Proportion of Public Sector workforce, by ethnicity, 2018 and 2023



Sources: Te Kawa Mataaho Public Service Commission. HLFS, Stats NZ. Census, Stats NZ.

Figure 22. Ethnic representation on public boards and committees, 2019 and 2023



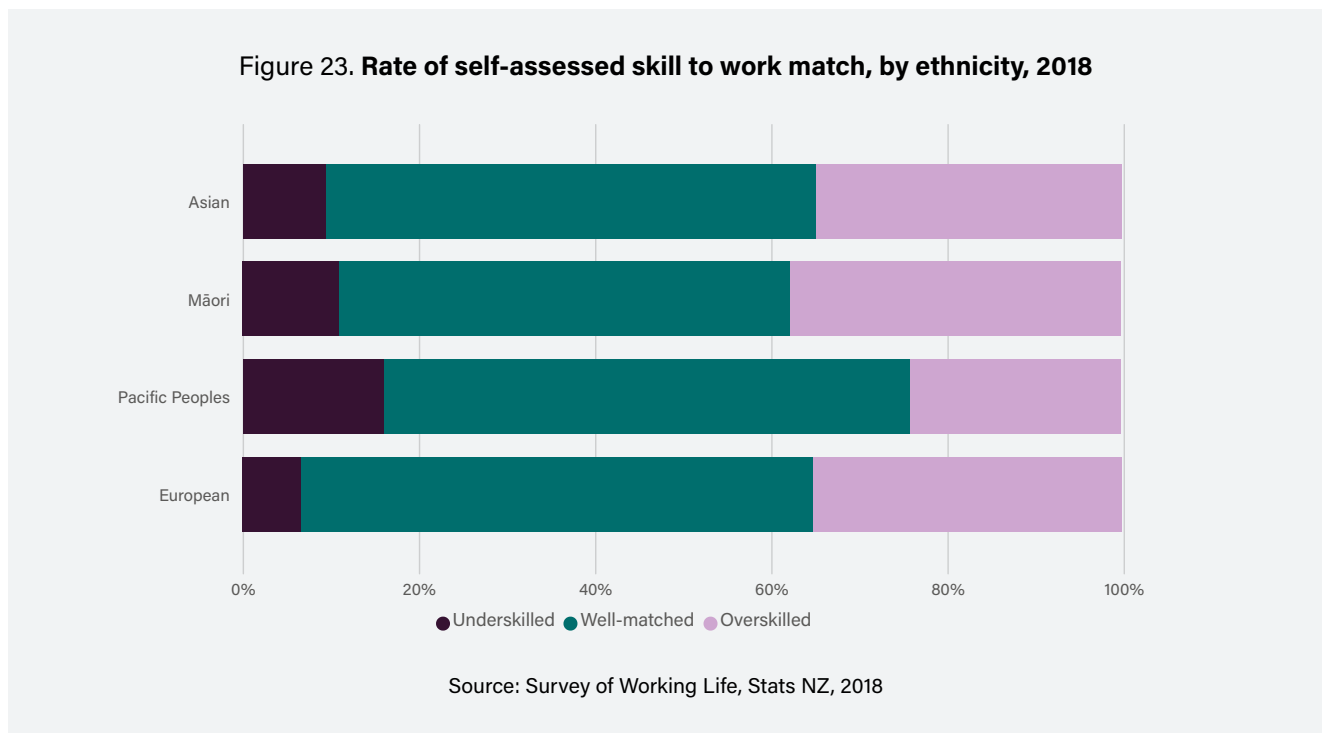
Source: Te Kawa Mataaho Public Service Commission

1.9. Job and skills match

A labour market where work is well-matched to skills benefits both workers and the economy. High levels of skill to work matching increases job satisfaction and raises productivity, innovation and growth.

1.9.1. Proportion of employed people who reported self-assessed skills mismatch in main job

In 2018, 35% of Asian people rated themselves 'overskilled' for their main job, which is similar to European and Māori people in the chart below.



Differences emerge when considered by industry and age. Younger people and those working in construction were more likely to rank themselves underskilled, perhaps reflecting time in the workforce and the demand for new methods by construction workers. Older workers were more likely to rate themselves overskilled. Asian people are less represented among older workers, so age is less of an explanatory factor for being overskilled.

Research from the New Zealand Survey of Adult Skills (2016) found that Asian workers were more likely than Europeans to be overqualified for their employment and less likely to be underqualified.⁽¹⁵⁾ Subsequent modelling found that the results for Asian people were linked to a higher proportion being more recent immigrants⁽¹⁶⁾, which fits with a hypothesis that overseas qualifications can be undervalued by employers (as discussed above). Asian people were the only ethnic group with a noticeable negative skill mismatch. New Zealand has one of the highest rates of qualification level mismatch among member countries of the Organisation for Economic Co-operation and Development (OECD).



2. Income, consumption and wealth

Material wellbeing includes income, consumption and wealth, which are essential for people to meet their basic needs, live comfortably and enjoy life. These factors also enable people to actively participate in and contribute to economic activities, and adequately plan for their future.

Higher levels of income, a sufficient level of consumption and accumulated wealth help Ethnic Communities to prosper. Adequate income ensures everyday needs are met and supports access to better education, healthcare and housing. Accumulating adequate wealth supports Ethnic Communities to meet their daily needs, and save for the future and grow their families' intergenerational wellbeing, as children thrive and experience greater material wellbeing themselves.

2.1. Indicators

This domain assesses how well-off Ethnic Communities are across the different dimensions of material wellbeing using the following indicators:

- **Income and income equality.** Income provides the means for people to afford their daily needs, while income equality enhances self-worth, sense of fulfilment and belonging.⁽¹⁷⁾
- **Income adequacy.** Having adequate income broadens people's choices in many aspects of their daily lives, including community participation.⁽¹⁸⁾
- **Net worth.** Wealth in the form of a positive net worth provides a greater sense of financial resilience.⁽¹⁹⁾
- **Child poverty and material hardship.** Improving the material wellbeing of households experiencing poverty enhances overall wellbeing and helps unlock the potential of children, young people and their whānau.

2.2. Summary

The median household equivalised disposable income has increased for Asian households and is now at the same level as European income in 2023.

Between 2018 and 2021, Asian people's net worth increased substantially, although remained just slightly over a third that of European people in 2021. Between 2019 and 2023, about 50% to 60% of MELAA people lived in households where the respondent said their income was enough or more than enough. These proportions were similar to those for Asian and Māori people.

The median household equivalised disposable income of MELAA people has been increasing, with the annual levels broadly comparable with the total population. MELAA households, along with Māori and Pacific households, are more unevenly distributed across income quintiles. More MELAA households are moving towards the middle quintiles over time.

There are decreases in child poverty rates for some ethnic groups across the different measures. The differences between ethnicities cannot be shown due to large margins for error in the data. The proportion of Asian and MELAA children in households with less than 50% of the median equivalised disposable household income (before housing costs are deducted) tend to be higher than for European children. However, Asian people tend to have lower proportions of children living in households that experience material hardship.

2.3. Income and income equality

This indicator assesses the changes in the level and distribution of income among Ethnic Communities using two measures: level of median household equivalised disposable income and distribution of household by income quintile.

Median household equivalised disposable income^b is used to understand how income (after taxes and transfer payments such as child support) compares across various households, considering their size and composition. By comparing the levels of household income across groups over time, insights can be drawn about the extent of income inequality experienced by Ethnic Communities in relation to other population groups.

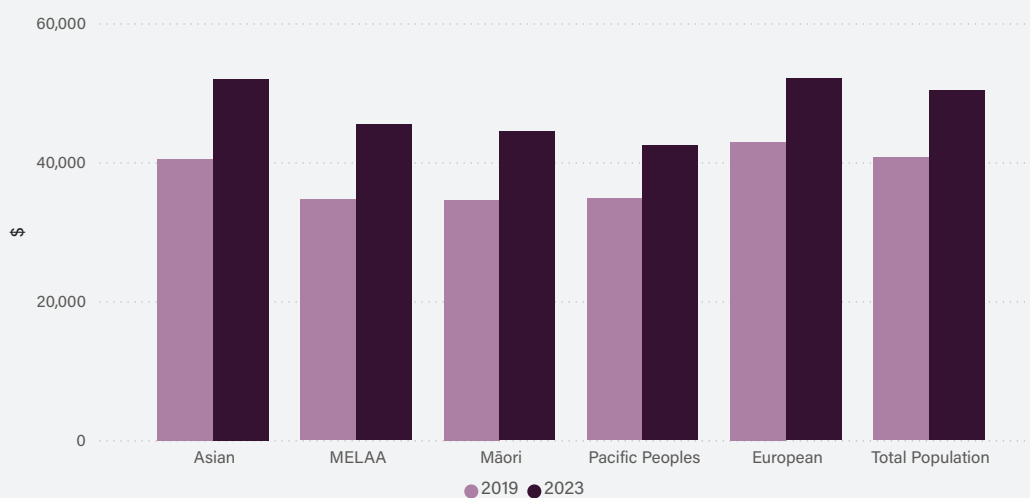
In Aotearoa New Zealand, income of individuals and households typically comes from wages and salaries, self-employment, investments, superannuation and government benefits.

2.3.1. Median household equivalised disposable income

The baseline for this measure is 2019 due to data availability.

Incomes have increased for all ethnicities, including Asian and MELAA people from 2019 to 2023. The median Asian income is now at the same level as European income in 2023. The median MELAA income level has now surpassed that of Māori and Pacific Peoples income levels in 2023, although MELAA income is still lower than the total population.

Figure 24. Median household equivalised disposable income, by ethnicity, 2019 and 2023



Source: HES, Stats NZ

This sustained increase in median household equivalised income occurred at the height of the COVID-19 pandemic.⁽²⁰⁾ This is supported by a steady increase in Ethnic Communities' employment rates (especially for women) and lower unemployment rates (as covered in Work and Employment section). Other contributing factors during this time were minimum wage increases, government benefits being indexed to average wages, increases to New Zealand Superannuation and the Veteran's Pension and winter energy payments.⁽²⁰⁾

By June 2021, income from wages and salaries and self-employment income remained relatively unchanged from the previous year, due to employment returning to pre-pandemic levels and the COVID-19 wage subsidy.

^b Equivalising income removes the effect of different household sizes and compositions on estimates. This makes it possible to compare disposable income across households of different sizes and compositions.

As income from employment was the largest component of household income, the government response to retain jobs via the Wage Subsidy Scheme contributed to the overall increase in household income.

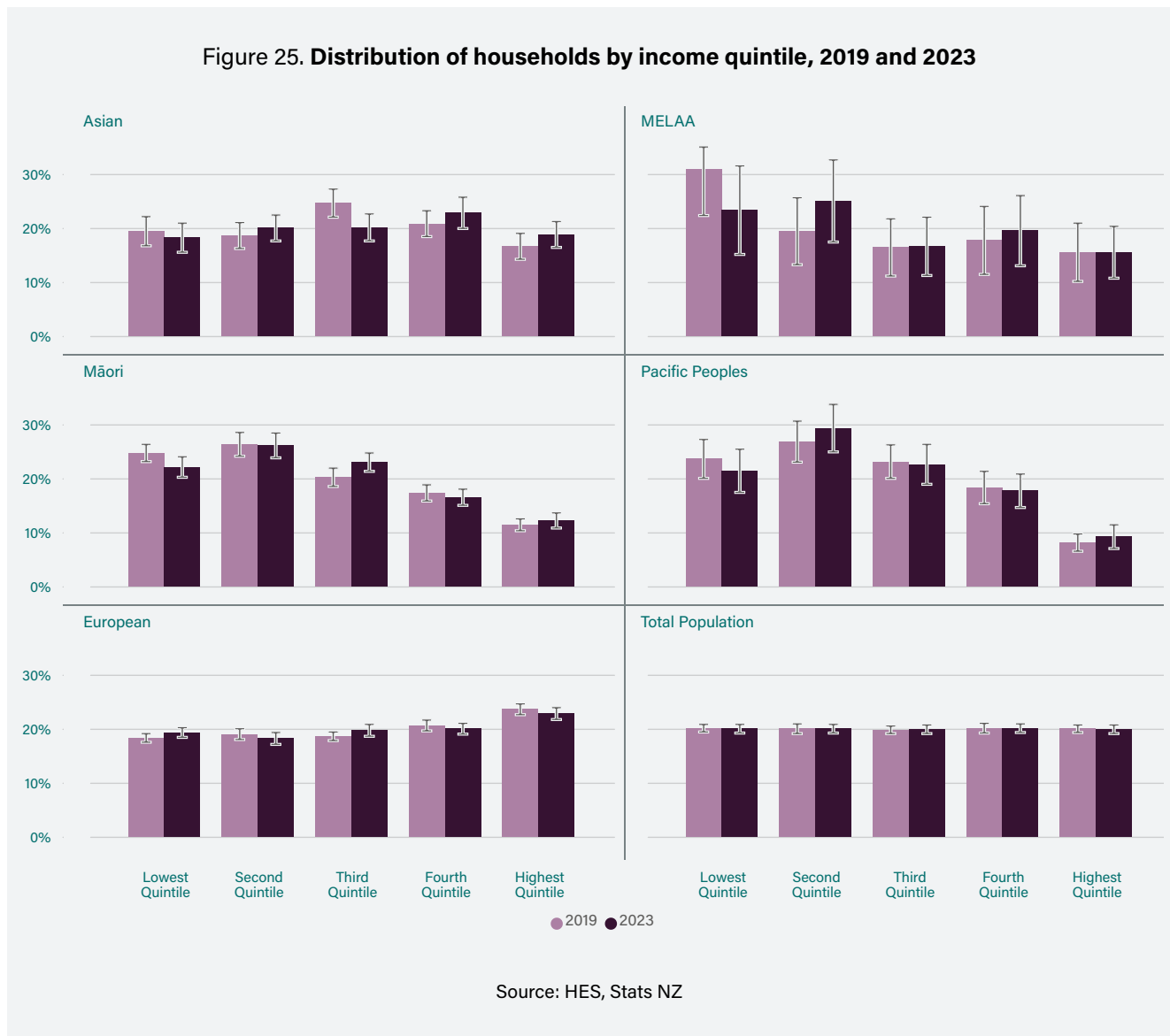
Apart from labour market factors, income growth among Asian people in New Zealand is driven by population growth, migration patterns, age distribution, education and employment, wage growth and net worth.⁽²¹⁾ The relatively higher wages and salaries of Asian people is partially explained by the higher proportion of Asian people with at least a bachelor’s degree.

2.3.2. Income equality

Household income quintiles⁶ are used here to assess the income inequality within ethnic groups. The analysis of the distribution of people across household income quintiles provides insights into the extent of income inequality experienced by Ethnic Communities within their own groups and in comparison with other ethnic groups.

The first quintile (bottom quintile) includes the 20% of households with the lowest income. The fifth quintile (top quintile) includes the top 20% of households with the highest income.

The proportion of Asian people represented in the top two quintiles from 2019 to 2023 increased, with a reduction in the middle of the income distribution (third quintile). MELAA people are less likely to be in the highest quintile, relative to the total population, and tend to be skewed towards the bottom two quintiles.



⁶ Household income quintiles divide the total number of households into five equal groups (called quintiles) based on their household income levels. Each quintile has 20% of the total number of households.

The change in distribution of household disposable income (movement across quintiles) over time is affected by factors such as population change, age, education, career choice, work experience, increase in earning as people age and the formation or dissolution of households.⁽²²⁾

Further research suggests that in New Zealand, in the short-term, high-income level households are more likely to move toward even higher income levels and less likely to move downwards, and that low-income level households were more likely to move down to even lower income levels. Over a longer period this observation becomes less pronounced, as all households are more likely to experience an upward movement to higher income levels compared to their current income level.⁽²³⁾

2.4. Income adequacy

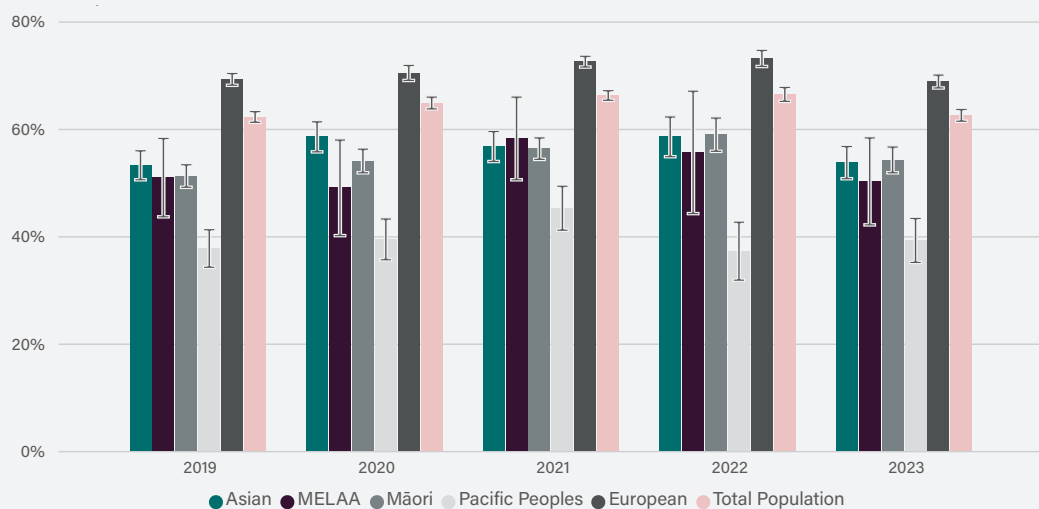
This indicator assesses the adequacy of income among Ethnic Communities using two measures: proportion of people who have adequate income to meet daily needs; and proportion of households receiving income support.

2.4.1. Adequacy of income to meet everyday needs

The proportion of people who said they had enough or more than enough income for everyday needs is used here to assess whether Ethnic Communities can afford to meet their daily needs. It provides insights into the hardship experienced by some Ethnic Communities.

Between 2019 and 2023, about 50% to 60% of MELAA people lived in households where the respondent said their income was enough or more than enough. These proportions were similar to those for Asian and Māori people.

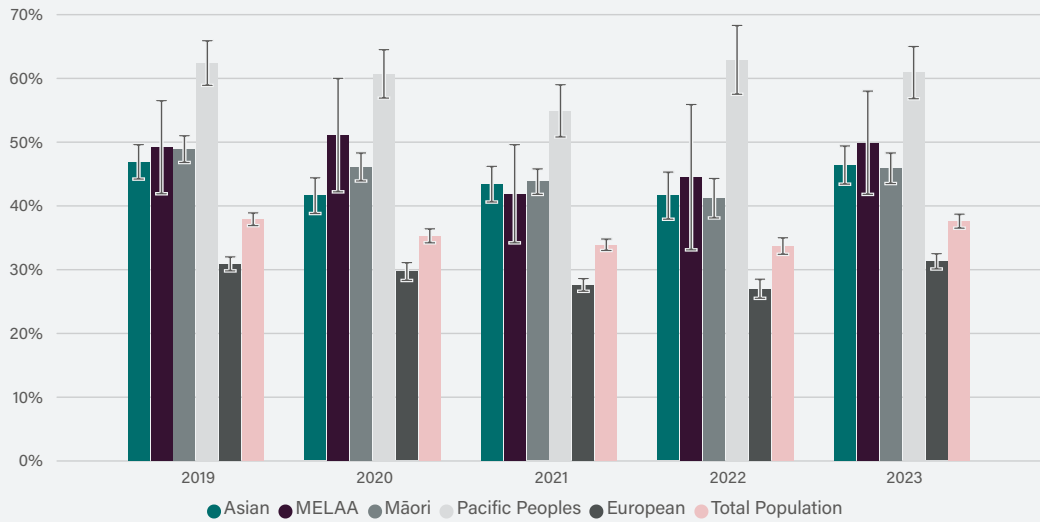
Figure 26. Proportion of people in households where the respondent said their income was enough or more than enough, by ethnicity, 2019 to 2023 (June year)



Source: HES, Stats NZ

On the other hand, the proportions of Asian and European people living in households where the respondent said their income was not enough has declined between 2019 and 2023. Households that made rent payments were more likely to report having inadequate income than those who owned their dwelling.⁽²⁴⁾ As noted in Section 6 (Housing), MELAA people are among those with lower homeownership rates.

Figure 27. Proportion of people in households where the respondent said their income was not enough, by ethnicity, 2019 to 2023 (June year)



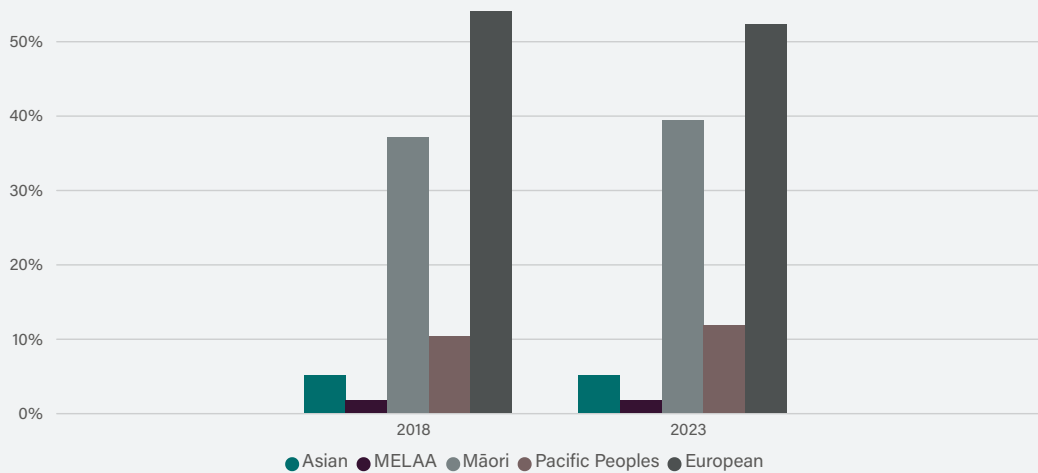
Source: NZGSS, Stats NZ

2.4.2. Proportion of people receiving income support

The Ministry of Social Development provide the following main benefits for working-age (18–64 years) clients: Jobseeker Support, Sole Parent Support, Supported Living Payment, Youth Payment and Young Parent Payment, Emergency Benefit, Emergency Maintenance Allowance, Jobseeker Support Student Hardship, Widow's Benefit Overseas, and Sole Parent Support Overseas.

In 2018, MELAA and Asian people had the smallest proportions of people receiving income support at 1.7% and 5.1%, respectively. In comparison, European people (53.7%) and Māori people (37.7%) had the highest proportion of people receiving main benefits. There have been no notable changes in the annual proportions of people receiving benefits by 2023.

Figure 28. Proportion of people receiving income support, by ethnicity, 2018 to 2023



Source: Benefit Fact Sheets, MSD

2.5. Net worth

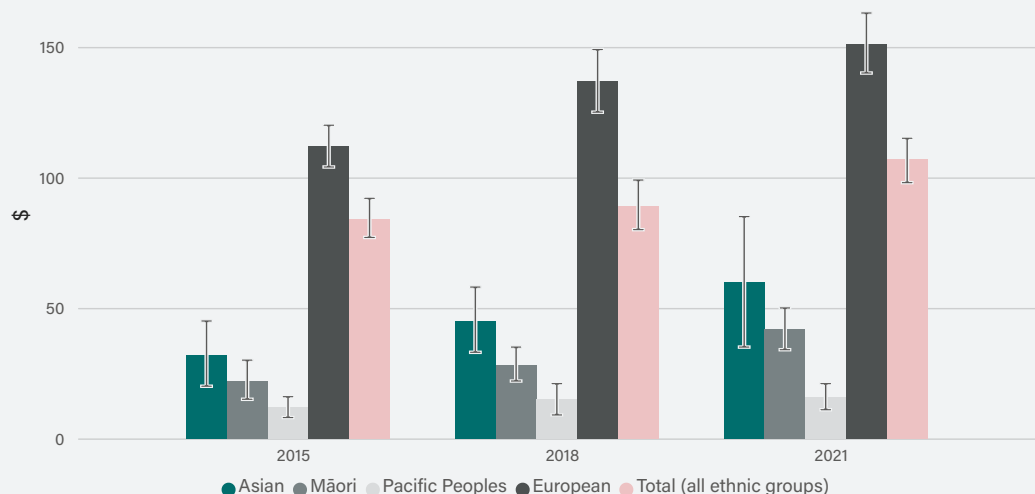
Wealth in the form of a positive net worth provides a greater sense of financial resilience.⁽¹⁹⁾ A positive net worth enables individuals to plan for their future and serves as a buffer in times of crisis – helping to maintain consumption and reduce reliance on borrowing and other external assistance.

2.5.1. Median individual net worth

Median individual net worth is used here as a measure of the wealth for people from Ethnic Communities and how they compare with other ethnic groups. Wealth is important, particularly in emergencies when people's income can become insufficient to meet their needs. People can draw on their wealth to avoid any decrease in their consumption.

Between 2018 and 2021, the median individual net worth of Asian people substantially increased. It remained just slightly over a third of the net worth of European people in 2021.

Figure 29. Median individual net worth (age-standardised)^d, by ethnicity, 2015, 2018 and 2021



Source: HES, Stats NZ

Research found that in addition to ethnicity, age and homeownership, disparities in wealth across ethnic groups in New Zealand are also affected by recency of migration to this country, being New Zealand born, educational status, gender and whether the individual has a partner.⁽²⁵⁾ Asian and MELAA households generally had lower levels of wealth than European households.

Other differences in wealth between ethnic groups emerge later in life as they acquire assets and debts such as mortgages. Over a person's life, home values increasingly constitute a larger share of an individual or household's net worth, while for the top decile net worth is driven by growth across other asset classes as well.⁽²⁶⁾

^d This means that the impact of age on median individual net worth by ethnicity has been removed.

2.6. Child poverty and material hardship

This section uses three measures from the Child Poverty Reduction Act 2018⁽²⁷⁾ as alternative ways to measure the child poverty rate. These are the percentage of children living in households:

- with less than 50% of the median equivalised disposable household income before housing costs are deducted
- with less than 50% of the median equivalised disposable household income of the baseline year after housing costs are deducted (a fixed-line measure)
- that experienced material hardship.

Material hardship is defined as children living in households that cannot afford at least six of 17 items on the material deprivation index or the Dep17.⁽²⁸⁾ These 17 items are considered essential by most people, such as being unable to afford fresh fruit or vegetables, having to put up with feeling cold, having to buy cheaper or less meat or putting off doctor's visits. Household that cannot afford six of the 17 items are in material hardship, while those who cannot afford at least nine are in severe material hardship.⁽²⁸⁾

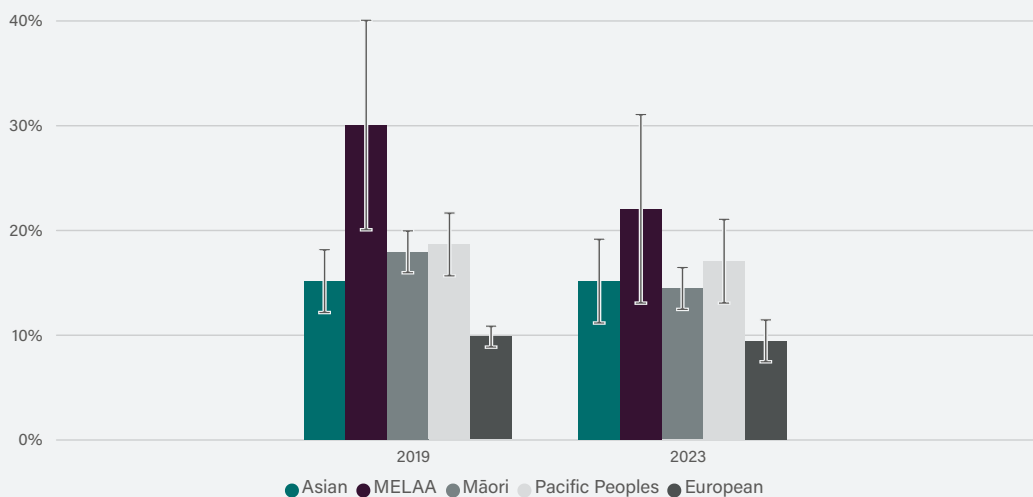
2.6.1. Percentage of children living in households with less than 50% of the median equivalised disposable household income before housing costs are deducted

The proportion of MELAA children^e experiencing poverty under this measure was the highest across all ethnic groups. It was estimated to be between 20% and 30% for MELAA children, with no statistically meaningful change between the 2019 and 2023 Household Economic Surveys (HES).

The proportion of Asian children experiencing poverty for this measure between 2019 and 2023 was about 15%. This tends to be higher than the proportion of European children in poverty.

Child poverty rates declined for most ethnic groups, but disparities persist. The widest gaps in 2023 were between MELAA and European children.

Figure 30. Percentage of children living in households with less than 50% of the median equivalised disposable household income before housing costs are deducted, by ethnicity, 2019 and 2023



Source: HES, Stats NZ

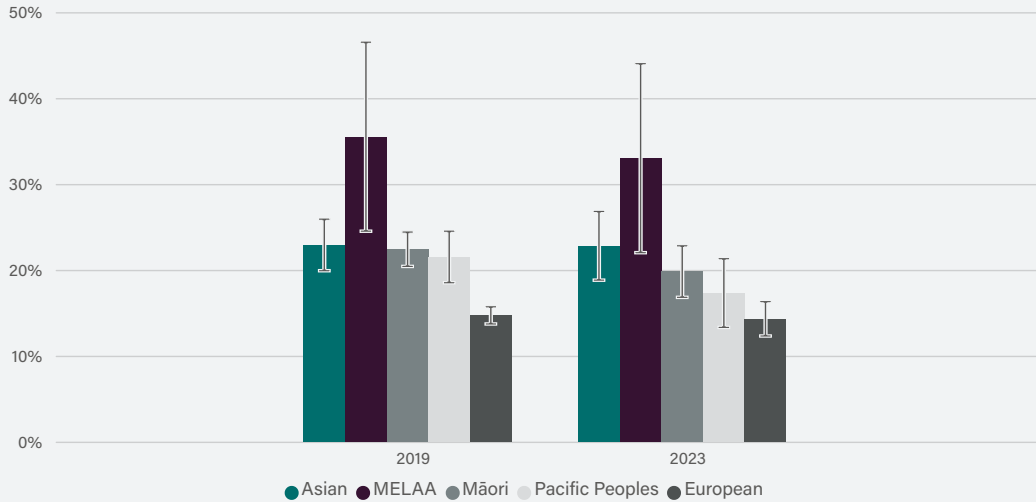
2.6.2. Percentage of children living in households with less than 50% of the median equivalised disposable household income after housing costs are deducted

The proportion of Asian and MELAA children experiencing child poverty under this measure had no discernible change between 2019 and 2023.

^e Care must be taken in interpreting the results for MELAA people due to a relatively high level of sampling error.

Asian and MELAA children are more likely to be in poverty on this measure compared to European children. Pacific Peoples and Māori children appeared to have poverty rates that were relatively similar to Asian children.

Figure 31. **Percentage of children living in households with less than 50% of the median equivalised disposable household income after housing costs are deducted, by ethnicity, 2019 and 2023**

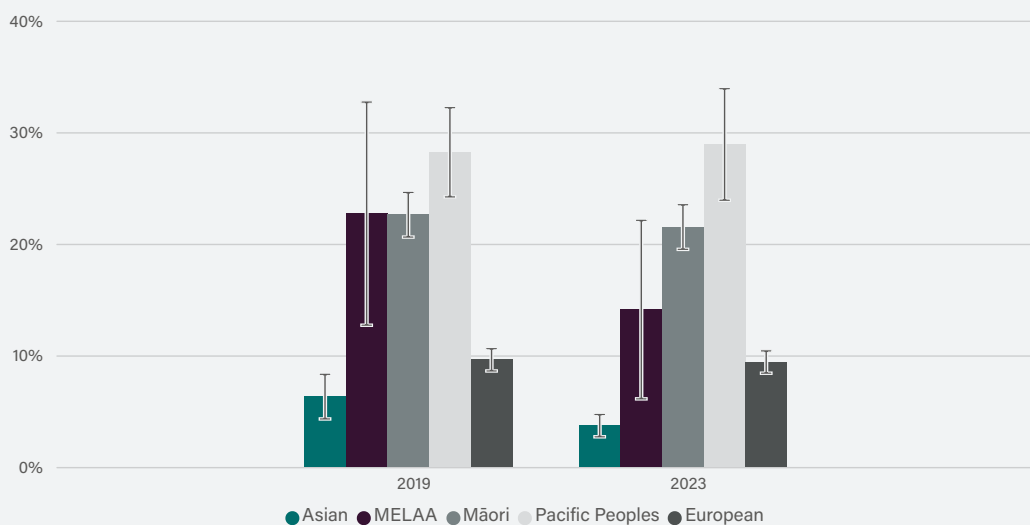


Source: HES, Stats NZ

2.6.3. Percentage of children living in households that experienced material hardship

The proportion of Asian children experiencing material hardship was lower than for Pacific Peoples and Māori children but higher than for European children. Between 2019 and 2023, there was a reduction in the proportion of Asian children living in households reporting material hardship.

Figure 32. **Percentage of children living in households that experienced material hardship, by ethnicity, 2019 and 2023**



Source: HES, Stats NZ

The Treasury found that the relationship between material hardship, income and housing costs is complex.⁽²⁹⁾

Research suggests that not all low-income households are in hardship, and not all those in hardship have low incomes.⁽³⁰⁾ The overlap between similar-sized groups identified as facing material hardship and those with low incomes is typically only 40% to 50%. Most of this overlap reflects the fact that there are many factors in addition to income that determine a household's level of material wellbeing or living standards. Falling below an income poverty line alone does not fully capture material hardship.



3. Business development

Businesses make a significant contribution to economic wellbeing and growth. They create jobs that provide income to people. They also drive economic activities, which grows the economy and ultimately benefits people. As businesses expand, invest in research and development (R&D), and engage in international trade, their contribution to economic growth and wellbeing increases as well. Cultural diversity is considered a key contributor to innovation within New Zealand businesses.

Disclaimer

The results in this domain are not official statistics. The results have been created for research purposes for this report from the Integrated Data Infrastructure (IDI) and Longitudinal Business Database (LBD), which are carefully managed by Stats NZ. For more information about the IDI and LBD please visit <https://www.stats.govt.nz/integrated-data/>.

The results are based in part on tax data supplied by Inland Revenue to Stats NZ under the Tax Administration Act 1994 for statistical purposes. Any discussion of data limitations or weaknesses is in the context of using the IDI for statistical purposes and is not related to the data's ability to support Inland Revenue's core operational requirements.

3.1. Indicators

This domain presents the performance of businesses owned by Ethnic Communities and their contribution to New Zealand's economic growth and wellbeing using the following six indicators:

- **Business demography.** Businesses owned by Ethnic Communities help the owners, their employees and New Zealand to thrive.
- **Business performance.** Successful businesses provide jobs and income and produce goods and services that people need.
- **International market access.** International trade can increase production and encourage innovation, creating more jobs and employment opportunities.
- **Research and innovation.** Investment in R&D makes businesses more efficient, productive and competitive. R&D spurs innovation and enhances overall economic performance.
- **Public revenue contribution.** As businesses grow, their increased contribution to the New Zealand tax take can fund more public services.
- **Business support.** Available and easy to access business support services help facilitate business success and sustain businesses' contribution to wellbeing and growth.

Caveats

Unlike the other domains in this Indicators Report, which use multiple secondary sources, this domain presents an exploratory research study based on indicators and measures derived from an experimental business dataset.

This exploratory research study is undertaken specifically for this report. The experimental business dataset derives ethnicity linked business data from the linked administrative data in the IDI and LBD.

Given the nature of this study and the dataset used, there are important caveats to be aware of when interpreting the results presented in this domain, and when using the data or citing the findings outside this report:

- About 40% of New Zealand business owners had ethnicity linked to the LBD data used in the analysis.
- Ethnicity is based on Stats NZ's level 1 ethnicity classification. Please refer to the technical appendices for more information.
- The dataset captures 'total response' ethnicity, which means business owners who identify with more than one ethnicity are assigned to all the ethnic groups they identify as and can be counted more than once.
- Business ownership by ethnicity is based on 50% or more of shareholder wages paid to a person of a particular ethnicity.
- The businesses in this sample employ only about 50% of all business employees.
- Export coverage includes overseas merchandise trade only and excludes export of services – note only 5-10% of all business owners had ethnicity linked to overseas merchant trade data in this study.

Appendix 1 provides more details on this experimental dataset, including data quality checks and results sense-checking undertaken.

At the time of writing of this report, limited data and information on the demographic profile and performance of businesses owned by Ethnic Communities was available. While the experimental dataset used in this study is not official statistics, the dataset demonstrates the potential for administrative data to provide insights on the characteristics and performance of businesses owned by different ethnic groups.

It is hoped that this exploratory research study will prompt efforts towards more in-depth analysis and robust insights using ethnicity linked business datasets.

3.2. Summary

In this study, the number of ethnicity linked businesses owned by Asian and MELAA people in New Zealand is proportionate to their population share.

The majority of these Asian-owned and MELAA-owned businesses are small, with less than 20 employees. While a third of all New Zealand businesses are in Auckland, most Asian-owned and MELAA-owned businesses are based in Auckland.

Asian-owned businesses and MELAA-owned businesses both have high degrees of concentration in Accommodation and Food Services; Professional, Scientific and Technical Services; and Construction. Asian-owned businesses also have high concentration in Retail Trade and Administrative and Support Services, while MELAA-owned businesses also have a concentration in Health Care and Social Assistance.

Compared to the total number of businesses, Asian-owned and MELAA-owned businesses showed lower returns in total profit and sales revenue. This difference can be partly explained by their size and concentration in specific industries. For instance, Asian-owned businesses are most concentrated in Accommodation and Food Services and Retail Trade which tend to have lower margins.

In this study, between 2018 and 2022, Asian-owned businesses experienced increases in both average sales revenue and average profit. On the other hand, MELAA-owned businesses average sales revenue and average profit declined over the same period. However, MELAA-owned businesses continue to have the highest gross profit margin, indicating they outperform others in terms of efficiency.

While there is no data on the ethnicity of businesses involved in R&D, insights can be drawn from characteristics of businesses that perform R&D and literature on the factors that influence R&D activities. The majority of Asian-owned businesses are small, so are less likely to perform R&D than large businesses. However, Asian-owned businesses have high export intensity, and export activities are strongly linked to R&D, driving business to grow and stay competitive.^{(124) (125)}

3.3. Business demography

This indicator assesses the level of business ownership among Ethnic Communities and the size, regional presence and industry concentration of these businesses.

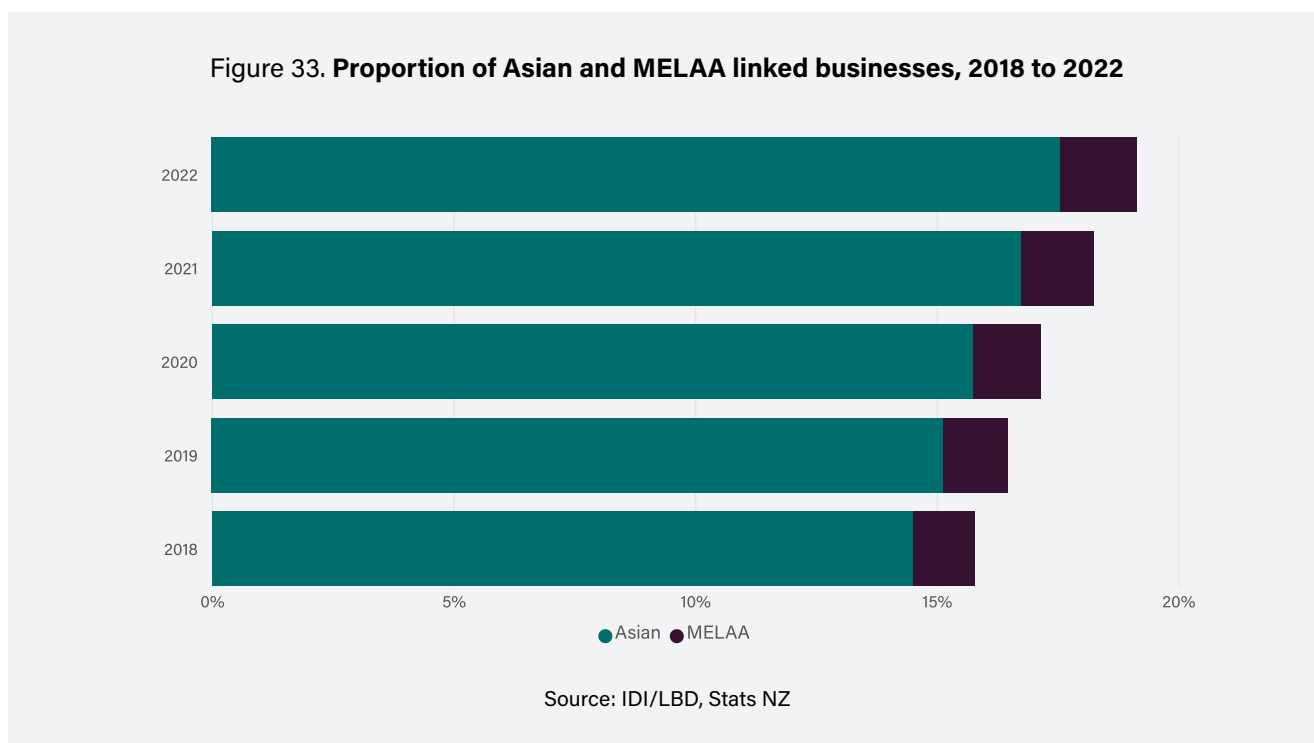
3.3.1. Business ownership

Asian and MELAA people own a similar proportion of businesses as would be expected given their population size. Business owners from Ethnic Communities are motivated to contribute meaningfully to the economy.

In 2018, Asian-owned businesses made up 14.5% of all businesses by total response ethnicity, while MELAA-owned businesses made up 1.3%; this increased to 17.6% and 1.6%, respectively in 2022. Approximately two thirds of Asian-owned businesses and just over half of MELAA business were based in Auckland.

Around 60% of Asian-owned business are spread evenly across Accommodation and Food Services, Construction, and Retail Trade industries. Whereas almost 55% of MELAA owned business are in Construction, and Professional, Scientific and Technical Services industries.

Despite the COVID-19 pandemic, Asian-owned businesses and MELAA-owned businesses have continued to grow in number, which is reflected in their respective proportion to the total number of businesses.



A separate IDI study in 2018 found that, compared to European people, Asian, MELAA, Māori and Pacific Peoples are less likely to engage in entrepreneurship (defined in the study as self-employed business ownership) with the likelihood for Asian and MELAA people to engage in entrepreneurship is influenced by their recent arrival and age.⁽³¹⁾ These lower entrepreneurship rates partly reflects New Zealand's immigration policy, which favours migrants who meet the country's need to fill the skills shortage in the labour market.⁽³²⁾

Research shows that barriers that Asian migrants face are cultural differences, differences in business practices, lack of connections and difficulty in navigating the New Zealand business landscape.⁽³³⁾ These limit their ability to engage in mainstream business and to maximise their full potential, along with leveraging their international market knowledge.⁽³³⁾ Access to investment capital is also key a barrier for many Ethnic Communities to engage in entrepreneurial activities.⁽³²⁾

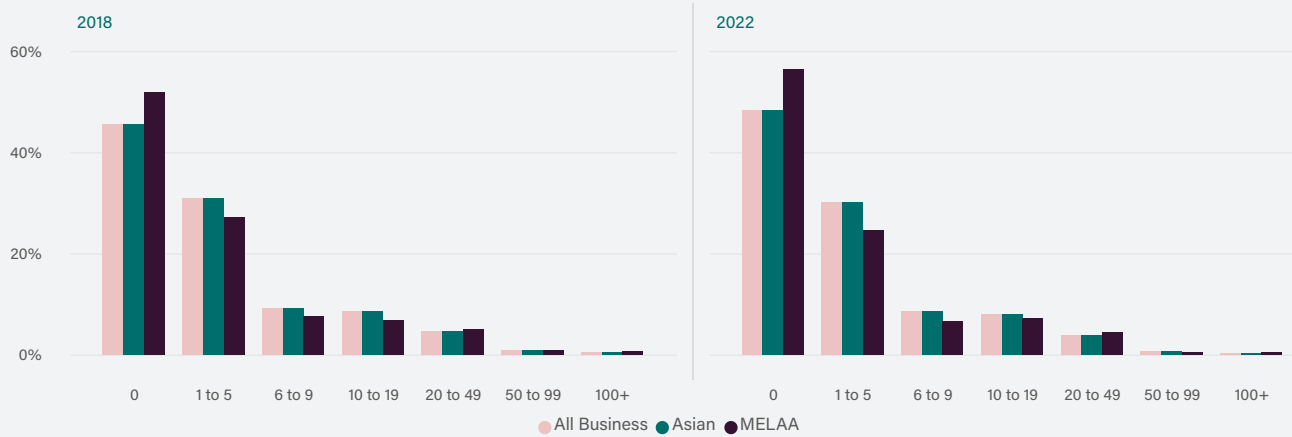
3.3.2. Business size

This domain defines small businesses as those having less than 20 employees, medium businesses as those having 20 to 100 employees, and large businesses as having over 100 employees.

In this study, small businesses made up 94 to 95% of businesses in 2018 and 2022, respectively. Asian-owned and MELAA-owned businesses have about the same proportions of small businesses in these years. The proportion of medium and large businesses in this study has also remained relatively stable over this period.

While more than half of businesses in New Zealand operate without employees, this study indicates that Asian-owned businesses are more likely to employ people.⁽³⁴⁾

Figure 34. **Proportion of total number of Asian and MELAA linked businesses by size, 2018 and 2022**



Source: IDI/LBD, Stats NZ

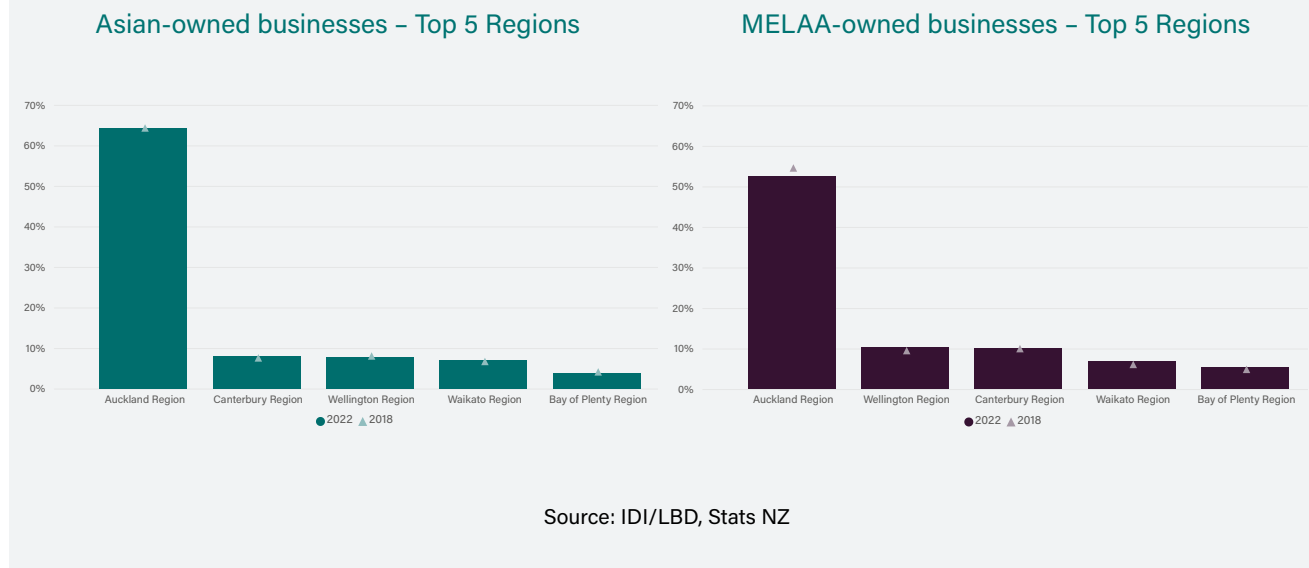
3.3.3. Regional presence

The regional distribution of businesses (overall and by ethnicity of owners) has remained stable since 2018.

A third of all New Zealand businesses in this study are in Auckland, whereas two thirds of Asian-owned business are in Auckland. This aligns with the proportion of Asian people living in Auckland (62.5% in Census 2018). Just over half of MELAA-owned businesses are in Auckland, which is slightly lower than the proportion of MELAA people living in Auckland (61.1% in Census 2018).

The Canterbury, Waikato and Wellington regions have a notable proportion of Asian and MELAA-owned businesses, although slightly lower than the overall proportion of New Zealand businesses in these regions.

Figure 35. Regional distribution of Asian and MELAA linked businesses, 2018 and 2022



3.3.4. Industry concentration

The overall industry distribution of businesses has remained relatively stable, with no notable industry shifts since 2018. The top five Asian-owned and MELAA-owned business industries have remained consistent.

Asian-owned and MELAA-owned businesses are mainly in: Accommodation and Food Services; Construction; and Professional, Scientific and Technical Services. Asian-owned businesses also have a high concentration in Retail Trade. MELAA-owned businesses have a high concentration in Health Care and Social Assistance.

