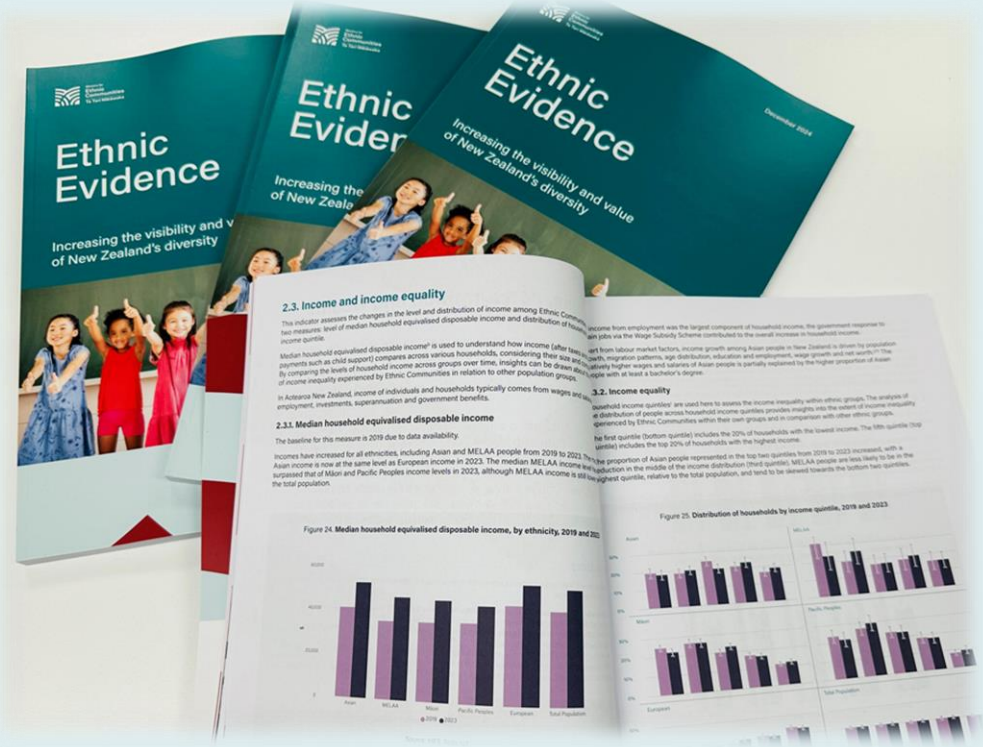