Figure 36. Top 5 Industries, by Asian, MELAA and all linked business, 2018 and 2022



Source: IDI/LBD, Stats NZ

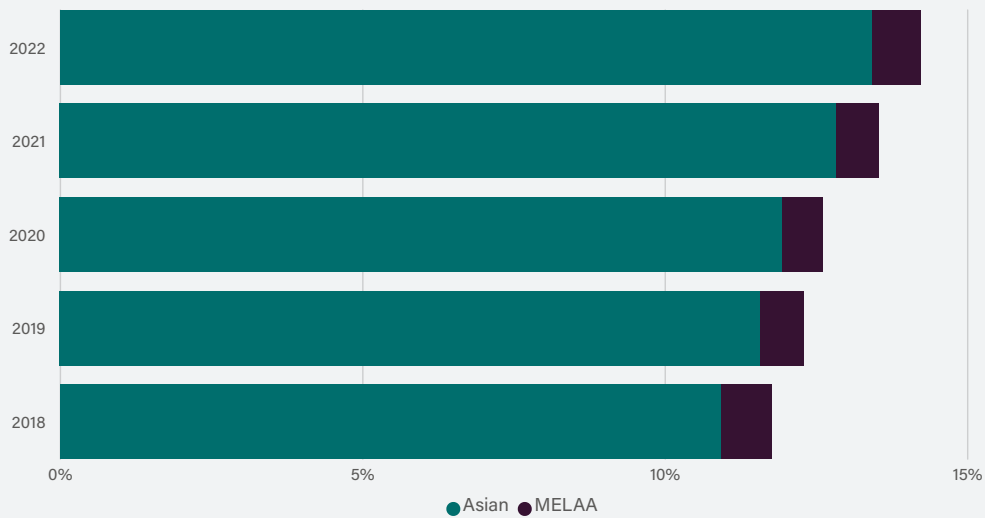
3.4. Business performance

This indicator assesses the performance of businesses owned by Ethnic Communities using measures of business profitability and efficiency, job creation and productivity.

3.4.1. Profitability and efficiency

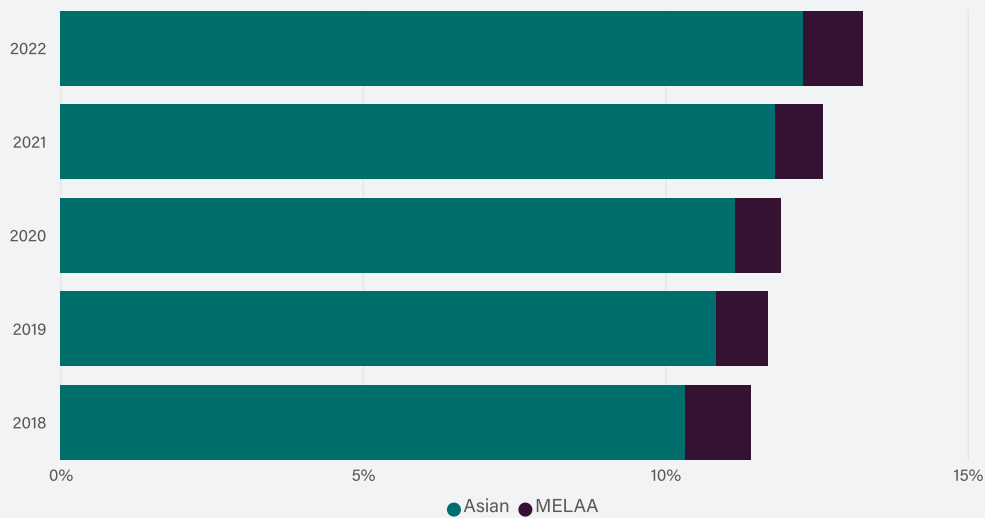
Asian-owned and MELAA-owned businesses have a lower proportion of sales revenue and total profit when compared to their market share. This difference can be partly explained by their concentration in specific industries. For instance, around one third of Asian-owned businesses are in Accommodation and Food Services, and Retail Trade, which tend to have lower margins. There are also several barriers and factors covered in section 3.3.1. (Business ownership) that limit Ethnic Communities' ability to maximise their full business potential.

Figure 37. Proportion of sales revenue, by Asian and MELAA linked businesses, 2018 to 2022



Source: IDI/LBD, Stats NZ

Figure 38. Proportion of total profit for Asian and MELAA linked businesses, 2018 to 2022

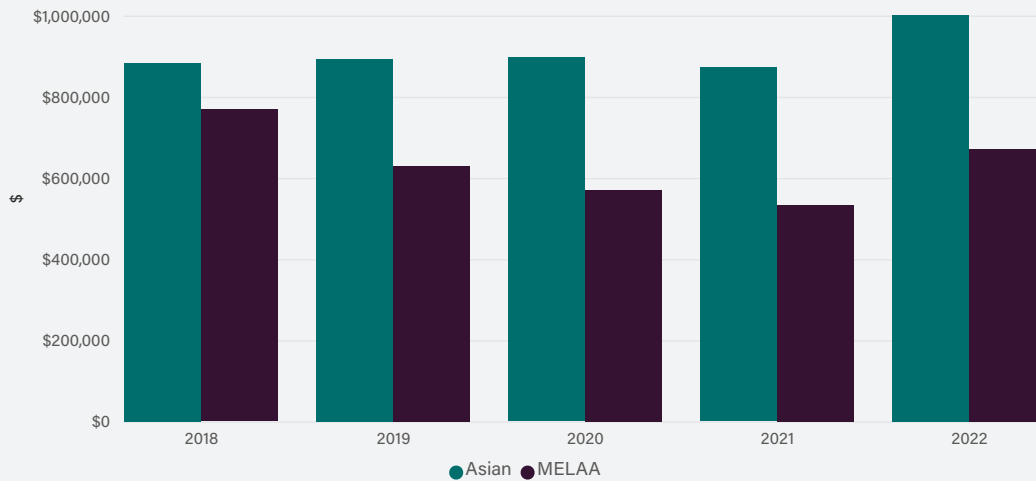


Source: IDI/LBD, Stats NZ

In 2022, Asian-owned businesses grew by 13.5% in average sales, compared to 2018.

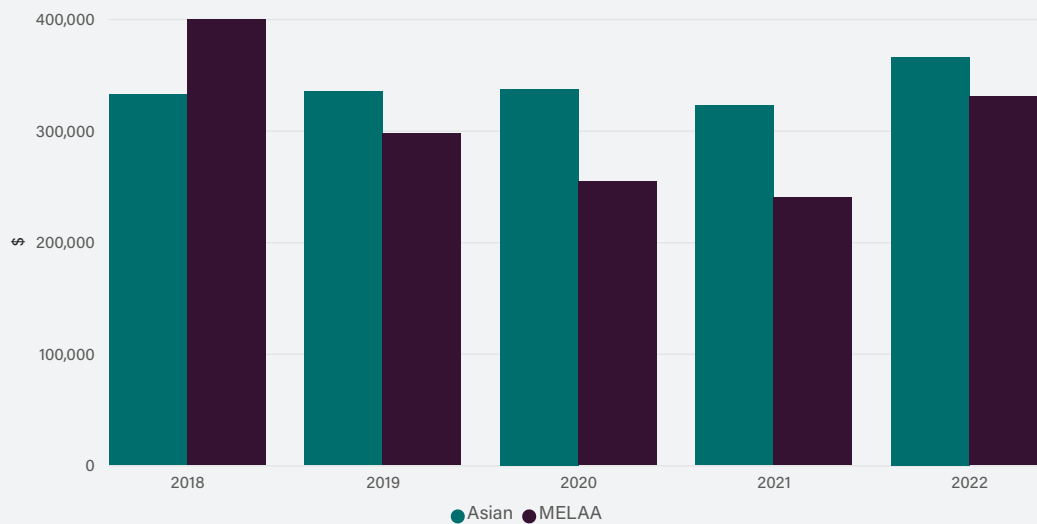
MELAA-owned businesses, however, were the only ethnic business group to experience a drop in average sales over the same period. This is mainly due to notable falls in average sales in 2019 and 2020. The volatility could be due to the small number of MELAA-owned businesses, or this also could indicate that MELAA-owned businesses were less resilient to the impact of the COVID-19 pandemic due to a drop in average sales and gross profit margins over this period. Further analysis is required to test this.

Figure 39. Average sales revenue (nominal), by Asian and MELAA ethnicity linked businesses, 2018 to 2022



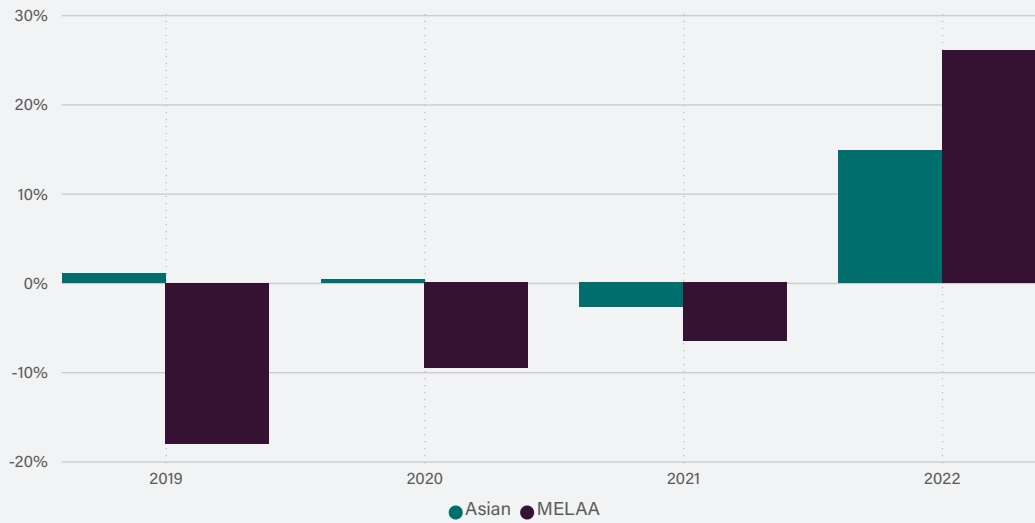
Source: IDI/LBD, Stats NZ

Figure 40. Average profit, by Asian and MELAA linked businesses, 2018 to 2022



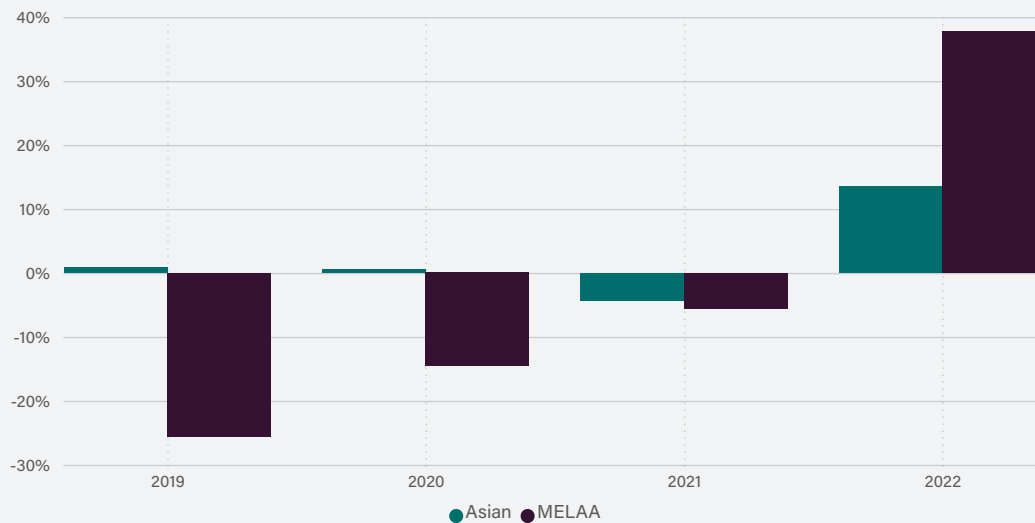
Source: IDI/LBD, Stats NZ

Figure 41. Annual percentage change of average sales revenues, by Asian and MELAA linked businesses, 2018 to 2022



Source: IDI/LBD, Stats NZ

Figure 42. Annual percentage change of average profit, by Asian and MELAA linked businesses, 2018 to 2022

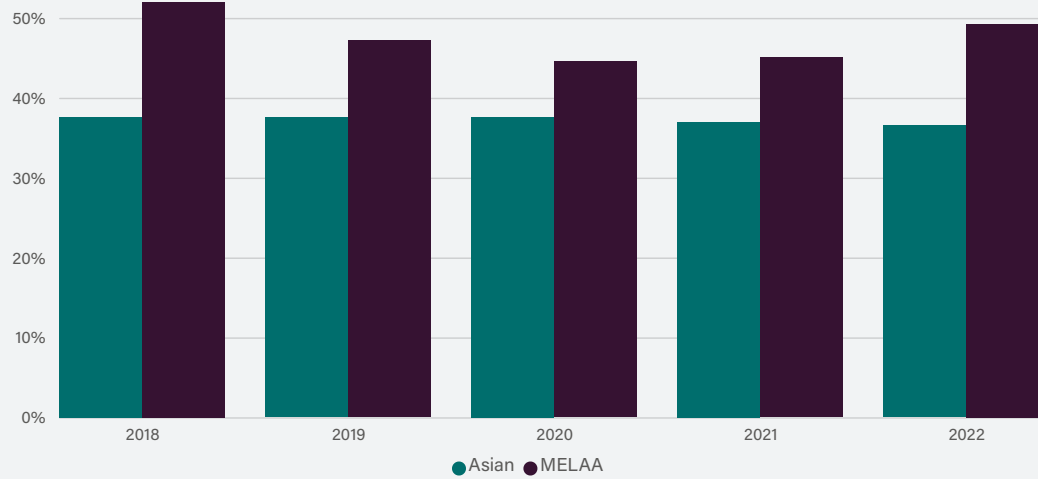


Source: IDI/LBD, Stats NZ

Despite this fall in average sales, MELAA-owned businesses have continued to have the highest gross profit margin compared to all ethnicity-based businesses. This indicates they are operating more efficiently partly due to the industries they predominately operate in – Construction, and Professional, Scientific and Technical Services. This study also indicates that profit margins for MELAA-owned businesses are starting to return to pre-COVID-19 levels.

Gross profit margins for Asian-owned businesses, however, are consistently lower than all other ethnicity linked businesses. Asian-owned businesses have a higher concentration in Accommodation and Food Services, and Retail Trade Industries, which tend to have lower margins.

Figure 43. Gross profit margin, by Asian and MELAA linked businesses, 2018 to 2022



Source: IDI/LBD, Stats NZ

While this study does not have ethnicity linked business attrition rates, research found that non-European new businesses entry rates and attrition rates (shortly after starting up) are higher when compared to European-based businesses. However, in the long term, business outcomes are unrelated to ethnicity.⁽³¹⁾

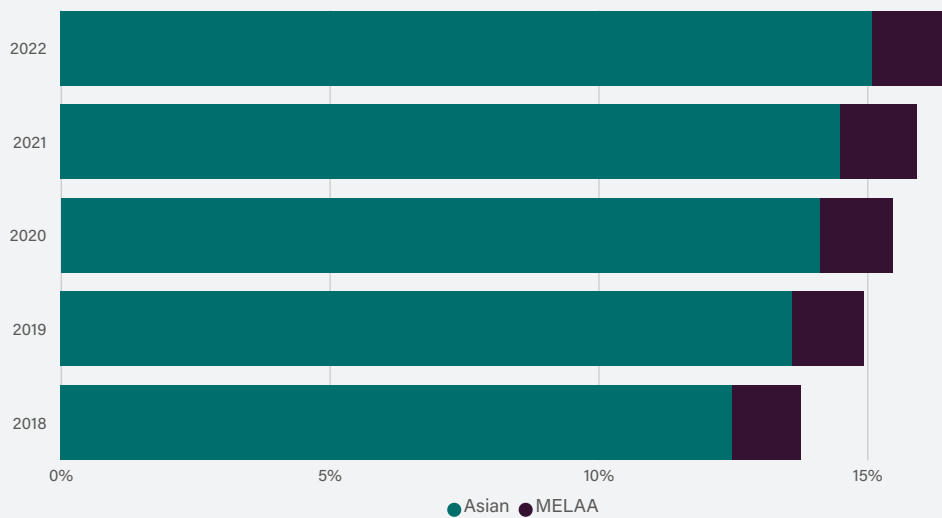
3.4.2. Job creation and productivity

Asian-owned and MELAA-owned businesses contribute to New Zealand's labour market by providing jobs and building labour productivity. They also generate returns on investments for their owners or shareholders.

In this study, Asian-owned businesses employed 12.1% of paid employees working in New Zealand businesses in 2018. This grew to 14.7% of employees in 2022. Asian-owned businesses employed 23.3% more staff between 2018 and 2022. This compares to an increase of 1.5% in employees for all businesses in this study.

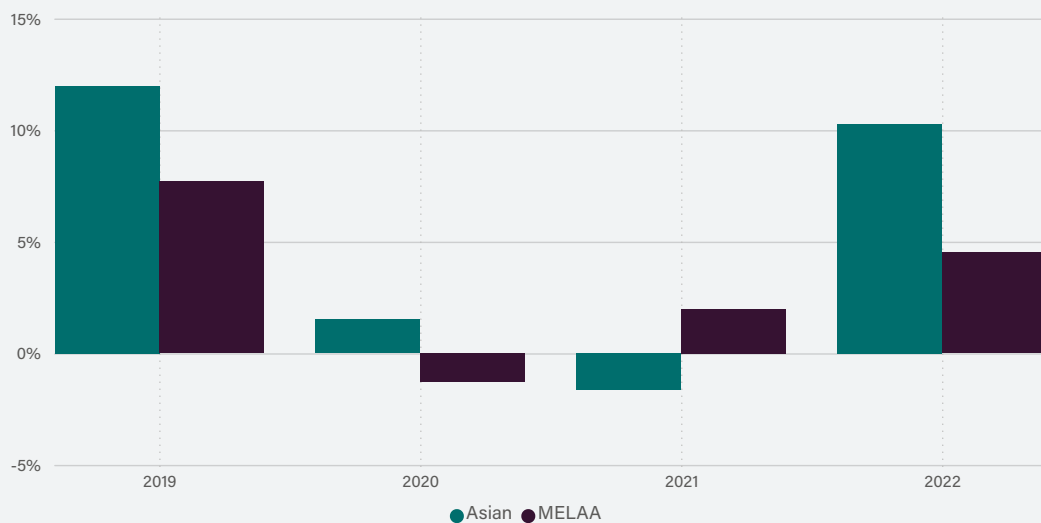
While the proportion of employment from MELAA-owned businesses has remained relatively static, the increase in employees in MELAA-owned businesses is similar to the growth rate of all businesses in this study.

Figure 44. Proportion of business employment, by Asian and MELAA linked businesses, 2018 to 2022



Source: IDI/LDB, Stats NZ

Figure 45. Annual percentage change of employees, by Asian and MELAA linked businesses, 2018 to 2022

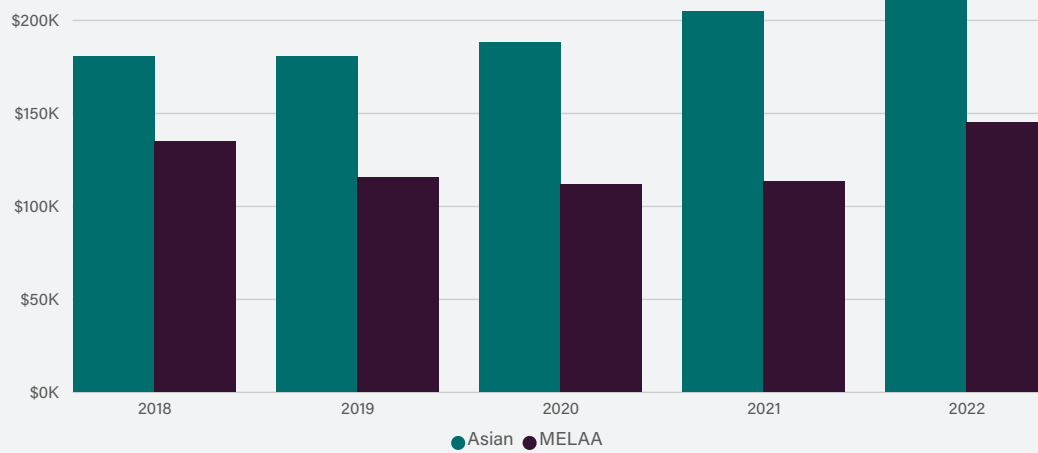


Source: IDI/LDB, Stats NZ

While sales revenue per employee for Asian-owned and MELAA-owned businesses are lower than other businesses in this study, the sales revenue per employee for Asian-owned businesses grew by 25% in 2022 compared to 2018. This is just above the overall ethnicity linked business growth rate of 23%.

The sales revenue per employee for MELAA-owned businesses grew at a subdued rate of 8% over the same period, mainly due to a notable decrease in sales in 2019.

Figure 46. Sales revenue per employee, by Asian and MELAA linked businesses, 2018 to 2022



Source: IDI/LBD, Stats NZ

3.5. International market access

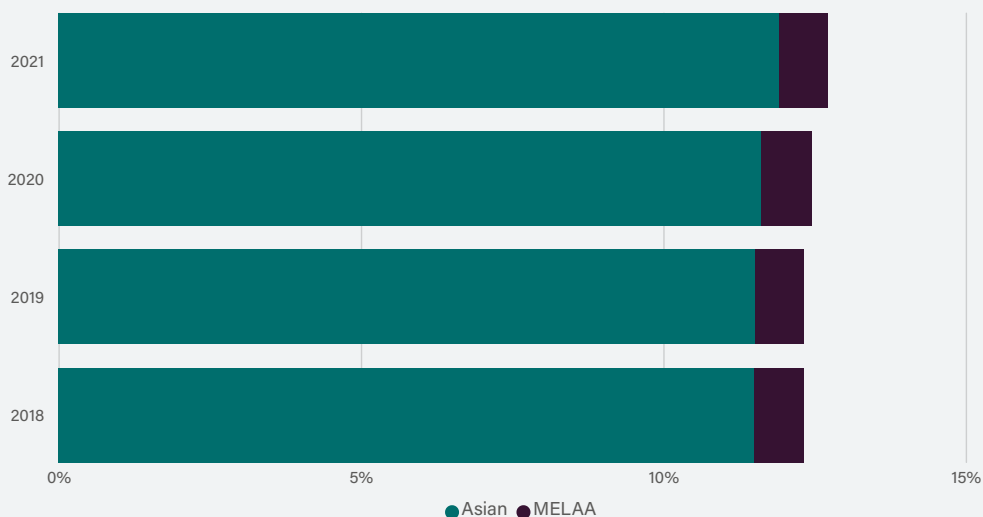
Businesses owned by Ethnic Communities also contribute to New Zealand's economy through trading in higher value exports, strengthening the country's presence in the international market.

New Zealand's increasing diversity presents an opportunity to use this advantage to further strengthen international relationships.⁽³⁵⁾ There is the potential for Ethnic Communities to share knowledge and insights to assist government efforts in this area, also supporting the expansion of other New Zealand businesses offshore.⁽³³⁾

While this study has a very low ethnicity linking rate for goods exporting businesses, it does show that the proportion of Asian-owned and MELAA-owned exporting businesses has remained relatively stable since 2018. Also, Asian-owned businesses tend to have higher export intensity (measured as the ratio of export sales to total sales) compared to businesses owned by other ethnic groups. Further, in 2021, the average value of goods exported by Asian-owned businesses is almost double the New Zealand average.

Ethnic communities also contribute to New Zealand's exports services via International Student. In 2019, international education contributed \$3.7 billion to New Zealand's GDP.⁽³⁶⁾ Further, in 2021, the average value of goods exported by Asian-owned businesses is almost double the New Zealand average.

Figure 47. Proportion of Asian and MELAA exporting businesses, 2018 to 2021



Source: IDI/LBD, Stats NZ

3.6. Research and innovation

Innovation is crucial to business success and sustainability.⁽³⁷⁾

There is currently no publicly available data including ethnicity on the number and performance of businesses that undertake research and innovation. However, a few insights can be drawn from comparing the profile of businesses that innovate against the profile of businesses owned by Ethnic Communities, and from literature on the R&D activities of New Zealand businesses.

The majority of Asian-owned and MELAA-owned businesses are small. Small businesses are less likely to perform R&D than large businesses. This can be seen in the 2023 Business Operations Survey (BOS) results where only 9% of small businesses performed R&D compared to 22% of businesses with over 100 employees.⁽³⁸⁾

However, Asian-owned businesses are more likely to be exporters. There is extensive literature on the strong link between export activities and innovation.⁽³⁹⁾ Export trading is a driver for businesses to innovate to grow and stay competitive.⁽⁴⁰⁾

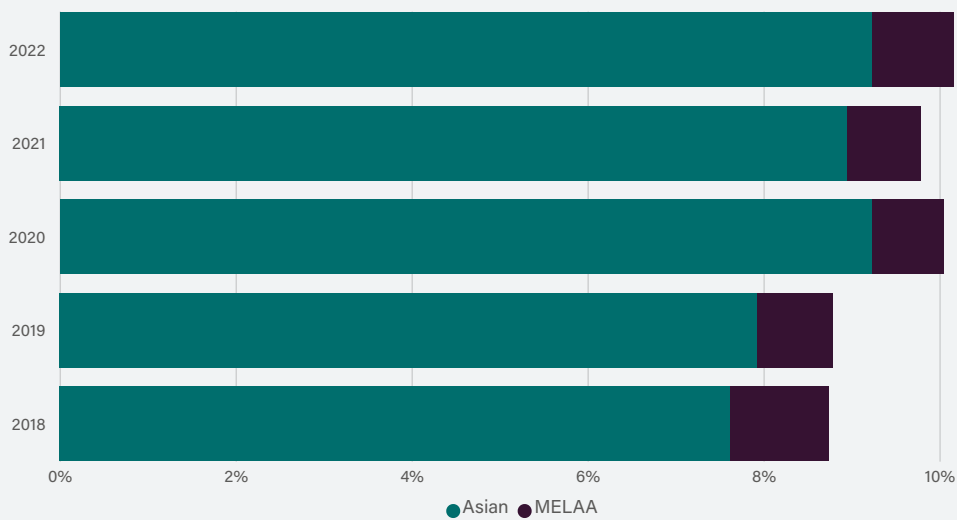
3.7. Public revenue contribution

New Zealand businesses owned by Ethnic Communities, like any other business, contribute to public revenue through the various taxes they pay. These include income taxes, company taxes, and goods and services tax (GST).

Self-employed business owners pay income taxes based on their profits at the income tax rate for individuals. Other business types pay the corporate tax rate of 28% based on all business profits.⁽⁴¹⁾

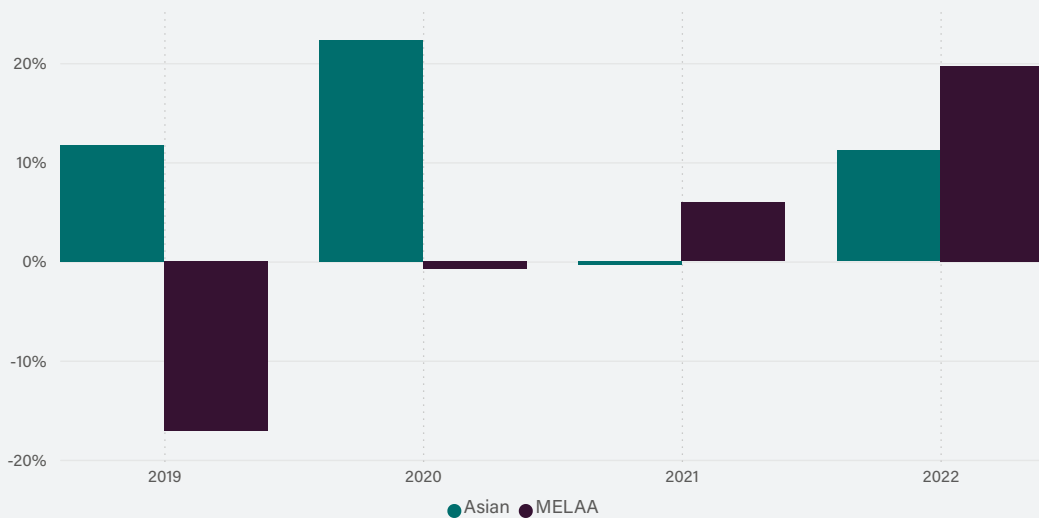
GST is the only tax that has been linked to ethnicity in this study. However, based on the profitability of Ethnic Communities businesses and the employment contribution ethnic business make, this directly contributes towards the government's taxation revenue.

Figure 48. Proportion of total GST payments, by Asian and MELAA linked businesses, 2018 to 2022



Source: IDI/LBD, Stats NZ

Figure 49. Percentage change of GST payments, by Asian and MELAA linked businesses, 2018 to 2022



Source: IDI/LBD, Stats NZ

3.8. Business support

There is no available measure of the uptake of business support from Ethnic Communities. Government agencies provide support to emerging entrepreneurs and people running businesses. Based on information collected by MBIE business support services are targeted at different stages of the business development process.^{(42) (43) (44)}

Research indicates that there are still barriers that Ethnic Communities face when navigating the business landscape. For example, cultural and linguistic barriers, lack of awareness of the government support services available to them and limited networks.^{(45) (46) (47)} However, research using the IDI/LBD shows that during the COVID-19 pandemic, Asian and MELAA businesses had a good uptake of the COVID-19 Wage Subsidy Scheme, compared to European businesses.⁽⁴⁸⁾



Outcome 2

Ethnic Communities
have access to and
experience positive
outcomes from high
quality public services

This outcome relates to the government's system of service provision becoming increasingly responsive to the diverse needs and aspirations of Ethnic Communities. By ensuring equitable access to high quality government services, Ethnic Communities are empowered to lead better lives, overcome challenges and seize opportunities.

The analysis here focuses on three domains of government service provision which Ethnic Communities consider as areas of high importance:

- **Health and wellbeing.** Good health widens Ethnic Communities' options and opportunities, allowing them to reach their full potential and enjoy life to the fullest.
- **Knowledge, education and skills.** Education supports Ethnic Communities' employment, financial and general wellbeing outcomes. Education also increases people's sense of self-worth and sense of belonging and promotes social inclusion.⁽⁴⁹⁾
- **Housing.** Access to quality and affordable housing and housing services affects Ethnic Communities' health, education, safety, standard of living, culture and identity.⁽⁵⁰⁾



4. Health and wellbeing

Good health and wellbeing are key enablers of full participation in society and the economy.⁽⁵¹⁾ Good health increases people's options and opportunities, allowing them to reach their potential and enjoy life to the fullest.

People with physical and mental health conditions may face barriers that constrain their quality of life and productivity, including the ability to earn enough income to live comfortably. These barriers may also limit their ability to engage in social activities, leaving them isolated, lonely and frustrated.

4.1. Indicators

This domain presents the health outcomes and experiences of Ethnic Communities across the following indicators:

- **General health.** Physical health is an important component of overall wellbeing as it affects an individual's ability to live a long and healthy life, and to enjoy life fully.
- **Mental wellbeing.** Mental wellbeing greatly influences people's ability to live a good quality life and have a sense of control.
- **Addiction and self-harm.** This provides insights on underlying issues that affect wellbeing, such as mental health issues or addiction, social isolation and economic distress.
- **Access to primary care, mental health and addiction services.** Equitable access to health services improves physical and mental health outcomes.

4.2. Summary

In general, Asian people report better physical health outcomes than people from other ethnic groups. However, Asian people are falling behind in terms of physical activity.

The "healthy migrant" effect partially explains the better physical health outcomes, including higher life expectancy, of Asian people than other ethnic groups in New Zealand. Many Asian adults in New Zealand are immigrants, leading to better average health outcomes due to migration health screening and the migration of younger and fitter people.

Asian people report similar levels of mental wellbeing to the general population and a lower proportion experience high levels of stress according to the New Zealand Health Survey (NZHS). However, the NHZS data show a decline in mental wellbeing among Asian people over time that is consistent with other populations. In addition, research shows Asian people may not report and seek help due to cultural sensitivities and structural marginalisation. More than a quarter of Asian young people reported suicidal thoughts, which was not meaningfully different from the average for the total population.

The proportion of Asian adults who engage in problematic substance use (daily smoking, hazardous drinking or illicit drug use) was lower than the population average, and in each case this difference was statistically significant.

MELAA people typically had poorer mental health outcomes and higher levels of unmet healthcare need than the general population, although due to the small size of the population these differences were often not statistically significant. This was most evident among Middle Eastern and African people who reported lower overall wellbeing and higher levels of distress than the general population, among both young people and adults. More than a third of MELAA young people seriously thought about attempting suicide.

The proportion of MELAA+ adults who engage in problematic substance use (daily smoking, hazardous drinking or illicit drug use) was lower than the population average, and in each case this difference was statistically significant.

Ethnic Communities face barriers to accessing healthcare services such as cost, language, cultural perceptions and practices, and discrimination within the system.

4.3. General health

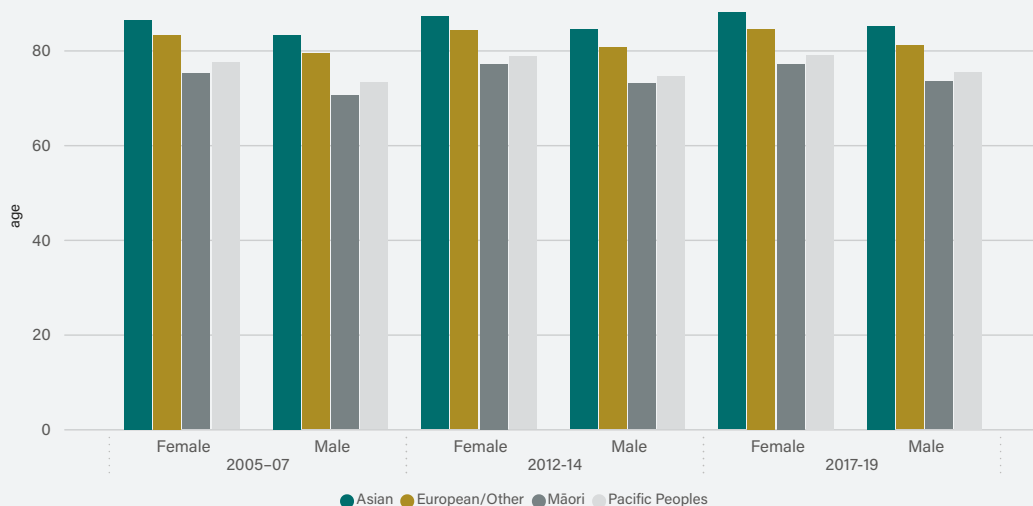
This indicator is made up of four general health and longevity measures, namely: life expectancy at birth, self-rated health, levels of physical activity and immunisation rates.

4.3.1. Life expectancy at birth

Life expectancy at birth estimates the average lifespan of a newborn based on current mortality rates. The baseline is 2017-2019.

The trend over the period 2005-2007 to 2017-2019 indicates an overall increase in life expectancy in New Zealand, with females living longer than males. In the baseline period, Asian individuals show a higher life expectancy than the New Zealand average.

Figure 50. Life expectancy at birth, by ethnicity and sex, 2005-2007, 2012-2014 and 2017-2019



Source: Period Life Tables, Stats NZ

Many Asian adults in New Zealand are immigrants, leading to the “healthy migrant” effect, where migrants often have better health outcomes than the locally born people.⁽⁵²⁾ This is due to migration health screening requirements and the tendency for fitter and younger people to migrate. This results in Asian people in New Zealand having higher life expectancy than other ethnic groups. However, the “healthy migrant” effect can diminish over time as migrants adopt local unhealthy behaviours.^{(52) (53) (54)}

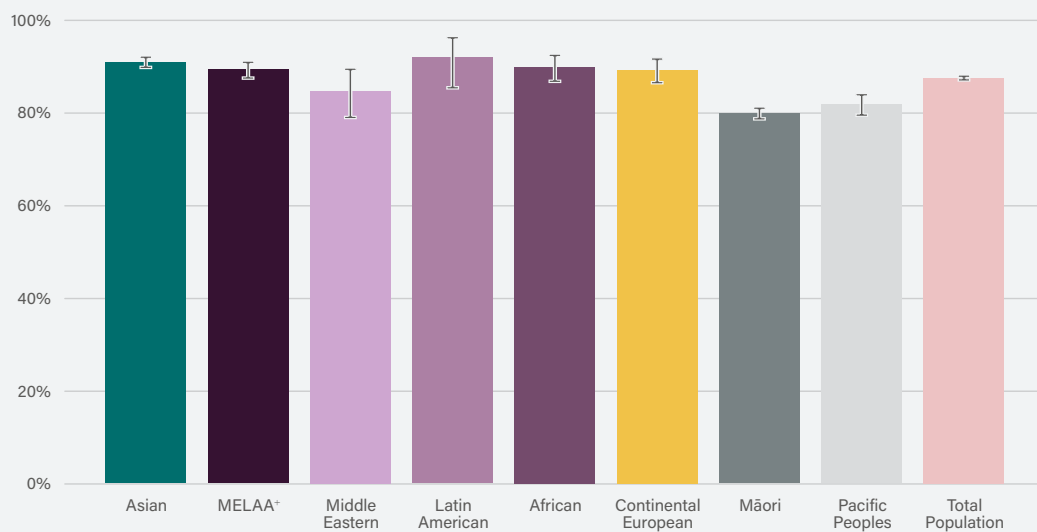
4.3.2. Self-rated health among adults

Self-rated health is a widely used measure of a person's overall perception of their health status.

The chart below shows five-year pooled^f data for self-rated health status, where most Ethnic Communities reported a high proportion of adults who said they were in good health. Respondents who rated their health as either good, very good or excellent are considered in good health.

About 92% of Latin American adults and 91% of Asian adults reported being in good health. There were no statistically significant differences in proportion of adults in good health across all ethnicities.

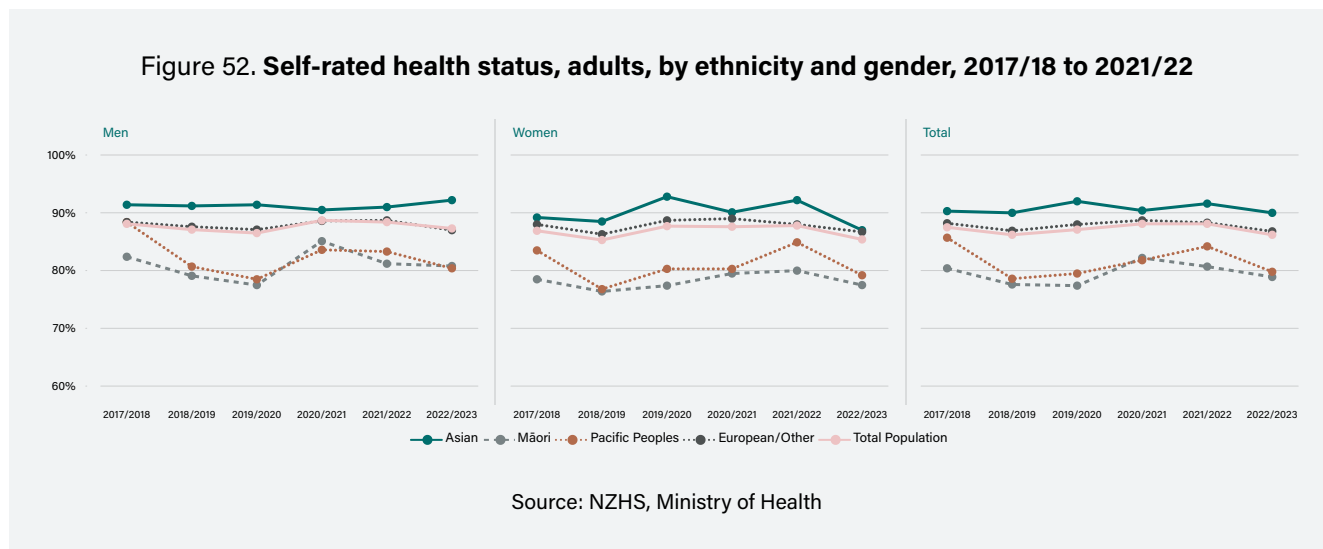
Figure 51. Proportion of adults who said they were in good health, by ethnicity, 2017/18-2021/22 (pooled)



Source: NZHS, Ministry of Health

^f To enable robust data and insights for smaller groups from Ethnic Communities, data collected from five survey years were pooled to increase the sample size for these smaller groups.

The charts below show that a high proportion of Asian adults rated their health as good, very good or excellent. There is no real difference in these proportions between men and women.

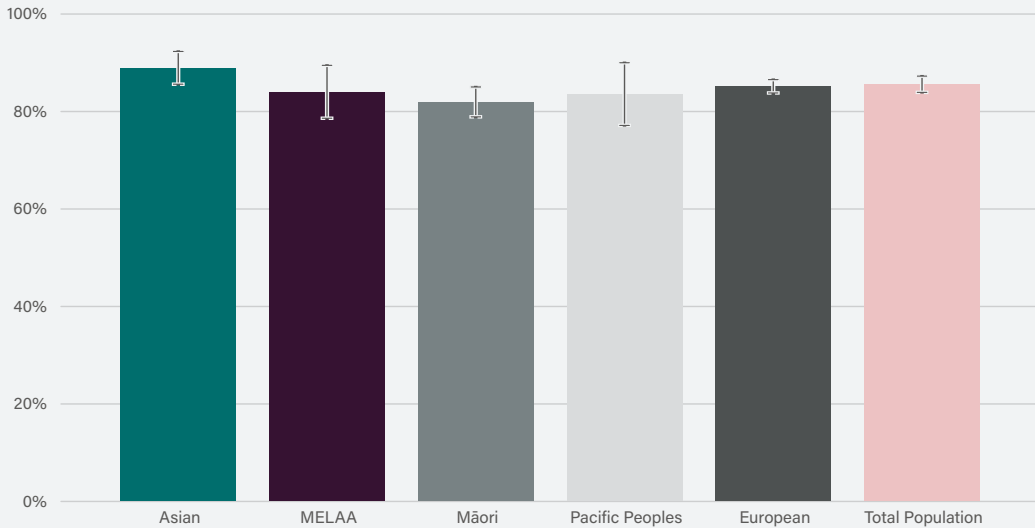


Self-rated health is an indicator of morbidity according to international research. While New Zealand research has indicated this holds for Māori, Pacific Peoples and New Zealand Europeans, this research does not extend to Asian and MELAA people within New Zealand.⁽⁵⁵⁾

4.3.3. Self-rated health among young people

The 2021 What About Me? survey results on general health among young people aged 13-17 years were broadly consistent with the patterns for adults discussed above.⁽⁵⁶⁾ Both Asian and MELAA young people report reasonably high levels of self-rated health. There were no statistically significant differences in the general health of young people across all ethnicities.

Figure 53. Self-rated health status – good, very good or excellent, young people, by ethnicity, 2021

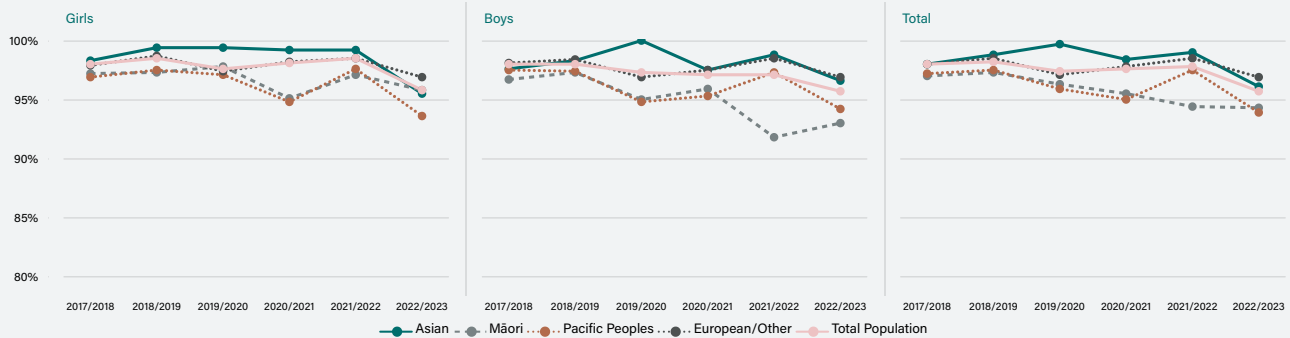


Source: What About Me? survey, MSD

4.3.4. Parent-rated health status of children

The figure below shows that between 2017/18 and 2021/22, children (aged 0 to 14) from all ethnicities were in good health based on ratings given by their parents. This pattern across all ethnicities were broadly consistent with those of adults and young people.

Figure 54. Parent-rated health status – good, very good or excellent, children, by gender and ethnicity, 2017/18 to 2022/23



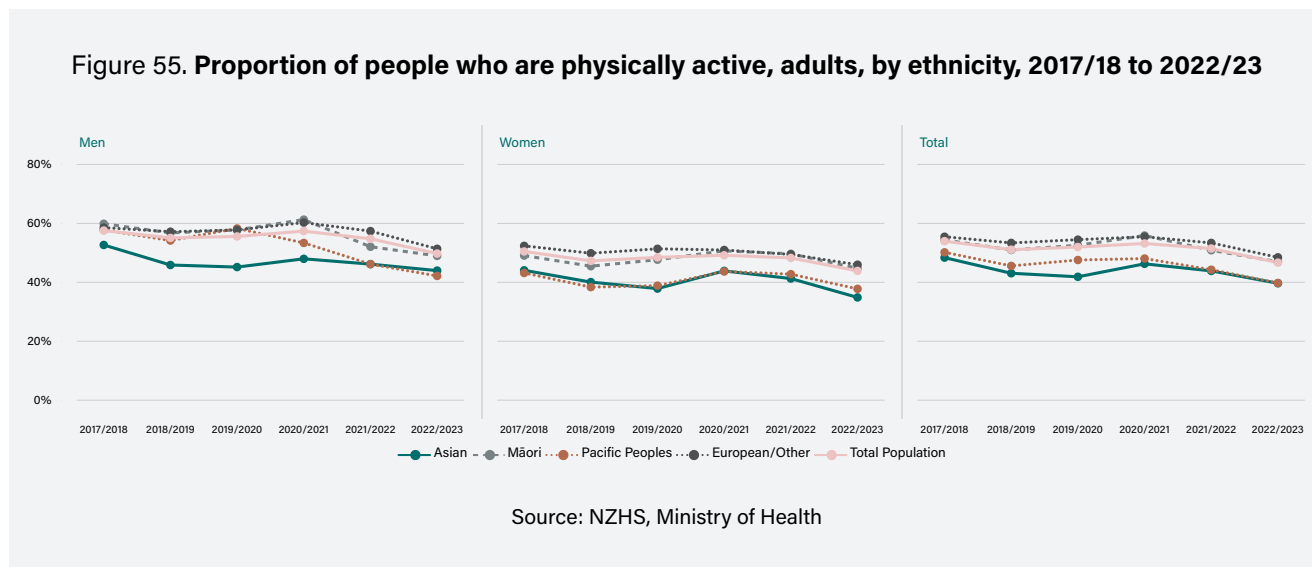
Source: Health and Independence Report (NZHS), Ministry of Health

In 2019, 42% of recent migrants⁹ reported an improvement in their health status after moving to New Zealand.⁽⁵⁷⁾ Migrants from India and China were more likely to report improvements in their health compared to the general migrant population. Half of the recent migrants experienced no change in their health status, while a small fraction reported a decline.⁽⁵⁷⁾

4.3.5. Proportion of people who are physically active

Physical activity is important for maintaining good health, as it reduces the risk of chronic disease, improves mental health and enhances overall wellbeing. Physical activity includes deliberate exercise (such as running and sports), incidental activity (such as housework), work-related activity and active transport.

Asian people have one of the lowest physically active rates among adults. In 2017/18, 48.2% of Asian adults were physically active; this dropped to 39.5% in 2022/23.



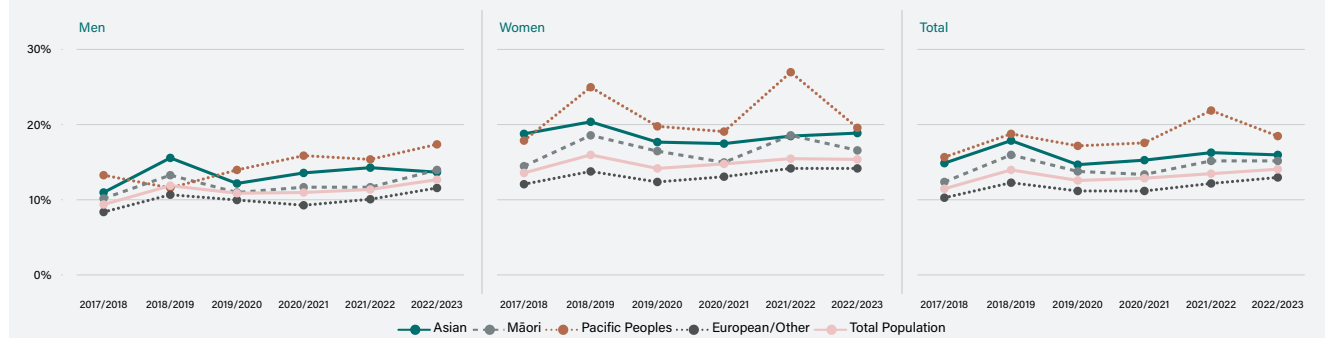
The results above align with Sport NZ’s research, which indicates that Asian people in New Zealand generally have lower level of physically activity than other ethnic groups.⁽⁵⁸⁾ They are less likely to participate in physical activity on a weekly basis and spend less time being active. Further, they are less likely to meet the recommended physical activity guidelines of 60 minutes of daily physical activity for children and young people and 30 minutes most days for adult.