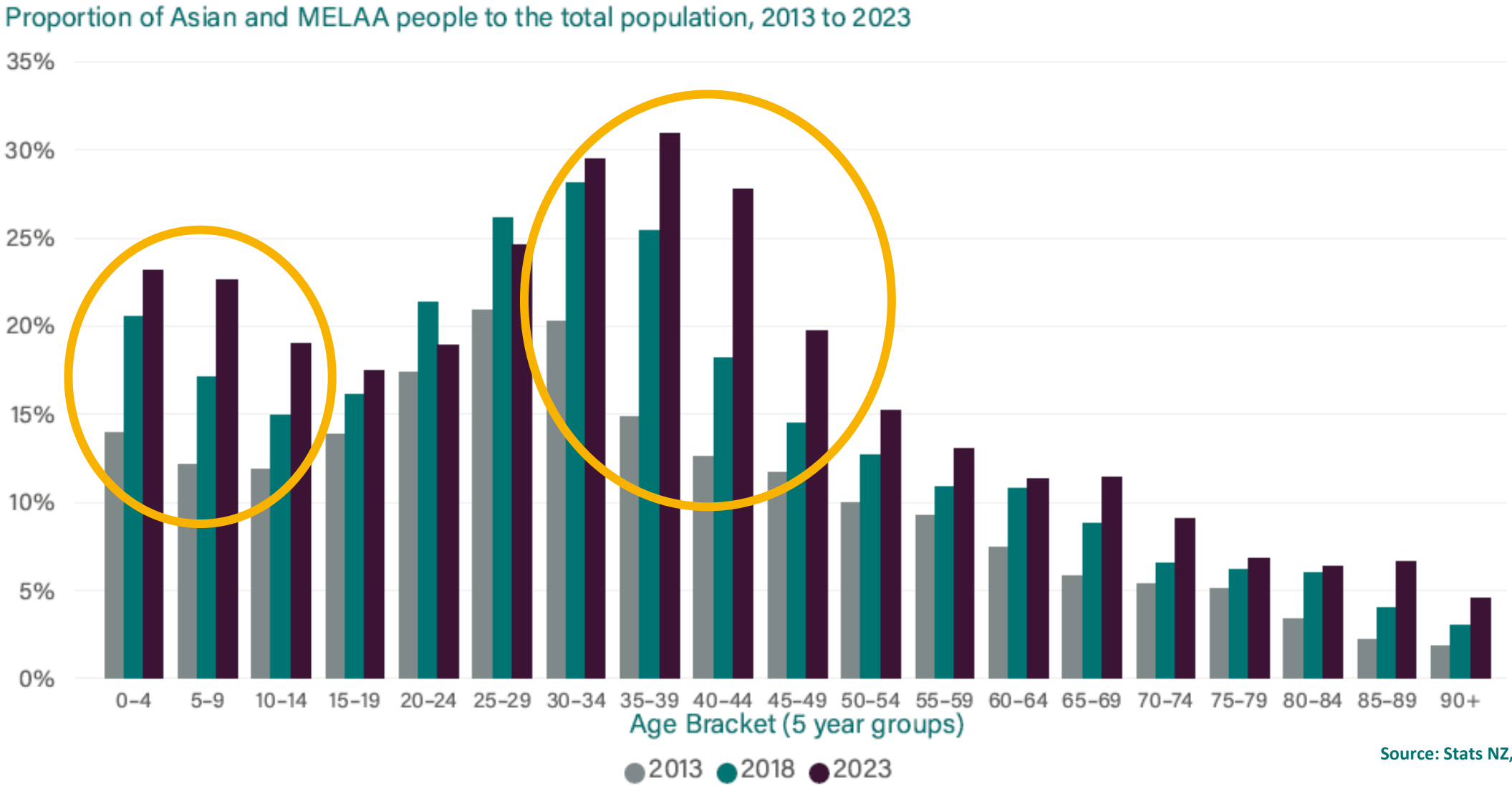
ETHNIC EVIDENCE