⁹ Recent migrants have typically lived in New Zealand for less than five years, with some exceptions.

Lower physical activity among Asian adolescents is associated with a lack of social support and physical literacy skills.⁽⁵⁹⁾ Language difficulties, financial and time constraints, cultural differences in sports preferences and limited access to sports funding information also impede physical activity participation by Asian migrants.⁽⁶⁰⁾ Chinese immigrants can be reluctant to participate in mainstream sports due to cultural preferences and experiences of discrimination.⁽⁶¹⁾

The chart below shows a relatively high proportion of Asian adults with little or no physical activity, apart from Pacific Peoples.

Figure 56. Prevalence of engagement in little or no physical activity in adults, by ethnicity, 2017/18 to 2022/23



Source: NZHS, Ministry of Health

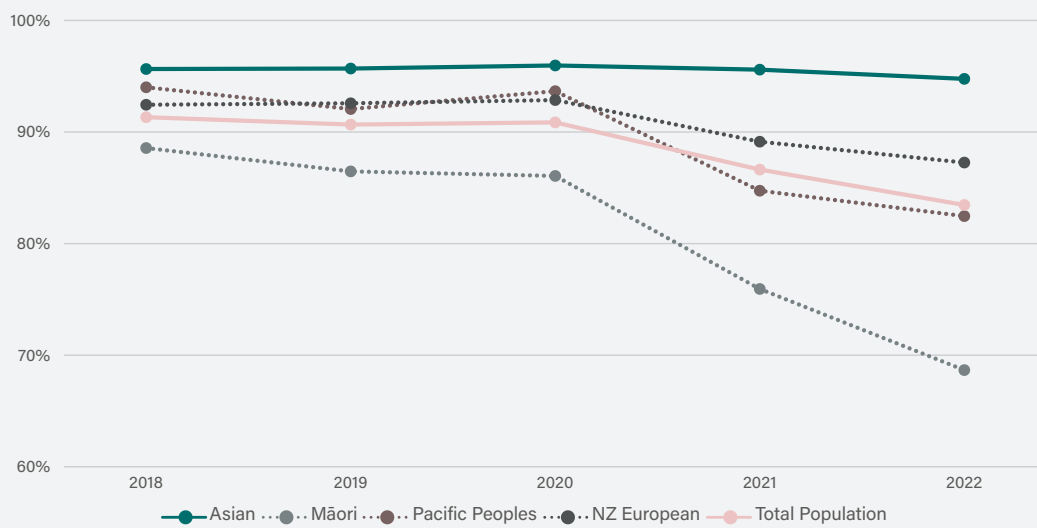
4.3.6. Immunisation

Child immunisation is an important measure of general health because it prevents serious diseases and reduces morbidity and mortality among children.

Over the period 2018 to 2022, Asian children consistently had high immunisation coverage of approximately 95% at 24 months of age, whereas immunisation coverage for most ethnicities recoded notable decreases over this period. By 2021/22, the national average immunisation rate was 83.4%, which was much lower than the rate for Asian children.

Research suggests that the high immunisation rates among Asian populations in New Zealand are primarily due to positive attitudes towards immunisation, being well informed, trust in healthcare professionals and accessible immunisation services.⁽⁶²⁾

Figure 57. Proportion of children immunised at 24 months of age, by ethnicity, 2018 to 2022



Source: Immunisation Coverage, Ministry of Health

4.4. Mental wellbeing

This section assesses the mental wellbeing of Ethnic Communities using mean mental wellbeing scores, a measure of psychological distress among adults and serious distress among young people.

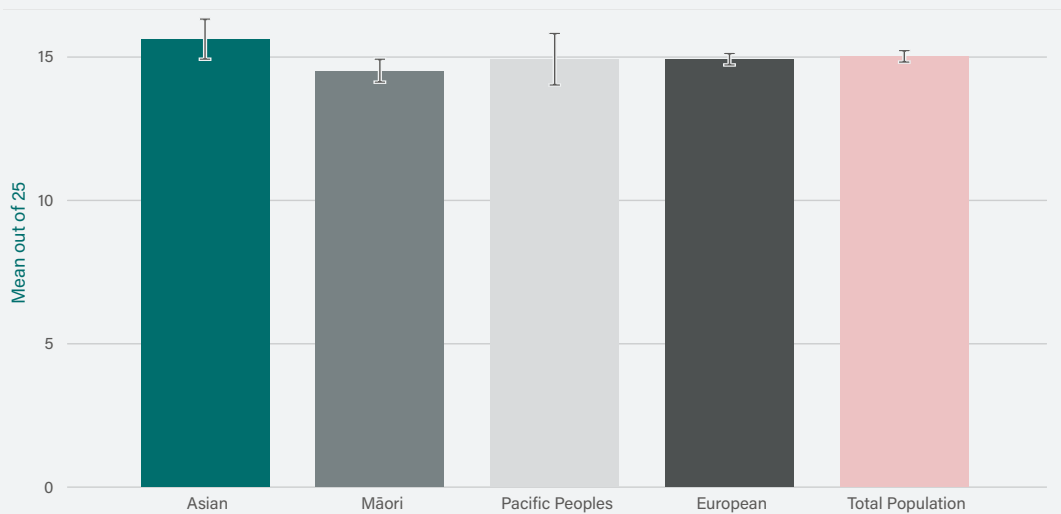
4.4.1. Mean mental wellbeing rating

Due to data availability, the baseline for this measure is 2021.

In 2021, Asian people reported a mean rating of 15.6 out of 25 for overall mental wellbeing. Across people of all ethnicities the mean rating was 15.0.

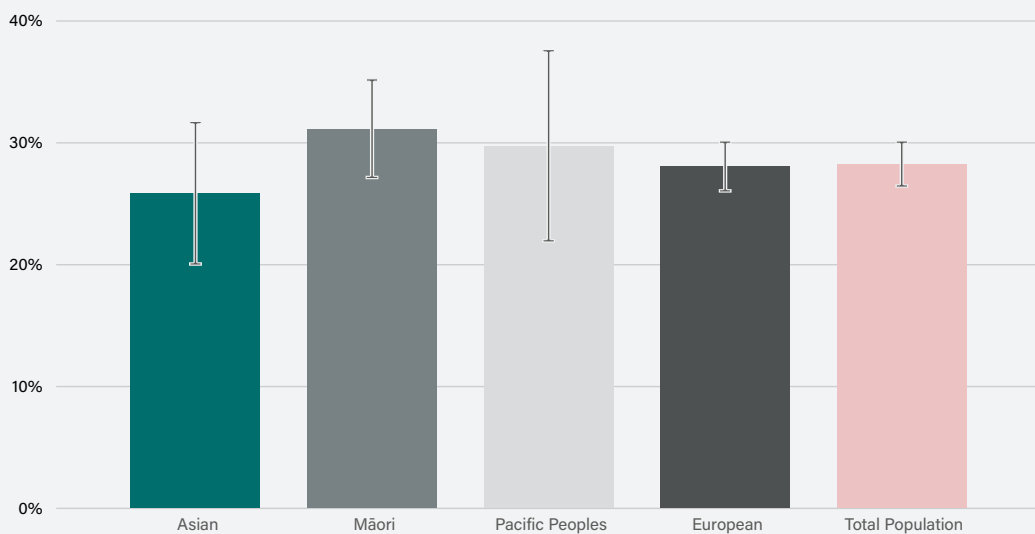
The proportion of Asian people who reported experiencing poor overall mental wellbeing was around 25.8%. This was not statistically different to the total population (28.2%).

Figure 58. **Mental wellbeing mean rating, by ethnicity, 2021**



Source: NZGSS, Stats NZ

Figure 59. **Mental wellbeing - poor overall, by ethnicity, 2021**



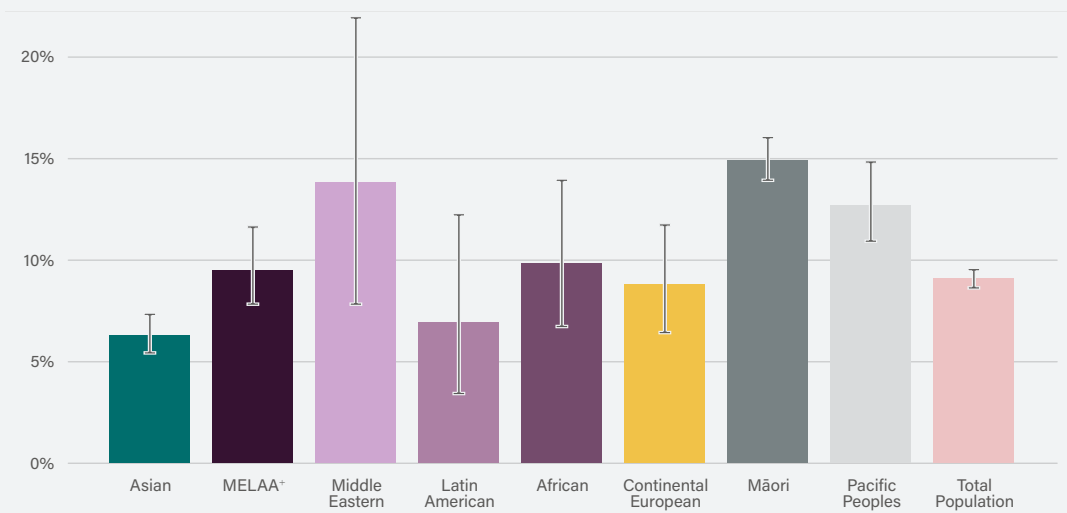
Source: NZGSS, Stats NZ

Among Asian communities, there can be a cultural inclination to maintain a “facade of success and happiness” and there can be a preference for dealing with issues privately.⁽⁶³⁾ Research suggests that there is shame and stigma associated with mental health issues in Asian communities.^{(64) (65)} This stigma discourages individuals from acknowledging and seeking help for their struggles.^{(64) (65) (66)}

4.4.2. Proportion of adults experiencing high levels of psychological distress

NZHS pooled data for 2017- 2022 showed that relatively high proportions of Middle Eastern people had experienced high or very high levels of psychological distress in the past four weeks (13.8%). The New Zealand average was around 9.1%. This difference was not statistically significant.

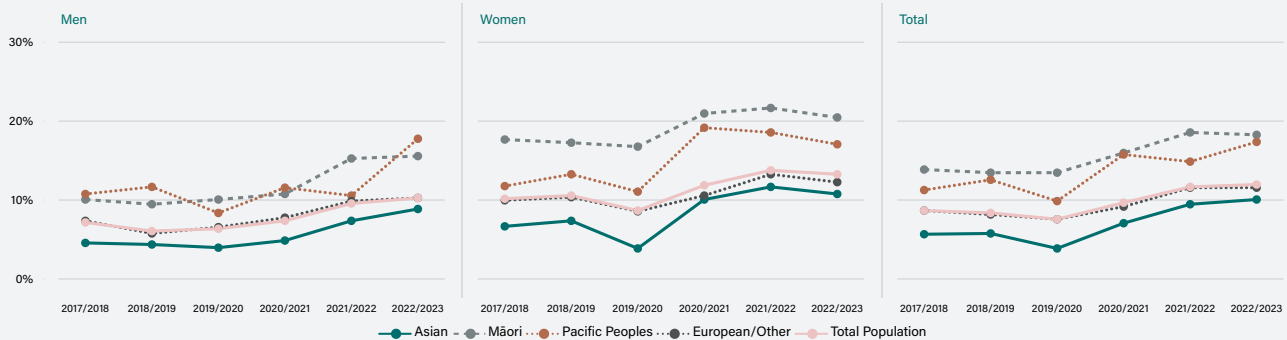
Figure 60. **Proportion of adults experiencing high or very high levels of psychological distress in the last four weeks, by ethnicity and gender, 2017/18–2021/22 (pooled)**



Source: NZHS, Ministry of Health

The chart below shows that, on an annual basis, women in all ethnicities are reporting higher rates of distress than men. In 2017/18, around 6% of Asian adults surveyed reported experiencing high or very high levels of psychological distress during the previous four weeks. While this increased to 9% by 2021/22, this is consistent with all ethnicities over this period, Asian adults consistently reported the lowest proportion of psychological distress among all ethnic groups.

Figure 61. **Proportion of adults experiencing psychological distress, by ethnicity and gender 2011/12 to 2022/23**



Source: NZHS, Ministry of Health

The rate of psychological distress among Asian people increased at the onset of the pandemic, driven mainly by the sharp increase in the rate for women, which mirrors the pattern observed for women in other ethnic groups. Research suggests that the lockdowns and extended isolation, health impacts and disruption to work and income during the COVID-19 pandemic may have contributed towards this increase.^{(67) (68)}

Among Asian communities in New Zealand, racism was a strong driver of psychological distress during the pandemic.⁽⁶⁹⁾ The increase in racism against Chinese and other Asian New Zealanders prompted the Human Rights Commission to launch the 'Racism is no joke' campaign in 2020 aimed at curbing COVID-19 jokes targeting the Asian community.⁽⁷⁰⁾

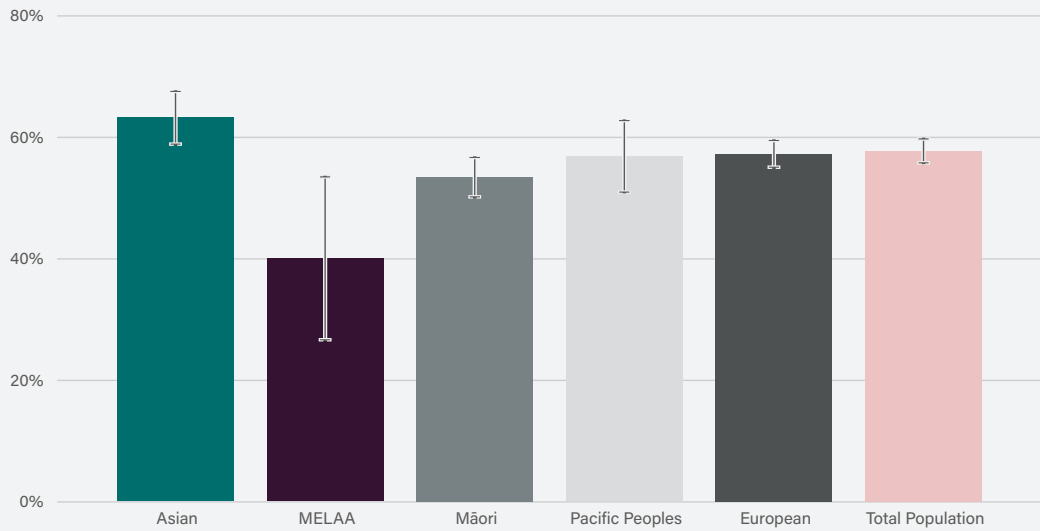
4.4.3. Proportion of young people with good mental wellbeing or who reported serious distress in the past 12 months

According to the 2021 What About Me? survey, the proportion of Asian young people who reported having good to excellent mental wellbeing in the past 12 months was around 63.1%. Over 23% had experienced serious distress in the past 12 months as measured using the Kessler-6 questionnaire.⁽⁵⁶⁾

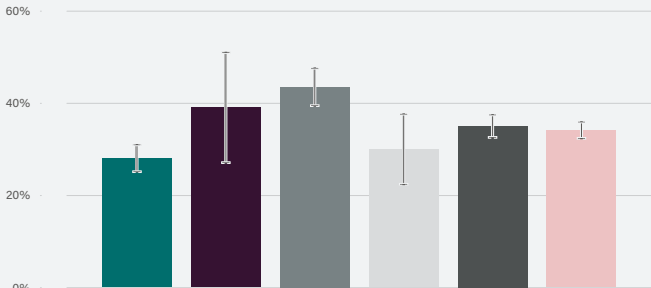
By contrast, MELAA young people were disproportionately affected with poor mental wellbeing and serious distress. Only 40% reported having good to excellent mental wellbeing and their Kessler-6 questionnaire responses indicated that about 44% experienced severe mental illness in the past 12 months, substantially higher than the overall average of 27.9% (although this difference was not statistically significant). The only other ethnic group experiencing similarly high levels of distress was Māori young people.

Figure 62. **Mental wellbeing of young people, in the last 12 months, by ethnicity, 2021**

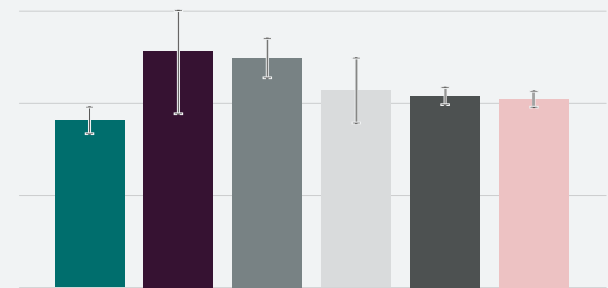
Good to Excellent wellbeing (WHO-5) (% score 13 or more out of 25)



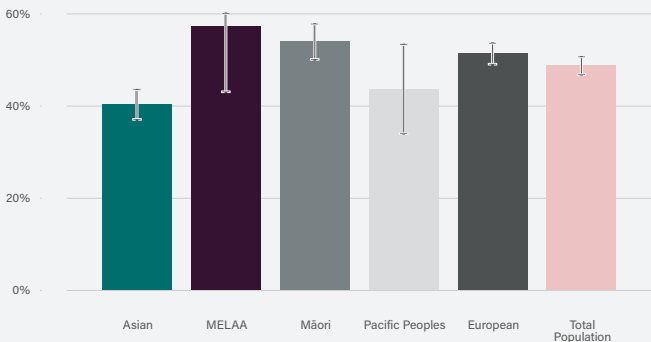
Deliberately hurt yourself or done anything you knew might harm you (but not kill you)?



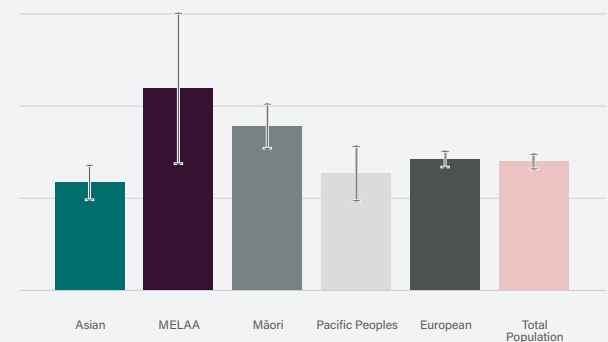
Felt like life was not worth living?



Felt overwhelmed or so down you can't cope?



Prevalence of severe mental illness (SMI) (Kessler-6) (% score 13 or more out of 24)



Source: What About Me? survey, MSD

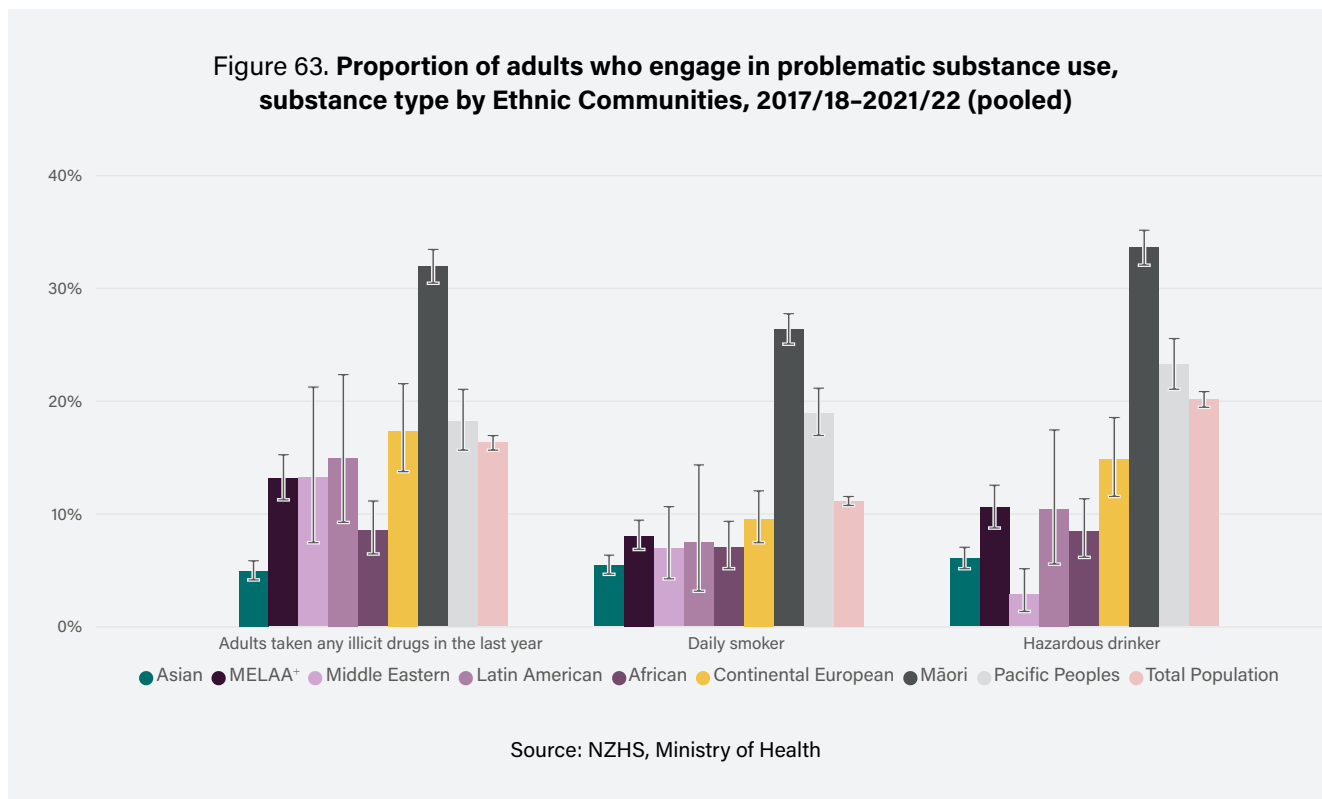
In 2023, research on the mental health of East Asian, South Asian, Chinese, and Indian students in Aotearoa New Zealand indicated that high proportions of East Asian and South Asian students reported having “not good” mental and emotional health.⁽⁷¹⁾ It also indicated that two in five MELAA students reported experiencing serious distress, and that three in five reported feeling overwhelmed.⁽⁷¹⁾

4.5. Addiction and self-harm

This indicator uses three measures: proportion of people who engage in problematic substance use, suicide rates in adults and self-harm in young people.

4.5.1. Proportion of people who engage in problematic substance use

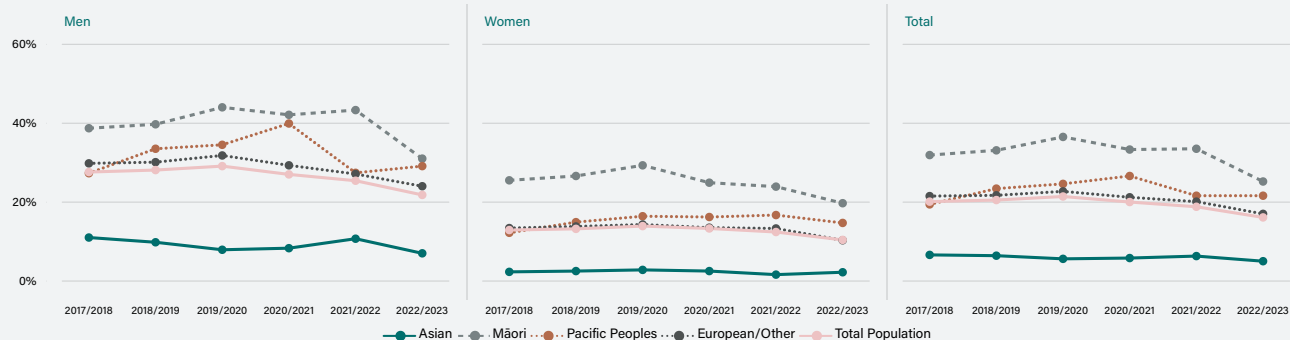
Problematic substance use measures are derived from NZHS pooled data for 2017/18-2021/22. Three types of substance use measures have been included in this report: illicit drug use, daily smoking and hazardous drinking.



The figure above shows that 14.8% of Continental European and 10.4% of Latin American adults were hazardous drinkers – the highest proportions among any other groups within Ethnic Communities. All Ethnic Communities’ subpopulations had rates of hazardous drinking that were lower than the New Zealand population average (just over 20%) and these differences were statistically significant based on non-overlapping confidence intervals. There were no significant differences among Ethnic Communities’ subpopulations.

Annual NZHS data is available for Asian people and provides further insights. This shows that between 2017/18 and 2021/22, Asian adults had a consistently low proportion of hazardous drinkers ranging from 5% to 6.5%, with women's rates being particularly low (noting a high sample error rate for Asian people in the annual data). The New Zealand average ranged from 18.8 to 21.3% during this period.

Figure 64. Proportion of hazardous drinkers, by ethnicity and gender, 2017/18 to 2021/22



Source: NZHS, Ministry of Health

Illicit drug use

Illicit drug use is defined here as any consumption of cannabis, cocaine, ecstasy/MDMA, amphetamines, sedatives, hallucinogens or opioids in the past 12 months.

Figure 63 above shows that at around 17.3% of Continental European and 14.9% of Latin American adults used illicit drugs in the last year. They had the highest proportions of illicit drug use among groups within Ethnic Communities. However, confidence intervals for these rates overlap with those of the New Zealand population average (just over 16.3%) suggesting this difference is not statistically significant. Only 4.9% of Asian adults and 8.5% of African adults used illicit drugs in the last year. Confidence intervals for these proportions did not overlap with those of the general population suggesting these differences are statistically significant.

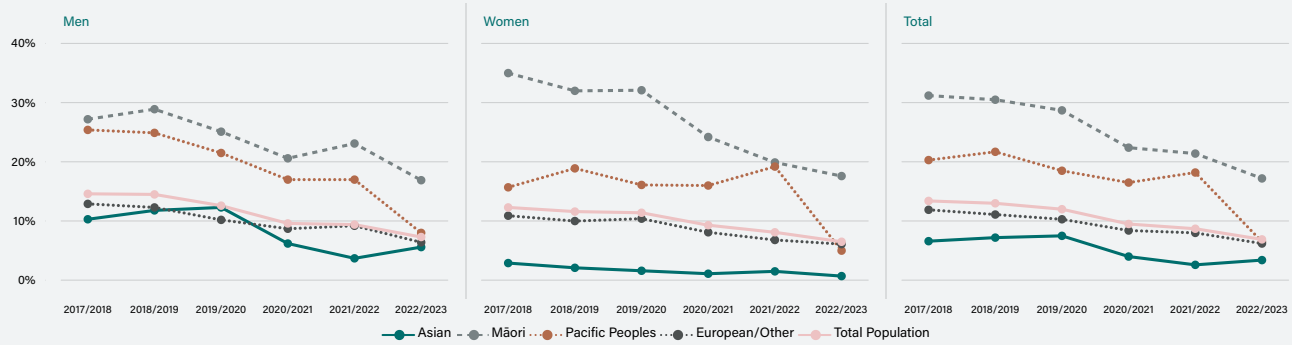
Daily smoking

Daily smokers are defined in the NZHS as smokers who have both smoked over 100 cigarettes in their lifetimes and currently smoke at least once per day.

In Figure 63 above Asian adults, of whom 5.4% were daily smokers, were the only population with a daily smoking proportion that was meaningfully different from than the population average of 11.1%. Other Ethnic Community groups also had proportions of daily smokers that were lower than the population average, but these differences were not statistically significant.

More detailed annual data is available regarding the proportion of Asian adults who are daily smokers. The proportion of Asian people who are daily smokers is declining, driven by a large reduction in smoking among Asian men. The number of Asian women who smoke daily is very low. These results should be treated with caution due to high sample error.

Figure 65. Proportion of daily smokers, by ethnicity and gender, 2017/18 to 2022/23



Source: NZHS, Ministry of Health

Problem gambling

There is no recent data collected on problem gambling in the NZHS. Recent research found that 13.8% of Asian gamblers met the definition of problem gambling measured using the Problem Gambling Severity Index, while 18.4% of the general gambling population met the definition.⁽⁷²⁾ Problem gambling has been a consistent concern for Ethnic Communities, based on Insights obtained from engagements held with the Ministry.

4.5.2. Suicide rates

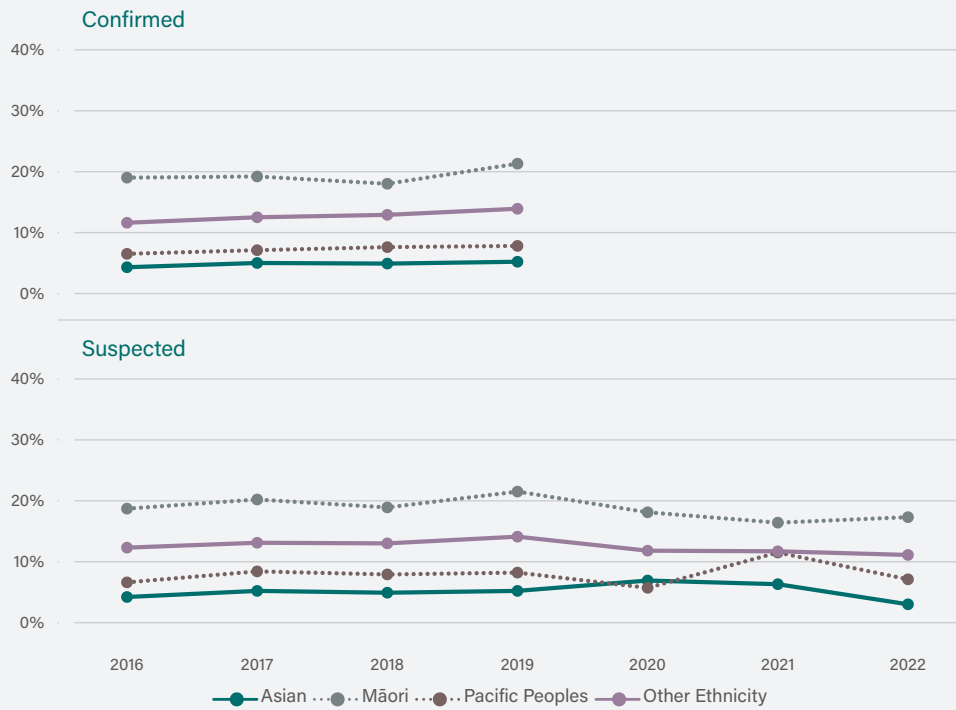
Suicide rates are expressed as the number of suicide deaths per 100,000 people per year. Suspected suicide rates (age-standardised) refer to the number of deaths that are potentially self-inflicted but have not been officially confirmed as suicides due to pending investigations or a lack of clear evidence. Confirmed suicide rates, on the other hand, represent the number of deaths officially classified as suicides following thorough investigation and confirmation by a Coroner.^h

^h Where the rates of both confirmed and suspected rates are available, there is a high degree of alignment between the two figures, indicating that a high proportion of suspected suicides become confirmed after investigation.

The chart below shows that Asian people had the lowest annual suicide rates among all ethnicities. In 2018, the rate of suspected suicides for Asian people was 4.8 per 100,000, and this decreased to 2.9 by 2022. By comparison, suspected suicides for Asian people are notably lower compared to other ethnicities reported on in this data.

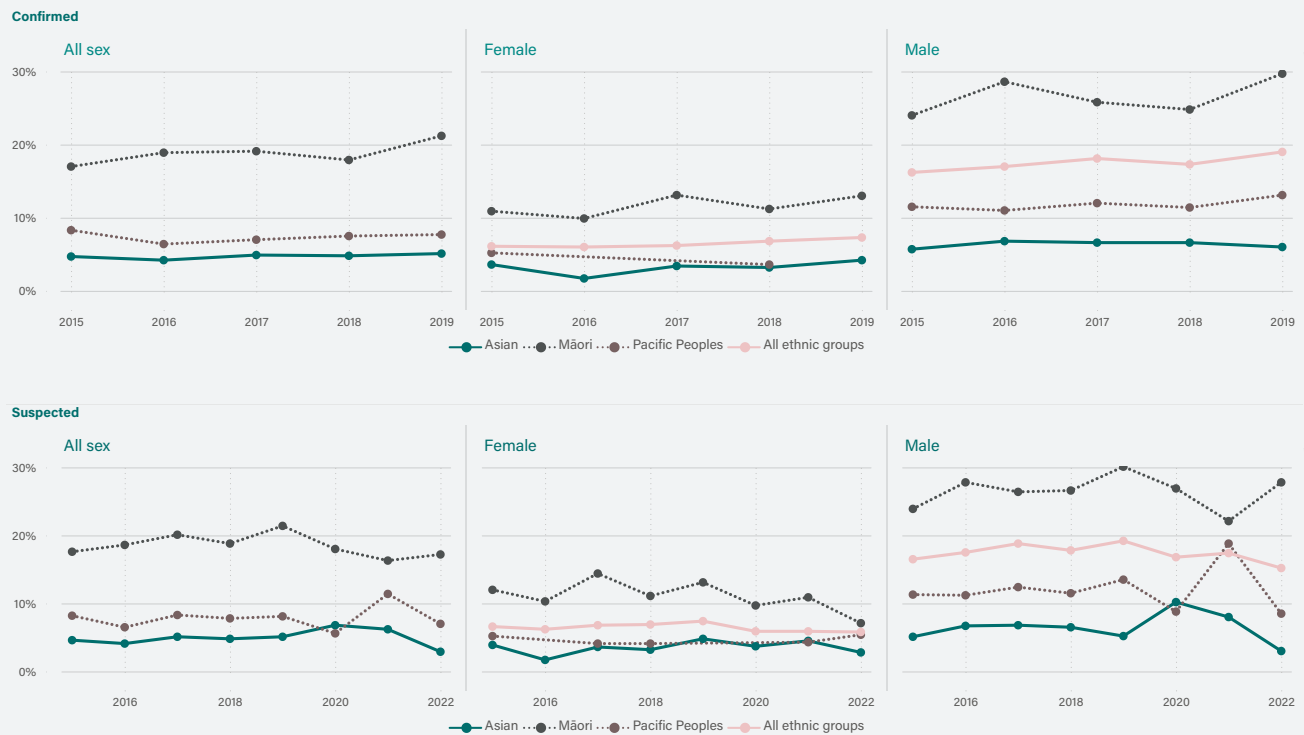
The annual rates among Asian men were higher than those among women, which is a consistent gender pattern for all other ethnicities.

Figure 66. Rate of suicide death (confirmed and suspected), by ethnicity, 2016 to 2022



Sources: New Zealand Mortality Collection and Ministry of Justice case management system

Figure 67. Rate of suicide death (confirmed and suspected), by ethnicity and gender, 2015 to 2022

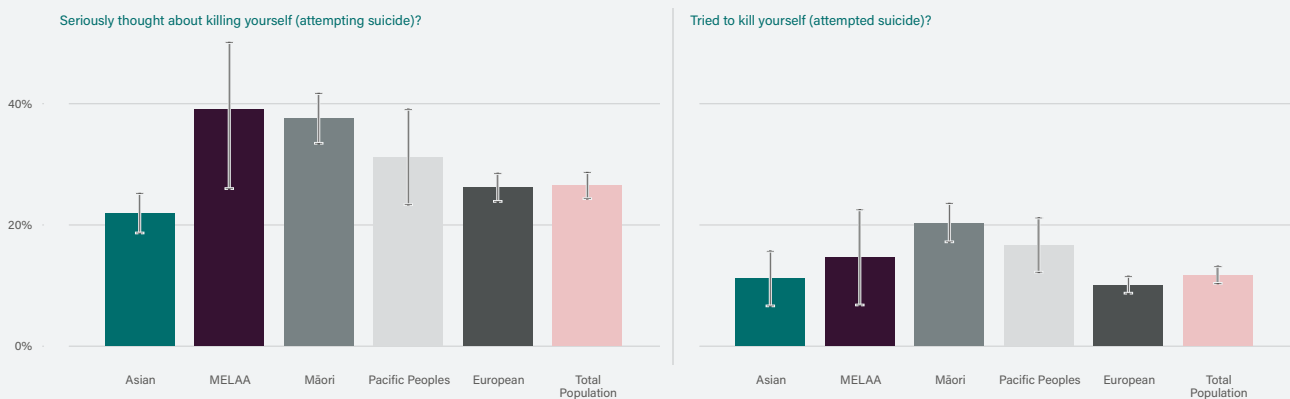


Sources: New Zealand Mortality Collection and Ministry of Justice Case management system

4.5.3. Proportion of young people who have thought of or have attempted suicide

The 2021 What About Me? survey conducted by the Ministry of Social Development (MSD) showed alarming rates of suicide and suicide attempts among young people aged 13 to 17 years.⁽⁵⁶⁾ Thirty nine percent of MELAA young people and 21.8% of Asian young people reported having seriously thought about attempting suicide while 14.6% and 11.1%, respectively, attempted suicide. Caution should be taken when interpreting these results. Other research found that South Asian and East Asian students reported high levels of self-harm compared to other ethnic groups, with high proportions having seriously considered suicide.⁽⁷¹⁾

Figure 68. Proportion of young people who have thought of or have attempted suicide, by ethnicity, 2021



Source: What About Me? survey, MSD 2021

For Asian and MELAA young people in particular, racial discrimination at school (unfair treatment by teachers based on ethnicity) and low family support were risk factors for self-harm, while high cultural self-esteem was a protective factor.⁽⁷³⁾ Being female, having a sexual or gender minority status, experiencing material deprivation and being a second- or third-generation migrant (rather than first generation) were all associated with higher suicidal and self-harming behaviour.⁽⁷³⁾

4.6. Access to primary care, mental health and addiction services

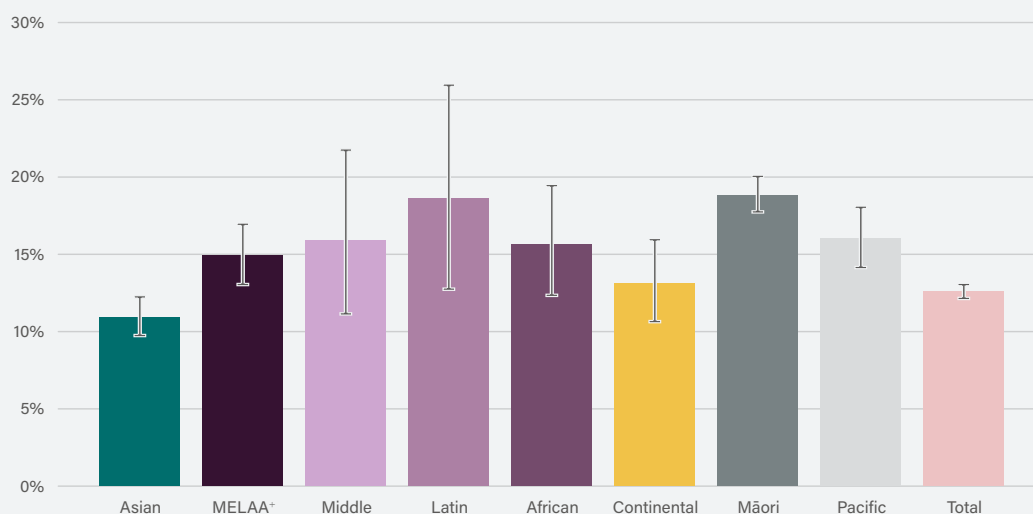
This indicator covers access to health services among Ethnic Communities using measures on self-reported unmet need to see a general practitioner (GP) due to cost, unfilled prescriptions due to cost and unmet need for professional help for mental health.

4.6.1. Proportion of adults with unmet need to see a GP due to cost

Respondents of the NZHS are asked if there a time when they had a medical problem but did not visit a GP because of cost.

The NZHS pooled data for 2017/18 - 2021/22 shows that some Ethnic Communities reported relatively high proportions of people with unmet need to see a GP due to cost. About 19% of Latin Americans, 15.9% of Middle Eastern people and 15.6% of African people did not visit a GP because of cost. Continental Europeans and MELAA+ people also experienced this unmet need at a higher rate than the general population. However, as confidence intervals typically overlapped with those of the general population these findings are not considered statistically significant. A relatively low proportion of Asian people reported having unmet need for a GP due to cost.

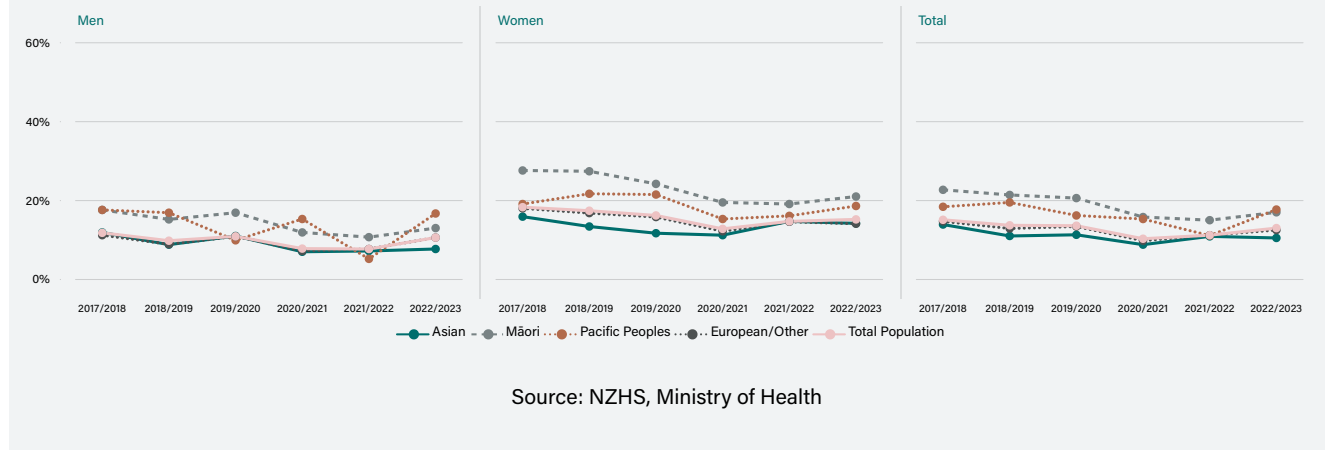
Figure 69. Proportion of adults with unmet need to see a general practitioner due to cost, by Ethnic Communities, 2017/18- 2021/22 (pooled)



Source: NZHS, Ministry of Health

The NZHS annual data shows a decline in the proportion of adults unable to see a GP due to cost in 2021/22 compared to 2017/18 for the total population. For Asian people, the proportion of those unable to see a GP due to cost stayed relatively the same between 2017/18 and 2021/22. There are, however, noticeable differences between women and men within each ethnic group, with women being more likely to have an unmet need to see a GP due to cost.

Figure 70. Proportion of people with unmet need to see a general practitioner due to cost, by ethnicity and gender, 2017/18 to 2022/23 annual



It is important to note that cost is not the only barrier to accessing healthcare for Ethnic Communities. Other important barriers include attitudinal and structural barriers.⁽⁷⁴⁾

“Attitudinal barriers included the lack of culturally competent healthcare providers, discrimination by healthcare providers, and personal, social, and cultural attributes. Structural barriers referred to policies and frameworks that regulated the accessibility of health services such as the cost of healthcare, accessibility and acceptability of interpreter services, length of allocated appointments and long waiting times for an appointment, difficulties navigating the health system, and logistical barriers.”⁽⁷⁴⁾

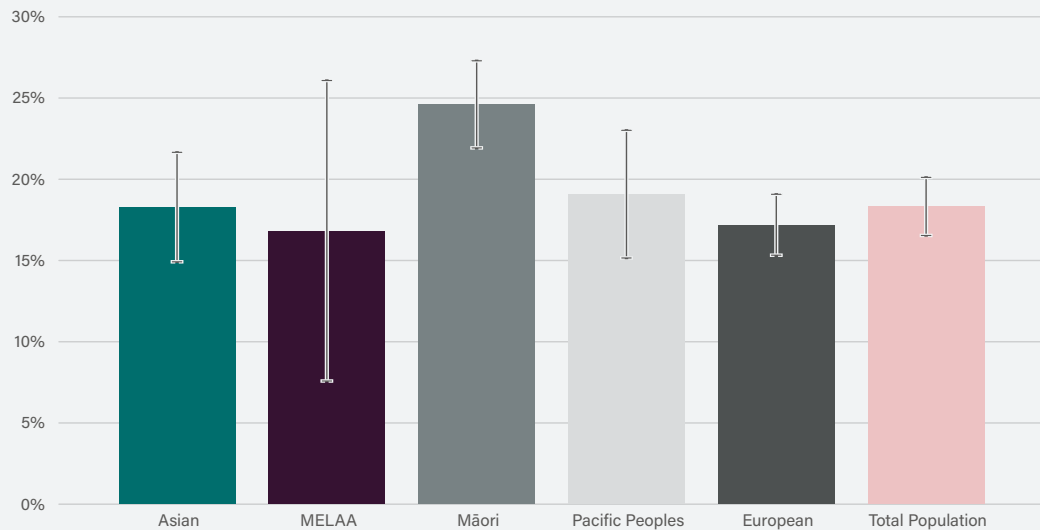
Socioeconomic factors and language barriers resulted in higher utilisation of emergency services and less uptake of preventative services, like cervical screening, among MELAA people living in Auckland. Recent migrants and refugees also face these barriers, including those from Ethnic Communities.^{(75) (76) (77)}

These findings are in line with what the Ministry for Ethnic Communities heard during engagements with Ethnic Communities for the New Zealand Health Strategy (NZHS) led by the Ministry of Health.⁽⁷⁷⁾

4.6.2. Proportion of young people with unmet need to see a GP due to cost

Around 18.3% of young people in the total population were unable to see a doctor, nurse or other health care worker at a time of need in the last year. There were no significant differences between MELAA, Māori and Pacific young people who did not get access to a medical practitioner at a time of need.

Figure 71. Proportion of young people who are unable to access to doctor, nurse, health care worker, by ethnicity, 2021



Source: What About Me? survey, MSD

4.6.3. Proportion of adults with unfilled prescriptions due to cost

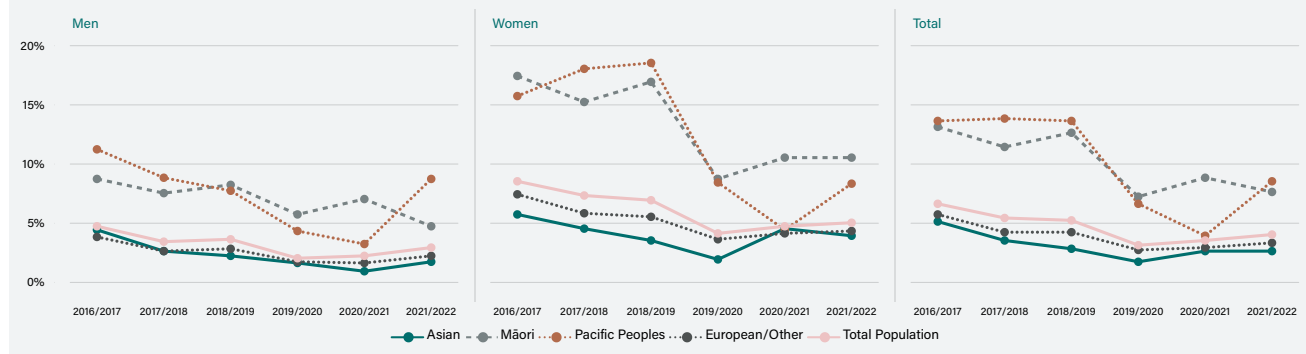
NZHS respondents are asked if there was a time when they got a prescription for themselves but did not collect one or more prescription items from the pharmacy or chemist because of cost.

The data reported in this section is for the period before 1 July 2023, when the \$5 co-payment was discontinued for prescription medications for a one-year period.ⁱ

ⁱ In Aotearoa New Zealand, from 1st July 2024, most people will have to pay \$5 for each medicine prescribed for them unless they are under 14 or over 65 years of age.

The chart below shows that between 2017/18 and 2021/22, the proportion of Asian adults with unfilled prescription due to cost halved, mirroring national trends.^j As in the case for unmet need for a GP due to cost, a higher proportion of Asian women reported having unfilled prescriptions due to cost than Asian men, a pattern also seen for other ethnic groups.

Figure 72. Proportion of adults with unfilled prescriptions due to cost, by ethnicity and gender, 2017/18 to 2021/22



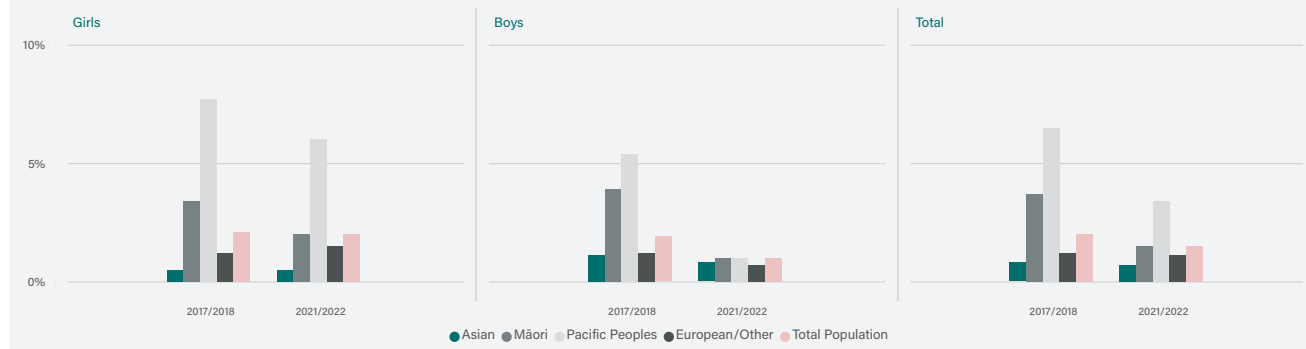
Source: NZHS, Ministry of Health

4.6.4. Proportion of children with unfilled prescriptions due to cost

A similar declining trend in the proportion of children with unfilled prescriptions due to cost was observed across all ethnic groups. Asian people typically had a lower proportion of children with unfilled prescriptions due to cost than the general population between 2017/18 and 2020/21.

Asian girls follow a similar pattern to the general population, with girls often having slightly higher rates of unfilled prescriptions due to cost compared to boys.

Figure 73. Proportion of children with unfilled prescriptions due to cost, by ethnicity and gender, 2017/18 and 2021/22

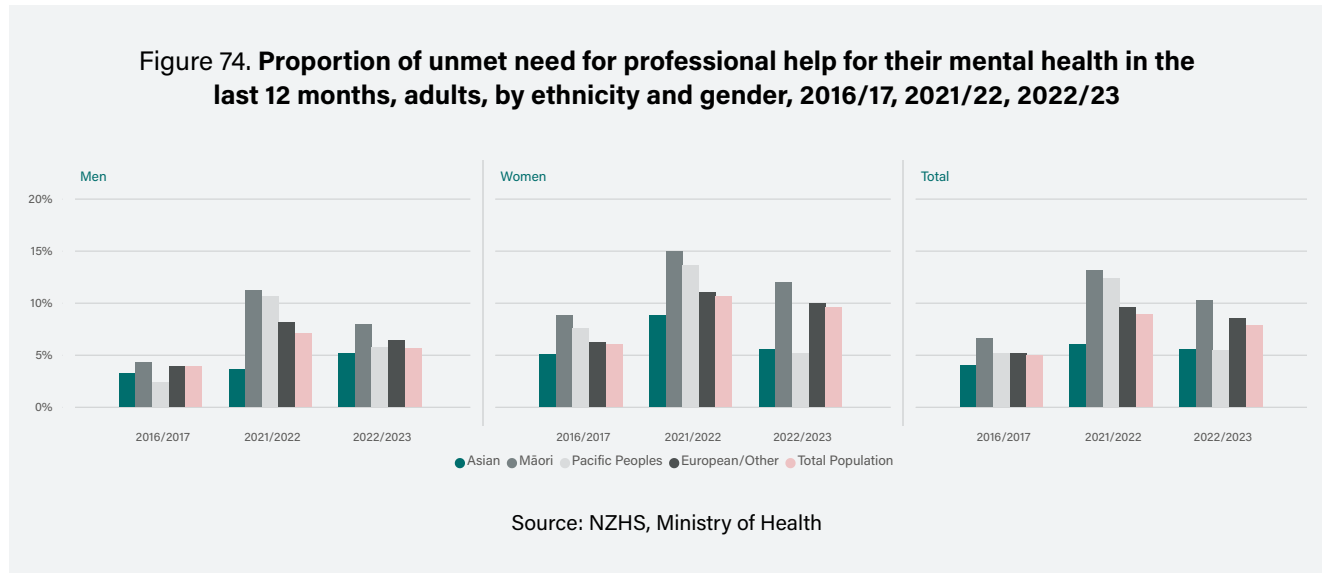


Source: NZHS, Ministry of Health

^j The 2021/22 data for Asian adults has a data quality flag, but the lower rate for 2020/21 (1.7%) does not have a flag.

4.6.5. Proportion of adults with unmet need for professional help for their mental health in the last 12 months

As shown in the chart below, 4% of Asian people reported unmet need for professional help for their mental health needs in 2016 rising to 5.5% in 2022. The proportion of the total adult population with unmet mental health need was 4.9% in 2016 and 7.8% in 2022.



Research shows that Asian people have substantially lower rates of mental health service use across all measures compared to other populations in New Zealand due to systemic barriers. Alongside this, Asian people can have cultural tendencies to keep personal and familial issues private and may therefore be reluctant to seek mainstream mental health professional support.⁽⁷⁸⁾ Only 28% of Asian people said that they would seek help from professionals after receiving racial abuse, a stark contrast to 69% of the wider population.⁽²⁾

The Asian Helpline, managed by Asian Family Services, saw a significant rise in demand for emotional and social support among Asian people during the COVID-19 lockdowns, indicating a heightened need for mental health services that cater to linguistic and cultural nuances.⁽⁷⁹⁾

Shame and stigma associated with mental health in the Asian community can complicate access to professional support and exacerbate the challenges posed by systemic issues such as racism, inequality in access to appropriate healthcare and socioeconomic pressures.⁽⁶⁵⁾

The barriers to accessing primary and mental health care and specialist health services discussed above align with concerns that some Ethnic Communities raised in engagements undertaken by the Ministry for Ethnic Communities.⁽²⁾ Barriers include the increasing cost of health care, alongside a lack of language and cultural support and racial discrimination.⁽²⁾

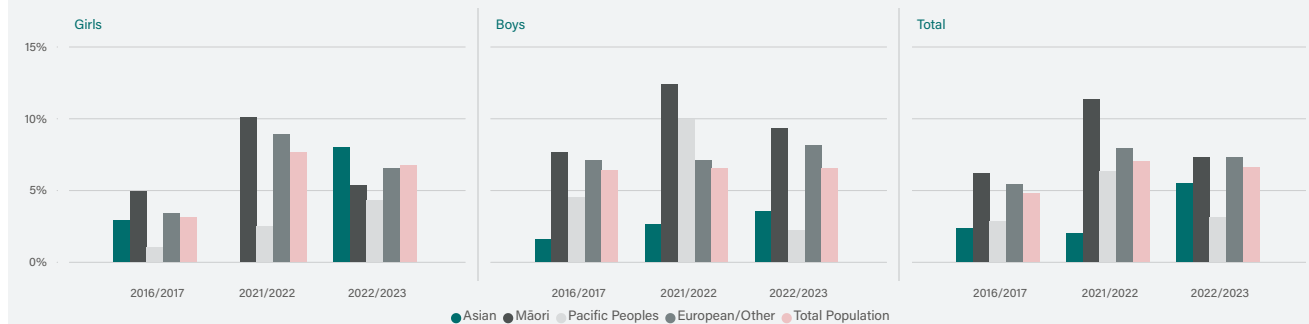
In addition, the New Zealand Health Strategy reported that some Ethnic Communities find it hard to navigate the health system.⁽⁷⁷⁾ They would like to see more responsive and holistic community-based services that are culturally and linguistically appropriate. This includes the need to improve the cultural competency of the health workforce, including awareness and capability to address the health needs and common illnesses of different ethnic groups.

4.6.6. Proportion of children with unmet mental health needs

While in 2016/17 the proportion of Asian children with unmet mental health need was relatively low at 2.3%, this has increased to 5.5% in 2022/23, care must be taken in interpreting these results due high sample error.

The proportion of Asian girls with unmet mental health need increased from 8% in 2022/23 to 2.9% in 2016/17. This was the highest rate of unmet mental health need compared to girls from other ethnicities. However, the rate of unmet mental need for Asian boys (while up from 2016/17) remained relatively low.

Figure 75. Proportion of unmet mental health need, children, by ethnicity and gender, 2016, 2021, 2022



Source: NZHS, Ministry of Health



5. Knowledge, education and skills

Knowledge, education and skills support Ethnic Communities' employment, financial and general wellbeing outcomes. This also supports an increase in people's sense of self-worth and belonging, along with promoting social inclusion.

As the requirements for many jobs and the expectations of employers continue to change, education provides the skills and knowledge necessary for a more productive workforce and for full participation in society. Education contributes to an expansion of scientific and cultural knowledge.

A population's educational levels are positively related to economic growth rates and to a country's capacity to provide its citizens with a high standard of living.⁽⁸⁰⁾ Ethnic Communities can draw upon their knowledge, education and skills to positively contribute to the New Zealand economy, particularly if they are matched with employment and business opportunities that fully utilise their skills and qualifications.

5.1. Indicators

This domain summarises the experience and outcomes of learners from Ethnic Communities in the knowledge, education and skills domain using the following indicators:

- **Educational achievement.** High educational attainment gives people a sense of accomplishment and enables them to fully participate in society.
- **Participation and completion.** Participating in school and completing education promotes social connection and confidence among young people to pursue their goals.
- **Literacy, numeracy and science skills.** Literacy, numeracy and science skills improve enable people to access information, economic opportunities and make informed decisions.

5.2. Summary

Ethnic Communities have some of the best performing students in the country and adults with the highest educational attainment. However, across and within some groups, some learners are falling behind.⁽⁷¹⁾

In 2022, Asian and MELAA learners ranked next to European learners in terms of National Certificate of Educational Achievement (NCEA) 2 achievement rate. Research found girls from Indian, African and Middle Eastern backgrounds performed better than boys. Teachers' expectations vary depending on students' ethnicity, and these expectations are higher for Asian and European students, resulting in an achievement gap compared to Māori and Pacific students.⁽⁸¹⁾

While Ethnic Communities' learners are well-placed to attend university, their pathways can be hindered by teachers' biases or a lack of support in choosing subjects or career pathways.

Asian children had similar participation rates in Early Childhood Education (ECE) to European children.

For children aged 6 to 16, Asian and MELAA children had the highest regular attendance rates among all ethnic groups, despite the sharp drop in attendance rates for all ethnicities in recent years due to COVID-19.

New Zealand Asian learners attained high mean scores in reading, maths and science skills as measured by the New Zealand and OECD standard. Between 2018 and 2022, Asian learners' performance in reading and science improved, while learners from other ethnic groups experienced a decline during the same period. By 2022, Asian learners outperformed learners from other groups in all three subject areas.

5.3. Educational achievement

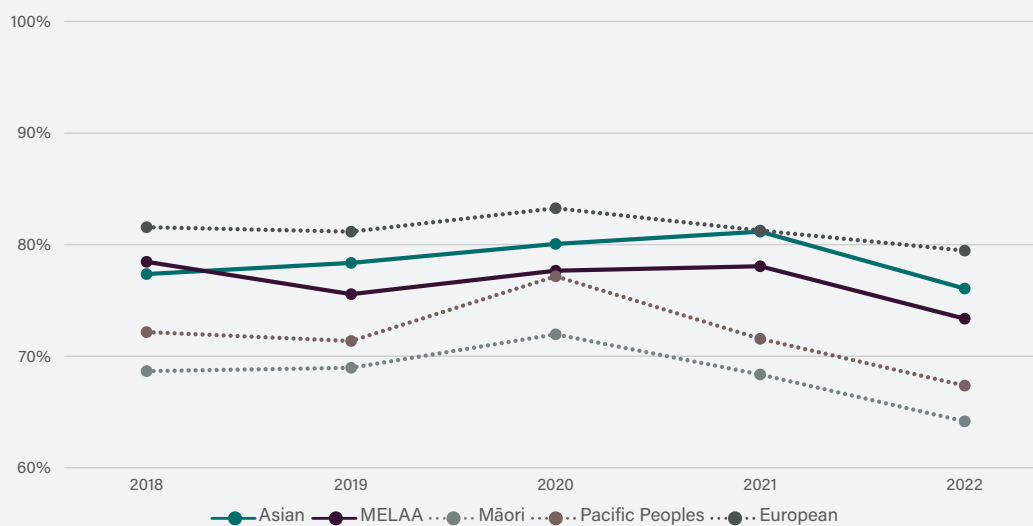
This indicator is made up of three measures around NCEA Level 2 attainment, secondary students gaining entry to university and highest educational qualification.

5.3.1. NCEA Level 2 attainment

This measure is intended to track the percentage of year 12 students who attained NCEA Level 2. This signals that they have the foundational skills required for employment or selection into universities or other tertiary education institutions in New Zealand and overseas.⁽⁸²⁾

NCEA Level 2 attainment for Asian is down slightly from 77.3% in 2018 to 76% in 2022. The decline in MELAA students' NCEA Level 2 attainment is more notable, dropping from 78.4% in 2018 to 73.3% in 2022. European, Pacific Peoples and Māori students' achievement rates also declined over this period.

Figure 76. Proportion of year 12 students with NCEA Level 2 attainment, by ethnicity, 2018 to 2022



Source: Education Counts, Ministry of Education

In 2023, the Education Review Office (ERO) reported that “among Ethnic Communities many learners achieve well but there are some who fall behind, and there are significant differences in achievement within and across communities.”⁽⁸³⁾ ⁽⁸⁴⁾ For example, Asian learners’ NCEA 2 achievement rates differed substantially, ranging from 73% for Chinese learners to 89% for Korean learners. There were better outcomes for girls than boys for Indian, African and Middle Eastern learners.⁽⁸³⁾

Between 2020 and 2022, the achievement rates across all groups were affected by the COVID-19 pandemic, natural disasters and industrial action by teachers over working conditions. ERO found that learning and achievement outcomes for learners from Ethnic Communities were also adversely affected by other factors. Education provision does not always reflect what families and students from Ethnic Communities want, such as the number of challenges for learners at school and support for their mother tongue.⁽⁷¹⁾ Also, families from Ethnic Communities face barriers when engaging with schools and are significantly under-represented on school boards.⁽⁷¹⁾

Overall, many learners from Ethnic Communities were found to have strong cultural identities and were often treated fairly. However, there remain other concerns such as widespread experience of racist bullying (which too often is not taken seriously by schools), learners often feeling like they do not belong and MELAA students having very low wellbeing.⁽⁸³⁾

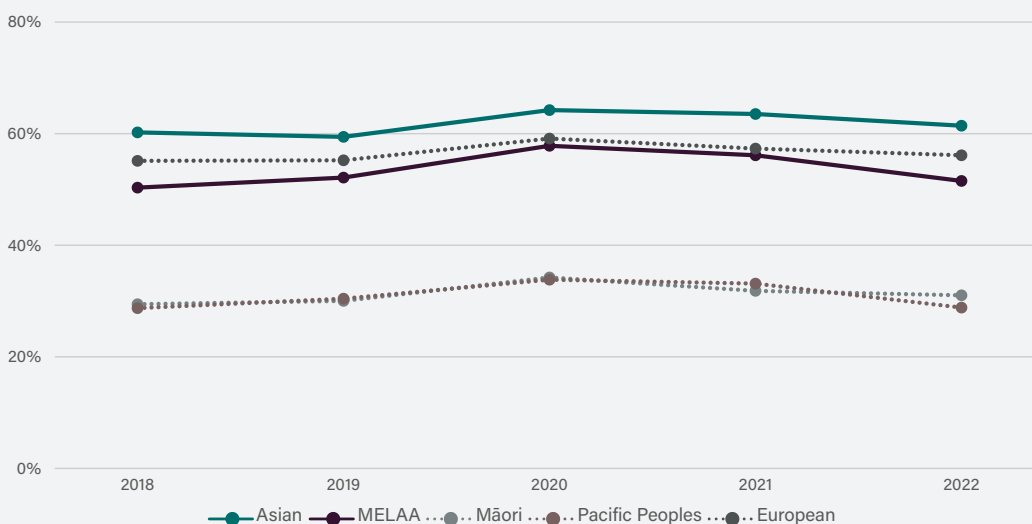
Research also found that generally teachers had higher expectations for Asian and European students, and that there were achievement gaps between them and Māori and Pacific students.^(81, 84) It further suggested that targeting resources to students with the greatest need was the strategy that seemed to make the biggest difference to lift the lowest performers.⁽⁸⁴⁾

5.3.2. Proportion of secondary students gaining entry to university (University Entrance rates)

Acquiring University Entrance (UE) is the minimum requirement to enrol in a New Zealand university and can open doors to tertiary study in other countries.⁽⁸⁵⁾

The chart below shows that secondary students from Ethnic Communities annual UE rates have remained stable between 2013 and 2022. This data is based only on learners who reach year 13 and attain UE only from NCEA.

Figure 77. Proportion of year 13 students with University Entrance attainment, by ethnicity, 2018 to 2022



Source: Education Counts, Ministry of Education

In 2022, Asian secondary students had a UE rate of 61.3% while MELAA secondary students had a UE rate of 51.4% and European secondary students had a UE rate of 56% – higher than the New Zealand average of 50.3%.

It is noted that Asian and Pacific Peoples secondary students experienced an increase in their UE attainment rates during the COVID-19 pandemic period. This was supported by the awarding of Learning Recognition credits, as the volume of assessments was lower during 2020-2022 due to the disruption caused. Staying in school was influenced by border closures and lower employment rates, so some students stayed in school longer than they otherwise would have.

While Ethnic Communities’ learners are well-placed to attend university, their pathways can be hindered by teachers’ biases or a lack of support in choosing subjects or career pathways.⁽⁸³⁾ Fifty nine percent of secondary students from Ethnic Communities are confused about how NCEA works.⁽⁷¹⁾

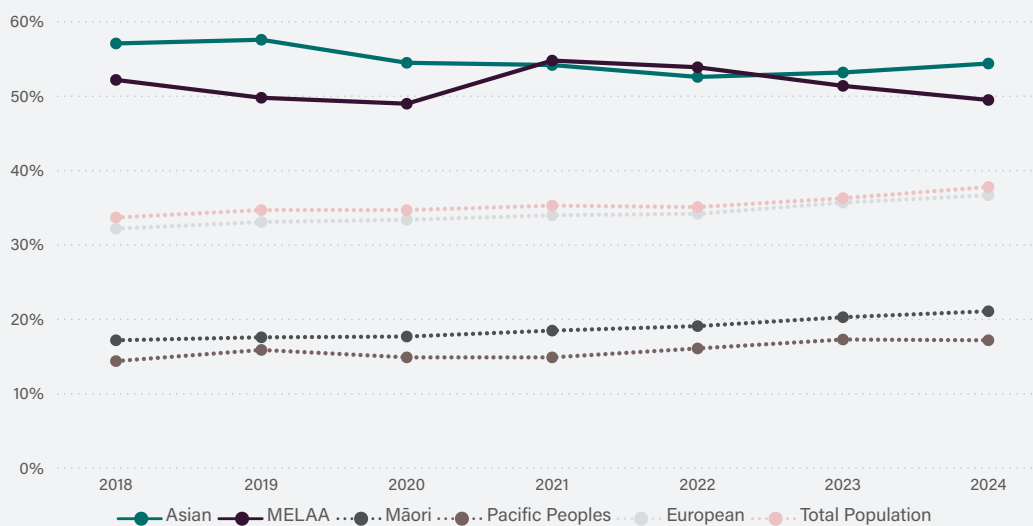
Despite overall high performance, there are significant differences within Ethnic Communities.⁽⁷¹⁾ For example, within the Asian group UE rates differed between Chinese learners (58%) and Korean learners (76%), while within the MELAA group it differed between African and Latin American learners (53%) and Middle Eastern learners (61%).⁽⁸³⁾

5.3.3. Proportion of people by highest educational qualification

This measure is intended to track the percentage of the adult population between the ages of 25 and 64 that have a bachelor’s degree or higher.

Based on the Household Labour Force Survey (HLFS), Asian and MELAA people have the highest proportion of people aged 25 to 64 years with bachelor’s degree or higher qualification. In 2018, proportions for Asian and MELAA people were 57% and 52.1% respectively. Although these proportions slightly decreased in 2024, they remain substantially higher than the New Zealand average.

Figure 78. Proportion of New Zealanders aged 25 to 64 with a bachelor’s degree or higher qualification, by ethnicity, 2018 to 2024



Source: HLFS, Stats NZ

New Zealand’s overseas-born population is one of most educated among overseas-born populations in the OECD countries.⁽⁸⁶⁾

Research finds that New Zealanders with a bachelor’s degree in 2019 earned 27% more than their counterparts with only a senior secondary education, and the earning advantage increases to 52% for those with a master’s or doctoral degree.⁽⁸⁷⁾

5.4. Participation and completion

This indicator is made up of four measures around participation rate for for ECE, students who attend school regularly, participation in tertiary education, and participation in and vocational education and training.

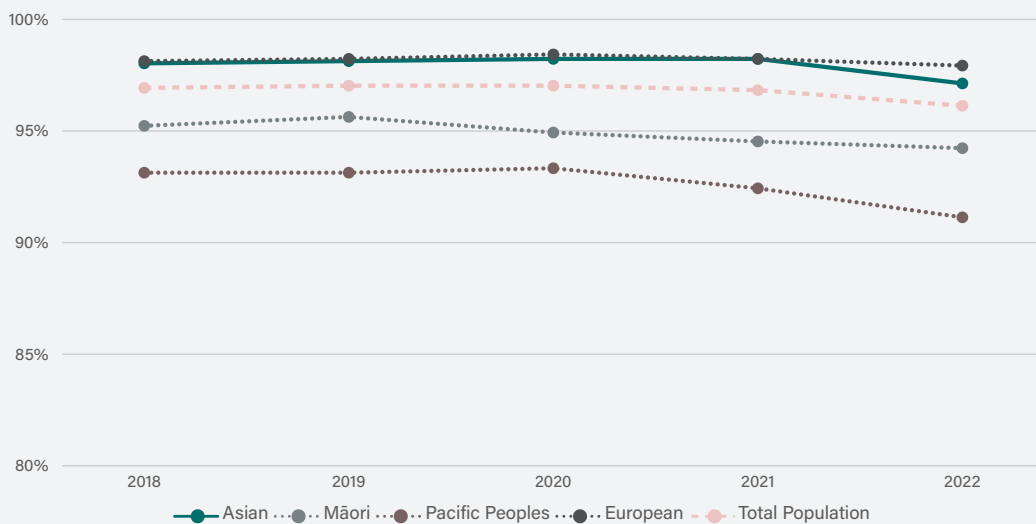
5.4.1. Early Childhood Education participation rate

This measure tracks the proportion of children who have regularly attended early learning services in the six months prior to starting school.

Having all children able to participate in early learning is one of the objectives of ECE in New Zealand. The Ministry of Education reports that children who participate in early learning generally have better developed social and emotional skills before starting school and perform better in maths, reading, communication and logical problem-solving during their primary school and adolescent years.⁽⁸⁸⁾

In 2018, the proportion of Asian children regularly attending ECE was nearly 98%. By the end of 2022, the ECE participation rates for Asian children had fallen to 97.1%. Children from other ethnic groups also experienced declines over this period.

Figure 79. Prior ECE participation rates for ECE of children starting school, by ethnicity, 2018 to 2022



Source: Education Counts, Ministry of Education

While Asian children's ECE participation is high, research indicates that mothers of Asian and Pacific ethnicity only are three times as likely as mothers of European ethnicity only to report persistent access issues⁽⁸⁹⁾ such as cost, available places and location/transport that mothers face. Mothers of Māori ethnicity only are nearly four times as likely to have persistent ECE access issues and mothers of European ethnicity only were least likely to report persistent access issues.⁽⁸⁹⁾ The table below shows a subtle difference in ECE participation between children of Asian ethnicity only and Asian children of multiple ethnicities in 2023.

Figure 80. Prior ECE participation rate for all Asian children starting school, by ethnicity, 2023

Ethnic group	Percentage of children who attended ECE	Number of children who attended ECE	Number of children who did not attend ECE	Number of children with unknown ECE attendance	Total children starting school
Asian and Other	100.0%	105	0	4	109
Asian and Māori	94.7%	359	20	11	390
Asian and Pacific	96.5%	411	15	10	436
Asian and European/Pākehā	98.0%	1547	31	55	1633
Sole Asian	96.2%	9372	366	533	10271
Asian total	96.4%	11472	423	604	12499

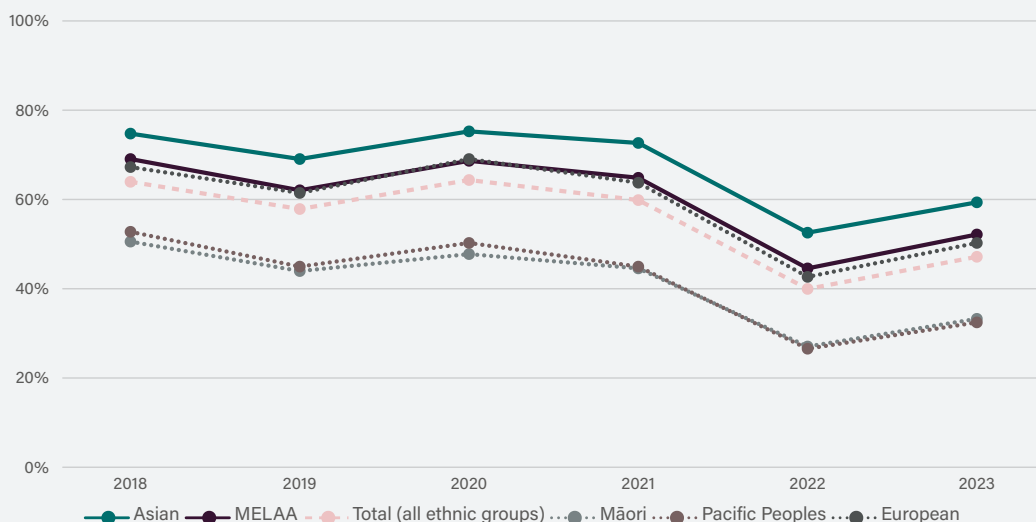
Source: Education Counts, Ministry of Education

5.4.2. Proportion of students who attend school regularly

The regular attendance rate is used here as a measure to track the proportion of children aged 6-16 years old who regularly attended school for more than 90% of half-days across term two of the school year.

The regular attendance rates for Asian and MELAA children were some of the highest of all ethnicities between 2018 and 2023. This was despite the sharp drop in attendance rates for all ethnicities that occurred during the COVID-19 period. While regular attendance rate for children of all ethnicities is up in 2023 compared to the low rates that occurred during the COVID-19 period of 2020 and 2021, the attendance rates are still lower when compared to 2018 levels.

Figure 81. Regular attendance rates (term 2), by ethnicity, 2018 to 2023

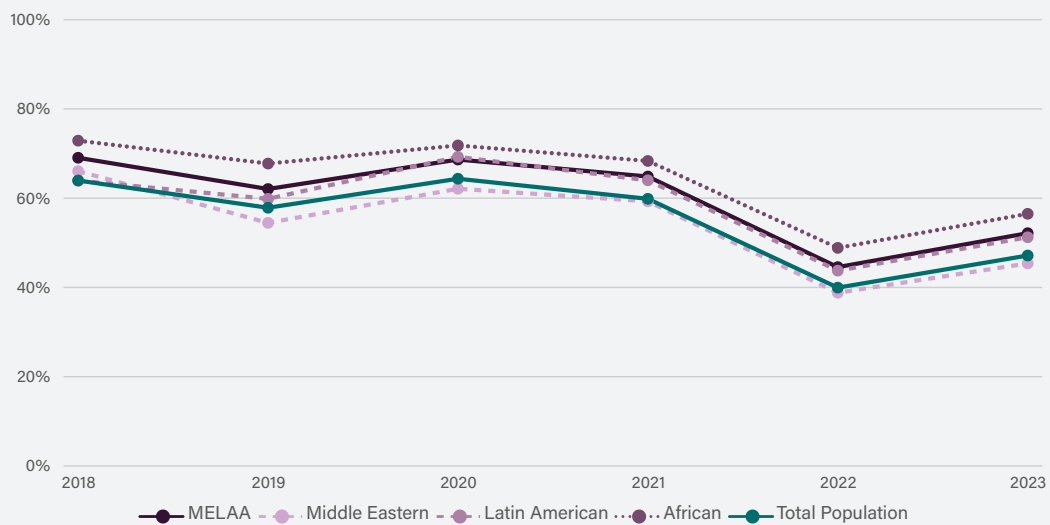


Source: Education Counts, Ministry of Education

Student wellbeing is a key priority for the New Zealand education system. Studies from the Ministry of Education indicate that attending school regularly is associated with positive wellbeing outcomes such as lower schoolwork-related anxiety and a sense of belonging. Compared to learners from other ethnic groups, Asian learners tend to find school more enjoyable due to their participation in sports, clubs and other similar activities.⁽⁷¹⁾ This social engagement encourages friendships and peer relationships that support wellbeing and achievement.⁽⁷¹⁾

Attendance is also linked to student attainment in secondary students. Research shows that each additional half-day of absence from school is associated with a consistent reduction in the number of NCEA credits students attain.⁽⁹⁰⁾

Figure 82. **Regular attendance rates (term 2), by MELAA, 2018 to 2023**



Source: Education Counts, Ministry of Education

5.4.3. Participation rates for tertiary students

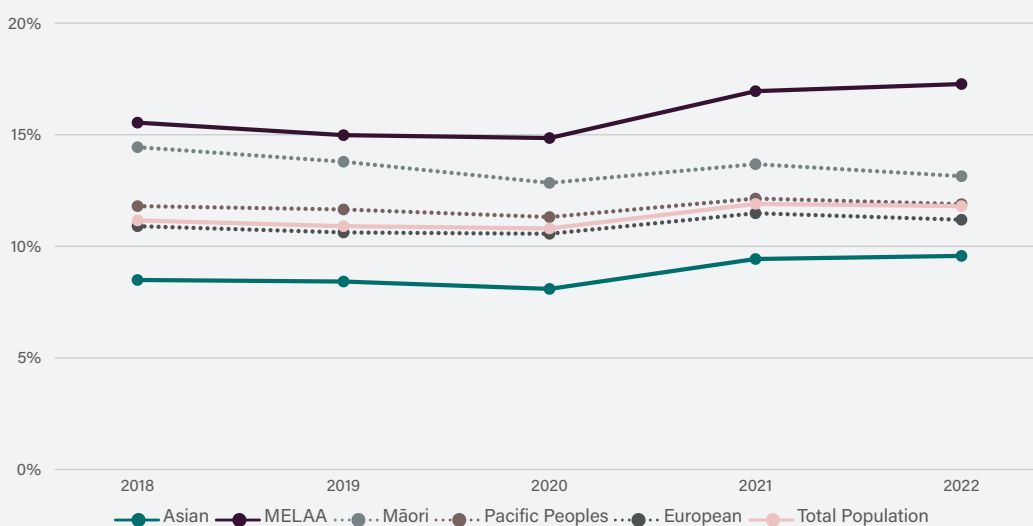
This measure uses the age-standardised participation rate to track the percentage of domestic students enrolled in tertiary education relative to the total population.^k

MELAA domestic students have the highest rate of tertiary participation of all ethnic groups. MELAA student participation rates were 15.5% in 2018 and increased to 17.2% in 2022. This growth is primarily driven by MELAA students aged between 18 and 24 years.

Asian domestic tertiary participation increased from 8.5% in 2018 to 9.5% in 2022. Despite this increase, Asian student participation rates remain lower when compared to other ethnicities.

However, in 2023, there were over 40,000 international students studying in New Zealand. Over 80% of international students have Asian citizenship.⁽⁹¹⁾ International students make up more than 11% of the total tertiary students (domestic and international) in the country.⁽⁹¹⁾

Figure 83. **Age-standardised tertiary participation rates for domestic students, by ethnicity, 2018 to 2022**



Source: Education Counts, Ministry of Education

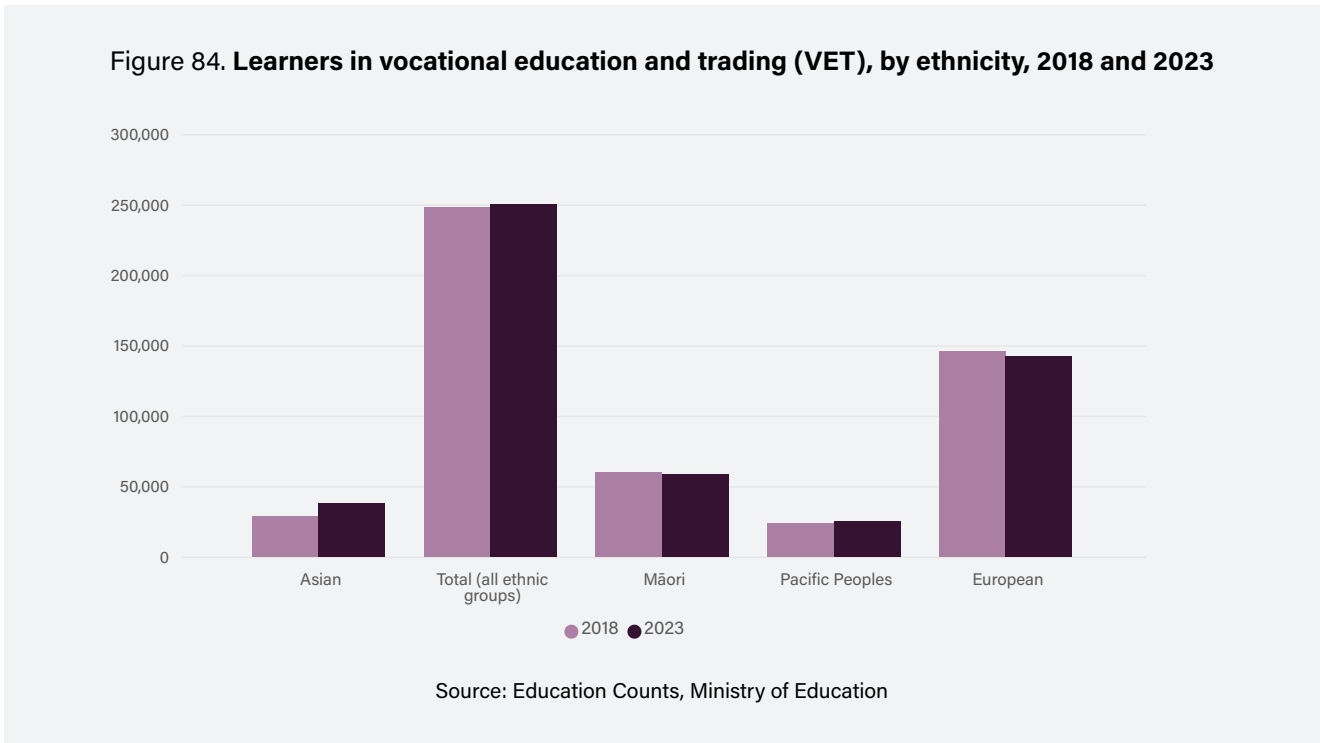
Asian and MELAA domestic students are more likely to enrol in institutions that offer bachelor's degrees, such as universities.⁽⁹²⁾ This is reflected in the participation rates by level of study which shows that Asian and MELAA students, like European students, are more likely to pursue bachelor's degrees.⁽⁹²⁾ This also consistent with the majority of international students who pursue a bachelor's degree or higher qualifications.

^k Age standardisation adjusts for the differences in age distribution to ensure better comparability between groups without the influence of varying age structures. This is a more appropriate measure of participation rate given that the age structure of Ethnic Communities differs from other groups and the general population.

5.4.4. Participation rates in vocational education and training

This measure tracks the learners from Ethnic Communities who participate in workplace-based and provider-based vocational education and training (VET).

Asian learners in VET account for 11.4% and 12% of the total VET learners in 2018 and 2023, respectively. In the chart below, the number of Asian learners increased the most between 2018 and 2023, growing by 33.7%. This compares to a subdued 1% increase for the total population over the same period. Note that the number of learners from all ethnic groups decreased between 2022 and 2023.



5.5. Reading literacy, numeracy and science skills

This indicator assesses the level of preparedness of Ethnic Communities learners for further education and training. Further, it assesses readiness for opportunities and challenges in the labour market and in daily life.

The measures used here are the PISA (Programme for International Student Assessment) mean scores in reading literacy, mathematical literacy and science literacy of senior secondary students. PISA scores are reported on a score from 0 to 1,000.

Further, PISA proficiency levels describe the tasks (in reading, maths and science) that students can do. Students with Level 5 and above are capable of performing complex task, while those at Level 1 can only perform basic tasks. Level 2 proficiency is considered the baseline level of proficiency. Students at Level 2 have the skills to participate effectively in life situations.

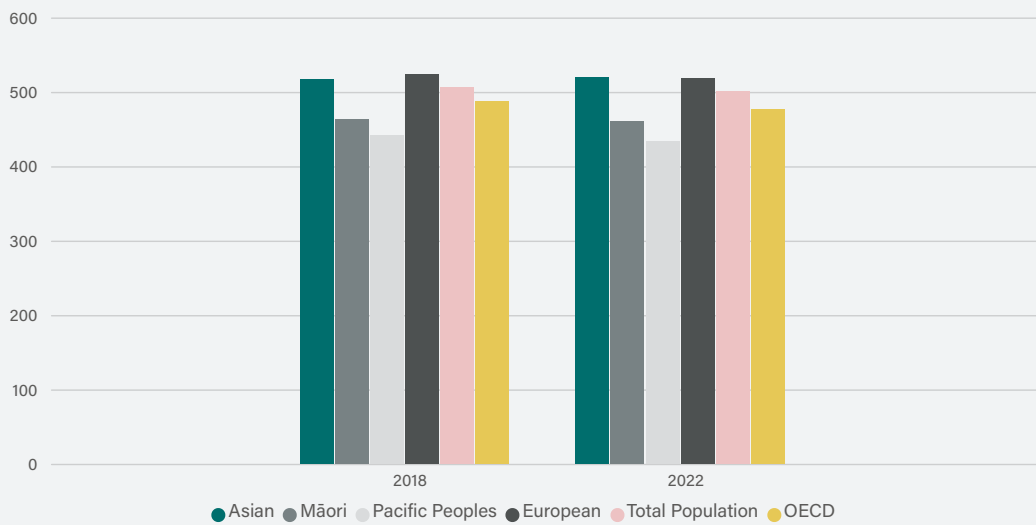
5.5.1. Reading literacy mean score

The mean score in reading literacy is used here to assess the ability of senior secondary students from Ethnic Communities to understand and use written language to enable them to meaningfully participate in society.

In 2018, the mean score for Asian learners in reading was 517 points, which was higher than both the New Zealand (506) and OECD (487) mean scores. Eighty-two percent of Asian learners performed above the baseline level of reading proficiency.⁽⁹³⁾

Asian learners' performance increased by three points from 2018 to 2022, while learners from other ethnic groups experienced a decline during the same period.

Figure 85. Mean score in reading literacy achievement, senior secondary students, by ethnicity and OCED, 2018 and 2022



Source: Education Counts, Ministry of Education

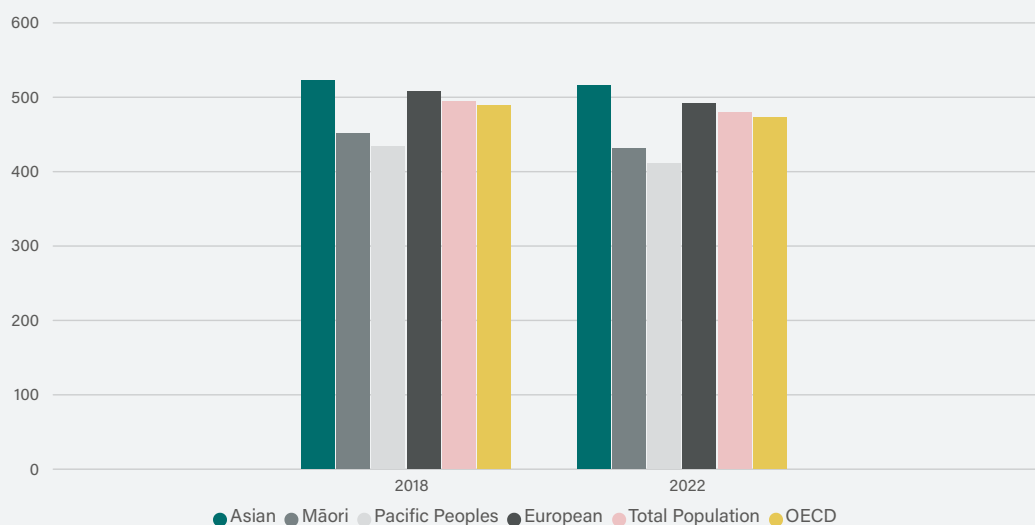
5.5.2. Maths literacy mean score

Maths literacy mean scores measure the ability of senior secondary students to use foundational maths skills in daily life and professional careers.⁽⁹⁴⁾

Asian learners performed better than learners from other ethnic groups. A relatively high proportion of Asian learners were top performers in maths, with 20% achieving Level 5 and above proficiency in 2018. However, 16% of Asian learners, who were generally from disadvantaged backgrounds and communities, were below Level 2 proficiency in maths.⁽⁹⁴⁾

Despite the decline in the performance among learners from all ethnic groups between 2018 and 2022, Asian learners maintained their position as top performers.

Figure 86. Mean score in maths literacy achievement, senior secondary students, 2018 and 2022



Source: Education Counts, Ministry of Education

Maths is considered to be a gatekeeper subject for high earning career pathways and supporting more children to achieve mathematical success can help address ethnic educational disparities.⁽⁹⁵⁾ Teachers' expectations differ depending on the ethnicity of the student, even when controlling for achievement.⁽⁸¹⁾ Research has found that teachers' expectations are highest for Asian and New Zealand European students, and lowest for Pacific Peoples and Māori students.

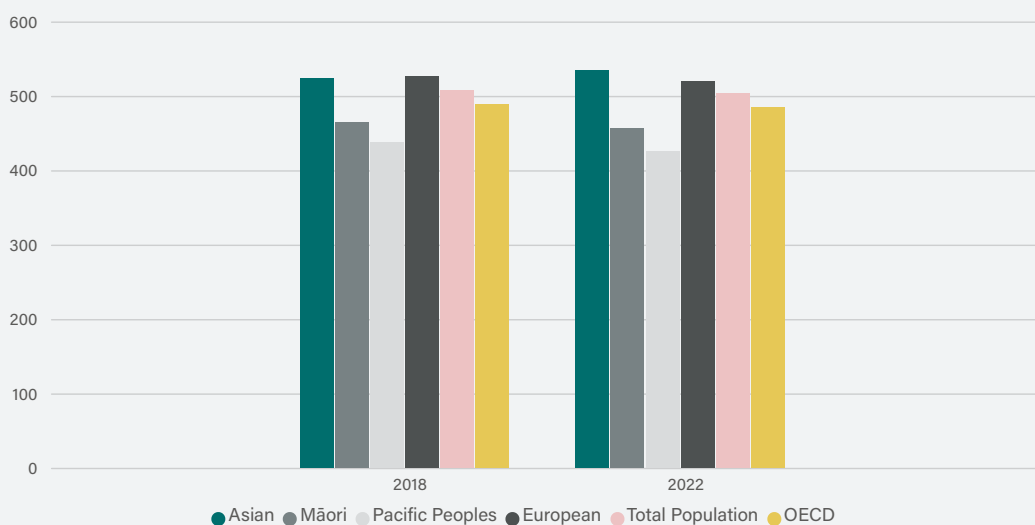
5.5.3. Science literacy mean score

Science literacy mean score helps assess the ability of senior secondary students to talk about science and technology.⁽⁹⁶⁾

The performance of Asian learners was comparable to New Zealand European learners and substantially better than students from other ethnic groups. In 2018, the mean score for Asian learners was 523 points, which was also above the OECD mean score.

While learners from other ethnic groups experienced a decline in performance between 2018 and 2022, Asian learners' performance substantially improved by 11 points during the same period.

Figure 87. Mean score in science literacy achievement, senior secondary students, 2018 and 2022



Source: Education Counts, Ministry of Education

6. Housing

Shelter is a basic human need and is vital to many aspects of wellbeing including health, education, safety, an economic standard of living, culture and identity, among others.⁽⁵⁰⁾

In Aotearoa New Zealand, homeownership is a significant part of family wealth and provides a means to pass on resources between generations.⁽⁹⁷⁾⁽⁹⁸⁾ An increase in the value of housing creates a wealth effect enabling households to increase their consumption of goods and services.⁽⁵⁰⁾

6.1. Indicators

This domain presents the diversity of experiences of Ethnic Communities in the housing sector using the following indicators:

- **Homeownership.** Owning a home gives a feeling of financial stability and enhances connections with family, neighbours and community.
- **Housing affordability.** Affordable housing reduces financial stress and increases households' ability to meet their other basic needs.
- **Household crowding and homelessness.** Having a secure home and adequate home fosters privacy, safety and good performance in many aspects of life.
- **Housing quality.** A good quality home promotes the good health and wellbeing outcomes of household members.

6.2. Summary

Until 2018, homeownership rates for Asian and MELAA people have been steadily declining since 1986. MELAA people also had some of the lowest homeownership rates over this period.

For some Ethnic Communities, the aspiration to own a quality home is affected by bias and discrimination. Asian people, along with Māori and Pacific Peoples, experienced a higher level of unfair treatment in housing over their lifetime than New Zealand European people.

Certain Ethnic Communities find their housing costs unaffordable, putting them at risk of homelessness in case of a financial shock. Asian households are more likely to spend at least half of their disposable income on housing costs than the general population.

Household crowding rates were lower than average among Asian and MELAA households but higher than the rate for European households. However, Asian and MELAA people were disproportionately likely to experience homelessness in 2018.

Large proportions of Asian and MELAA people live in rental houses. Rental properties are often associated with poor housing conditions such as cold, dampness and mould problems.

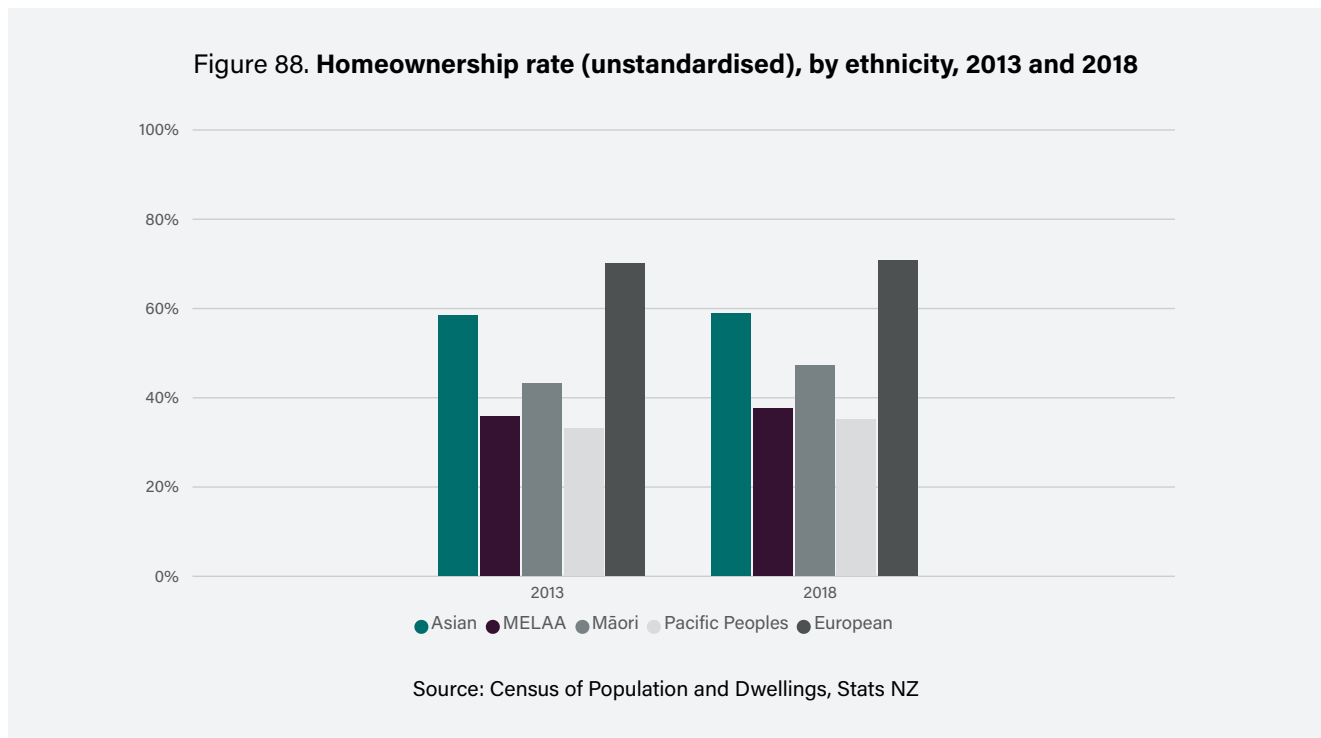
6.3. Homeownership

Owning a home provides a meaningful place to develop a stable identity.⁽⁹⁹⁾ It also gives a feeling of financial stability and enhances connections with neighbours and community belonging.