Increasing the visibility and value of New Zealand's diversity



Ministry for Ethnic Communities
Te Tari Mātāwaka

Ethnic Communities: 23% (1.1 million)
Rapidly growing & changing age composition

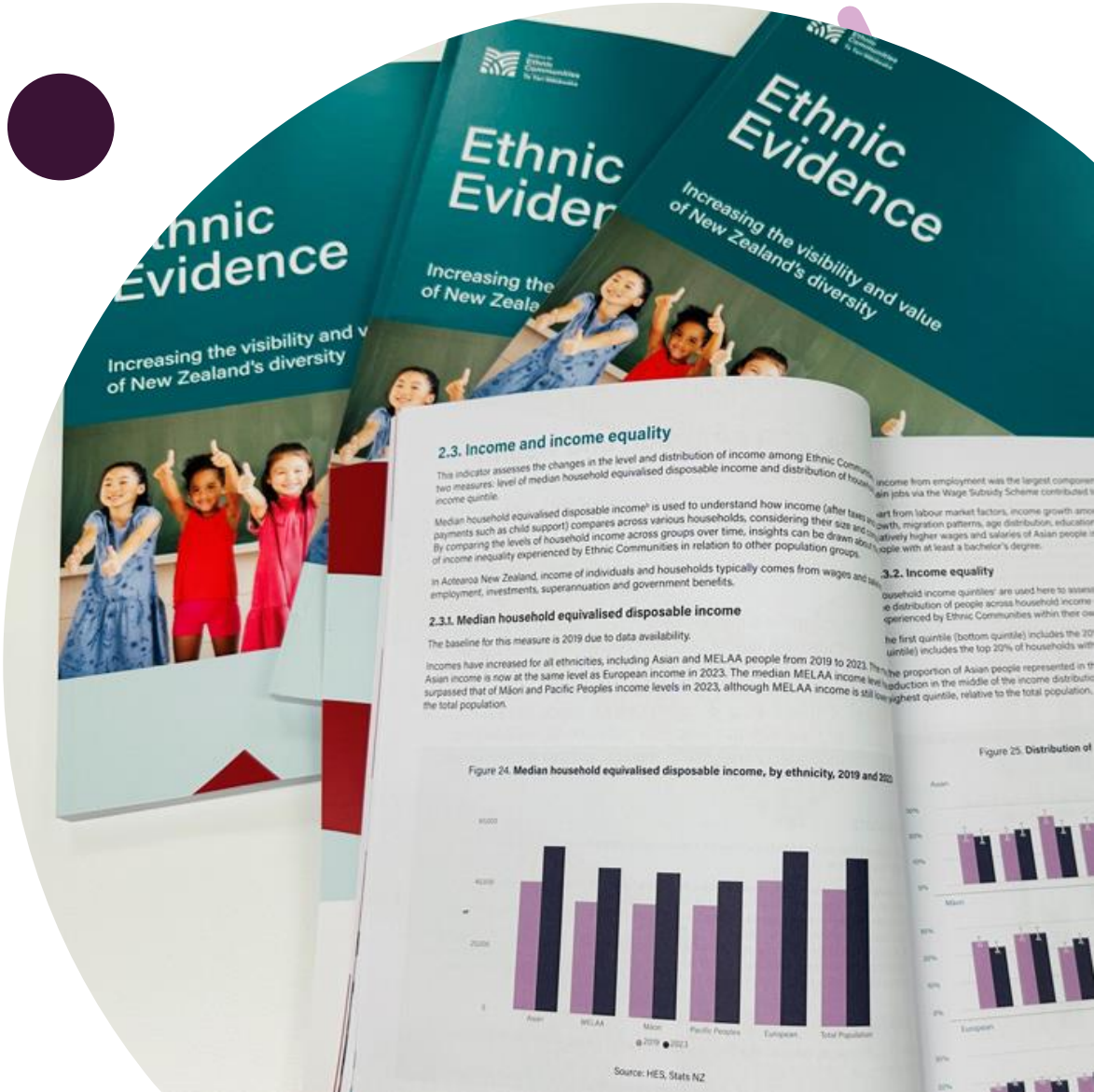


Source: Stats NZ, Census 2023

Purpose of Ethnic Evidence

“Increasing the visibility and value of New Zealand’s diversity”

- Baseline understanding of outcomes and contributions
- For public service policy
- Available evidence in one place
- Consistency in measurement



Ethnic Evidence Coverage

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

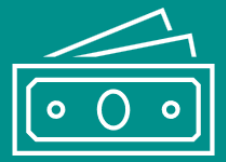
Outcome 2
Ethnic Communities have access to and experience positive outcomes from high quality public services