6.3.1. Proportion of people living in an owner-occupied dwelling

This measure is used to assess the rate of homeownership among Ethnic Communities and how this rate tracks and compares with other groups over time, using Census data and using 2018 as the baseline year.

Homeownership rates in 2018 among Asian, Māori, MELAA and Pacific Peoples were lower than the total population rate of 64.5%. Until 2018, the homeownership rate for Asian, Māori and Pacific Peoples had been steadily declining since 1986. MELAA people also had some of the lowest homeownership rates over this period. European people consistently have much higher homeownership rates than other ethnic groups.



Research found that homeownership rates have been declining for all ethnicities and age groups since the early 1990s, but these declines were more pronounced for people in their 20s and 30s.⁽¹⁰⁰⁾ Further, the likelihood of homeownership or being able to afford a home depends on income, age, education, gender, ethnicity, whether New Zealand born, region, partnership status, regional house prices and mortgage interest rates.⁽¹⁰¹⁾ Higher education levels are associated with homeownership and higher house prices are negatively associated with homeownership for those with non-New Zealand European ethnicity.⁽¹⁰¹⁾

As homeownership rates decline, more people turn to renting. Asian and MELAA people, along with Māori and Pacific Peoples, are also more likely to live in public housing.⁽¹⁰²⁾

The ability to own a suitable home is a shared aspiration among many Ethnic Communities.⁽²⁾ For some, it is hard to attain this goal due to high costs of living and the poor quality housing stock in New Zealand, which also affects migrants' ability to adjust, settle and integrate.⁽²⁾ Muslim people in New Zealand are among those facing difficulty in owning a home. Based on the 2018 Census, Muslim people were less likely to live in a dwelling owned by at least one occupant. This is partly due to the limited availability of Islamic financing options. While there are options like rent-to-buy schemes, these options have limited availability.

For some Ethnic Communities the aspiration to own a good home is affected by bias and discrimination. Based on the 2022 NZHS, Asian people (along with Māori and Pacific Peoples) had higher levels of unfair treatment when renting or buying housing over their lifetime and in the last 12 months than European people.⁽¹⁰³⁾

6.4. Housing affordability

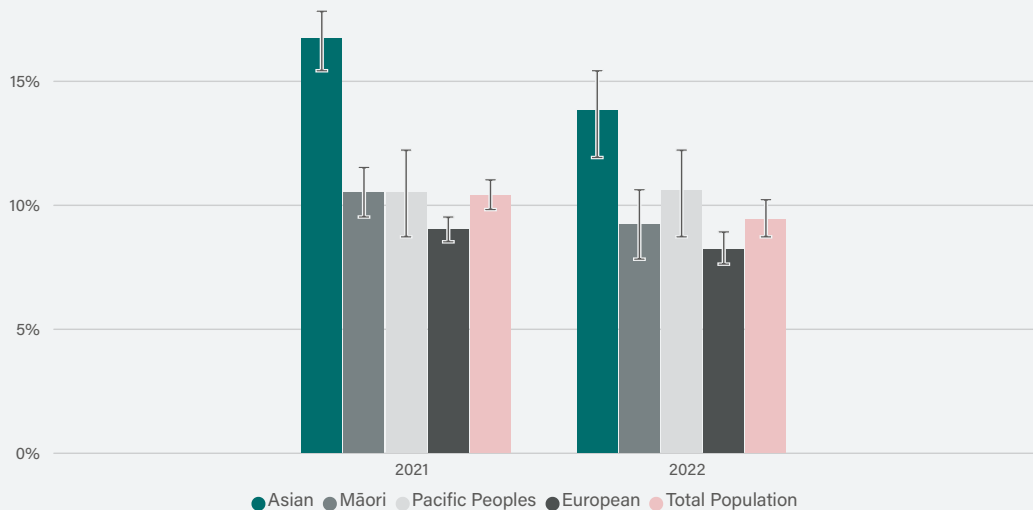
This indicator assesses housing affordability for Ethnic Communities using two measures. The first is the proportion of income they spend on housing, and the second measure is the proportion of households who find their housing unaffordable.

6.4.1. Housing cost-to-income ratio – proportion of households with housing costs above a certain proportion of their income

This measure is used to estimate the proportion of Ethnic Communities that spend over half of their income on housing-related costs. A high housing cost-to-income ratio reduces a household's ability to afford to meet their other basic needs and respond to economic shocks. Due to the absence of 2018 data from the HES, the baseline period for this measure is 2021.

In 2021, 16.7% of Asian households spent more than 50% of their household disposable income (after tax and transfer payments) on housing costs. This reduced to 13.8% of Asian households in 2022, but remained higher than the general population rate of 9.4%.⁽¹⁰³⁾

Figure 89. Proportion of households spending more than 50% of their disposable income on housing costs, by ethnicity, 2021 and 2022



Source: HES, Stats NZ

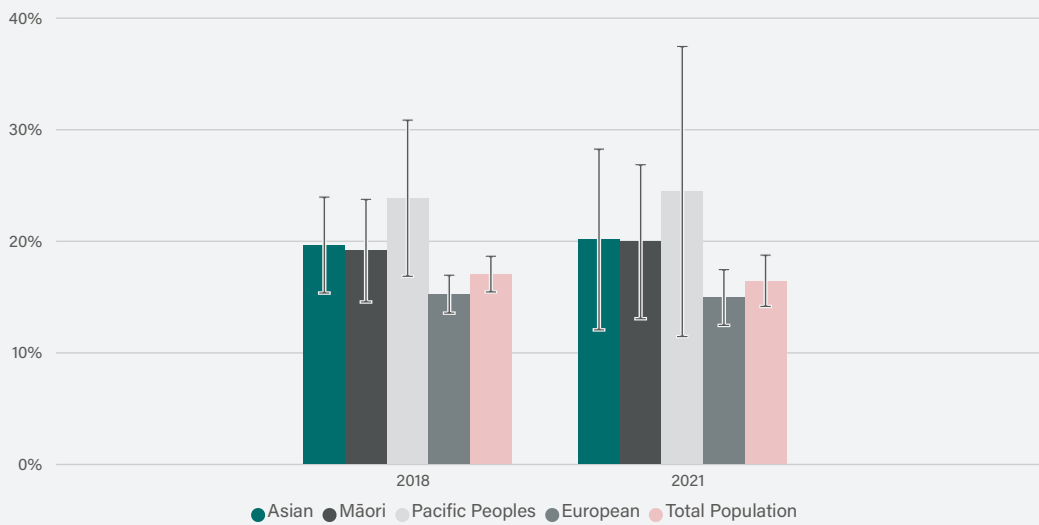
6.4.2. Proportion of people rating their housing as unaffordable

This measure is used to estimate the proportion of Ethnic Communities who perceive their housing costs to be beyond what they can afford. Households with unaffordable housing costs are at increased risk of homelessness in the event of a shock or unexpected cost.

Between 2018 and 2021, approximately one in five Asian people said their dwelling was unaffordable (19.6% in 2018 and 20.1% in 2021). This was not significantly different from the proportions of European, Māori and Pacific Peoples who found their dwelling unaffordable.

However, as discussed in Section 9.4.1, 55.7% of Asian people in 2021 said they had enough or more than enough income to cover their everyday living expenses. Adequate income improves resilience and lowers the risk of experiencing homelessness.

Figure 90. Proportion of people rating their housing as unaffordable, by ethnicity, 2018 and 2021



Source: NZGSS, Stats NZ

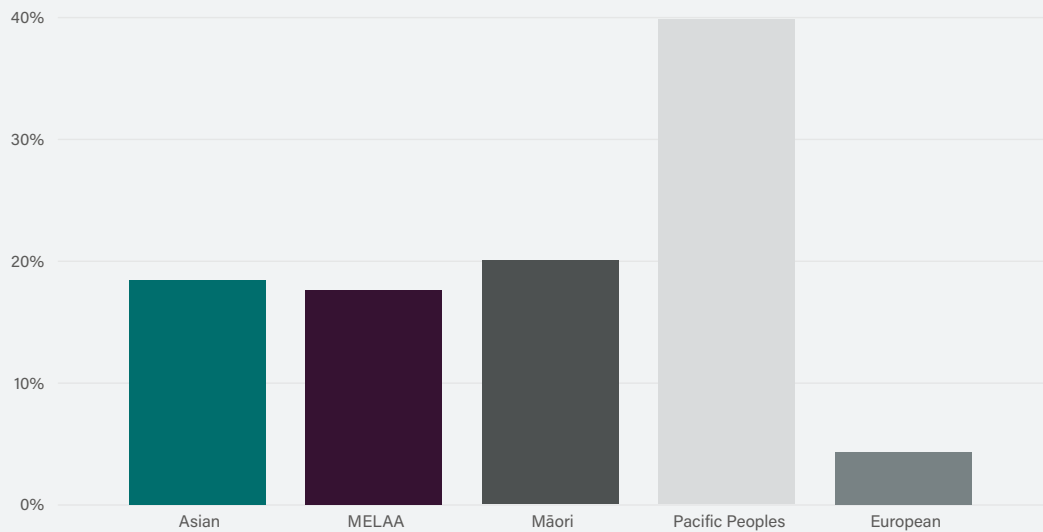
6.5. Household crowding and homelessness

Household crowding is measured in terms of the proportion of people needing one or more additional bedrooms for all household members to have adequate space to live comfortably.

6.5.1. Proportion of people who live in a crowded household

In 2013, 18.4% of Asian people and 17.6% of MELAA people were living in crowded households (in need of one or more additional bedrooms). There was no baseline 2018 data available.

Figure 91. Proportion of people needing one or more additional bedrooms, by ethnicity, 2013



Source: Census of Population and Dwellings, Stats NZ

Asian and MELAA (and Māori and European) crowded households had an estimated median number of five household members. Crowded households among Pacific Peoples had an estimated median number of six household members.⁽¹⁰⁴⁾

Research indicates that crowded households are often associated with multi-family or multi-generation households, low income, unemployment, low educational qualifications, a lack of large houses for rent, female headed sole households and different cultural backgrounds.^{(104) (105) (106)}

Additionally, research links crowded households with adverse outcomes such as financial stress and reduced physical and mental wellbeing.⁽⁴⁹⁾ Crowding is linked to poor physical health due to higher rates of infectious disease transmission and poor mental health, educational and social outcomes.^{(49) (106)} Children living in crowded households are more at risk from diseases such as rheumatic fever, respiratory illness and skin infections.⁽¹⁰⁷⁾

6.5.2. Homelessness – proportion of severely housing-deprived people

Homelessness includes people without shelter, in temporary accommodation, sharing accommodation with another household or living in uninhabitable housing. The Ministry of Housing and Urban Development (HUD) defines sharing accommodation as a temporary sharing situation with another household in a severely overcrowded dwelling.

Of the total 102,123 people experiencing homelessness in New Zealand in 2018, 24.9% were Asian people and 3% were MELAA people. Asian people are over-represented in the population of housing deprived.⁽¹⁰⁸⁾

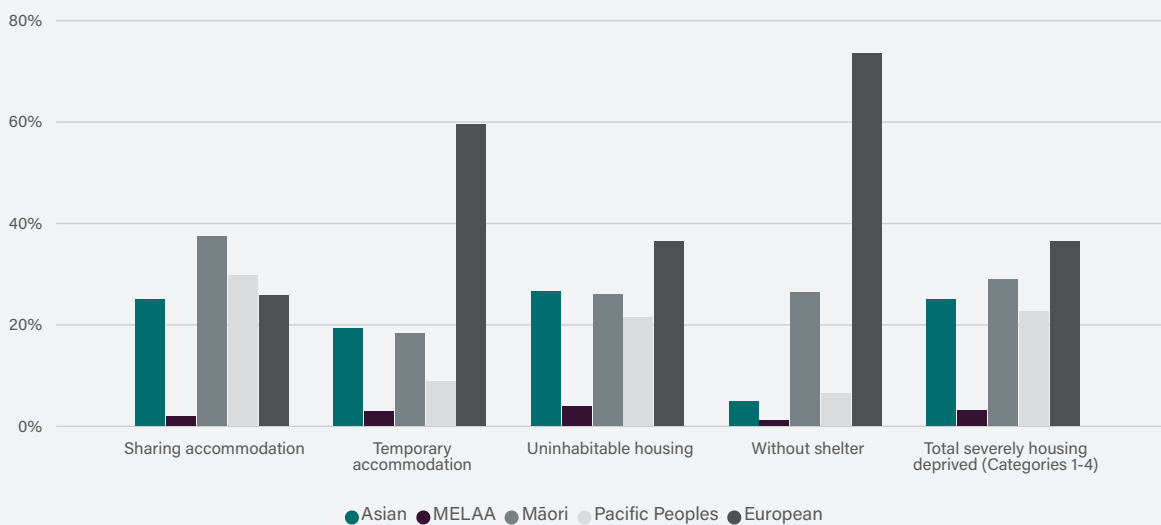
Figure 92. **Proportion of people experiencing homelessness, total severely housing deprived, by ethnicity, 2018**

Ethnicity	Proportion (%)
Asian	24.9%
MELAA	3.0%
Māori	28.8%
Pacific Peoples	22.6%
European	36.3%
Total Population	100.0%

Source: 2018 Severe Housing Deprivation Estimate, HUD

As shown in the chart below, Asian people comprised at least a quarter of people living in uninhabitable housing and in sharing accommodation. Also, about one in five (19.2%) people living in temporary accommodation were Asian people. The proportion of MELAA people living in uninhabitable housing is 3.8% and in temporary accommodation it is 2.9%.

Figure 93. **Proportion of people experiencing homelessness, by homelessness category, by ethnicity, 2018**



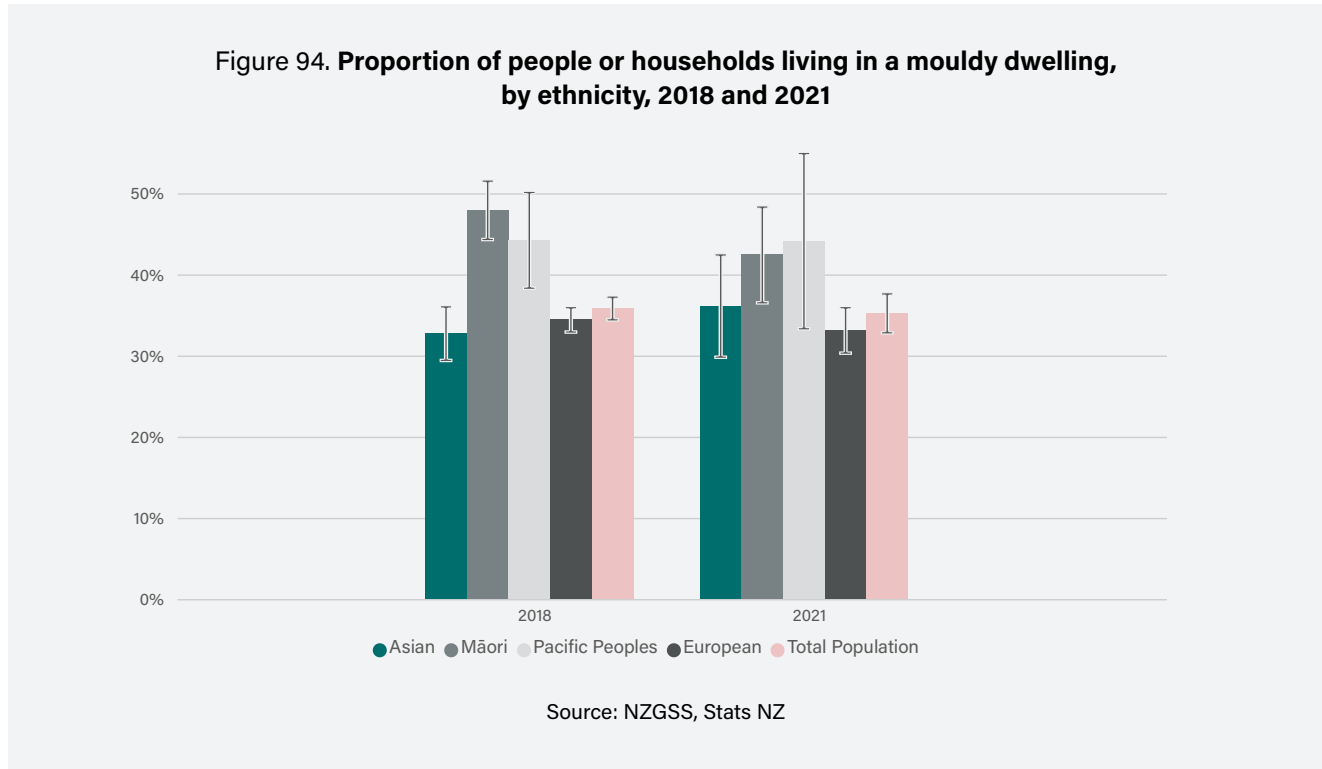
Source: 2018 Severe Housing Deprivation Estimate, HUD

6.6. Housing quality

The indicator assesses the extent to which Ethnic Communities can access better quality homes by looking at their experiences of living in mouldy homes and in homes needing repairs.

6.6.1. Proportion of people or households living in a mouldy dwelling

In 2018, around 32.7% of Asian people said their dwelling was mouldy. In the same year, the total population proportion was around 35.8%.



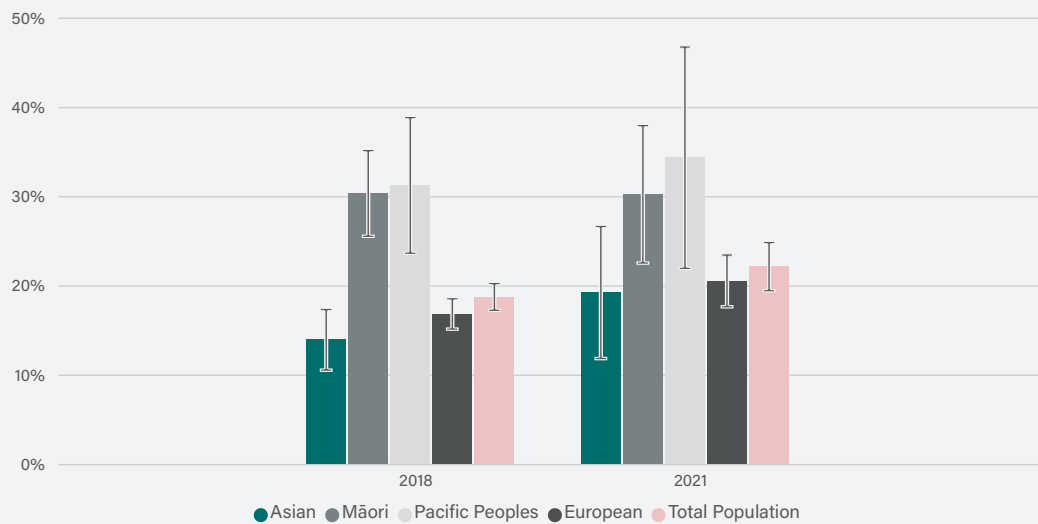
In New Zealand, rental houses are strongly linked with poor housing quality and poorer health outcomes.^{(109) (110)} These houses are more likely to have issues like cold, dampness, mould and crowding.⁽¹⁰²⁾ People living in such conditions are prone to colds, flu and asthma. In addition to physical health, poor housing quality can have detrimental effects on mental health, particularly for those living in rental properties.^{(100) (102)}

Some Ethnic Communities reside in poor quality rental houses, which can be adversely impacting their health and wellbeing. A large proportion of them do not own their homes. As discussed in Section 6.3: Homeownership rates among Asian and MELAA people were only around 58.9% and 37.5%, respectively, in 2018.

6.6.2. Proportion of people living in housing needing moderate/major repairs/maintenance

Asian people are less likely to live in houses needing moderate or major repairs or maintenance. In 2018, around 13.9% of Asian people said their houses needed moderate or major repair while around 18.7% of the total population lived in houses that needed these repairs. This difference was not statistically significant.

Figure 95. Proportion of people living in housing needing moderate/major repairs/maintenance, by ethnicity, 2018 and 2021



Source: NZGSS, Stats NZ





Outcome 3

New Zealanders
value diversity and
actively include Ethnic
Communities across all
spheres of public life

This outcome area is about Aotearoa New Zealand becoming a truly inclusive nation, where Ethnic Communities can freely express their culture and identity, and feel connected within their own community and with other communities. People's sense of belonging grows when their identity, culture and language is respected and valued, and is reflected in the social and cultural lives of New Zealanders.

New Zealand is one of the most ethnically diverse countries in the OECD, with more than a quarter (27.4%) of the total population in 2018 born overseas. The increasing ethnic, religious, linguistic and cultural superdiversity of New Zealand has a range of benefits for society and the economy. Diversity strengthens social, cultural and economic ties with other nations and, with the right settings, can support social cohesion.

Although the majority of New Zealanders accept and value diversity, there is evidence that people from Ethnic Communities face systemic barriers to inclusion in New Zealand society. These barriers are wide-reaching. They include racism and discrimination, and a lack of ability to express cultural identity.

This outcome is explored through four domains which Ethnic Communities consider important:

- **Diversity and inclusion.** When diversity is valued and incorporated into service provision, it makes it easier for people to thrive. When New Zealanders engage in activities that broaden their cultural capability, it makes it easier for Ethnic Communities to be themselves and feel respected and valued.
- **Connectedness and belonging.** Social connectedness is beneficial for good health and socio-economic outcomes. Connectedness provides support and the opportunity to support others.
- **Engagement and voice.** Having a voice allows Ethnic Communities to represent their interests, perspectives and concerns. This is crucial in ensuring that diverse viewpoints and worldviews are considered in decision making.
- **Justice and safety.** Living free from fear of harm, crime and prejudice is a basic human right and affects Ethnic Communities' outcomes in their personal life, at work and in society. Preparedness for emergencies helps communities to work together to be ready to respond to emergencies and helps authorities to understand what aid may be required, including aid tailored to Ethnic Communities.



7. Diversity and inclusion

Diversity and inclusion informs all domains of this report. This domain considers dimensions of ethnic diversity that allow understanding of social cohesion, and the experience of living in New Zealand, as Ethnic Communities' members come from diverse backgrounds.

As New Zealand grows more diverse, it becomes even more important to challenge preconceived ideas and shift from merely acknowledging Ethnic Communities, to embracing and celebrating different ethnic cultures and people.

This domain looks at how New Zealanders as a whole view diversity and diverse people, and the value diversity brings. It then turns to how well Ethnic Communities can be themselves. As Ethnic Communities contain a high proportion of migrants, this domain also considers the migrant experience.

Overlapping topics can be found in subsequent domains such as measures of belonging and community involvement (in *Connectedness and Belonging*), representation in levels of leadership (in *Engagement and Voice*) and Human Rights violations (in *Justice and Safety*).

7.1. Indicators

This domain light the views and experiences of Ethnic Communities about diversity and inclusion using the following indicators:

- **Value and acceptance of diversity.** How well New Zealanders understand the benefits of diversity and see multicultural communities as part of the identity of New Zealand.
- **Intercultural capability.** The extent to which New Zealanders can communicate and work with diverse cultures.
- **Cultural safety.** The degree to which cultural and spiritual needs are met in public service provision.
- **Ability to express identity.** The extent to which people feel able to be themselves in their lifestyle, culture and beliefs.
- **Recent migrant and refugee settlement experience.** Settlement experience and support such as knowledge of systems and resources, networks and language.
- **Life satisfaction.** An overarching self-assessment of people's life overall.

7.2. Summary

New Zealanders are generally considered to be accepting of diversity and welcoming of different cultures and ethnicities. However, Ethnic Communities experience high levels of racism and discrimination in New Zealand, alongside Māori and Pacific Peoples. This affects people's wellbeing, including their ability to fully participate and thrive in society.

While New Zealanders are generally welcoming of migrants, some feel more comfortable with those who have similar cultures to them and who can speak English. Settlement is more difficult for migrants who do not have English language proficiency and/or come from very different cultures.

Asian people can find it harder than other ethnic groups to express themselves or their identity, and younger people from Ethnic Communities experience more difficulty being themselves.

Often Asian, Māori and Pacific Peoples see multiculturalism as part of New Zealand’s identity, but Europeans can be less likely to view New Zealand through a diversity lens.

Despite this, Asian people report high levels of life satisfaction and 65% of migrants in 2022 thought that New Zealand provided satisfactory support to new migrants.

7.3. Value and acceptance of diversity

This indicator considers ethnic diversity as part of New Zealand’s identity. Embracing diversity in New Zealand’s national identity is important for Ethnic Communities’ health, wellbeing and full participation in wider society.⁽¹¹¹⁾

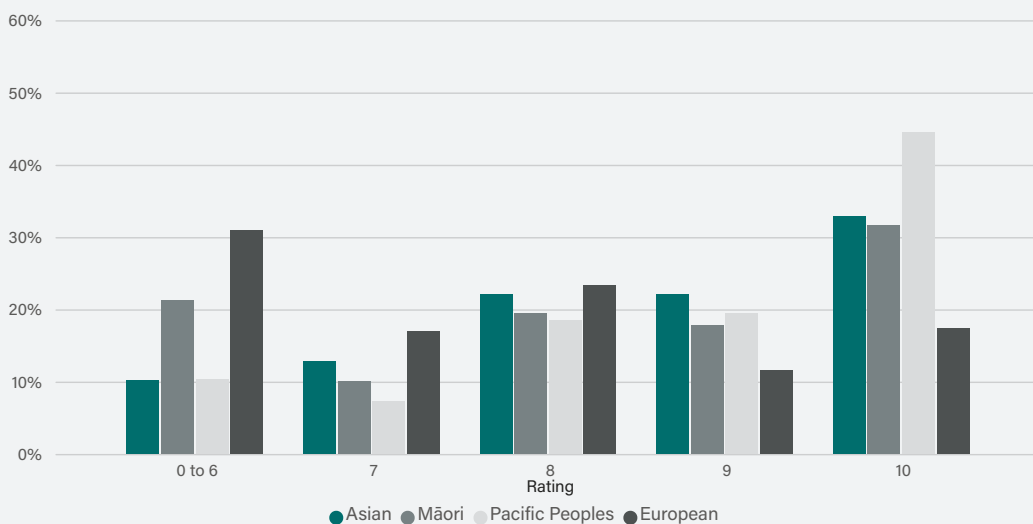
The measures used here include perceptions of multiculturalism as part of New Zealand’s identity, experience of racism or discrimination and attitudes toward migrants.

7.3.1. Proportion of people who felt that multiculturalism and ethnic diversity were important characteristics when defining New Zealand

Multiculturalism is seen as an important characteristic of New Zealand by Asian people, as measured by the New Zealand General Social Survey (NZGSS) in 2016. One third (33%) of Asian people rated the importance of multiculturalism and ethnic diversity in defining New Zealand as 10 out of 10; and 44% of Asian people gave ratings of 8 or 9 out of 10. Pacific Peoples have similar views to Asian people. The overall survey average was 7.5 out of 10, which was the same average ranking as the importance of Māori culture. The survey did not produce statistics for MELAA in 2016 and the question has not been repeated since 2016.

Younger people and migrants gave higher rankings to multiculturalism as a defining characteristic of New Zealand.

Figure 96. Importance of multiculturalism in defining New Zealand, by ethnicity (rating 0-10), 2016



Source: NZGSS, Stats NZ

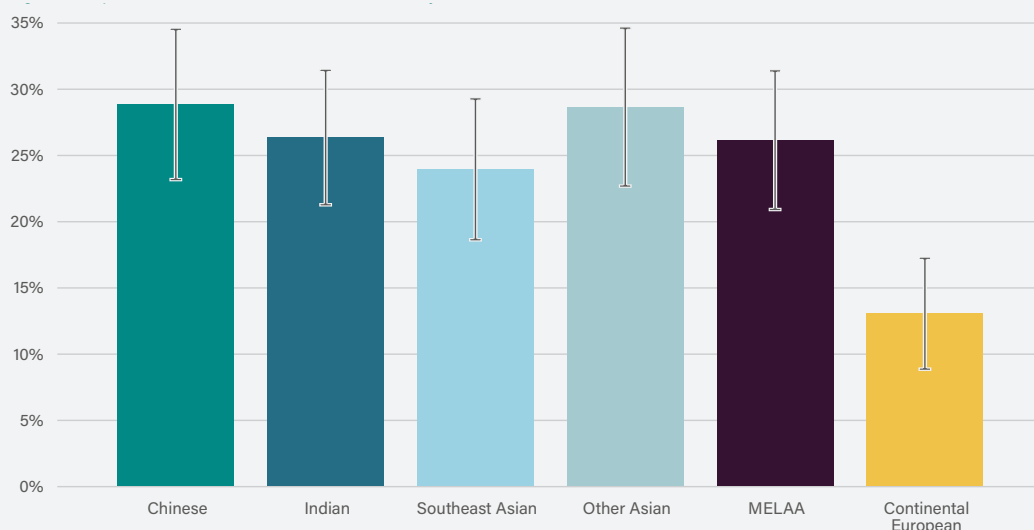
7.3.2. Incidence of racism or discrimination

The measure includes all forms of discrimination. Racism and discrimination create unequal outcomes across a wide range of areas, including health, employment, justice, housing and social connectedness.⁽¹¹⁾ ⁽¹¹²⁾ Racism and discrimination erode trust between groups, which can lead to disengagement from society, exclusion and marginalisation.

The experience of racial discrimination is associated with higher rates of psychological distress, lower rates of good to excellent self-rated health and higher rates of unmet need for primary health care. Racism is part of the lived experience of Ethnic Communities and was recommended for inclusion in the Treasury's Living Standards Framework in an Asian critique of the framework.⁽⁵³⁾ The Social Report (2016) reported that the most common type of discrimination reported by Asian, Pacific and Māori people was racism. European people were more likely to report age discrimination.

The chart below shows Ethnic Communities experience of discrimination over a 12-month period in 2021 and is the baseline for this measure. There was no significant difference between groups other than Continental European people who recorded a lower level of discrimination. The most common forms of racism experienced by Ethnic Communities (Asian and MELAA people) were verbal abuse, unfair treatment by a health professional and/or unfair treatment at work or refusal of a job. Human Rights Commission research (2022) reports 66% of Chinese, 63% of Filipino and 56% of Indian workers have experienced racism at work over the last five years.⁽¹¹³⁾

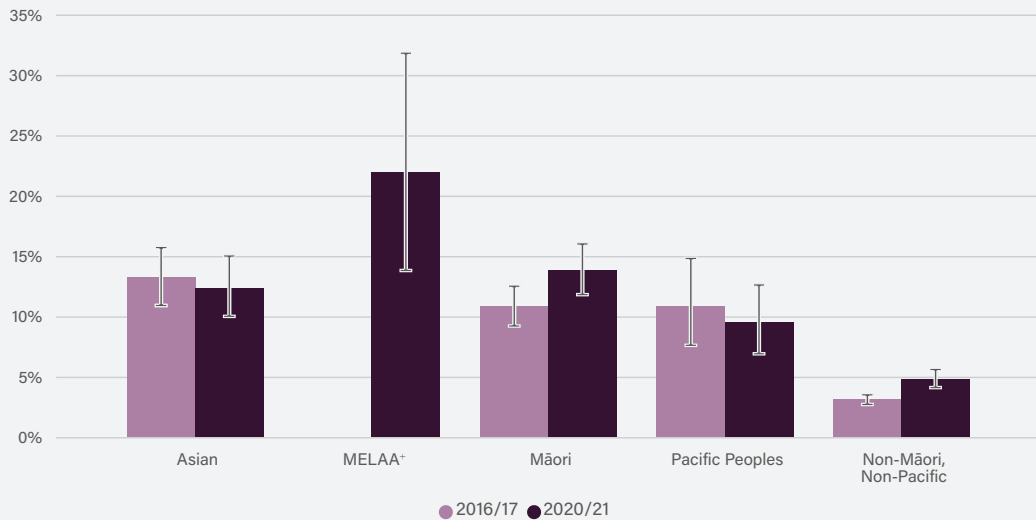
Figure 97. Experienced discrimination in last 12 months, by Ethnic Communities, 2021



Source: NZGSS, Stats NZ 2021 (Customised)

The chart below shows racial discrimination experienced in the last 12 months from the NZHS. Between 2016/17 and 2020/21 and there has not been a statistically significant change in racial discrimination for any ethnic group over time. While it is not accurate to say that one group has experienced more racism, it is accurate to say that those who were not Māori, Pacific or Asian people experienced less racial discrimination.¹

Figure 98. Experienced discrimination in last 12 months, by ethnicity, 2021



Source: NZHS, Ministry of Health (Customised)

Over their lifetime, more than one third of Asian (35.3%) and MELAA people (33.9%) reported they had experienced racism.

NZHS discrimination data also suggests that Asian women (and wāhine Māori and Pacific women) experience more racial discrimination than males. The submission from the Islamic Women's Council New Zealand to the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques on 15 March 2019 details the everyday verbal and physical abuse of Muslim women in New Zealand.⁽¹¹⁴⁾

The New Zealand Quality of Life Survey 2022 found over half (54%) of urban residents consider racism or discrimination towards particular groups of people to have been a problem in their area over the previous 12 months. Seventeen percent considered it a big problem and 36% a bit of a problem.

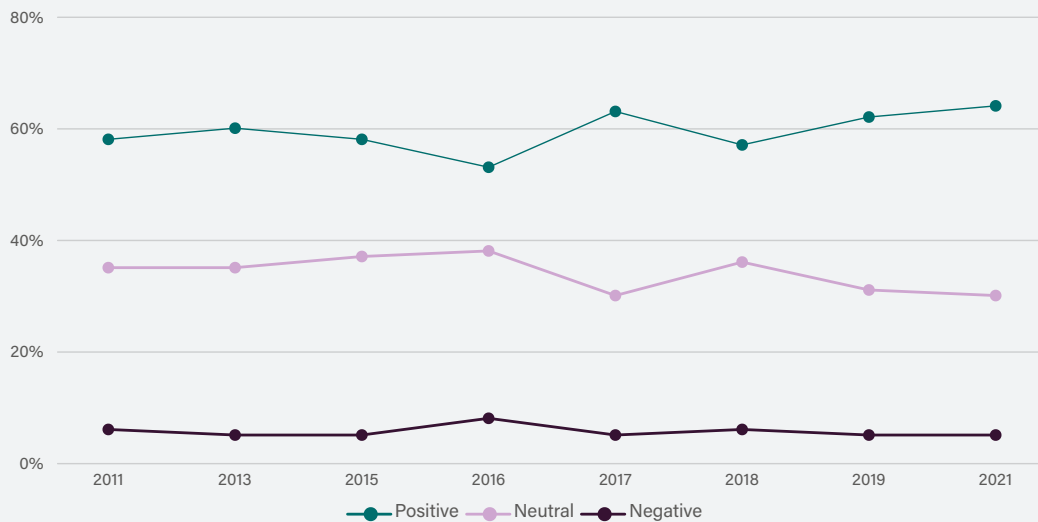
¹ Note that MELAA are included in the comparator group 'non-MPA'

7.3.3. Proportion of New Zealanders who feel positively towards migrants and refugees

This measure shows there are 'generally positive' views of migrants in New Zealand since the Public Perception of Immigration Survey began in 2011. However, there is some variation in how different migrant groups are viewed. In 2018, 57% of the community rated their feelings about migrants between 7-10 out of 10 (positive) and 36% were more neutral. Six percent felt negatively about migrants.

In 2021, people felt least positive about refugees and less positive about Chinese and Indian migrants, and more positive about migrants from the UK, Australia and the Philippines. There was also positivity towards international students. There has been little change over time in the proportion of those who viewed migrants negatively, averaging around 5%.

Figure 99. New Zealanders' feelings towards migrants and refugees, 2011 to 2021



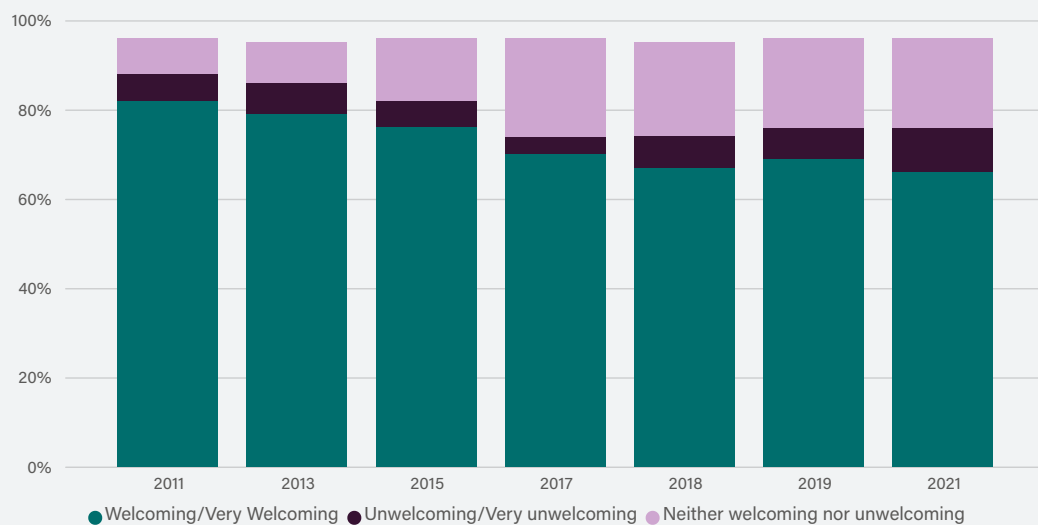
Source: Community Perceptions of Migrants and Immigration, MBIE 2021

7.3.4. Extent to which New Zealand is welcoming to migrants

In the same Public Perceptions of Immigration survey, the public are asked how welcoming New Zealanders are to migrants. By this measure in the chart below, sentiment has been trending down since surveys began in 2011. Between 2018 and 2021, there was little change in those who felt New Zealand was welcoming/very welcoming to migrants (67% in 2018 and 66% in 2021), but there was an increase in those who felt New Zealand was unwelcoming or very unwelcoming.

One interpretation of these trends is that people have become more aware of migrant needs and the challenges of settlement, including the experience of racism.

Figure 100. Agreement that New Zealand is a welcoming country for migrants, 2011 to 2021



Source: Community Perceptions of Migrants and Immigration, MBIE 2021

7.4. Intercultural capability

Cultural competency and intercultural capability and are often used interchangeably. At the Ministry for Ethnic Communities, these are viewed as two separate parts of diversity: equity and inclusion.

The Ministry considers cultural competency as developing an understanding and in-depth knowledge of a particular culture or community. For example, understanding Māori tikanga and customs, being educated about Te Tiriti o Waitangi and understanding how it is relevant to our work, being able to recite your own pepeha (traditional introduction), knowing how to open and close meetings appropriately and building knowledge of Māori history.

Intercultural capability, on the other hand, is a skillset. It is the ability to work across any culture or community without needing specific knowledge about the cultures and traditions of that community. It involves the ability to:

- reflect on your own and others' culture
- navigate cultural diversity and be able to recognise and respond to the needs of different communities
- engage and work with people from a broad variety of backgrounds
- acknowledge and mitigate unconscious or conscious biases.

7.4.1. Proportion of workers who had intercultural capability training

There is a gap in official government data on intercultural capability training. However, the Diversity Survey 2022 results show that ethnicity is one of the most important diversity issues for organisations, alongside bias. Respondents were asked if their organisation had a formal policy or programme in place to address ethnicity as a diversity issue: 21.4% reported that their organisation had a formal policy, 31.4% had a programme or initiative and 29.9% had no formal policy, programme or initiative in place. A further 17.3% did not know.⁽¹¹⁵⁾

The 2018 Business Operations Survey found that 16% of New Zealand businesses have policies on diversity and inclusion in the workplace and 22% have existing practices. This compares to 39% of businesses having policies in place about workforce bullying and 5% with policies to address pay gaps.

While there is no standardised reporting on intercultural capability across the public service, some agencies are using the intercultural capability e-learning developed by the Ministry for Ethnic Communities and/or the Mana Āki programme developed by MBIE. Other agencies offer separate unconscious bias training to their staff.

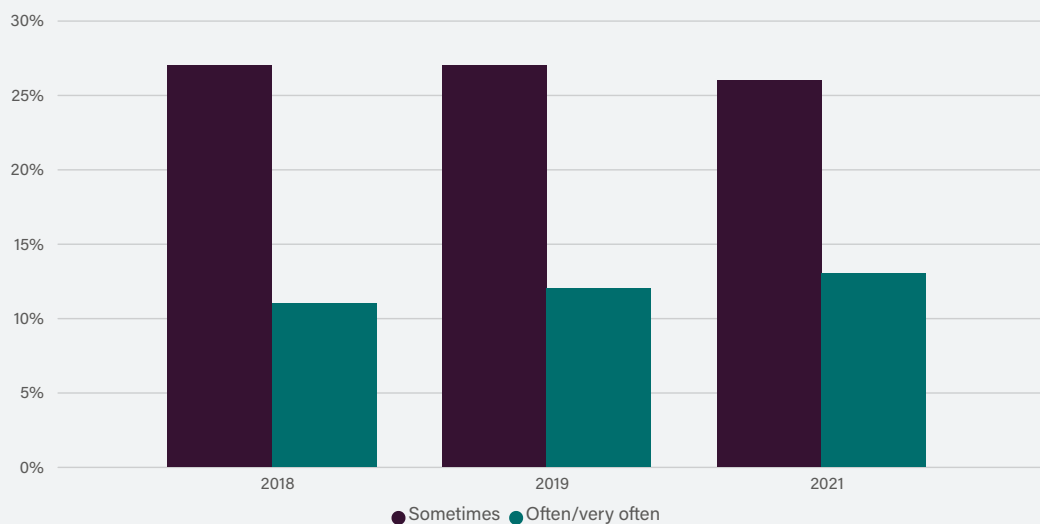
7.4.2. Proportion of New Zealanders who attend or participate in cultural festivals or events

Multicultural festivals and events provide transformational benefits⁽¹¹⁶⁾ and play a role in affecting attitudinal change, image and perception when it comes to migrants and multiculturalism.

For participants whose cultures are featured at a festival, the gain can be an improved sense of cultural self-esteem, as well as an enhanced cultural connection with their origins and positive feelings about their host country.⁽¹¹⁷⁾

A steady percentage of New Zealanders are attending cultural festivals and events, as shown in the chart below.

Figure 101. **Proportion of New Zealanders attending cultural festivals/events, 2018, 2019 and 2021**



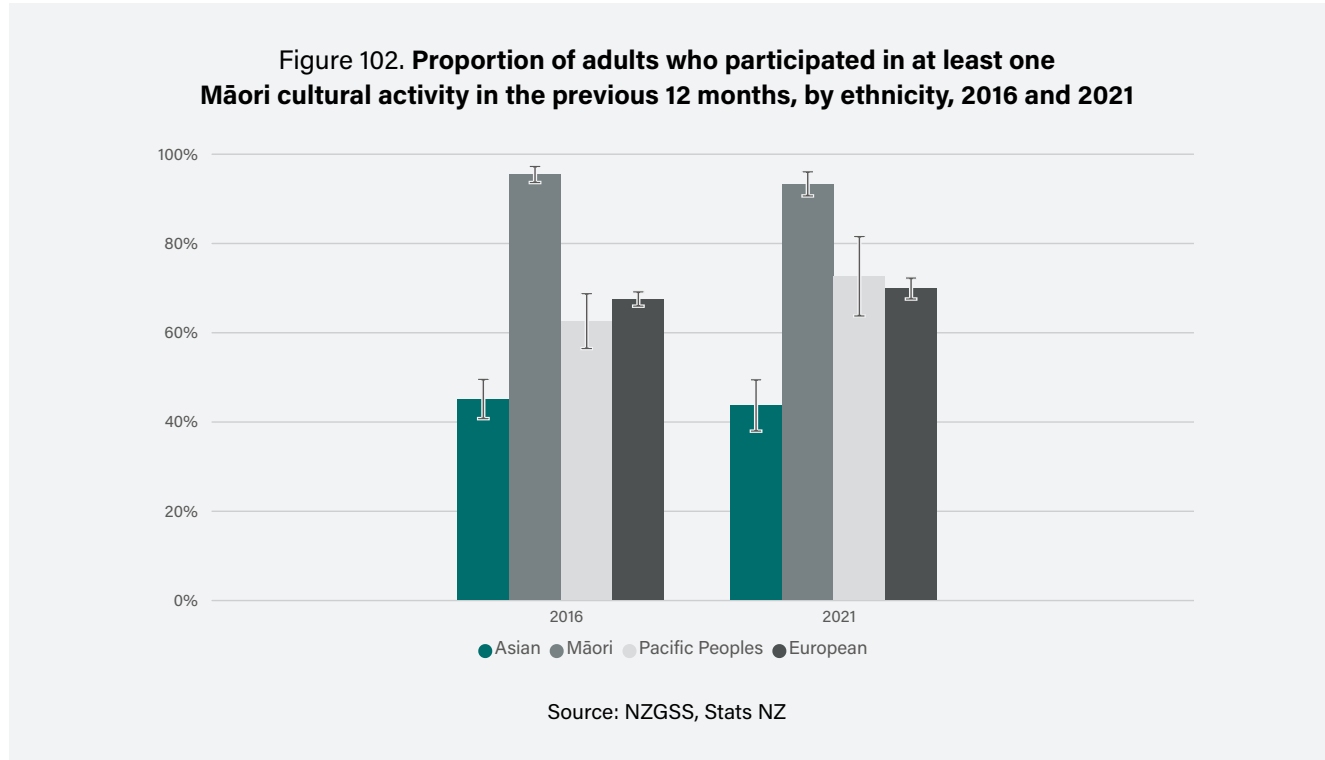
Source: Community Perceptions of Migrants and Immigration, MBIE 2021

The 26th annual New Zealanders' Perceptions of Asia and Asian Peoples survey shows New Zealanders had high awareness of the need for connection to Asia but low knowledge of Asia.⁽¹¹⁸⁾

7.4.3. Proportion of people who participated in Māori cultural activities

The extent to which New Zealanders participate in Māori specific cultural activities varies by ethnicity. Experiencing te ao Māori is intrinsic to a profound understanding of New Zealand.

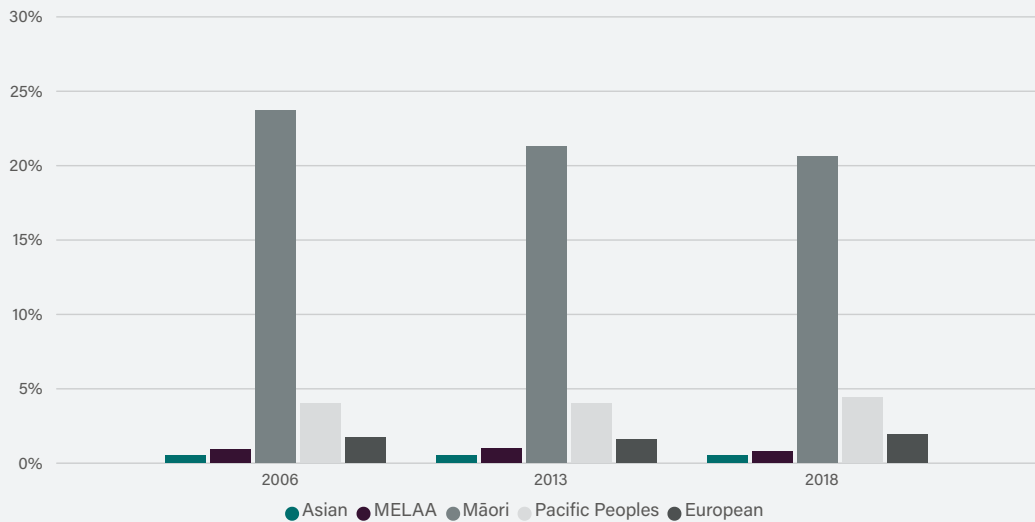
The charts below show Asian people have significantly less engagement with te ao Māori than other ethnic groups, with no change between 2016 and 2021 (the two data points available from the NZGSS). In 2021, 30% of MELAA people and 25% of Continental Europeans engaged in Māori cultural activities. Estimates for MELAA and Continental European people cannot be compared with other ethnic groups due to a large sample error.



A new question in the 2021 NZGSS asks about the use of Māori cultural phrases or words in the last year. Asian people recorded less frequent use of te reo and were less likely than other ethnic groups to have watched a Māori television programme, participated in kapa haka or been to a marae.

MELAA people recorded higher levels of Māori language proficiency than Asian people in the 2018 Census.

Figure 103. Proportion of population who speak te reo Māori, by ethnicity, 2006, 2013 and 2018



Source: Census of Population and Dwellings, Stats NZ

7.5. Cultural safety

Cultural safety is a developing area requiring collaboration to develop agreed practice. The health sector has shown leadership toward this.

The term cultural safety was first proposed by Dr Irihapeti Ramsden working with Māori nurses in the 1990s. Cultural safety is described as providing “a focus for the delivery of quality care through changes in thinking about power relationships and patients’ rights.”⁽¹¹⁹⁾

In 1992, the Nursing Council of New Zealand made cultural safety a requirement for nursing and midwifery education and cultural safety has been adopted in various ways through the New Zealand health system.