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

1 WORK AND EMPLOYMENT



2 INCOME, CONSUMPTION AND WEALTH



3 BUSINESS DEVELOPMENT



4 HEALTH AND WELLBEING



5 KNOWLEDGE, EDUCATION AND SKILLS



6 HOUSING



7 DIVERSITY AND INCLUSION



8 CONNECTEDNESS AND BELONGING



9 ENGAGEMENT AND VOICE



10 JUSTICE AND SAFETY

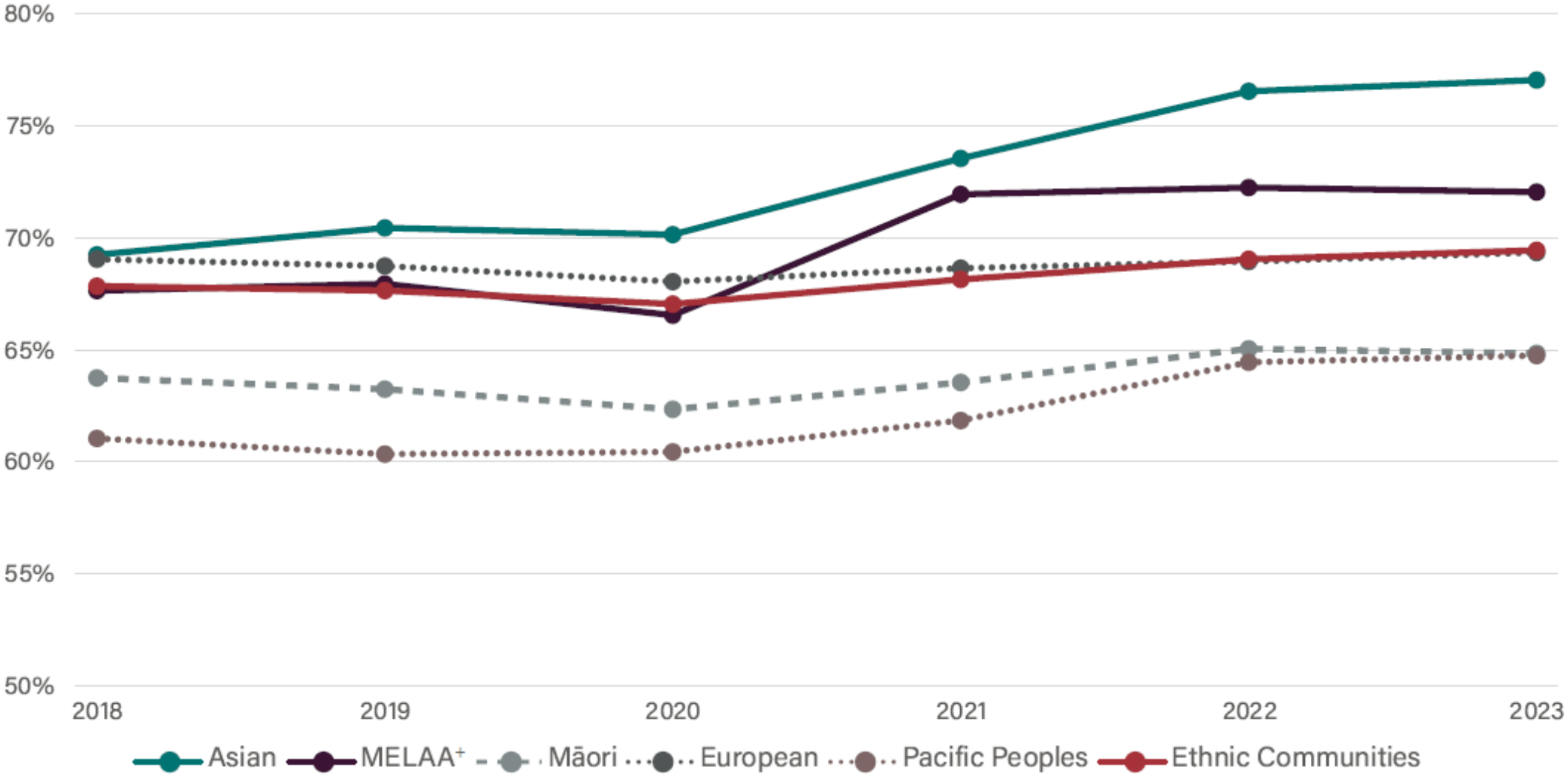


Outcome 1: Economic Contribution

Domain	Strengths	Challenges
Work and Employment	Highly skilled & high labour market engagement. Unemployment is relatively low. Labour force participation for women has been rising steadily. Job satisfaction and work-life balance is as good or better.	Persistent pay gaps exist – gap now narrowing for Asian people. Low representation in public sector leadership roles. Employment barriers remain – eg: qualification recognition.
Income, Consumption and Wealth	Asian disposable income is now similar to European households. Asian families have the lowest rate of child material hardship.	Notable increase in Asian net worth – but only 1/3 of Europeans. MELAA household disposable income is low but has recently increased. MELAA - largest reduction in child poverty but a wide gap remains.
Business Development	Ethnic business trade in higher value exports. MELAA-owned businesses are more efficient.	Business profits are growing – barriers remain to achieve full potential. Domestic ethnic businesses predominantly trade in lower margin industries.