In 2020, the New Zealand Medical Council published baseline data from a bicultural collaborative approach to understand cultural safety and related equity issues.⁽¹²⁰⁾

A set of measures have been developed by the Health Quality & Safety Commission and incorporated in-patient experience surveys since 2021. These include whether the patient was treated with respect by reception and administrative staff, if patient names were pronounced properly, whether cultural needs were met and whether spiritual needs were met. Having a religion or spiritual belonging is not collected.⁽¹²¹⁾

7.5.1. Proportion of Ethnic Communities who feel their cultural/spiritual needs are being met across public services

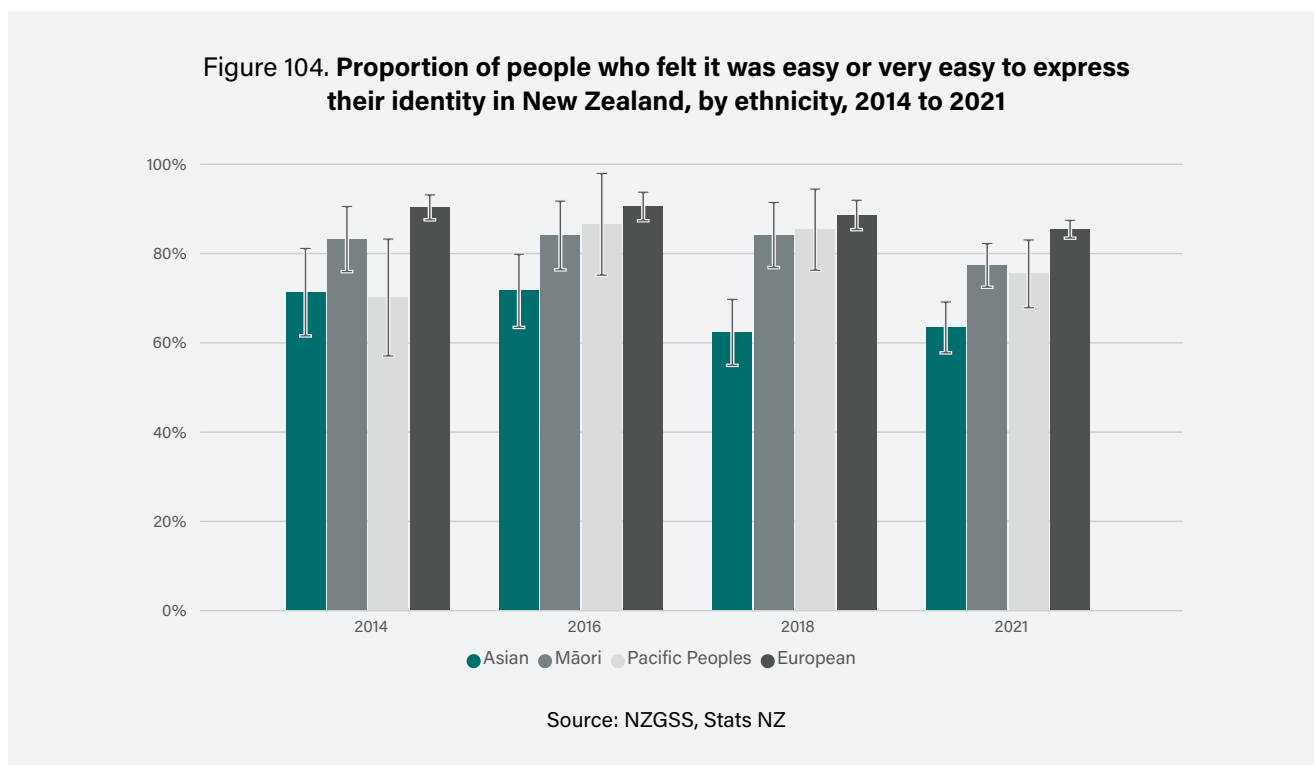
This is a current data gap outside of the health sector.

7.6. Ability to express identity

This indicator is about whether people feel they can express their identities. It complements the “ability to be themselves” indicator. The measures are subjective or self-identified.

7.6.1. Proportion of people who felt it was easy or very easy to express their identity in New Zealand

Asian people's ability to express their identity tracks lower than other ethnic groups. In 2018, 62% of Asian people said it was easy or very easy to express their identity. By 2021, the measure had improved to 66% but had not recovered to 2016 levels of just over 71%.



A study of Aucklanders, using data from the Quality of Life Survey, found differences in comfort expressing identity in public between New Zealand-born Asian people and overseas-born Asian people. For instance, more overseas-born Asian people (73.4%) felt comfortable dressing to express their identity in public than New Zealand-born Asian people (62.7%).⁽¹²²⁾

Experiencing identity denial has been linked to negative outcomes in young people including depressive symptoms, eating disorders and reduced life satisfaction. Identity denial might be more harmful for second generation ethnic minorities with less connection to other countries.⁽¹¹²⁾

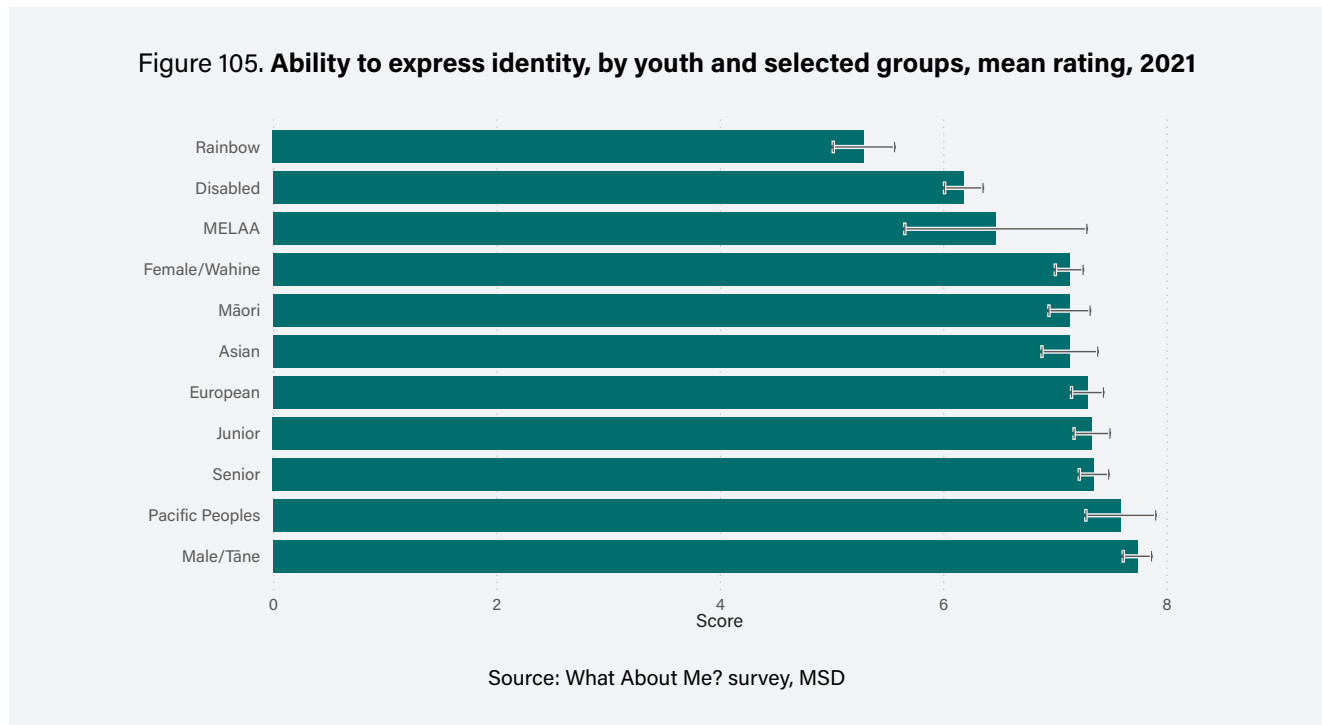
New Zealand Values survey researchers found that about 35% of New Zealanders tended to associate being Pakeha or Māori with being a 'true' New Zealander, attributes which were "impossible for anyone outside of these ancestral bloodlines"⁽¹¹¹⁾ Ethnic Communities talk about being made to feel 'forever foreign'. The study was prompted by the terrorist attack on Christchurch masjidain on 15 March 2019 and advises that how we define who New Zealanders are influences how we feel about diversity. Yogeeswaran et al stated that:

"As the nation has experienced large increases in the ethnic diversity of its populace including people from East Asia, South Asia, the Middle East, the Americas, and Pacific Nations, the national inclusion of these groups will be a critical issue for the country in the coming decades. Defining national identity in ways that allows people of diverse backgrounds to feel fully accepted into society will be critically important for these individuals' health, well-being, and participation in wider society."⁽¹¹¹⁾

7.6.2. Proportion of people aged 15 years and over who said that it was easy or very easy to be themselves in New Zealand

Young people are more likely to succeed at school when they can express their identity freely (including their cultural or ethnic identity) and feel a sense of belonging and inclusion.⁽⁷¹⁾

The youth health and wellbeing survey called What About Me? found MELAA young people were less likely to agree it was easy to express their identity (a mean rate of 6.5 out of 10), while Asian young people gave a mean rate of 7.1 out of 10.⁽⁶⁶⁾ The chart below provides mean ratings for ability to express identity for multiple groups.



Both the NZGSS (below) and the What About Me? survey (above) indicate that ethnicity is not the only factor associated with ease of identity expression. Adult groups who often feel *less* able to express their identity includes:

- Recent migrants (62.1%)
- LGBT+ (71.6%)
- Sole parents (72.8%)
- Long-term migrants (74.5)
- People living in crowded houses (78%).

Groups who feel *more* able to express their identity (higher than average) tend to include:

- Those aged 65+ (87.5%)
- Women in two parent families (85%)
- People with high life satisfaction (85.4%).

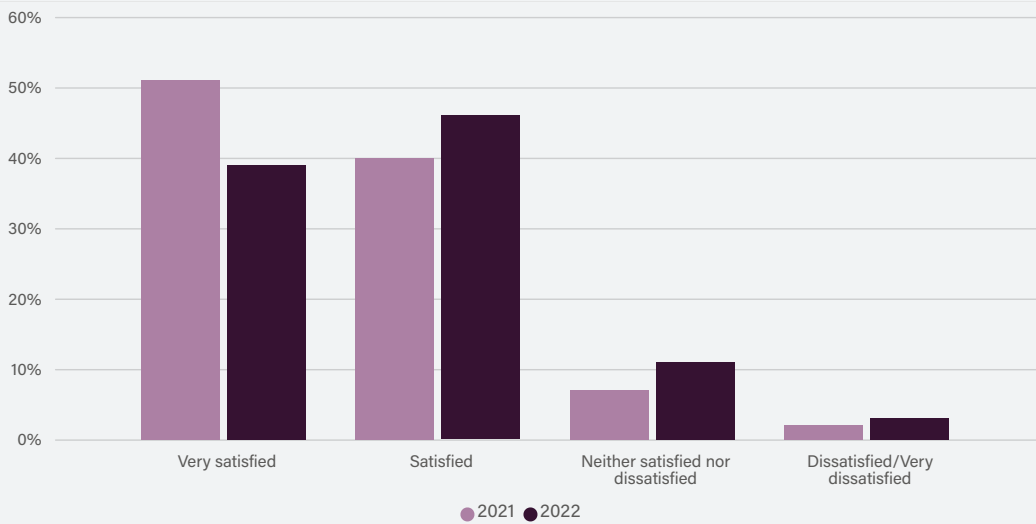
While caution is needed not to assume 'double jeopardy' for those who identify with more than one group associated with a lower ability to express identity, they can have more to navigate. Research finds that young people with multiple minority identities can be exposed to multiple forms of stigma and exclusion.⁽¹²³⁾

The migrant experience is an important part of the experience of Ethnic Communities as 77% of Asian and MELAA people were born overseas based on Census 2018. Former refugees and recent migrants can experience barriers accessing work and opportunities. These barriers can include knowledge of systems and resources, lack of networks and language obstacles. This indicator considers settlement experience and support.

7.6.3. Proportion of migrants who are satisfied or very satisfied with living in New Zealand

Recent migrants are mostly satisfied with living in New Zealand according to the Migrant Survey. The Migrant Survey sample was adjusted in 2021 to better cover all migrant groups so 2021 has been selected as the baseline. A small increase in those who felt dissatisfied living in New Zealand in 2022 may be a result of flow-on effects from the COVID-19 lockdowns.

Figure 106. Satisfaction of recent migrants living in New Zealand, 2021 and 2022

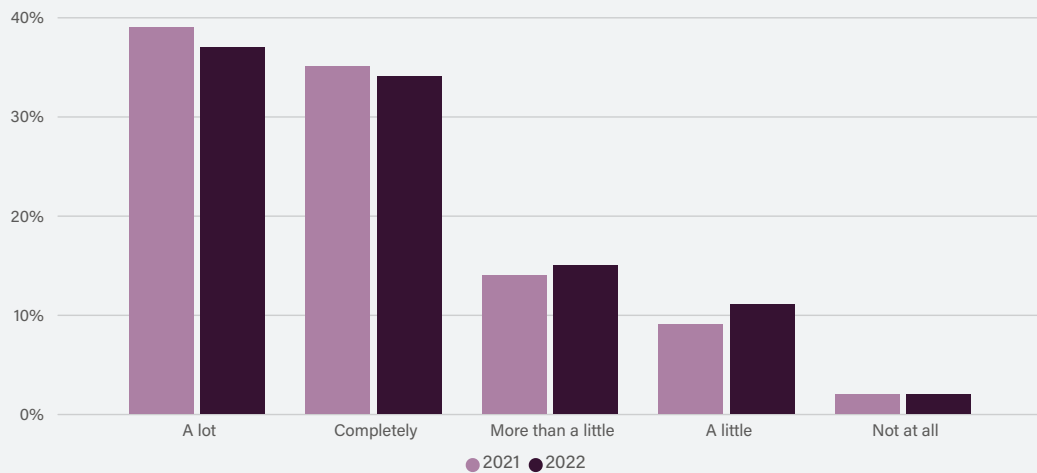


Source: Migrants Survey, MBIE

7.6.4. Proportion of migrants who feel like New Zealand is their home

Almost three-quarters of recent migrants feel that New Zealand is their home. One third of recent migrants feel New Zealand is their home completely, while another third feel New Zealand is their home 'a lot' in 2022, which are similar to 2021 levels.⁽¹²⁴⁾

Figure 107. Proportion of recent migrants who feel that New Zealand is their home, 2021 and 2022



Source: Migrants Survey, MBIE

7.6.5. Proportion of migrants who said they couldn't get a job in the area of their skills and qualifications

In 2018, 60% of migrants working for a wage or salary said their current role in their main job matched the skills and qualifications they have. Twenty six percent said there was no match. Women and those who had been in the country less than one year were the most likely to report their main job did not meet their skills and qualifications (Migrant Survey).

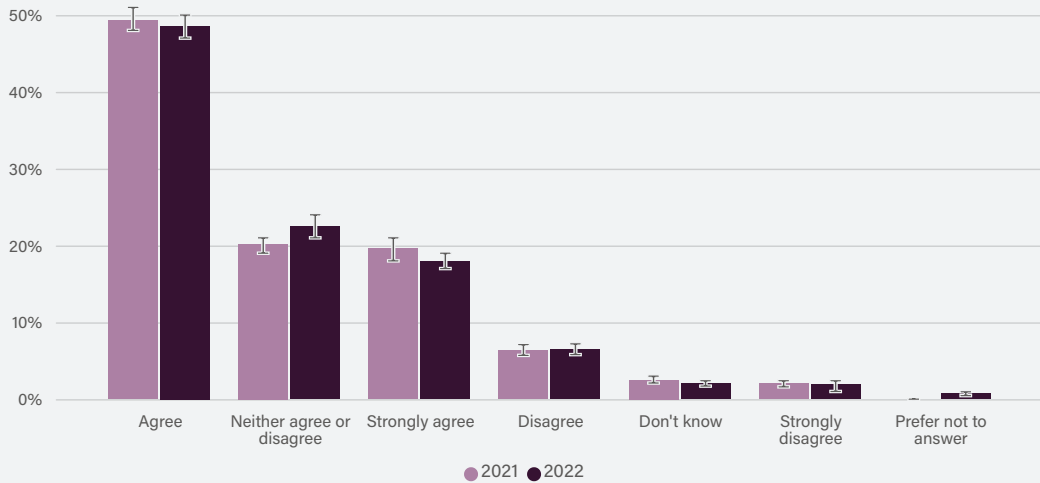
In 2022, 70% of migrants said their job matched the skills and qualifications, while 18% said there was no match. Where there was no match, 23% said they were overqualified, 20% said their skills were not recognised in New Zealand, 43% had chosen a different career and 34% could not get a job in the area of their qualifications/skills. Language difficulties were reported for 1% of those whose job did not match their skills.

More information on skills mismatch can be found in the Work and Employment domain.

7.6.6. Proportion of migrants who agreed with the statement that “New Zealand supports migrants with the information and services they need”

The majority of migrants surveyed in 2021 and 2022 indicated that New Zealand provides necessary information and services.

Figure 108. Agreement that New Zealand supports migrants with the information and services they need, 2021 and 2022



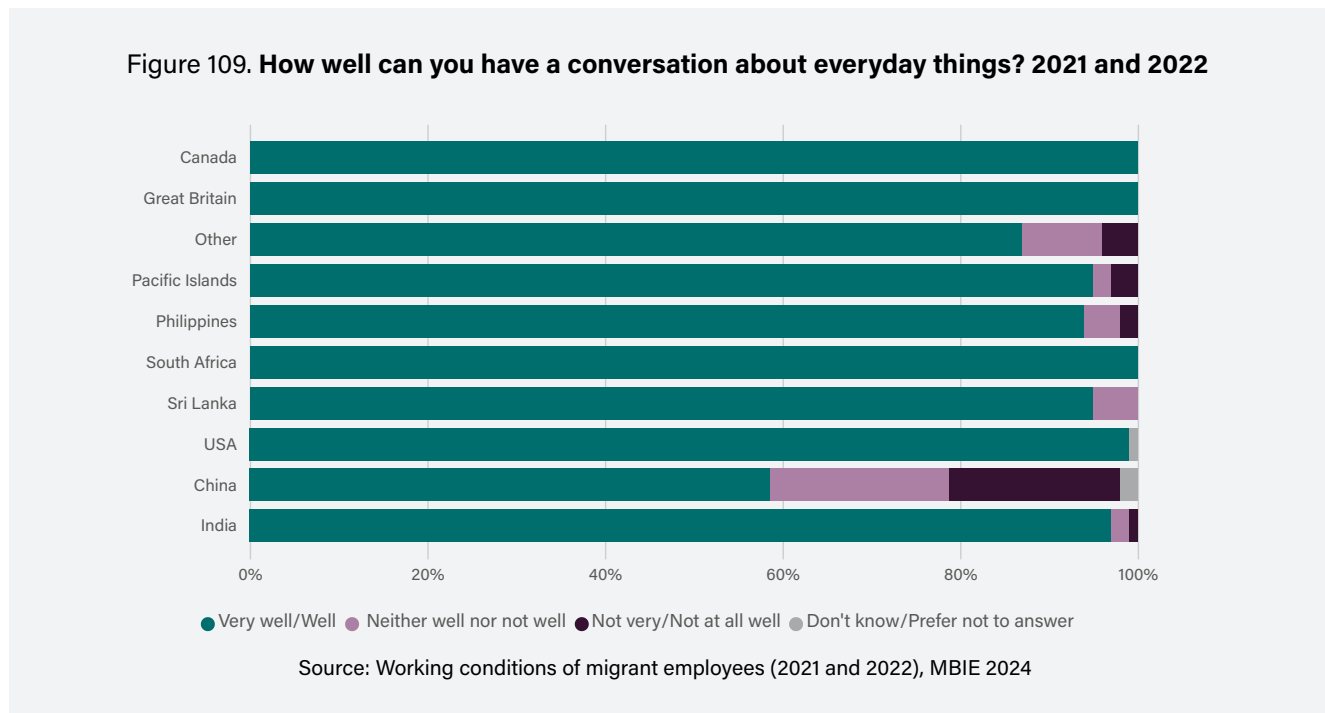
Source: Migrants Survey, MBIE

7.6.7. Migrants accessing interpreting services and English language training

Interpreting services are available for most government agencies. Government usage of interpreting services has been growing year on year. In 2024, Chinese language assistance is the main request from services using the main government language assistance programme. Mandarin, Spanish, Hindi and Arabic were the top four Ethnic Communities languages requested. Approximately 7,000 language assists are provided each month and approximately 120 requests are unable to be serviced.

There is a lack of data about the need for language assistance in New Zealand. The New Zealand Census language question focuses on oral capability: ability to 'speak about a lot of everyday things.' English proficiency is often inferred by those who do not tick the English box.

The chart below shows migrants coming from China rated their English least favourably.



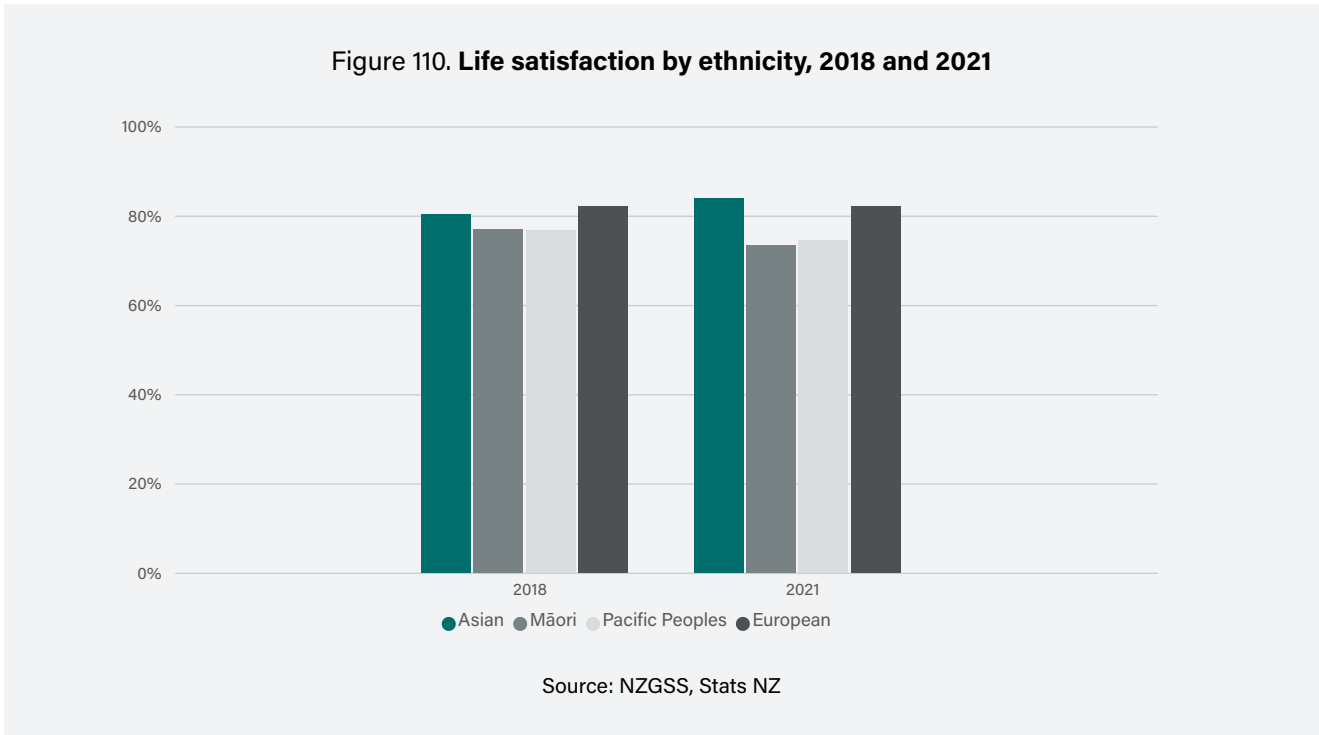
7.7. Life satisfaction

This indicator empowers individuals to count what is important to them for wellbeing such as health, relationships, culture and spirituality.

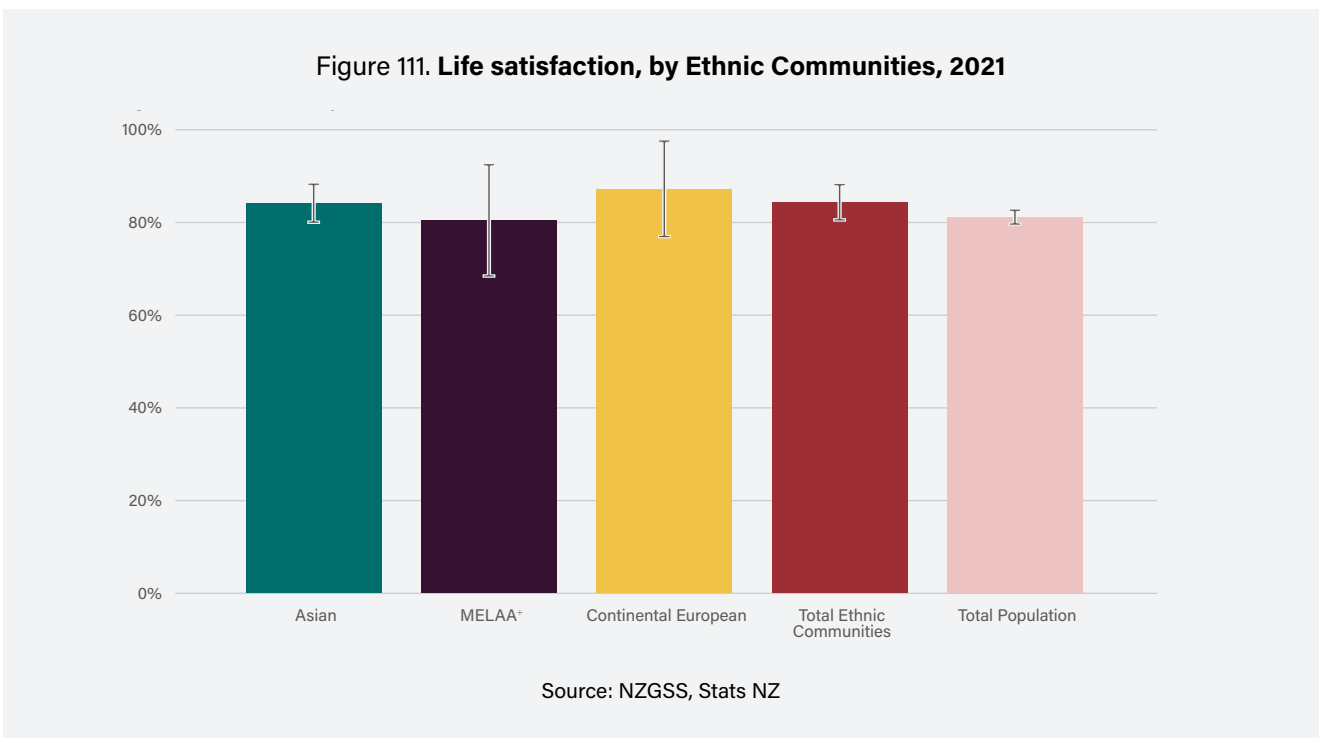
7.7.1. Life satisfaction

Subjective wellbeing is a way to understand quality of life, taking the things people value into account. People can consider social relationships, cultural values, their own economic condition or wider factors like the condition of the environment or social progress.

In 2018, 80% of Asian people rated their life satisfaction highly, rising to 84% in 2021. Asian people and European people have consistently recorded higher life satisfaction than Pacific Peoples and Māori. Higher life satisfaction has been linked to being older, having more money, better health and participating in the arts.



The chart below breaks down life satisfaction across Ethnic Communities.



In 2021, the NZGSS added a new measure asking people about hope for the future. When asked to consider their potential life satisfaction five years from now, 80% of Asian people gave a ranking of between 7 and 10 out of 10.

8. Connectedness and belonging

Connectedness and belonging are multi-layered areas of wellbeing that build resilience for individuals and are protective factors for physical and mental health. There are three main components to this domain: socialising, social support and a sense of belonging. Belonging is a fundamental human need that all people seek to satisfy. It can predict numerous mental, physical, social, economic and behavioural outcomes.⁽¹²⁵⁾ Connectedness builds identity and support. Good relationships are important for general happiness and life satisfaction.

For Ethnic Communities, intracultural connection such as regular gatherings, informal gatherings and larger scale festivals, provide the opportunity to reinforce cultural and spiritual identity and values. Ethnic Communities can have less family support close by than other groups, due to a high proportion being migrants.

8.1. Indicators

This domain brings to light the views and experiences of Ethnic Communities about connectedness and belonging using the following indicators:

- **Community involvement.** Participation in cultural activities maintains culture, belonging and community connections. Public festivals provide an opportunity to invite others to experience diversity and share culture, and groups can provide cultural connection.
- **Sense of belonging to an ethnic group.** A sense of belonging supports social and emotional wellbeing.
- **Sense of belonging to places.** This plays an important role in shaping Ethnic Communities' health and wellbeing outcomes. Positive relationships with close neighbours can reduce loneliness and provide opportunities for socialising.
- **Spiritual wellbeing.** Spiritual wellbeing has a strong intersection with cultural practice and is also associated with healthy identity and belonging.
- **Social connectedness.** This is a key driver of wellbeing and resilience.
- **Social contact.** This considers frequency of social contact, which is associated with wellbeing and support.
- **Volunteering.** By volunteering time and skills, people can maintain their culture and foster connections in wider society, providing a sense of purpose.

8.2. Summary

Asian and MELAA people feel a sense of attachment to their ethnicity, to their neighbourhood and to New Zealand.

Those with connections to spiritual or religious groups report high levels of connectedness, although this attachment has reduced somewhat over time. Ethnic Communities are more likely to have a religious connection. These connections may be more important for migrant members of Ethnic Communities, providing networks for support and meeting others. The growing migrant demographic in religious communities has been noted by faith communities and researchers.

Volunteering, which is a part of community engagement, lessens feelings of isolation and facilitates community connections between people with similar interests or problems. Volunteering data shows lower participation for Asian people, which is likely to be somewhat driven by age – statistics show volunteers are likely to be older while Ethnic Communities are a younger population.

8.3. Community involvement

Engaging in community cultural activities allows Ethnic Communities to celebrate their heritage, pass down cultural knowledge to future generations and maintain a sense of identity and belonging.

8.3.1. Attendance at cultural activities: proportion of people who have been to a community event

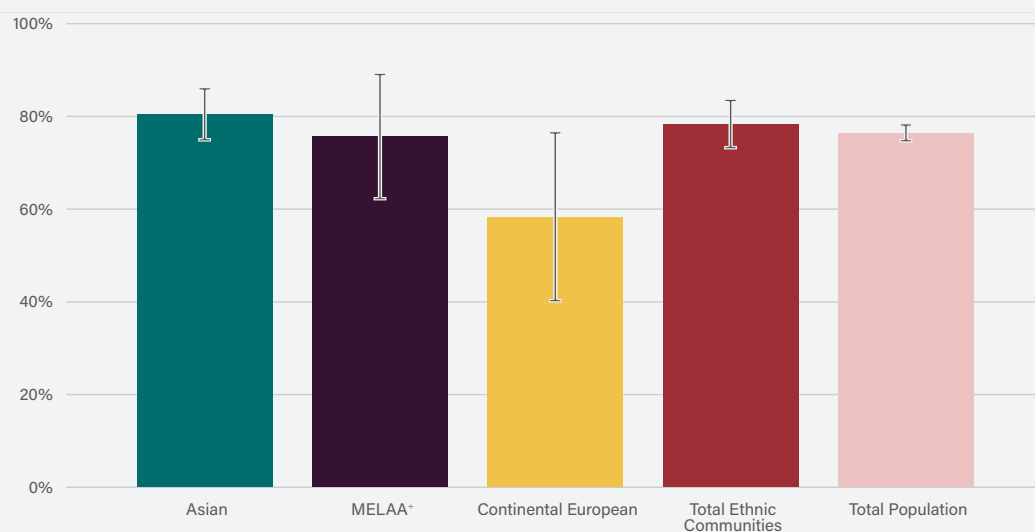
Asian people are likely to attend cultural festivals and events, with 72% attending Sometimes/Often/Very Often in 2019 based on the Public Perception of immigration Survey. The survey did not provide data for MELAA people.

8.4. Sense of belonging to an ethnic group

Ethnic identification can support a healthy identity. A strong sense of belonging to an ethnic group is associated with better physical and mental health outcomes. For young people particularly, feeling positive about ethnic group membership is associated with life satisfaction, self-confidence and a sense of purpose.⁽¹²⁶⁾ Ethnic identity may contribute to social support, cultural resilience and access to culturally relevant resources and services.

In 2021, 80% of Ethnic Communities rated their belonging to an ethnic group between 7 and 10 out of 10, where 10 was a strong connection.

Figure 112. Attachment to ethnic identity, by Ethnic Communities, 2021



Source: NZGSS, Stats NZ

For students in New Zealand, research shows that having strong cultural connectedness and ethnic group belonging is linked to social and emotional wellbeing. It also supports them to recognise and protect the rights, beliefs, values and identities of others.⁽¹²⁷⁾

8.5. Sense of belonging to places

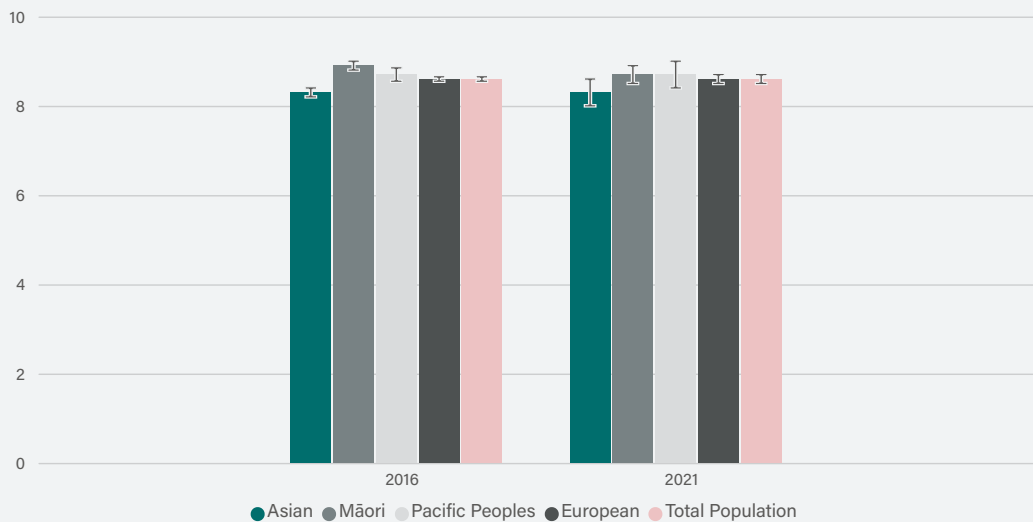
A sense of belonging to a person's country of residence is a dimension of identity which shapes health and wellbeing outcomes for migrants and ethnic minorities.⁽¹²⁸⁾

Researchers have observed a wide range of factors that influence migrants' sense of belonging to their country of residence. This includes immigration status, the availability of places of worship, familiarity with the host country's culture, language ability, and the prevalence of racism and discrimination.⁽¹²⁸⁾

8.5.1. Proportion of people who feel a sense of belonging to New Zealand

There is little difference between ethnic groups in the mean rating for sense of belonging to New Zealand and there has been no change between 2016 and 2021.

Figure 113. Mean rating of sense of belonging to New Zealand, by ethnicity, 2016 and 2021

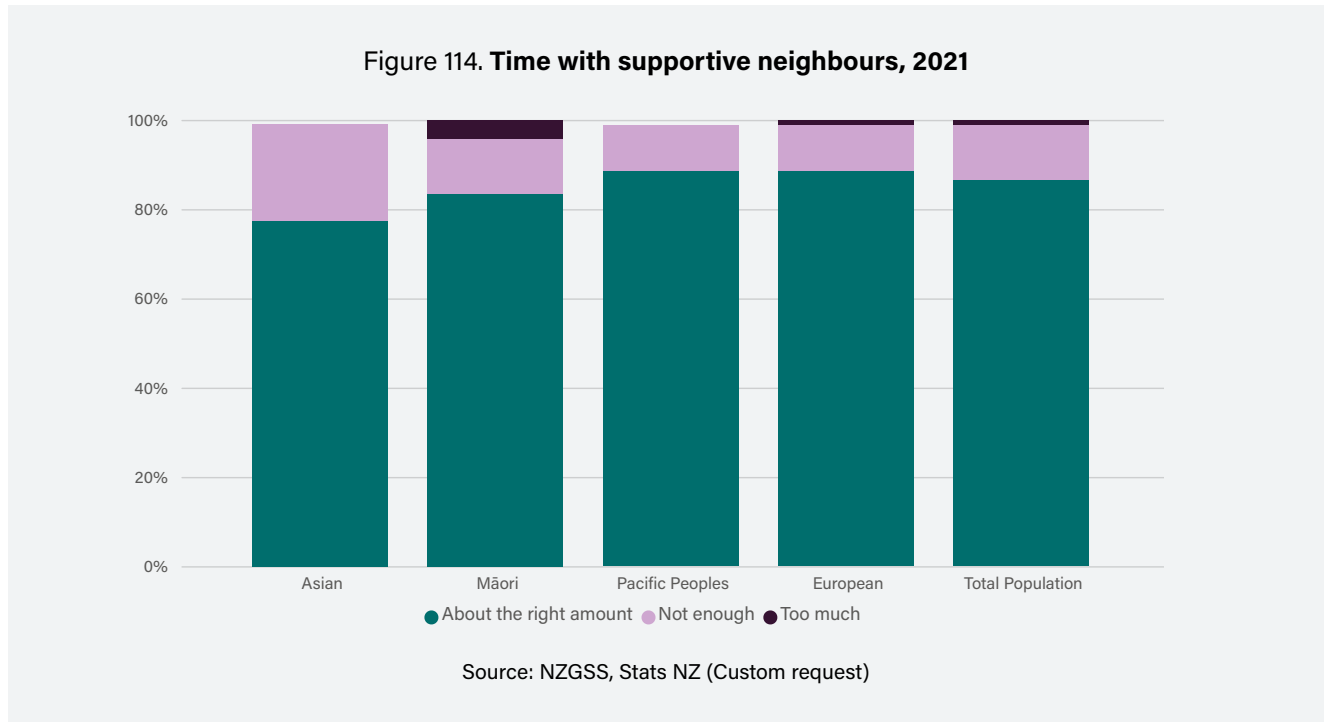


Source: NZGSS, Stats NZ

8.5.2. Proportion of people who have neighbours who help and support

Supportive neighbours increase people's feelings of safety and provide small and large opportunities for reciprocal support. Positive relationships with close neighbours can reduce loneliness and provide opportunities for socialising. Good neighbours can also provide help in times of crisis, particularly natural disasters.

The graph below shows there is some indication Asian people are not as well connected to supportive neighbours. More than 20% of Asian people in 2021 reported not having enough time with supportive neighbours. In separate data obtained from Stats NZ, MELAA people report a similar lack of connection to supportive neighbours.



8.6. Spiritual wellbeing

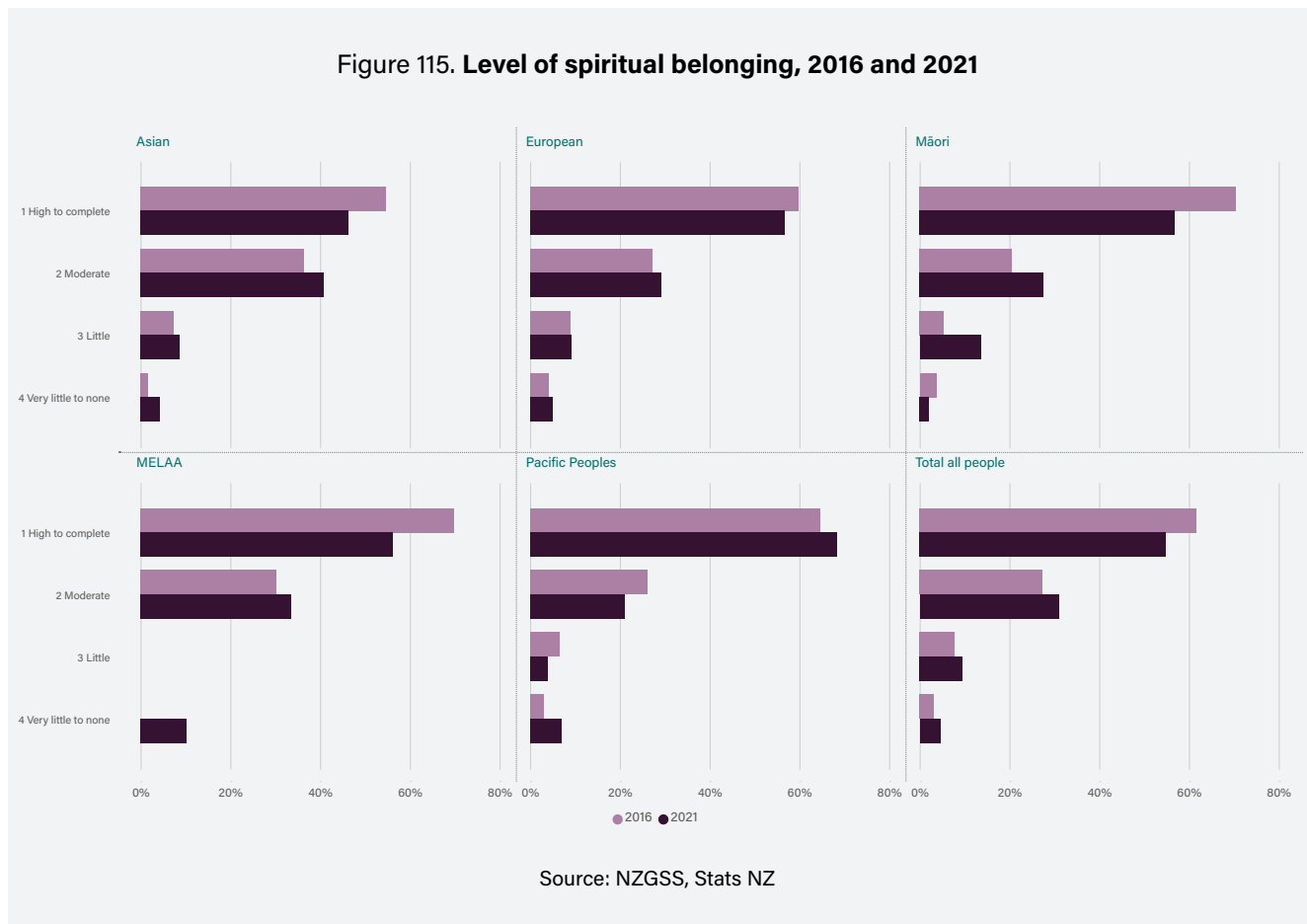
Sixty percent of Ethnic Communities were affiliated with a religion in the 2018 Census. The main affiliations are Catholicism, Hinduism, other Christian religions, Islam, Buddhism, Sikhism and Judaism.

8.6.1. Proportion of people who feel a sense of belonging to religious/spiritual group

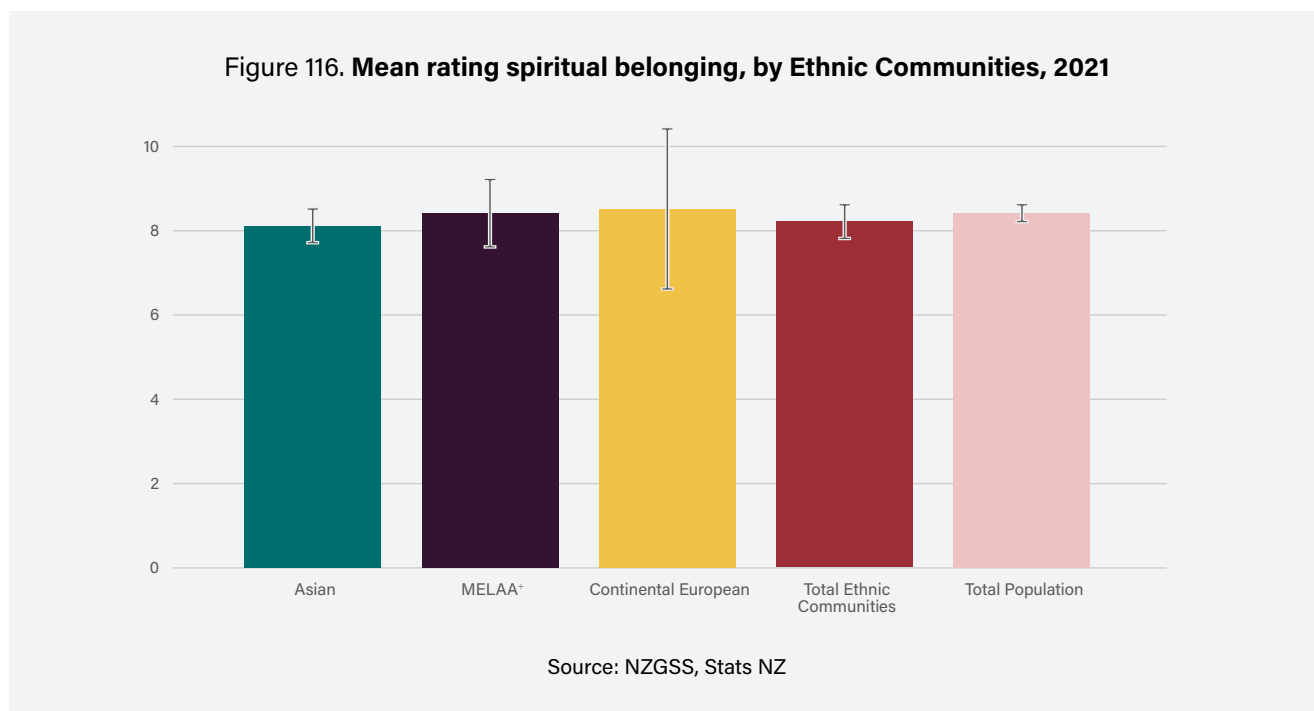
Religious belonging can add value to important dimensions of people's lives including spiritual wellbeing, social networks and education. For instance, recent migrants report finding out about employment rights via their church, mosque or temple.

Faith leaders, during engagements with the Ministry, say lower levels of attendance at church, temple and mosque have been reported worldwide, which is linked to COVID-19 lockdowns that restricted attendance. This may explain lower levels of belonging in 2021 compared to 2016.

Figure 115. Level of spiritual belonging, 2016 and 2021



The chart below shows the mean rating for spiritual belonging given by Asian, Continental European and MELAA people and for Ethnic Communities as a whole in 2021. This is based on the responses from those who belonged to a spiritual or religious group.



The New Zealand mean rating for spiritual belonging in 2021 was 8.4 (out of 10). The mean rating by recent migrants was 8.7.

8.6.2. Proportion of people of who have the ability to practice their religion

Based on Census 2018, Ethnic Communities are affiliated to 45 different faiths. Sixty two percent of Ethnic Communities are affiliated to a faith compared to 46% of the total population. Note, however, this does not reflect the ease with which Ethnic Communities can practice their faiths.

The New Zealand Quality of Life Survey is focused on urban populations in the main cities. In 2022, it reports that 20% of the population participate in faith-based groups and/or a church community. Three percent had personal experience of prejudice or intolerance related to their religious beliefs over a three-month period and 12% had witnessed religious intolerance.⁽¹²⁹⁾

8.7. Social connectedness

Social connectedness is a key driver of wellbeing and resilience. There is a large body of evidence showing the importance of social networks to physical and mental health, labour market outcomes and educational outcomes.⁽¹³⁰⁾ Social connectedness also requires a way to connect – speaking the same language and having phone and internet access help.

8.7.1. Proportion of people who can speak the first language of their ethnic group

There is currently no data available for Ethnic Communities about the proportion of people who can speak the first language of their ethnic group.

"The opportunity to study a heritage language and culture as a subject in the school system is not only important for socio-cultural reasons, but it can also contribute to the confidence of learners who otherwise may be disadvantaged in the education system."⁽¹³¹⁾

Maintaining a person’s first language can help avoid the social and psychological problems associated with language loss. It can also enhance identity development and family dynamics.⁽¹³²⁾

A 2018 ERO report on language diversity in Auckland found schools have a critical role to play to support cultural diversity through language retention and English language learning.⁽¹³³⁾

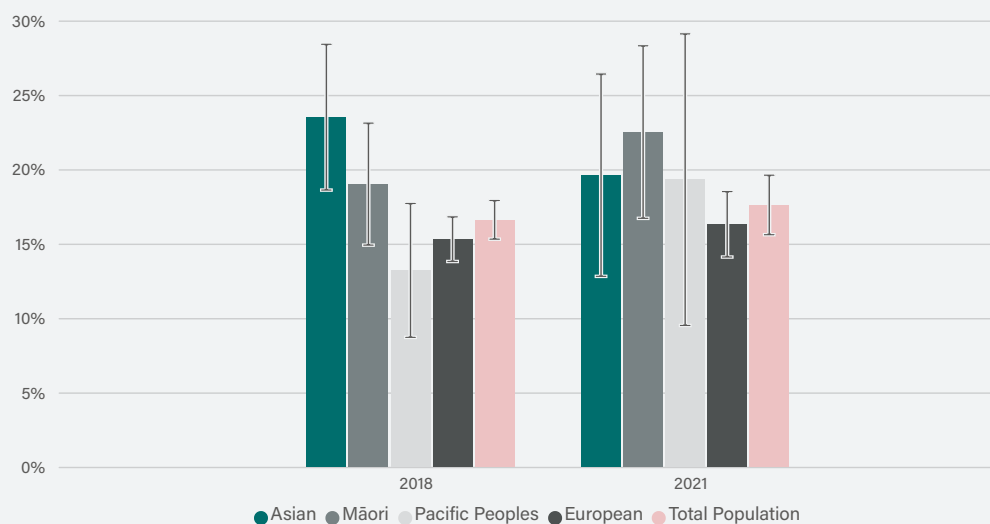
Among New Zealand secondary students of Asian ethnicity at 15 years of age, 54% spoke a language other than English at home most of the time: 14% spoke Chinese, 7% spoke Hindi, 6% spoke Korean, 5% Tagalog and 19% spoke another language.^m

8.7.2. Proportion of people who did not feel isolated or lonely in the preceding four weeks

The need for social contact varies between people, so self-reported loneliness is used to understand whether people have the right amount and quality of time spent with others. In 2018, nearly one quarter (23.5%) of Asian people reported feeling lonely in the last four weeks, which was greater than the total population. One in five Asian people felt lonely in 2021, which was not a significant change from 2018 and not significantly different from the total population.

In 2021, 55% of MELAA+ people reported feeling neither lonely nor isolated in the last four weeks (NZGSS).

Figure 117. Percentage of adults who felt lonely some of the time in the last four weeks, by ethnicity, 2018 and 2021



Source: NZGSS, Stats NZ

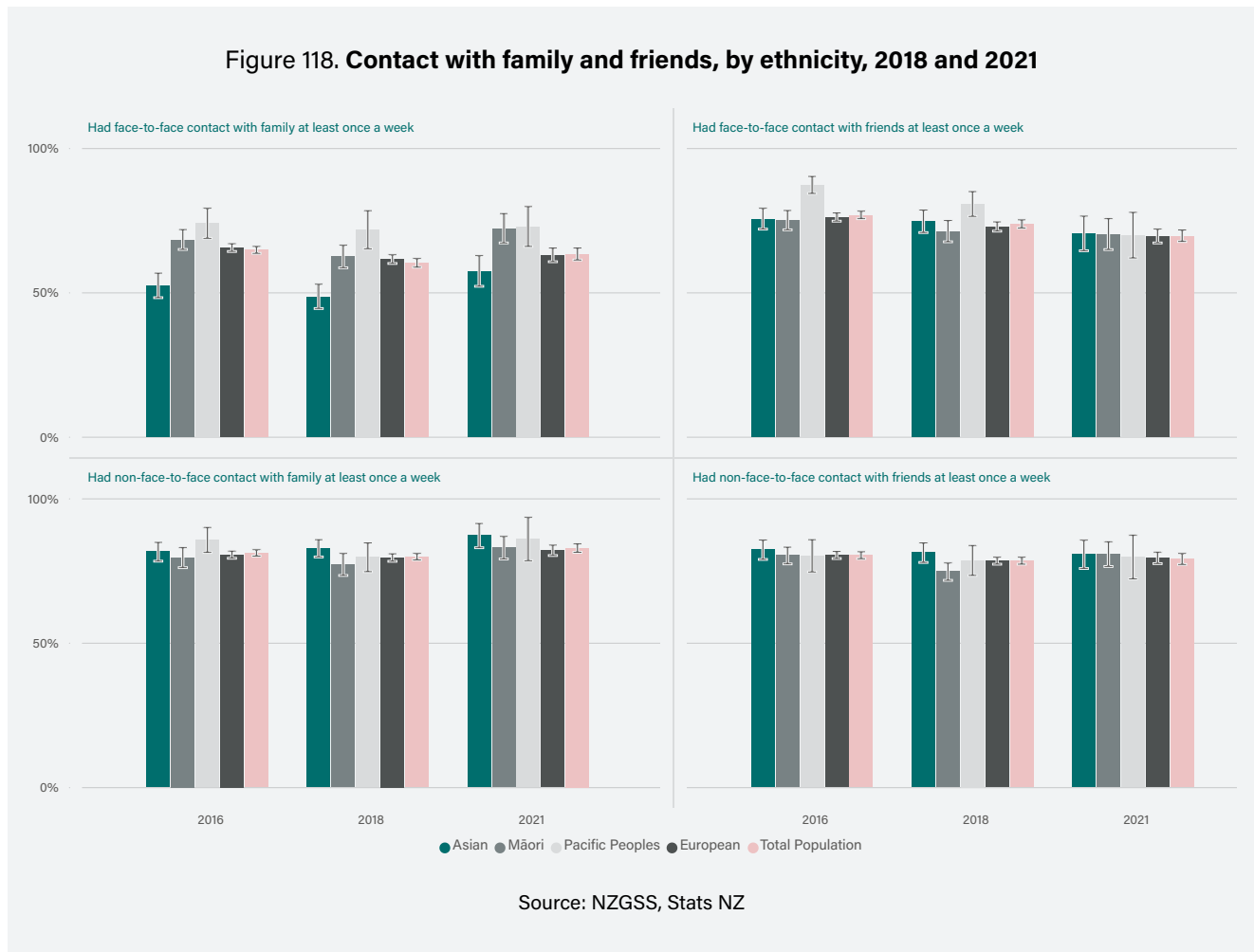
^m Ministry of Education, PISA survey 2022, custom data request

8.8. Social contact

8.8.1. Proportion of people reporting the right amount of contact with family and friends

Ethnic Communities can have less family support close by than other groups, due to a high migrant population. In 2021, the NZGSS found only 32% of Asian people had five or more family members available to support them compared to 47% of the total population.

The charts below show similar levels of non-face-to-face contact with supportive friends and family for all ethnic groups.



In 2018, Asian people reported less face-to-face time with family and slightly more non-face-to-face time with family.

In 2021, Asian people reported lower levels of face-to-face contact with family (at least once a week) at 57.4% compared to 63% of Europeans, 72.2% of Māori and 72.8% of Pacific Peoples. Despite this, 87.1% of Asian people had non-face-to-face contact with family. There was little variation in contact with friends between ethnic groups.

The differing face-to-face contact levels is partly due to the higher Asian migrant population.

8.9. Volunteering

Volunteering includes unpaid work outside the home. It excludes caring for immediate family in the home. The volunteer labour force supports social, cultural, spiritual and sporting infrastructure. For Ethnic Communities, volunteering can be an important way to maintain culture and cultural connections and plays a role in social inclusion.

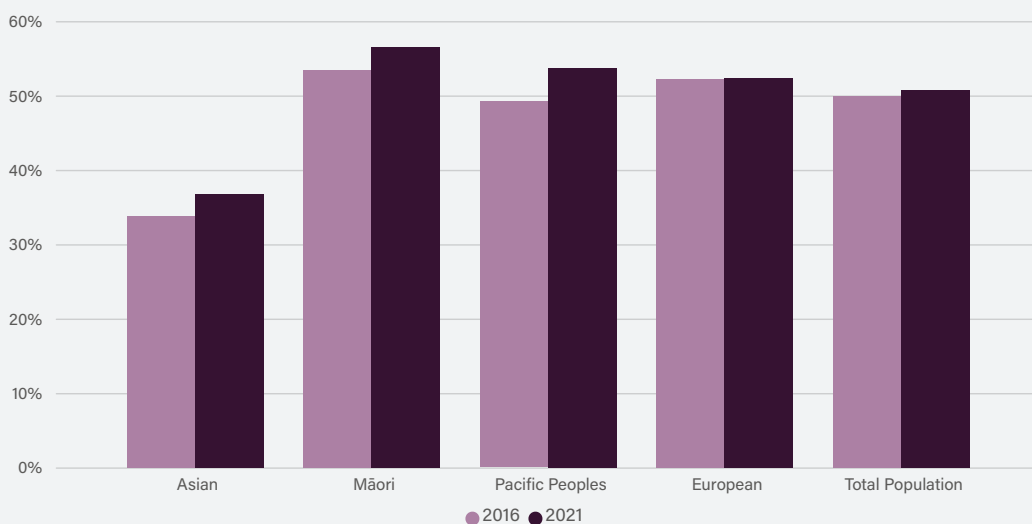
Research has highlighted the important role that volunteering plays in achieving positive social outcomes for migrants (and cautions that it does not correlate with increased paid employment opportunities). Through volunteering, migrants can become a part of the community, gain a sense of belonging and expand their social circles.⁽¹³⁴⁾

Volunteering has also been found to lessen feelings of isolation and can facilitate community connections between migrants with similar interests or problems. Australian studies among the Muslim community observe that intracommunity volunteering typically strengthens both religious and civic identity, supporting community members to become more engaged, politically interested and critical citizens with extended social networks beyond their own ethnic group.⁽¹³⁵⁾

8.9.1. Proportion of people who volunteered in the last four weeks

The chart below shows a lower proportion of Asian people volunteered in 2016 and 2021 than the national average. The New Zealand volunteer workforce is noticeably older, largely over 45 years. Older people may be giving their time when there is more time to give. Of those who do not volunteer, *not having enough time* is the most common reason and this was the reason given by 44.4% of Asian people in 2021. The next most common reason Asian people had for not volunteering was *no one has asked me to volunteer* – which was the case for 27.8% of Asian people.

Figure 119. Proportion volunteering in last four weeks, by ethnicity, 2016 and 2021

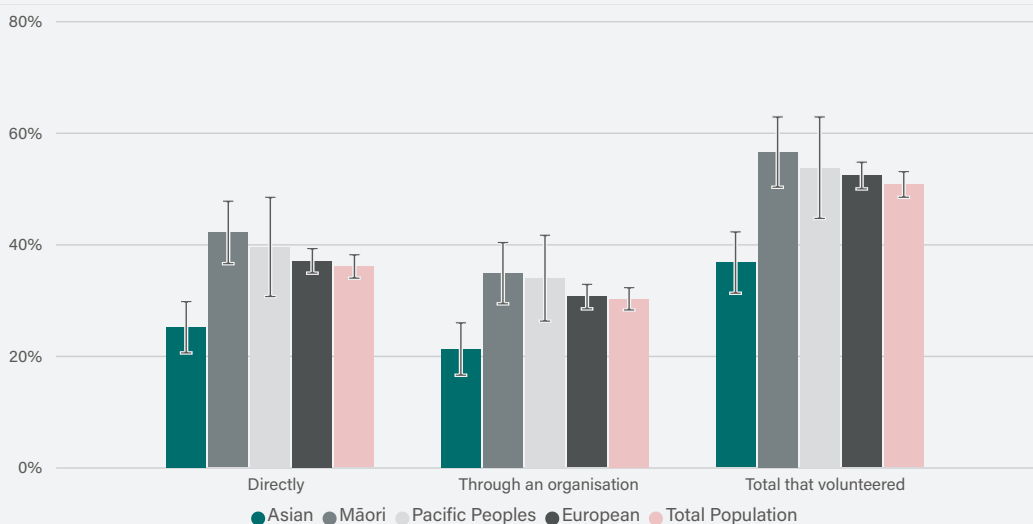


Sources: NZGSS, Stats NZ

8.9.2. Proportion of people who volunteered formally (for an organisation) or informally (direct help for people who don't live with them)

In 2021, Asian people volunteered an average of 11 hours per month. Of those who volunteered through an organisation, 45% gave time through a religious or spiritual organisation, compared to 27% of the total population volunteering through an organisation. The chart below shows the proportion of Asian people volunteering directly and through an organisation (many people do both).

Figure 120. Proportion of volunteer work, formal and informal, by ethnicity, 2021



Source: NZGSS, Stats NZ

9. Engagement and voice

The domain explores the extent to which Ethnic Communities can have their interests, perspectives and concerns heard. Involvement at civic levels such as governance and elected representation presents the opportunity to be actively engaged in decision making.

Diverse representation enables diverse viewpoints and worldviews to be expressed and considered.

Having a voice and being actively engaged empowers Ethnic Communities, provides a sense of agency and supports New Zealand's democracy.

The indicators for the engagement and voice domain set a baseline for Ethnic Communities' representation in decision making arenas including politics, research, and the media.

9.1. Indicators

This domain brings to light the views and experiences of Ethnic Communities about engagement and voice using the following indicators:

- **Representation in local and national government and government boards.** Participation in New Zealand democracy and decision making at national, regional and administrative levels.
- **Civic engagement and representation.** Participation in voting and confidence that citizens can have influence on government decisions.
- **Access to funds by Ethnic Communities.** Access to contestable funds across different spheres including civic, science, health and the media.
- **Confidence and trust in key institutions.** The faith that individuals have in key areas of government such as health, education and policing.

9.2. Summary

Ethnic Communities are gaining representation in elected positions at the national government level but are under-represented in government board appointments.

Despite underrepresentation in decision making roles, Asian people have higher levels of trust in government and government institutions than other ethnic groups.

Equity of access to funding is an emerging reporting area for contestable funds but lacks consistency where reports are available.

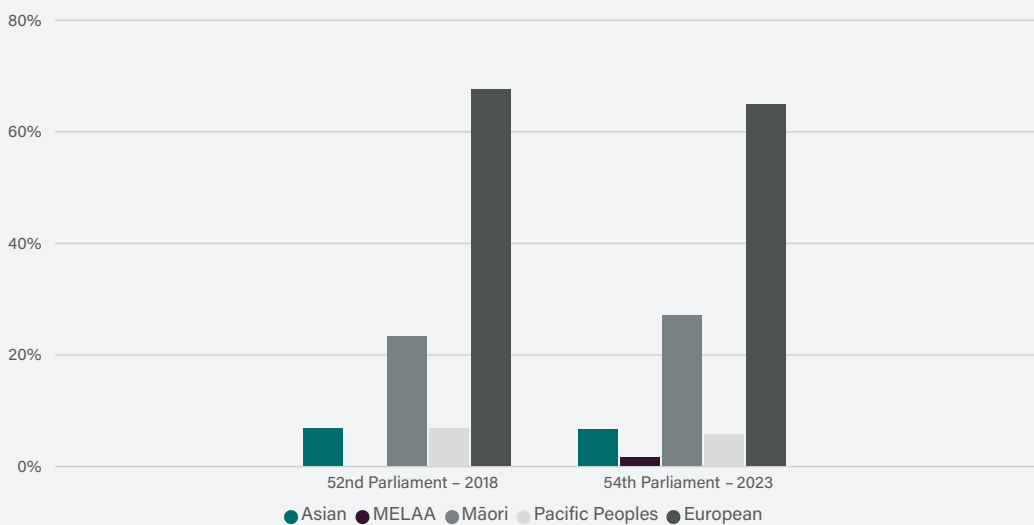
9.3. Representation in local and national government and on government boards

9.3.1. Proportion of Members of Parliament who are from Ethnic Communities

In the 54th Parliament of New Zealand in 2023 Asian Members of Parliament hold eight (or 6.6%) seats. This is not representative of the Asian voting age population. MELAA Members of Parliament hold two (or 1.6%) seats.

The number of elected Asian and MELAA Members of Parliament increased by two people between 2018 and 2023. Asian representation was first recorded in 1990, with MELAA shortly afterward in 1993.

Figure 121. **Proportion of Members of Parliament, by ethnicity, 2018 and 2023**

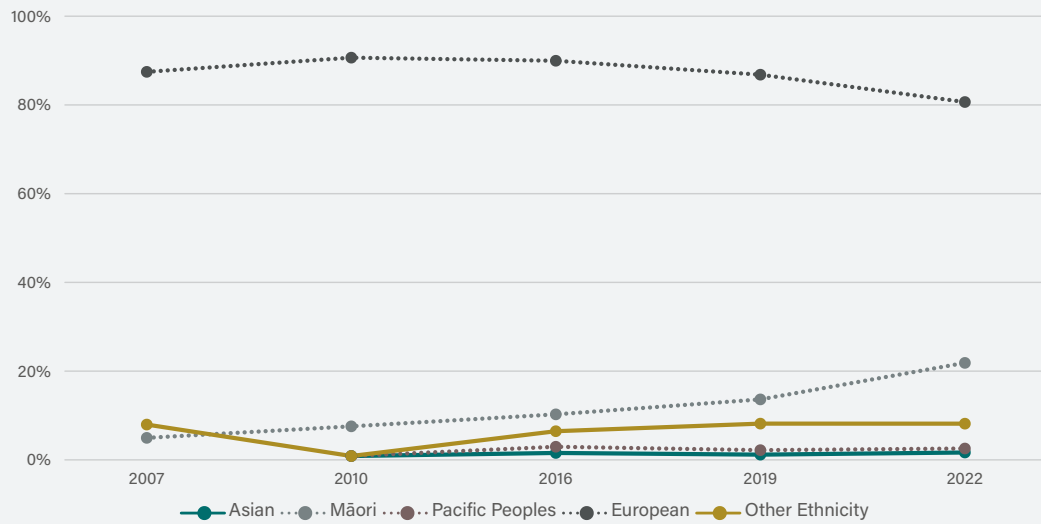


Source: New Zealand Parliamentary Library

9.3.2. Representation in local government

Ethnic breakdowns of council members show very little representation for Asian people and little to no change over time. Data is not collected at a level to report on MELAA council members.

Figure 122. Ethnic diversity of elected council members, by ethnicity, 2007 to 2022



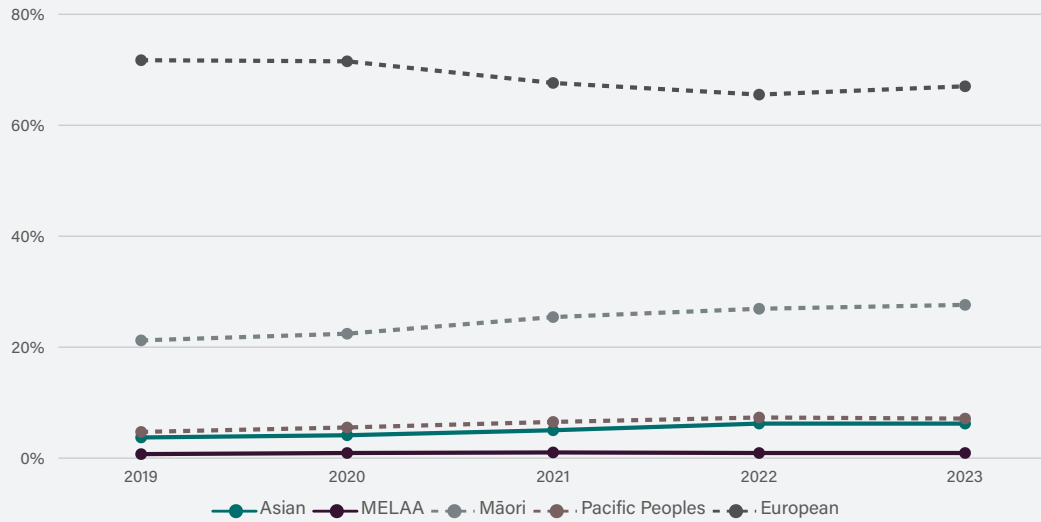
Source: Local Government New Zealand

An analysis of candidates for the 2022 Auckland Council election found "Asian candidates were notably underrepresented, ... with only 12 per cent of candidates identifying as Asian (compared to 29% of the Auckland population)" while "The percentage of candidates standing who identified as Pacific Peoples or 'Middle Eastern/ Latin American/African (MELAA) and other ethnic groups' was similar to the underlying Auckland population."⁽¹³⁶⁾ Auckland was home to 58% of Ethnic Communities in 2018.

9.3.3. Proportion of Ethnic Communities in government appointed boards

While Asian representation on public sector boards has increased since data was first published in 2019 (from 3.6% to 6.1% in 2023) this is not a representative of the Asian population. For MELAA people, representation was at 0.6% in 2019 and is now at 0.8% in 2023. This is not representative of the MELAA population.

Figure 123. Representation on public sector boards and committees, by ethnicity, 2019 to 2023



Source: Ministry for Women

There is no equivalent data for private sector boards.

Ethnic and gender diversity on public and private sector boards is an international concern with some jurisdictions (such as Canada) requiring publication of diversity data. As there is no international standard for ethnicity, it is not possible to make international comparisons.

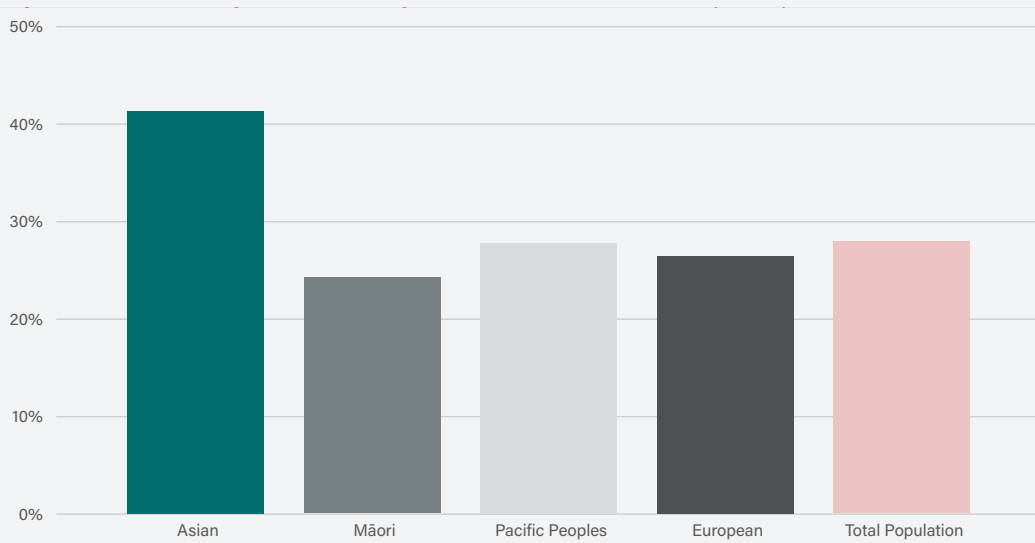
9.4. Civic engagement and representation

Trust and participation in democracy are important dimensions of belonging and participating in society.

9.4.1. Degree to which respondents agree with the statement 'The average citizen can have influence on government decisions'

Just over 40% of Asian people rated the proposition that the average citizen can have influence on government decisions between 7 and 10, where 10 was complete agreement. For completeness results for the total population (28%) and other ethnic groups are included. No data was collected for MELAA people.

Figure 124. Influence the average citizen can have on government decisions (rated 7 or above), by ethnicity, 2016



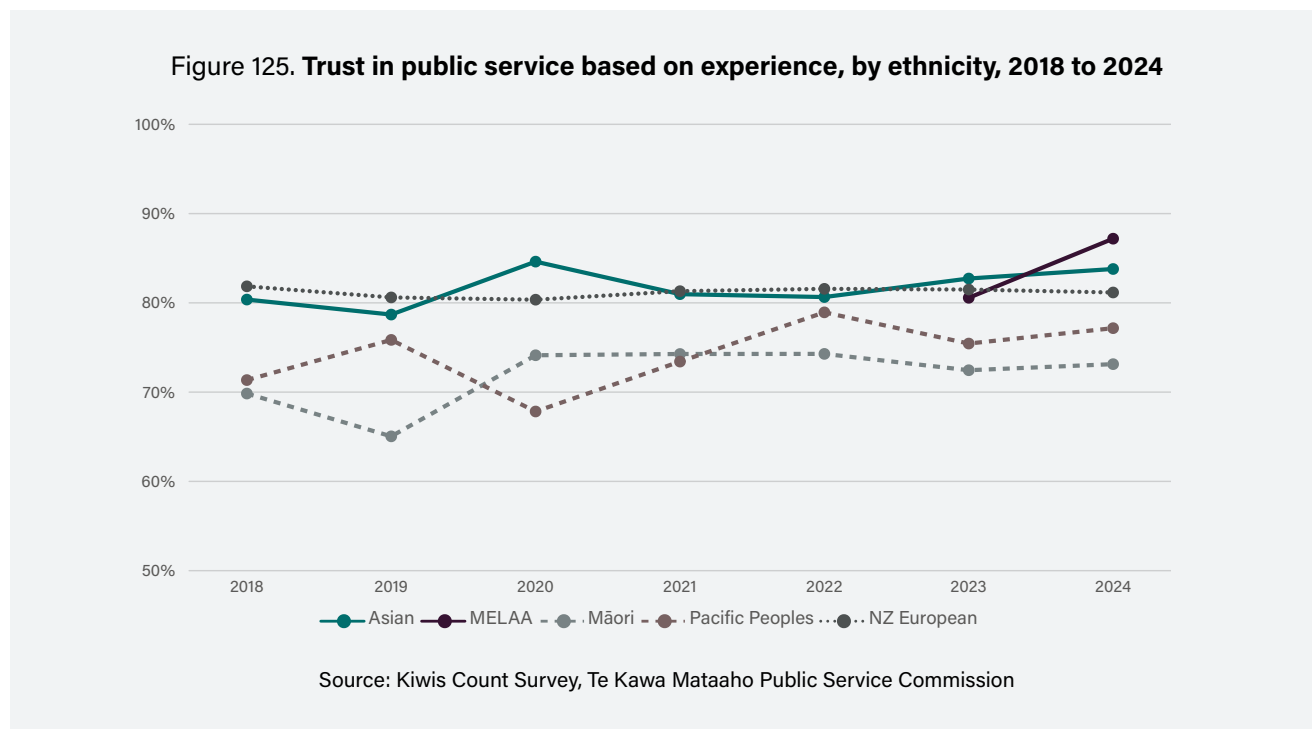
Source: NZGSS, Stats NZ

9.4.2. Trust in public services

The Kiwis Count survey has collected trust in public services since 2013. The survey finds that people who have interacted with public services have higher trust than those who have not.

While there is little difference by age or gender in trust in public service based on experience, Asian people and Europeans have higher trust in public services compared to Māori and Pacific Peoples. The public trust survey found that honesty and respectfulness were among the top reasons for public trust.

Asian and MELAA people who had experienced government services shared similar levels of trust as other people.



9.4.3. Proportion of people who voted in the local government election

Local government elections have lower turnout rates than general elections with 63% of the total population reporting having voted for local bodies in the NZGSS 2021. Asian people were less likely to have voted than other ethnic groups, with just under half reporting having voted (49%).

The main reason Asian people gave for not having voted in local body elections was eligibility (32.5%).

9.4.4. Proportion of people who voted in the last general election

In 2021, the NZGSS reported 83.6% of the total population had voted at the previous general election to determine Members of Parliament at a national level. Asian people reported 68% voter turnout.

Half of Asian people who didn't vote said this was because of eligibility.

A 2023 Independent Electoral Review Final Report noted that submitters found the current rules around permanent residents' eligibility to vote confusing. This report recommends: "Replacing the use of the term 'permanent resident' in the Electoral Act with 'resident for electoral purposes' to avoid confusion with the Immigration Act 2009."⁽¹³⁷⁾

In 2016, Stats NZ found that migrants were more likely to have voted in the general election the longer they had lived in New Zealand. Only 54% of migrants who had lived in New Zealand less than five years voted, compared with 89% of migrants who had lived in New Zealand 15 years or more.⁽¹³⁸⁾

9.4.5. Proportion of people enrolled as voters

There is a data gap for the proportion of people enrolled as voters by ethnicity, although the NZGSS includes enrolment as a reason why people do not vote.

9.5. Access to funds by Ethnic Communities

There are a wide variety of contestable funds available to New Zealand communities, researchers and non-government organisations, administered by multiple agencies. This is an emerging area of diversity reporting with variable data collection on applicants and variable published reporting.

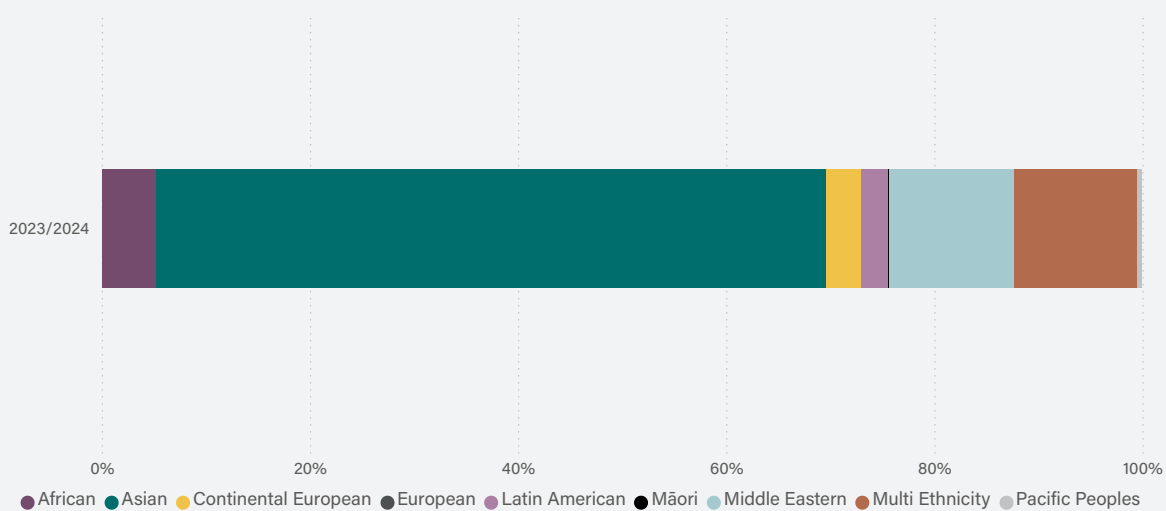
9.5.1. Uptake rate by fund

Three funds were selected for this measure, including:

- the Ethnic Communities Development Fund administered by the Ministry for Ethnic Communities
- the Strategic Science Investment Fund administered Ministry of Business, Innovation and Employment
- NZ on Air Funding, which influences visibility and content in local media.

The \$4.2 million per year Ethnic Communities Development Fund supports Ethnic Communities to grow skills, celebrate culture and take part in society. MBIE administers funds for strategic science investment with an annual value of approximately \$17 million. The figures below show ethnicities of 'primary researchers' of successfully funded applications from 2019-2023.ⁿ There is an increase in the proportion of Asian primary researchers successfully receiving strategic science investment from 6.1% in the 2019 baseline period to 7.9% in 2023.

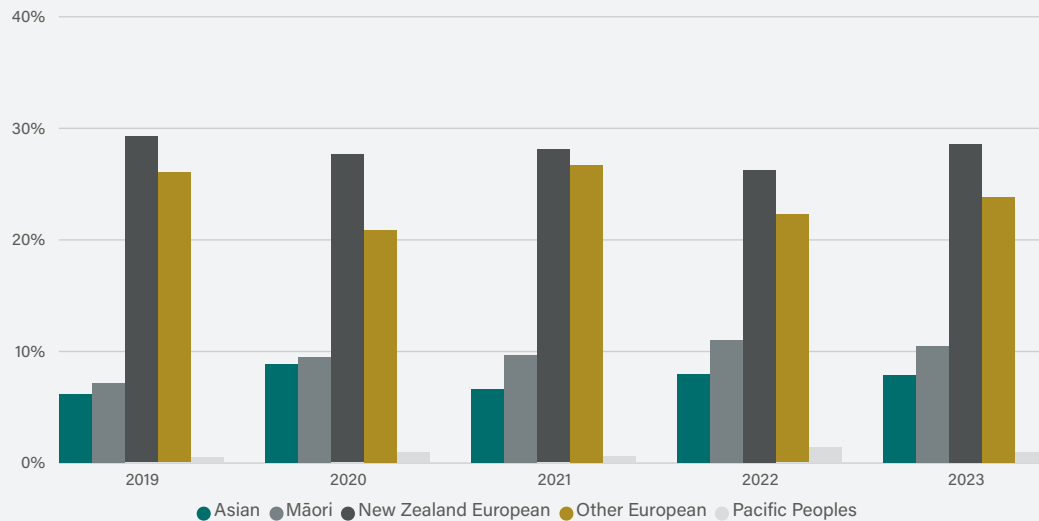
Figure 126. Proportion of Ethnic Communities Development Fund, by ethnicity, 2023/24



Source: Ministry for Ethnic Communities

ⁿ Note 'other European' in the group below can include Continental European as well as British, Irish and Australian.

Figure 127. Successful main applications MBIE science funds, by ethnicity, 2019 to 2023

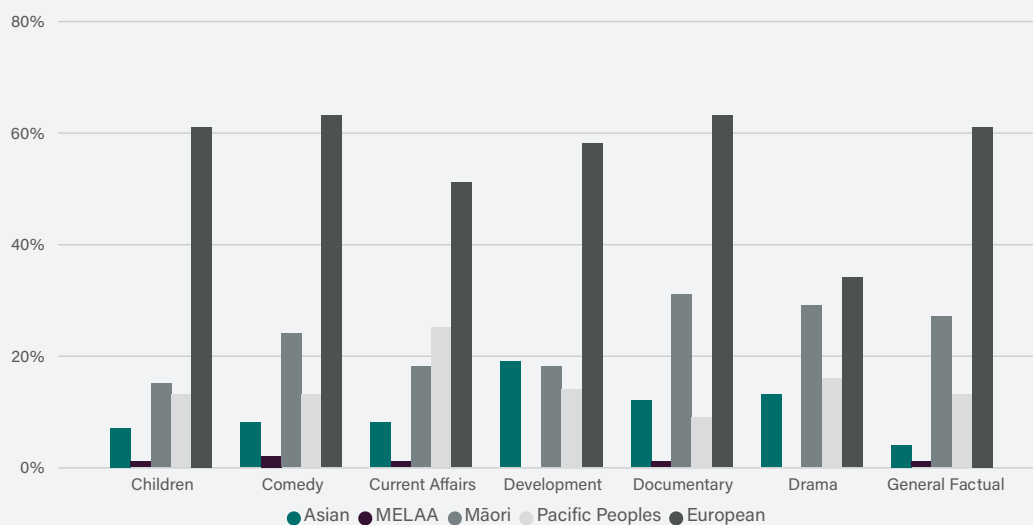


Source: MBIE, 2024

NZ on Air provides funding to key creatives including writers, producers and directors. This funding influences visibility and content in local media.

NZ on Air has been producing diversity reports since 2014. Asian representation has increased during that time. In 2023, there was good representation in the spending on development funding for Asian people at 19%, while there was no representation for MELAA people in this creative area. MELAA people were funded in five of the seven categories.

Figure 128. Key creatives for screen projects funded by NZ on Air, by ethnicity, 2023



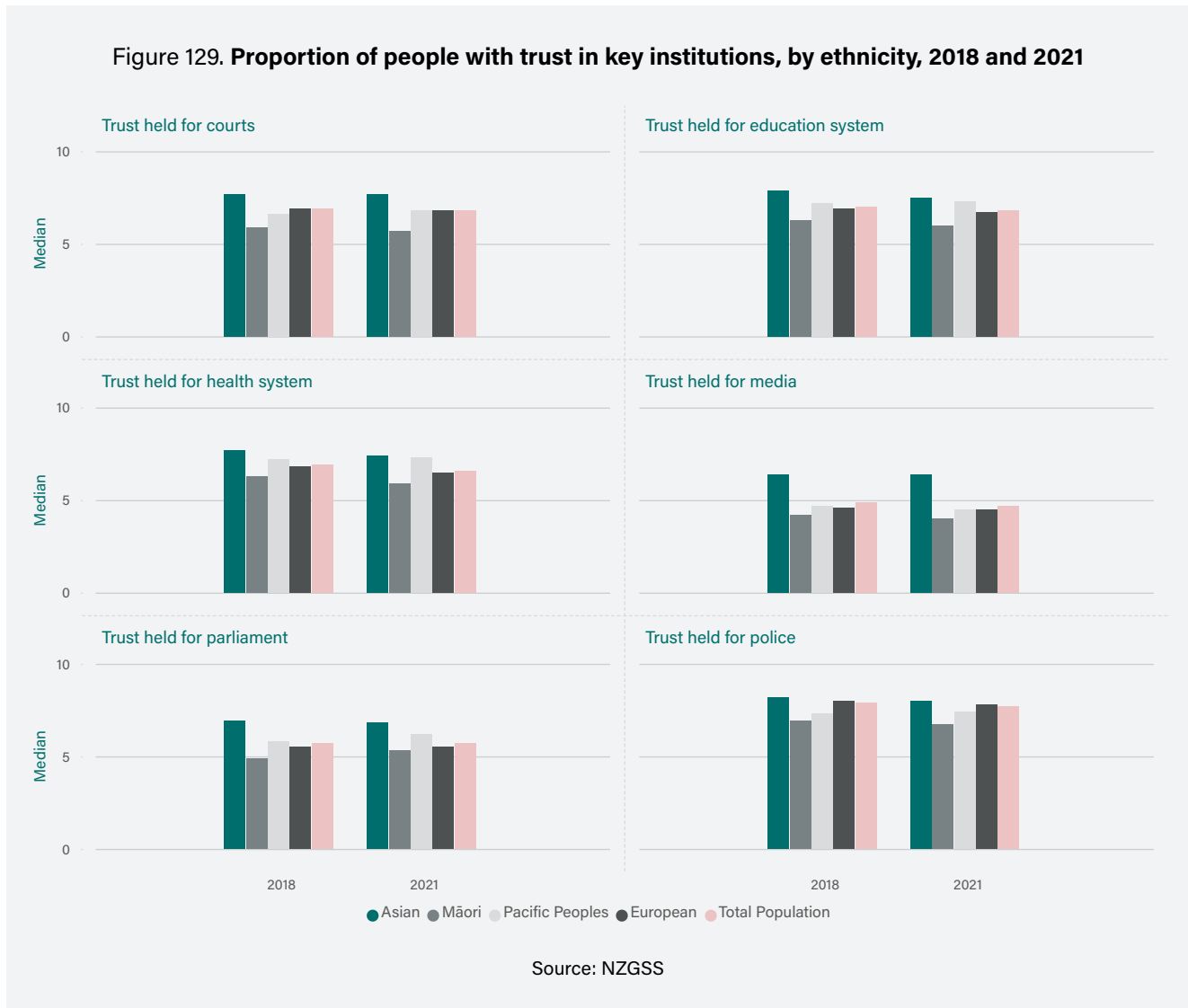
Source: NZ On Air

9.6. Confidence and trust in key institutions

Trust in key areas of government can indicate where government services need to be strengthened or improved, and whether they are delivering well for particular groups.

9.6.1. Median trust score for key government institutions

The chart below shows the median trust score that people have for key institutions and systems in New Zealand, from a score between 0 to 10. Asian people show a consistent pattern of higher trust in public institutions than other ethnic groups. This has been explained by communities as a greater capacity to contrast other less trustworthy jurisdictions and acknowledging features in New Zealand such as lower corruption. Communities always note there is room for improvement, particularly in relation to bias and cultural understanding.





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10. Justice and safety

This domain considers personal experience of crime and dimensions of safety.

The ability to live lives free from fear of violence, crime and prejudice are basic human rights which extend across home, school, work and recreation. Feeling vulnerable can restrict lives and the ability to contribute to society and families. Crime can be difficult to recover from, especially for those who experience repeat victimisations.

10.1. Indicators

This domain brings to light the views experiences and perceptions of Ethnic Communities about justice and safety using the following indicators:

- **Experience of crime and victimisation.** Frequency of victimisation across all crime categories.
- **Experience of prejudice and intolerance.** Experience of prejudice including racism.
- **Human rights violations and abuse.** Frequency of incidents of abuse and willingness to report them.
- **Family violence and sexual violence.** Prevalence of assault and feelings of safety within the family.
- **Feelings of safety.** Ethnic Communities' perception of safety, including any experience and threat of victimisation.
- **Emergency preparedness.** Preparedness for emergencies with water, food and an emergency plan.
- **Counselling and support.** The use Ethnic Communities make of formal support.

10.2. Summary

Ethnic Communities experience a lower level of victimisation from personal and household crimes such as burglary, theft and fraud but experience more prejudice and intolerance than average.

Like other communities, Ethnic Communities are experiencing heightened exposure to cybercrime, which is a growing area of victimisation in New Zealand and globally.

Feelings of safety have decreased in the community, particularly for Chinese people.

The measures below provide baseline and more recent data across the domain encompassing social, family and cultural security and emergency preparedness. These indicators cover experience of crime, general feelings of safety and systemic issues such as family violence. This will allow government services to understand whether Ethnic Communities experience different levels of crime and how safe they feel.

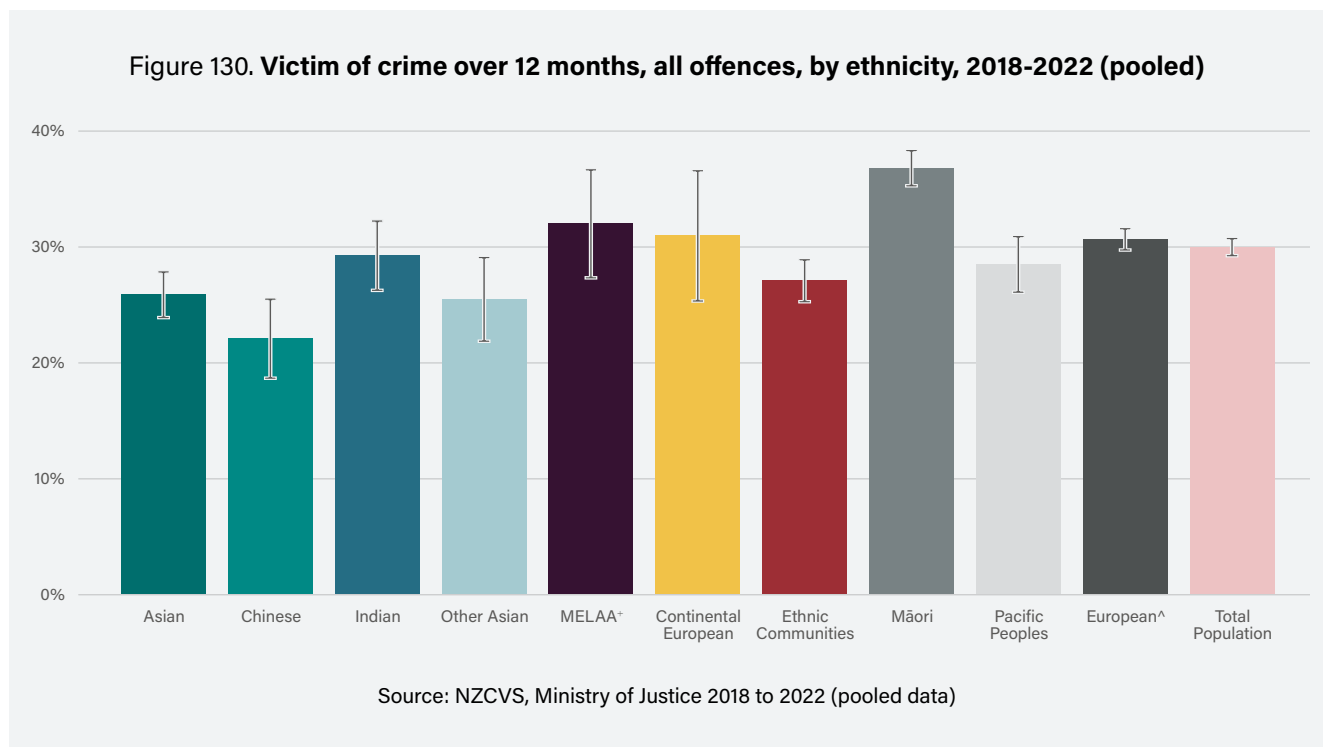
10.3. Experience of crime and victimisation

This indicator considers whether Ethnic Communities experience crime victimisation at different levels to other ethnic groups. To answer this, data from the New Zealand Crime and Victimisation Survey (NZCVS) has been pooled across five surveys to increase the sample size.

The NZCVS has been collecting experience of crime since 2018. A crime survey is a good source of information about victimisation because only about one in five crimes are reported to police. In 2023, 42% of burglaries and 33% of interpersonal violence collected by NZCVS were also reported to police. Some crimes are more likely to be reported to police than others (such as vehicle thefts where a complaint is a requirement for insurance claims). Other crime might be resolved in the community because the victim may not believe that police could help or that justice would occur. The victim might also feel the severity of the crime does not warrant the time it takes to report. Reporting some crimes, such as sexual violence, may be seen as too shameful to report and can result in revictimisation. NZCVS analysis has found no significant difference in reporting crime to police by age, gender, ethnicity or location.

10.3.1. Proportion of people who experience crime committed against them in the last 12 months

The chart below shows Ethnic Communities (as a total group) experience less crime than the New Zealand average, and this is particularly so for Chinese people.



Each cycle of the NZCVS has found that Māori are more likely to experience crime and to experience multiple victimisations.

The figure below details the types of crime experienced. Household offences are crimes that target a household such as a burglary, whereas personal offences target individuals. Fraud and cybercrime are some of the most common crimes and have increased the most. By 2023, at the time of writing, 11% of New Zealand adults experienced at least one incident of fraud or cybercrime in the last year. This type of victimisation has shown a steady increase rising from 8% in this report’s baseline year of 2018.

The NZCVS may not completely account for all crime, but it does account for more personal and household offences than those reported to police. From 2018 to 2022 the survey did not collect experience of prejudice, but this has been included from 2024.

Figure 131. Experience of crime by type of offence, over 12 months, 2018-22 (pooled)



Source: NZCVS, Ministry of Justice 2018-22 (pooled data)

When consulting on the justice and safety domain, community and faith leaders expressed an interest in knowing more about Ethnic Communities in the justice system with a view to providing rehabilitation support, including meeting spiritual needs (see figure below). People in prison are asked to provide one ethnic group only. The number and proportion of incarcerated Ethnic Communities have remained consistent over time.

Figure 132. **Prison population, by ethnicity, 2018 and 2024 (June year)**

Ethnicity	2018		2024	
	Count	Percent	Count	Percent
Asian	314	3.0%	310	3.2%
MELAA	106	1.0%	108	1.1%
Māori	5294	50.8%	5101	52.9%
Pacific Peoples	1183	11.3%	1152	12.0%
European	3232	31.0%	2745	28.5%
Total Population	10431		9637	

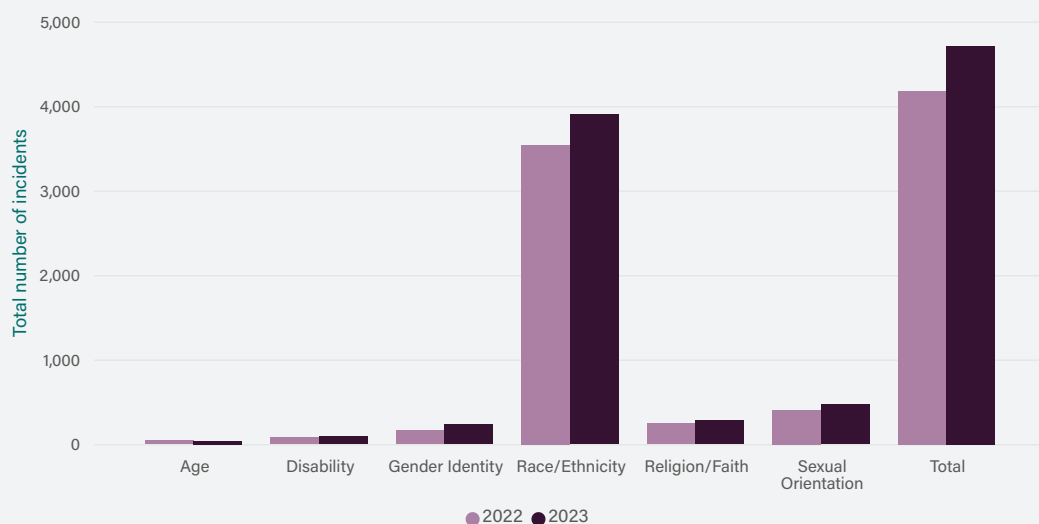
Source: Ara Poutama Aotearoa/Department of Corrections 2024

10.4. Human rights violation and abuse

New Zealand police have been classifying hate crime incidents since 2021 and it is expected some change to classification processes will be ongoing. Changes in noted hate crime occurrences can be interpreted in a number of ways: improvements in classification, real increases and decreases in hate crimes, and real increases and decreases in motivation to report incidents to police. In the chart below, the total number of incidents is less than the total hate crimes because an incident can relate to more than one characteristic.

The hate crime characteristic most noted was race or ethnicity (82% in 2023).

Figure 133. **Occurrences flagged as hate crime by protected characteristic, 2022 and 2023**



Source: New Zealand Police, 2024

Asian and South Asian people were represented in 41% of reported offences that targeted race or ethnicity between January 2022 and April 2023 in figures obtained by *The Guardian*.^o The same figures showed Muslim people and Jewish people were disproportionately targeted in reported attacks motivated by religion.