Work and Employment

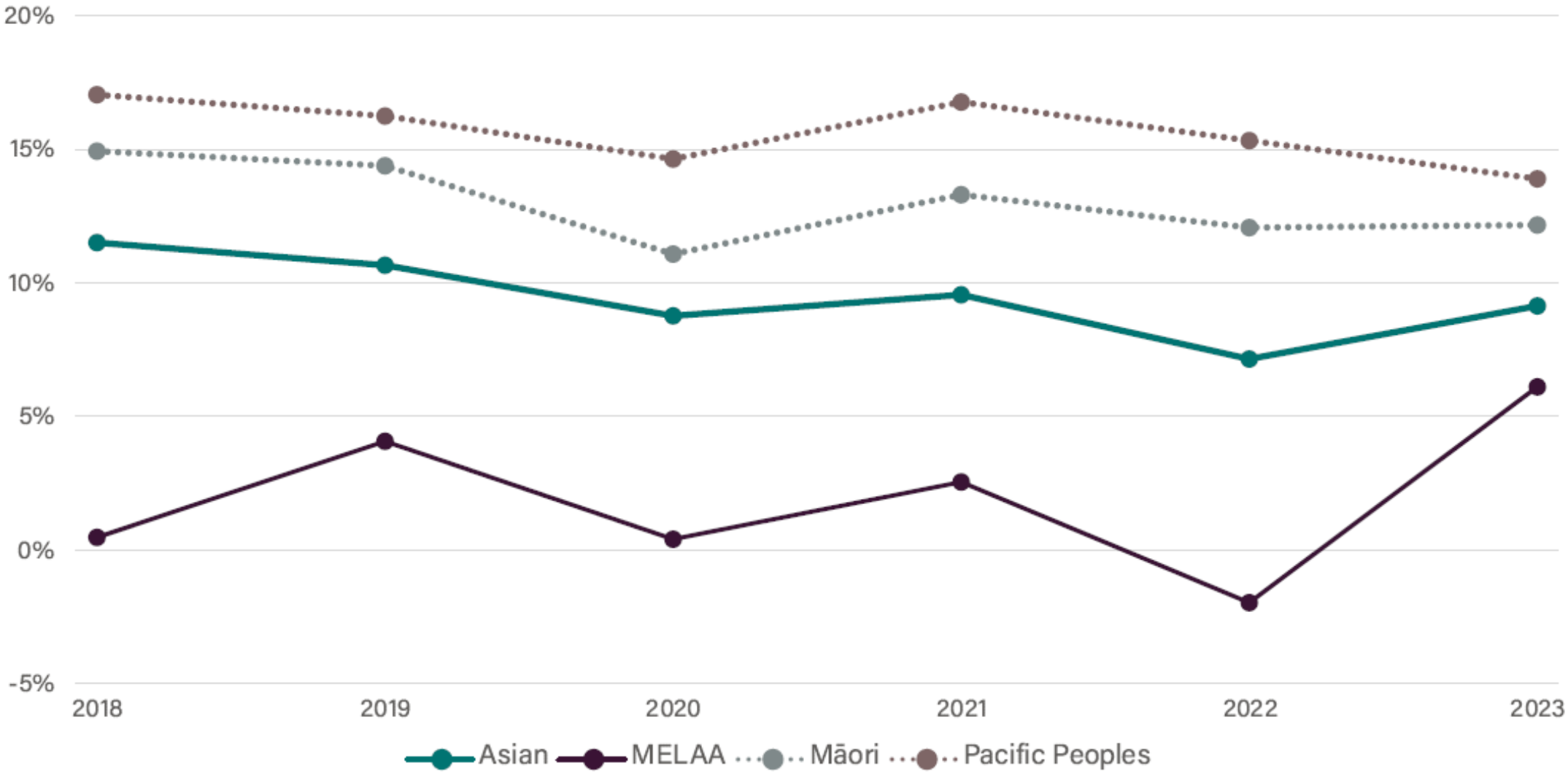
Figure 7. Employment rates, by ethnicity, 2018 to 2023