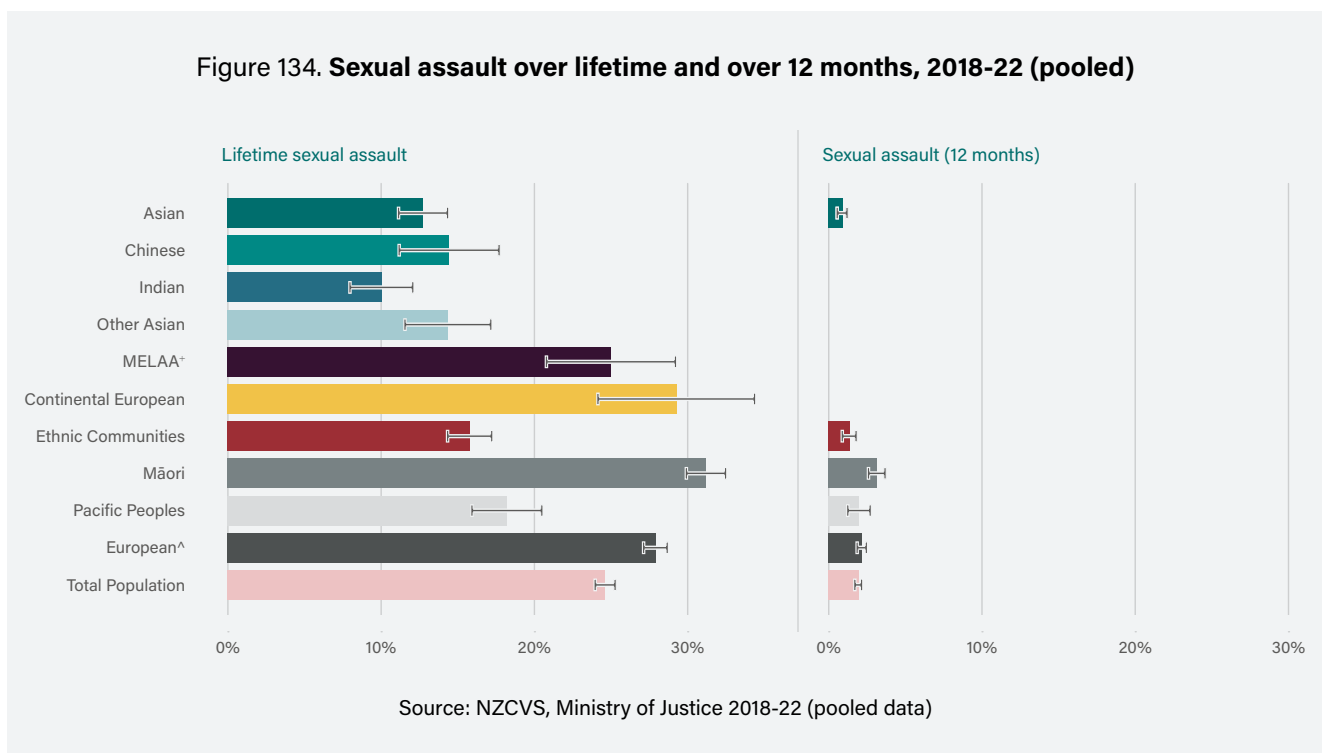
10.5. Family violence and sexual violence

New Zealand’s high rates of family violence and sexual violence severely undermine the wellbeing of people who experience these types of violence. Family violence and sexual violence occur in the context of social and cultural beliefs and practices.

Estimating the prevalence of this violence helps communities and service providers to understand the need for support and the diversity of those who need it.

10.5.1. Lifetime sexual assault and sexual assault

Rates of lifetime sexual violence vary within Ethnic Communities, but with MELAA people reporting sexual assault at levels similar to the total population of New Zealand and Asian people at lower levels.



As with crime and victimisation rates mentioned earlier in this domain, pooled data is presented using 2018-2022 to overcome sample error and to understand the experience of sexual assault for Ethnic Communities as a whole group, as reported to the NZCVS.

Rates of sexual assault over the prior 12-month period could not be established for all Ethnic Communities but sexual assault for total Ethnic Communities is occurring at a similar level as the total population and slightly less frequently for Asian people.

However, for rates for sexual violence, there are two cautions to draw readers attention to.

First, estimates should be read with consideration to the margin of error in the table. For instance, lifetime experience of sexual assault for Continental European people is at 29.3% plus or minus 5.11 percentage points (and thus overlapping with the total population at the lower bound). Where values are missing (for sexual assault in last 12 months) the margin of error was too high to report.

^o *The Guardian* retrieved 4/9/24: <https://www.theguardian.com/world/2023/jun/08/exclusive-racism-homophobia-fuelling-thousands-of-crimes-in-new-zealand-each-year-figures-show>

Secondly, family violence is known to be under reported to authorities, and reporting within Ethnic Communities even less so.⁽¹³⁹⁾

Research shows that female victims of violence in ethnic and migrant communities experience additional risk factors including racism, cultural norms, employment insecurity, language barriers and isolation. These factors also impact help-seeking and reporting.⁽¹³⁹⁾

In ethnic, migrant and refugee communities, family violence and sexual violence can take distinctive cultural forms and is primarily gender-based. There are many different forms of family violence and sexual violence that impact Ethnic Communities, including dowry-related violence, honour-based violence, interracial and intergenerational violence, coercion through visa status dependency and the threat of losing legal immigration status, and post-conflict violence.⁽¹⁴⁰⁾

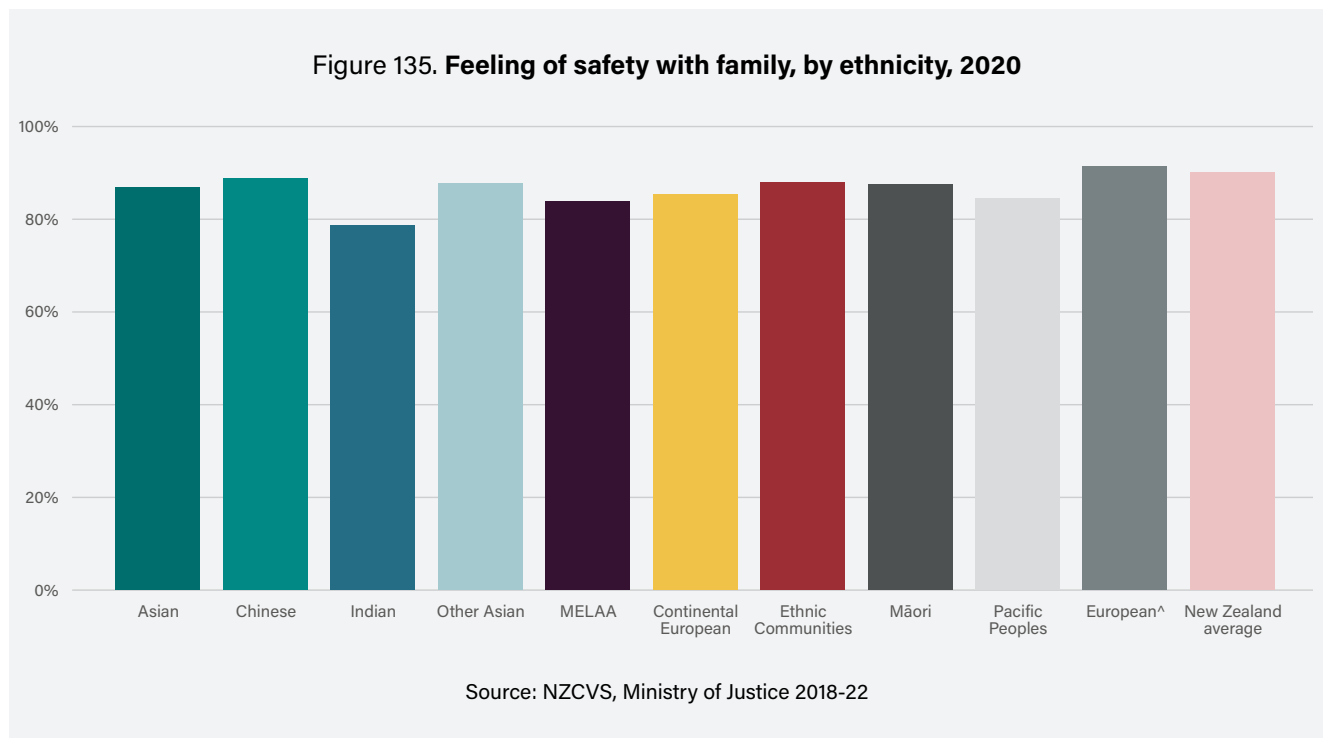
For certain visa categories, migrants must prove that they are supported by their partner, or are in a genuine and stable relationship, to maintain a lawful visa status in New Zealand. This visa dependency is a well-recognised barrier to migrant victim-survivors being able to exit a situation of family violence.⁽¹³⁹⁾

Exit trafficking, where partners are coerced to leave New Zealand, is a particular form of harm which is not captured by the NZCVS and is likely under reported to police. Asian perpetrators make up a small percentage of those charged with family violence offences.

Approximately 3% of those charged by New Zealand Police for offences related to family violence in 2018/19 were Asian, and Asian people were a consistent 4% of those charged for each year up to and including 2022/23. In 2022/23, 175 Asian people were charged and 70 (2%) were convicted.

10.5.2. Feeling of safety with family

Ethnic Communities were slightly less likely than the New Zealand average to rate their feeling of safety with family as 'completely safe.' The figure below shows Indian, MELAA and Continental European rated themselves less safe with their families than average.



10.6. Feelings of safety

Feelings of safety influence people's social interaction, enjoyment of public spaces and ability to express themselves without threats of harm and victimisation.

10.6.1. Proportion of people who feel less safe

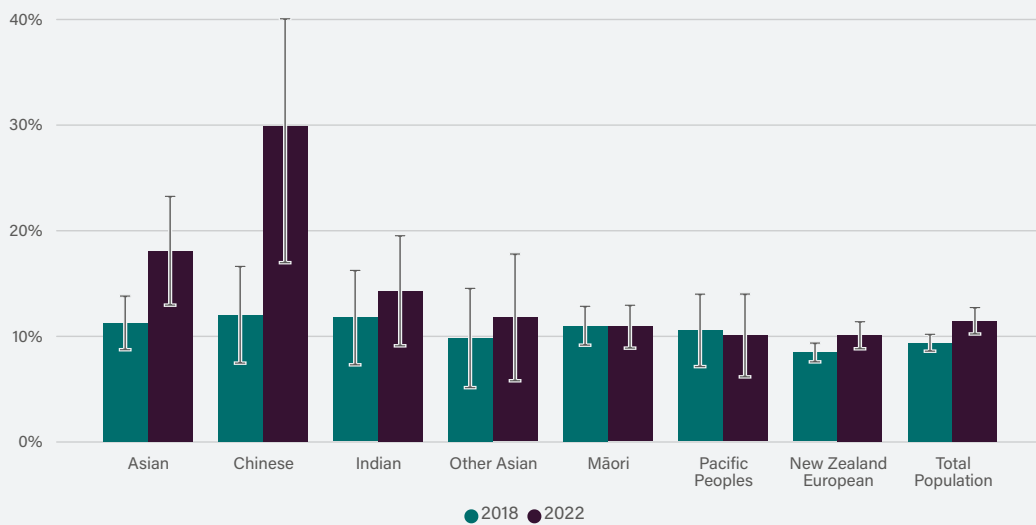
Perceived safety varies by ethnicity and many other factors in the chart below. It does not always relate to actual experience of crime. New Zealanders' perception of safety is generally high with 50% of people rating their safety as 9 or 10 out of 10 (where 10 is 'completely safe') in 2022.

In some cases, the perception of safety correlates strongly with experience of crime but in other cases it does not. For instance, highly victimised people (who experienced four or more crimes in the last 12 months) consistently report lower perceptions of safety than other groups. In 2021, 30% of highly victimised people rated their perception of safety somewhere between 0-6 out of 10.

People aged 15-29 have the highest personal crime incidence rate (51 crimes per 100 people annually). Yet, they report high perceptions of safety compared to other age groups.

Chinese people felt more unsafe than the total population in 2022, with 30% feeling unsafe. Chinese people's perceptions of safety are not in step with experience of household or individual crime but may have been influenced by other factors – such as tensions around COVID-19 and/or media reporting of high-profile crimes or crimes against businesses which is not collected in the NZCVS.

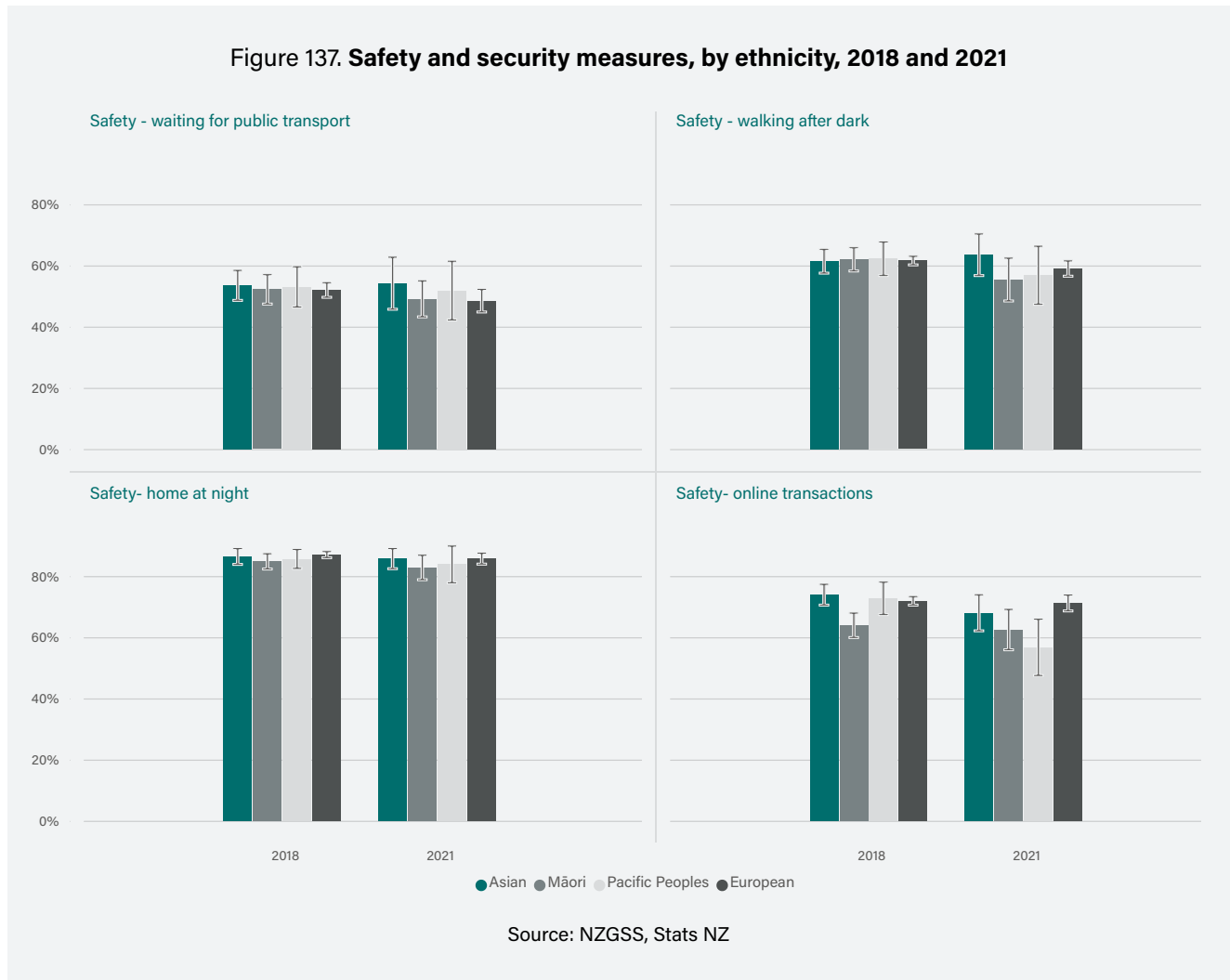
Figure 136. Perception of safety (0-6 least safe), by ethnicity, 2018 and 2022



Source: NZCVS, Ministry of Justice

10.6.2. Proportion of people who feel safe walking alone in their neighbourhood at night/ if home alone at night/if using or waiting for public transport at night

The chart below shows the proportion of those who felt safe or very safe when walking after dark, home alone, waiting for public transport at night and using the internet for online transactions. Using and waiting for public transport at night was an area where all ethnicities felt least safe. All of these activities had a gender difference where women feel less safe, with public transport and walking alone at night having the most difference. The estimates by ethnicity shown below are for completeness. Little variation is observed between ethnic groups.



10.6.3. Number of work-related injury claims

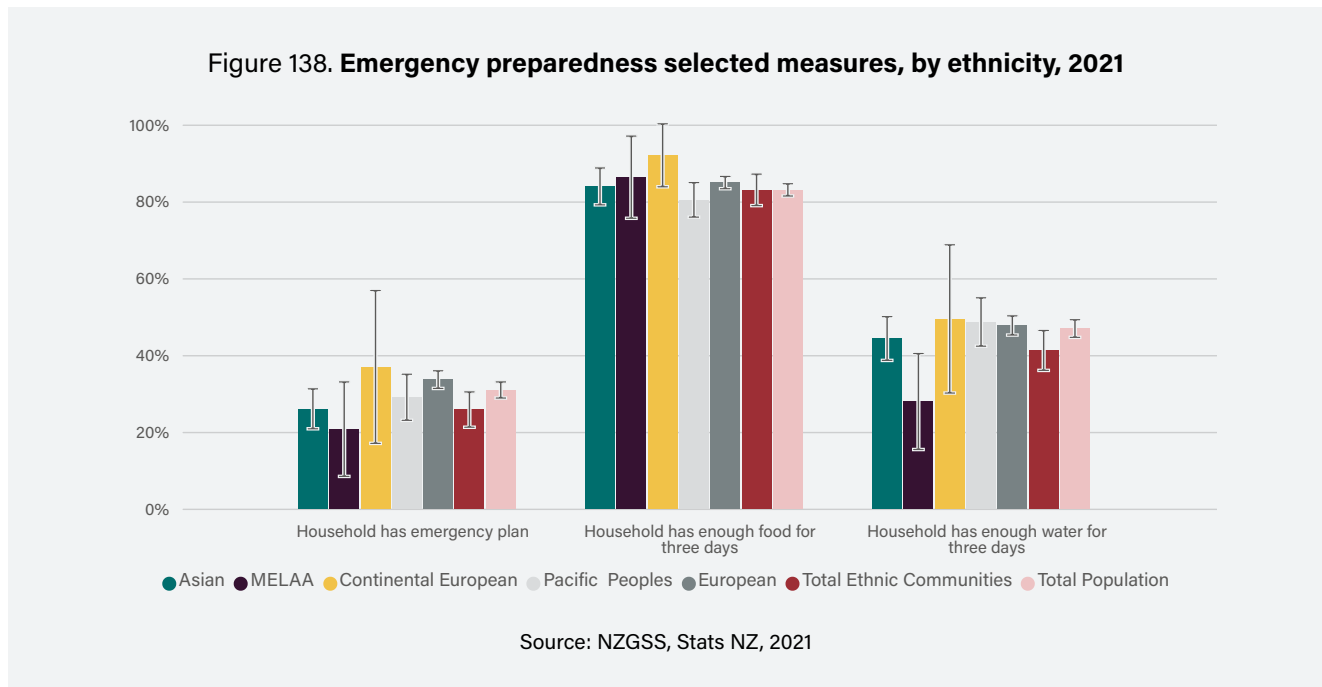
There were 65 work-related injury claims per 1,000 full time equivalent Asian employees in 2018, reducing to 58 per 1,000 in 2021, as published by Stats NZ. Asian rates of work-related injury claims are lower than the total population, which was 104 per 1,000 in 2018 and 91 per 1,000 in 2021 for the total population.

10.7. Emergency preparedness

The New Zealand population could be more prepared for emergencies in general. The 2021 NZGSS found that 44.3% of Asian people had enough water for three days in their households. Eighty-four percent of Asian households had enough food for three days. One-quarter of Asian people had an emergency plan. There was little difference between ethnic groups.

Recent migrants are less likely than long-term migrants or those born in New Zealand to have emergency plans, and to have stored water or stockpiled food for three days. The survey also found that those living in Auckland were less likely to have basic emergency preparations than the national average.

This indicator supports community planning and local response for resilience to natural disasters for Ethnic Communities.



10.8. Counselling and support

Victim Support are one of the main providers of counselling and support to victims of crime. The organisation is in the process of improving their ethnicity data collection along with the New Zealand Police. In 2022/23, Ethnic Communities made up 12% of clients directly supported or referred to another agency which is funded by Victim Support. Baseline data for 2018 is not available for this report.



Appendix 1

Key data sources
and methodologies

1. New Zealand Crime and Victims Survey

The New Zealand Crime and Victims Survey (NZCVS) is an annual nationwide in-person survey of approximately 7,000 randomly selected New Zealanders aged 15 or over. The NZCVS has been conducted in its current form since 2018. The NZCVS survey captures information about respondents' experience of crime.

The survey collects detailed ethnicity data and includes people with multiple ethnic affiliations using the standard total response method. The survey regularly breaks down the Asian category to report crime experienced by Indian and Chinese people. It also reports crime statistics for disabled and rainbow people.

Language assistance, where needed, is provided by an interpreter who accompanies the interviewer. Occasionally, an interpreter assists by phone.

This report has used pooled data from 2018-2022 NZCVS to increase the sample of people from the Ethnic Communities and to make more disaggregated data available. This has provided Chinese, Indian, Other Asian, Continental European, MELAA+ crime statistics and a combined Total Ethnic Communities.

More information about the survey is found here: [New Zealand Crime & Victims Survey \(NZCVS\) | New Zealand Ministry of Justice](#)

2. General Social Survey

This New Zealand General Social Survey (NZGSS) collects information on the wellbeing of New Zealanders aged 15 years and over. It is carried out by Stats NZ every two years. The survey covers a wide range of social and economic outcomes. It shows how people in different groups within the New Zealand population are faring, including migrants.

The NZGSS is a core survey for wellbeing domains in outcome frameworks and indicator reports.

The in-person survey had an average sample size of 8,000–8500 up until 2021 when only 3,500 were achieved due to COVID-19 disruptions to data collection. This means sample error is higher for 2021 than previous years.

Language assistance is provided by an interpreter who accompanies the interviewer. Occasionally, an interpreter assists by phone.

Detailed ethnicity data (level 4) has only been collected since 2021. Prior to 2021 it is not possible to construct data for the MELAA group or create a total for Ethnic Communities. Information on Asian people is available from the start of the survey.

This report took the pragmatic approach to use 2021 data with the understanding that future surveys would deliver more information for Ethnic Communities. The information could then be pooled to overcome small sample size. The Ministry undertook meta-analysis, comparing NZGSS results to other surveys and research to determine which 2021 estimates to use.

At the time of writing, data from the 2023 survey was not available.

3. Household Economic Survey

The Household Economic Survey (HES) collects detailed information on the economic wellbeing of New Zealanders. It publishes information on household spending, including housing costs, and is the source of child poverty reporting.

The HES is an annual in-person survey carried out by Stats NZ, which runs from July to June each year. The sample size is approximately 20,000 households (from 2018/19).

Since 2018/19, HES uses income data from the Integrated Data Infrastructure (IDI) to replace income from wages and salaries, benefits and other payments received from the New Zealand Government to improve income accuracy.

The survey is conducted in English only. Interviewers work with the household to derive household level information.

The survey collects detailed ethnicity data and includes people with multiple ethnic affiliations using the standard total response method.

More information about the survey is found here: [About the Household Economic Survey | Stats NZ; Changes to the household economic survey 2018/19 | Stats NZ](#)

4. Household Labour Force Survey

The Household Labour Force Survey (HLFS) is conducted by Stats NZ. It produces detailed employment data, which forms the basis of New Zealand's official labour force statistics. The survey also includes an annual income supplement (The Income Survey), which produces ethnic and gender pay gaps among other income statistics.

Approximately 15,000 dwellings participate in the HLFS each quarter. Every person aged 15 or over who is usually resident at a participating dwelling completes a survey. A household survey is also completed. A dwelling typically remains in the HLFS for eight cycles, with dwellings entering and exiting the survey in a staggered fashion. During the first

cycle, surveys are conducted in person. In subsequent cycles, interviews are conducted over the phone.

The survey is conducted in English only. If the respondent requires English assistance, family members are asked to provide language support.

The HLFS collects 'total response' ethnicity. Participants can report membership in up to 14 ethnic groups.

The HLFS publishes quarterly and annual statistics. Annual statistics increase the sample by pooling four quarters. Stats NZ encourages the use of annualised data for ethnic analysis and intersectional analysis such as gender and ethnicity.

This report used annualised December data, customised for Ethnic Communities via data from Labour Market Snapshots (see below).

Ethnic pay gaps are provided using quarterly data as income data is only available for one quarter.

More information about the survey is found here: [About the Household Labour Force Survey | Stats NZ](#)

5. Labour Market Snapshots

The Ministry for Business Innovation and Employment (MBIE) produces quarterly Labour Market Statistics Snapshots from the Household Labour Force Survey (HLFS). The snapshots summarise the HLFS for the general population, Ethnic Communities, Asian, Māori and Pacific Peoples.

MBIE, in collaboration with the Ministry for Ethnic Communities, first released Asian and Ethnic Communities Labour Market Statistics Snapshots in 2024. The data is annualised to improve sample size and data quality.

The snapshots are published on MBIE's website: [Labour Market Statistics Snapshot | Ministry of Business, Innovation & Employment \(mbie.govt.nz\)](#)

6. Integrated Data Infrastructure/Longitudinal Business Database

The Integrated Data Infrastructure (IDI) and the Longitudinal Business Database are managed by Stats NZ.

The IDI contains linked de-identified data from surveys and administrative data about people, such as ethnicity.

The LBD contains de-identified data on businesses, such as business characteristics and performance. The LBD does not include characteristics about business owners, including their ethnicity.

This report uses an experimental dataset created by linking business data in the LBD with ethnicity from the IDI. MBIE provided analytical support to extract the experimental dataset from the IDI/LBD.

There are important caveats to be aware of when interpreting the results, using the data or citing the findings outside this report:

- About 40% of New Zealand businesses owners had ethnicity linked to the LBD data used in the analysis.
- Business ownership by ethnicity is based on 50% or more of shareholder wages paid to a person of a particular ethnicity.

In considering data for inclusion in this report, the Ministry undertook a meta-analysis which included:

1. Comparison of trends of different measures between all businesses in New Zealand and businesses in the experimental dataset.
2. Comparison of values of computed (or derived) measures with those from relevant published materials.

Below are key observations from the high-level data quality check and sense-checking:

- Prior to ethnicity linking, there were 623,124 businesses identified in the LBD as of 2022. This closely aligns with the number of businesses based on the 2022 Business Demography Statistics (BDS).
- The annual percentage change in the number of ethnicity linked businesses is not completely in line with the annual percentage change in the total number of businesses based on the BDS.
- There are differences in the industry and regional distribution among the businesses in the BDS, and all businesses in the IDI/LBD and all ethnicity linked businesses.
- For Overseas Merchandise Trade (exports goods), data for 2022 was incomplete in the LBD at the time when the experimental business dataset set was created. This study draws upon the data from years 2018 to 2021.

More information can be found in these links: [Integrated data | Stats NZ](#), [Integrated Data Infrastructure | Stats NZ](#), [Longitudinal Business Database | Stats NZ](#)

7. New Zealand Health Survey

The New Zealand Health Survey (NZHS) provides information about the health and wellbeing of New Zealanders.

The Ministry of Health undertakes this annual survey on the health status of children and adults in New

Zealand. Data is disaggregated by age group, sex and ethnic group. The survey collects detailed ethnicity data and includes people with multiple ethnic affiliations using the standard total response method.

Results of the survey are published via the [NZHS Annual Data Explorer](#). Published data includes Asian, Māori and Pacific Peoples but MELAA are combined into European/Other.

Aside from using annual data from the [NZHS Annual Data Explorer](#), this report also uses granular ethnicity data to form the four groups of Ethnic Communities: African, Continental European, Latin American and Middle Eastern. Responses for five years were pooled to get robust data for these groups for some measures.

As these groups have small sample sizes and may have wide margins of error, data is presented using 95% confidence intervals (95% CI) to show the statistical precision of the estimates. Wider confidence intervals indicate less precise estimates than narrow intervals, caused by higher variation with a small and/or smaller number in a sample.

Confidence intervals generally agree with statistical significance. When confidence intervals for two estimates do not overlap, there is a statistically significant difference between the estimates. However, the opposite may not always be true.

More information about the survey is found here: [New Zealand Health Survey | Ministry of Health NZ](#)

8. What About Me? Survey

The What About Me? survey (WAM) captures a broad range of information about the lives of young people covering topics such as identity, relationships and connections, home stability, education, physical and mental health, safety, and experience of harm.

The Ministry of Social Development carried out the What About Me? survey in 2021. About 7,209 young people in years 9-13 completed the survey in their schools and 502 youths of the same age completed surveys in their communities (e.g. at youth centres). Survey fieldwork was undertaken by Malatest International.

WAM collected total ethnicity data and reported results for the following ethnic groupings: European, Māori, Pacific, Asian and MELAA.

The survey was completed on tablets in classrooms or at community sites with youth support workers available if required.

It is possible that English language difficulties may have been a potential barrier to participation for youth from

Ethnic Communities. The survey was only available in English and Māori. An audio version was available.

9. Education Counts

Education Counts is a repository of data sources and research managed by the Ministry of Education. This report draws on the following sources from Education Counts along with customised data for a breakdown of MELAA data where possible.

- Early learning participation: <https://www.educationcounts.govt.nz/statistics/participation>
- Attendance: [Attendance | Education Counts](#)
- Tertiary achievement and attainment: [03 - Tertiary achievement and attainment | Education Counts](#)
- PISA (Programme for International Student Assessment): [PISA 2022 | Education Counts](#)
- New Zealand Survey of Adult Skills (2016): [Skills in New Zealand and around the world: Survey of Adult Skills \(PIAAC\) | Education Counts](#)

10. List of Other Data Sources or Surveys Used in this Report






Survey/data sources that are used for the measures, to support data sources, or address existing data gaps in this report:

- **Asia New Zealand Foundation**
 - o New Zealanders' Perceptions of Asia and Asian Peoples, 2022 Annual Survey: [1718151473-perceptions-of-asia-report-2022.pdf \(datocms-assets.com\)](#);
 - o New Zealanders' Perceptions of Asia and Asian Peoples, June 2024: [New Zealanders' Perceptions of Asia and Asian Peoples 2024 \(asianz.org.nz\)](#)
- **Church Life New Zealand**
 - o The 2023 Church Life Survey: [CLSNZ \(cra.org.nz\)](#)
- **Diversity Works NZ**
 - o New Zealand Workplace Diversity Survey 2022: [2022-diversity-survey-report-final.pdf \(diversityworks.nz.org.nz\)](#)
- **Health New Zealand | Te Whatu Ora**
 - o New Zealand Mortality Collection: [Mortality Collection – Health New Zealand | Te Whatu Ora](#)

- **Health Quality & Safety Commission | Te Tāhū Hauora**
 - Patient experience survey 2023: [Survey results | Te Tāhū Hauora Health Quality & Safety Commission \(hqsc.govt.nz\)](#)
- **Local Government New Zealand**
 - Elected Members Census: [Elected-members-census-2022.pdf \(d1pepq1a2249p5.cloudfront.net\)](#)
- **Ministry for Business Innovation and Employment**
 - Migrant Survey: [Migrants' settlement experiences and community attitudes toward migrants and immigration | Ministry of Business, Innovation & Employment \(mbie.govt.nz\)](#)
 - Community Perception of Migrants and Immigration Survey: [Community perceptions of migrants and immigration \(mbie.govt.nz\)](#)
 - Public Perception of Immigration Survey: [Public perceptions of immigration survey 2023 \(mbie.govt.nz\)](#)
 - Working Conditions of Migrant Employees (2021 and 2022): [Working conditions of migrant employees \(2021 and 2022\) | Ministry of Business, Innovation & Employment \(mbie.govt.nz\)](#)
- **Ministry for Ethnic Communities**
 - Ethnic Communities Development Fund: [Ethnic Communities Development Fund | Ministry for Ethnic Communities](#)
- **Ministry of Housing and Urban Development**
 - 2018 Severe Housing Deprivation Estimate: [2018 Severe Housing Deprivation Estimate - Te Tūāpapa Kura Kāinga - Ministry of Housing and Urban Development \(hud.govt.nz\)](#)
- **Ministry of Justice**
 - Case management data
- **Ministry of Social Development**
 - [Benefit Fact Sheets: Benefit Fact Sheets - Ministry of Social Development \(msd.govt.nz\)](#)
- **Ministry for Women**
 - 2023 Stocktake of Gender and Ethnic Diversity on Public Sector Boards and Committees (2024)
- **New Zealand Parliamentary Library**
 - Members of Parliament [MPs and parliaments, 1854 onwards - New Zealand Parliament \(www.parliament.nz\)](#)
- **New Zealand Police**
 - Incidents flagged as hate crime
- **NZ On Air**
 - Diversity Report 2023, [Diversity Report 2023 | NZ On Air](#)
- **NZQA**
 - Applications for qualification assessment
- **Te Kawa Mataaho Public Service Commission**
 - The Kiwis Count survey: [Kiwis Count - Te Kawa Mataaho Public Service Commission](#)
 - Te Taunaki Public Service Census 2021: [2021 Public Service Workforce Data published - Te Kawa Mataaho Public Service Commission](#)
- **The Quality of Life Project**
 - Rangahau te Korou o te Ora / New Zealand Quality of Life Survey 2022: [FINAL-QOL-8-City-Topline-Report_17-October-2022.pdf \(qualityoflifeproject.govt.nz\)](#)
- **The Treasury**
 - Living Standards Framework Dashboard: [Living Standards Framework - Dashboard \(treasury.govt.nz\)](#)
- **The University of Auckland**
 - The New Zealand Values and Attitudes Study: [The New Zealand Attitudes and Values Study - The University of Auckland](#)
- **Stats NZ**
 - Business Operations Survey 2018: [Business operations survey: 2018 | Stats NZ](#)
 - Census of Population and Dwellings 2018 and 2023: [Browse - Infoshare - Statistics New Zealand \(stats.govt.nz\)](#)
 - Period Life Tables: [Period life tables: Detailed tables | Stats NZ](#)
 - Survey of Working Life [Survey of working life: 2018 | Stats NZ](#)
 - Work-related injury claims: <https://www.stats.govt.nz/topics/injuries/>
- **Victim Support**
 - Victim support administrative data (2024)









Appendix 2







Data quality assessment

-  Improvement / Increasing
-  Deterioration / Declining
-  Little to no change
-  Mixed results between groups
-  Mixture of improvement and little to no change between groups




Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Work and employment								
Labour force and employment outcomes	Working age population	▲	Asian, MELAA+, Continental European		2018	2023	Via MBIE labour market snapshots	HLFS
	Unemployment rate	▲	Asian, Continental European MELAA+		2018	2023	Via MBIE labour market snapshots	HLFS
	Underutilisation rate	▲	Asian, Chinese, Indian, Southeast Asian, Other Asian; MELAA+, Continental European, Ethnic Communities		2018	2023	Via MBIE labour market snapshots	HLFS
	Employment rate	▲	Asian, Chinese, Indian, Southeast Asian, Other Asian; MELAA+, Continental European, Ethnic Communities		2018	2023		HLFS
	Labour force participation rate	▲	Asian, Chinese, Indian, Southeast Asian, Other Asian; MELAA+, Continental European, Ethnic Communities		2018	2023	Via MBIE labour market snapshots	HLFS

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
	Youth employment: Proportion aged 15-24 years who are not in employment, education and training (NEET)	▲	Asian, MELAA+,		2018	2023	Via MBIE labour market snapshots	HLFS
		n/a	Chinese, Indian, Southeast Asian, Other Asian; MELAA+, Ethnic Communities		2023	2023	Via MBIE labour market snapshots	HLFS
Employment support	Ethnic Communities' share of Jobseeker Support	—	Asian, MELAA		2018	2023		MSD - Benefit Fact Sheets
Job satisfaction and work-life balance	Job satisfaction	▼	Asian		2018	2021		NZGSS
	Work-life balance satisfaction	n/a	Asian		2018	2018		NZGSS/LSF
Recognition of international education and qualifications	Recognition of international education and qualifications	n/a	n/a		2023/24	2023/24		NZQA
Pay gaps	Ethnic and gender pay gap	▲▼	Asian, MELAA		2018	2023		HLFS
Representation in the public sector workforce including senior leadership	Ethnic breakdown of public sector workforce	▲	Asian, MELAA		2018	2023		Te Taunaki Public Service Census
	Public Service Senior Leadership Diversity	▲	Asian, MELAA		2018	2023		Te Taunaki Public Service Census

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Job and skills match	Proportion of employed people who reported self-assessed skills mismatch in main job	n/a	Asian		2018	2018		Survey of Working Life
Income, consumption and wealth								
Income and income equality	Median household equivalised disposable income		Asian, MELAA		2019	2023		HES
	Income equality		Asian, MELAA	MELAA – high sample error	2019	2023		HES
Income adequacy	Adequacy of income to meet everyday needs		Asian, MELAA	MELAA – moderate sample error	2019	2023		HES
	Proportion of people receiving income support		Asian, MELAA	MELAA – moderate sample error	2019	2023		HES
Net worth	Median individual net worth		Asian	Asian – high sample error	2018	2021		HES
Child poverty and material hardship	Percentage of children living in households with less than 50% of the median equivalised disposable household income before housing costs are deducted		Asian, MELAA	MELAA – high sample error	2019	2023		HES
	Percentage of children living in households with less than 50% of the median equivalised disposable household income after housing costs are deducted		Asian, MELAA	MELAA – high sample error	2019	2023		HES
	Percentage of children living in households that experienced material hardship		Asian, MELAA	MELAA – high sample error	2019	2023		HES

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Business development								
Business demography	Business ownership		Asian, MELAA		2018	2022	IDI research	IDI/LBD
	Business size		Asian, MELAA		2018	2022	IDI research	IDI/LBD
	Regional presence	n/a	Asian, MELAA		2018	2022	IDI research	IDI/LBD
	Industry concentration	n/a	Asian, MELAA		2018	2022	IDI research	IDI/LBD
Business performance	Profitability and efficiency		Asian, MELAA		2018	2022	IDI research	IDI/LBD
	Job creation and productivity		Asian, MELAA		2018	2022	IDI research	IDI/LBD
International market access	International market access		Asian, MELAA		2018	2021	IDI research	IDI/LBD
Research and innovation	Research and innovation	no data					no data	
Public revenue contribution	Public revenue contribution		Asian, MELAA		2018	2022	IDI research	IDI/LBD
Business support	Business support	no data					no data	

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Health and wellbeing								
General health	Life expectancy at birth	n/a	Asian	3 years combined	2017 – 19	2017 – 19		Period of Life Tables, Stats NZ
	Self-rated health among adults	—	Asian (annual)		2017/18	2022/23		NZ Health Survey
		n/a	5-year pooled data: Asian, Continental European, MELAA+, Middle Eastern Latin American African		2017/18 – 2021/22 (pooled)		Customised on Request	NZ Health Survey
Mental wellbeing	Self-rated health among young people	n/a	Asian, MELAA		2021	2021		What about Me? survey
	Parent-rated health status of children	▲	Asian		2017/18	2022/23		NZ Health Survey
	Proportion of people who are physically active	▲	Asian		2017/18	2022/23		NZ Health Survey
	Immunisation	—	Asian		2018	2022		MoH, Immunisation Coverage
	Mean mental wellbeing rating	n/a	Asian		2021	2021		NZGSS
	Proportion of adults experiencing high levels of psychological distress	▲	Asian		2017/18	2022/23		NZ Health Survey

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
		n/a	Asian, Continental European, MELAA+, Middle Eastern Latin American African	5-year pooled; high sample error for detailed groupings	2017/18 – 2021/22 (pooled)	2017/18 – 2021/22 (pooled)	Customised on Request	NZ Health Survey
	Proportion of young people with good mental wellbeing or who report serious distress in the past 12 months	n/a	Asian, MELAA	MELAA – high sample error	2021	2021		What About Me? survey
Addiction and self-harm	Proportion of people who engage in problematic substance use	 Smoking  Hazardous drinking	Asian		2017/18	2022/23		NZ Health Survey
	Suicide rates – confirmed		Pooled: Asian, Continental European, MELAA+, Middle Eastern Latin American African Asian	High sample errors: Latin American and Middle Eastern	2017/18 – 2021/22 (pooled)	2017/18 – 2021/22 (pooled)	Customised on Request	NZ Health Survey
	Proportion of young people who have thought of or have attempted suicide	n/a	Asian, MELAA	MELAA – high sample error	2021	2021	Customised on Request	What about Me? survey








Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Access to primary care, mental health and addiction services	Proportion of adults with unmet need to see a GP due to cost	—	Asian (annual); Pooled: Continental European, MELAA+ Middle Eastern Latin American African	5-year pooled; high sample error for detailed groupings	2017/18 – 2021/22 (pooled)	Asian – 2022/23	Customised on Request	NZ Health Survey
	Proportion of young people with unmet need to see a GP due to cost	n/a	Asian, MELAA	MELAA high sample	2021	2021		What about Me? survey
	Proportion of adults with unmet need to see a GP due to cost	—	Asian (annual); Pooled: Continental European, MELAA+ Middle Eastern Latin American African	5-year pooled; high sample error for detailed groupings	2017/18 – 2021/22 (pooled)	Asian – 2022/23	Customised on Request	NZ Health Survey
	Proportion of children with unmet need to see a GP due to cost	—	Asian		2022/23	2022/23		NZ Health Survey
	Proportion of adults with unmet need for professional help for mental health	—	Asian		2021	2022		NZ Health Survey
Proportion of children with unmet need mental health needs	▶	Asian		2021	2022		NZ Health Survey	
Knowledge, education and skills								
Educational achievement	NCEA Level 2 attainment	▶	Asian, MELAA		2018	2022		Education Counts
	Proportion of secondary students gaining entry to university (University Entrance rates)	—	Asian, MELAA		2018	2022		Education Counts

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Participation and completion	Proportion of people by highest educational qualification		Asian, MELAA		2018	2024		HLFS
	Early Childhood Education participation rate		Asian		2018	2022		Education Counts
	Proportion of students who attend school regularly		Asian, MELAA, Middle Eastern, Latin American, African		2018	2023	Customised on Request	Education Counts
	Participation rates for tertiary students		Asian, MELAA		2018	2022		Education Counts
Literacy numeracy and science skills	Participation rates in vocational education and training		Asian		2018	2023		Education Counts
	Reading literacy mean score		Asian		2018	2022		Education Counts
	Maths literacy mean score		Asian		2018	2022		Education Counts
	Science literacy mean score		Asian		2018	2022		Education Counts
Housing								
Homeownership	Proportion of people living in an owner-occupied dwelling	n/a	Asian, MELAA		2018	2018		Census
Housing affordability	Housing cost to income ratio - proportion of households with housing costs above a certain proportion of their income		Asian		2021	2022		HES

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Household crowding and homelessness	Proportion of people rating their housing as unaffordable	—	Asian	High sample error – 2021	2018	2021		NZGSS
	Proportion of people who live in a crowded household	n/a	Asian, MELAA		2013	2013		Census
	Homelessness – proportion of severely housing-deprived people	n/a	Asian, MELAA		2018	2018		HUD
Housing quality	Proportion of people or households living in a mouldy dwelling	▲	Asian	Moderate sample error – 2021	2018	2021		NZGSS
	Proportion of people living in housing needing moderate/major repairs/maintenance	▲	Asian	High sample error – 2021	2018	2021		NZGSS
Diversity and inclusion								
Value and acceptance of diversity	Proportion of people who felt that multiculturalism and ethnic diversity were important characteristics when defining New Zealand	n/a	Asian		2016-17	2016-17		NZGSS
	Incidence of racism or discrimination	n/a	Asian, Chinese, Indian, Southeast Other Asian, MELAA, Continental European		2021	2021 only	On request	NZGSS
	Proportion of New Zealanders who feel positively towards migrants and refugees	—	n/a		2018	2021		Migrant Survey

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Intercultural capability	Extent to which New Zealand is welcoming to migrants	—	n/a		2018	2021		Migrant Survey
	Proportion of workers who had intercultural capability training	no data					no data	
	Proportion of New Zealanders who attend or participate in cultural festivals or events	▲	n/a		2021	2021		Migrant Survey
Cultural safety	Proportion of people who participated in Māori cultural activities	—	Asian		2016	2021		NZGSS
	Proportion of Ethnic Communities who feel their cultural/spiritual needs are being met across public services	no data					no data	
Ability to express identity	Proportion of people who felt it was easy or very easy to express their identity in New Zealand	—	Asian		2018	2021		NZGSS
	Proportion of people aged 15 years and over who said that it was easy or very easy to be themselves in New Zealand	n/a	Asian, MELAA	MELAA high sample error	2021	2021		WAM
Recent migrant and former refugee settlement experience	Proportion of migrants who are satisfied or very satisfied with living in New Zealand	—	n/a		2021	2022		Migrants Survey
	Proportion of migrants who feel like New Zealand is their home	—	n/a		2021	2022		Migrants Survey
	Proportion of migrants who said they couldn't get a job in the area of their skills and qualifications	▲	n/a		2018	2022		Migrants Survey

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
	Proportion of migrants who agreed with the statement that "New Zealand supports migrants with the information and services they need"	—	n/a		2021	2022		Migrants Survey
	Migrants accessing interpreting services and English language training	no data					no data	
Life satisfaction	Life satisfaction	▲	Asian		2018	2021		NZGSS
		n/a	Asian, MELAA+, Continental European			2021	On Request - MELAA+, Continental European	NZGSS
Connectedness and belonging								
Community involvement	Attendance at cultural activities: proportion of people who have been to a community event	n/a	Asian		2019	2019		Migrants Survey
Sense of belonging to an ethnic group	Sense of belonging to an ethnic group	n/a	Asian, MELAA+, Continental European	High sample error - MELAA & Continental European	2021	2021	Customised on Request - MELAA, Continental European	NZGSS
Sense of belonging to places	Proportion of people who feel a sense of belonging to New Zealand	—	Asian		2016	2021		NZGSS
	Proportion of people who have neighbours who help and support	n/a	Asian		2021	2021	Customised on Request	NZGSS

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Spiritual wellbeing	Proportion of people who feel a sense of belonging to religious/spiritual group		Asian, MELAA		2016	2021		NZGSS
	Proportion of people of who have the ability to practice their religion	n/a	n/a		2022	2022		New Zealand Quality of Life Survey
	The proportion of people who can speak the first language of their ethnic group	no data					no data	
Social connectedness	Proportion of people who did not feel isolated or lonely in the preceding four weeks		Asian, MELAA ⁺		2018	2021		NZGSS
	Proportion of people reporting the right amount of contact with family and friends		Asian		2018	2021		NZGSS
Volunteering	Proportion of people who volunteered last 4 weeks		Asian		2016	2021		NZGSS
	Proportion of people who volunteered formally (for an organisation) or informally (direct help for people who don't live with them)	n/a	Asian		2021	2021		NZGSS
Engagement and voice								
Representation in local and national government and on government boards	Proportion of Members of Parliament who are Ethnic Communities		Asian, MELAA		2018	2023		New Zealand Parliamentary Library
	Representation in local government		Asian		2007	2022		Local Government New Zealand
	Proportion of Ethnic Communities in government appointed boards		Asian, MELAA		2019	2023		Ministry for Women

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Civic engagement and representation	Degree to which respondents agree with the statement 'The average citizen can have influence on government decisions'	n/a	Asian		2016	2016		NZGSS
	Trust in public services	—	Asian, MELAA		2018	2024		Kiwis Count Survey
	The proportion of people who voted in the local government election	n/a	Asian		2021	2021		NZGSS
	The proportion of people who voted in the last general election	n/a	Asian		2021	2021		NZGSS
	The proportion of people enrolled as voters	no data					No data	
Access to funds by Ethnic Communities	Uptake rate by fund	▲	Asian,		2019	2023, 2024		MBIE,
		n/a	African, Asian, Continental European, Latin American, Middle Eastern		2023-24	2023-24		MEC
		n/a	Asian, MELAA		2023	2023		NZ on Air
Confidence and trust in key institutions	Median trust score for key government institutions	—	Asian		2018	2021		NZGSS
Justice and safety								
Experience of crime and victimisation	Proportion of people who experience crime committed against them in the last 12 months	n/a	Asian, Chinese, Indian, Other Asian, Continental European, MELAA+		2018-22		Customised on Request	NZCVS

Indicator	Measure	Results from Baseline	Ethnicity Coverage	Data Quality	Baseline	Latest Time Period	Data Availability	Data Source
Human rights violation and abuse	Human rights violation and abuse	▲	n/a	n/a	2022	2023	Customised on Request	New Zealand Police
	Family violence and sexual violence	n/a	Asian, Chinese, Indian, Other Asian Continental European, MELAA+	3 years pooled data; Large sample error	2018 – 22	2018 – 22	Customised on Request	NZCVS
Feelings of safety	Feeling of safety with family	n/a	Asian, Chinese, Indian, Other Asian Continental European, MELAA+	n/a	2018 – 22	2018 – 22	Customised on Request	NZCVS
	Proportion of people who feel less safe	▲	Asian, Chinese, Indian, Other Asian	Large sample error	2018	2022		NZCVS
	Proportion of people who feel safe walking alone in their neighbourhood at night/if home alone at night/if using or waiting for public transport at night	—	Asian	Small sample error	2018	2021		NZGSS
Emergency preparedness	Emergency preparedness	n/a	Asian, MELAA, CE	Small sample error	2021	2021		NZGSS
Counselling and support	Counselling and support	n/a	Ethnic Communities	n/a	2022/23	2022/2023		NZ Police Victim Support

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