Source: HLFS, Stats NZ

Pay Gaps

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



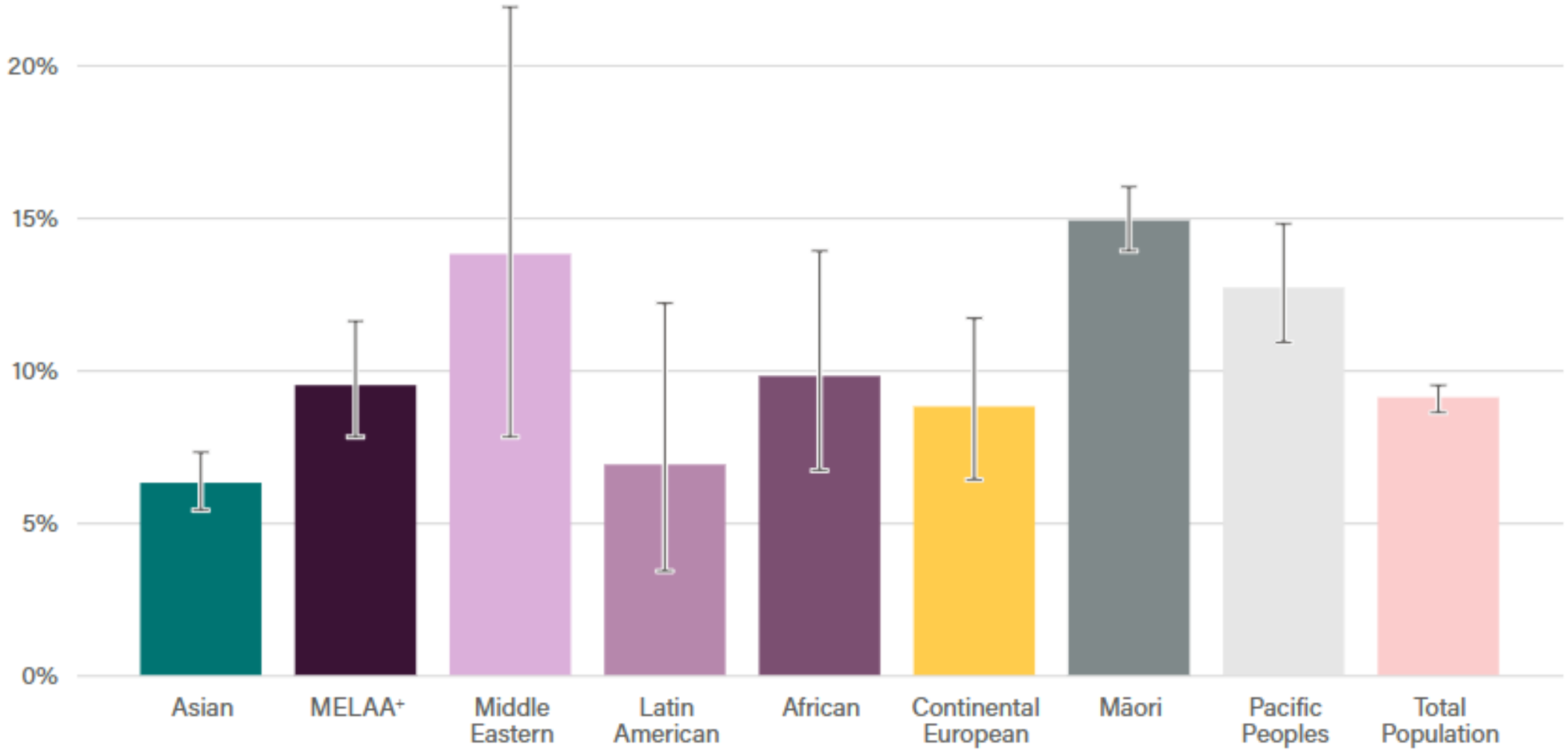
Source: HLFS, Stats NZ

Outcome 2: Access & Experience Positive Outcomes

Domain	Strengths	Challenges
Health and Wellbeing 	Overall report good physical health. Low rates of daily smoking, hazardous drinking & illicit drug use.	Mental health is an area of concern especially youth, less likely to seek help. Face barriers to accessing healthcare services, cost, language, cultural perceptions and discrimination. Asian people are falling behind in terms of physical activity.
Knowledge, Education and Skills 	Adults have the highest levels of education (amongst OECD). Are some of the country's top-performing students.	Young peoples' career pathways are hindered by bias or lack of support. Concerns around widespread experience of racist bullying & not belonging.
Housing 	Requires further investigation.	Lower than average home ownership rates. MELAA are one of the lowest – face bias and discrimination barriers. Disproportionately more likely to experience homelessness in 2018. At least 50% of Asian households' disposable income spent on housing costs.

Mental Wellbeing

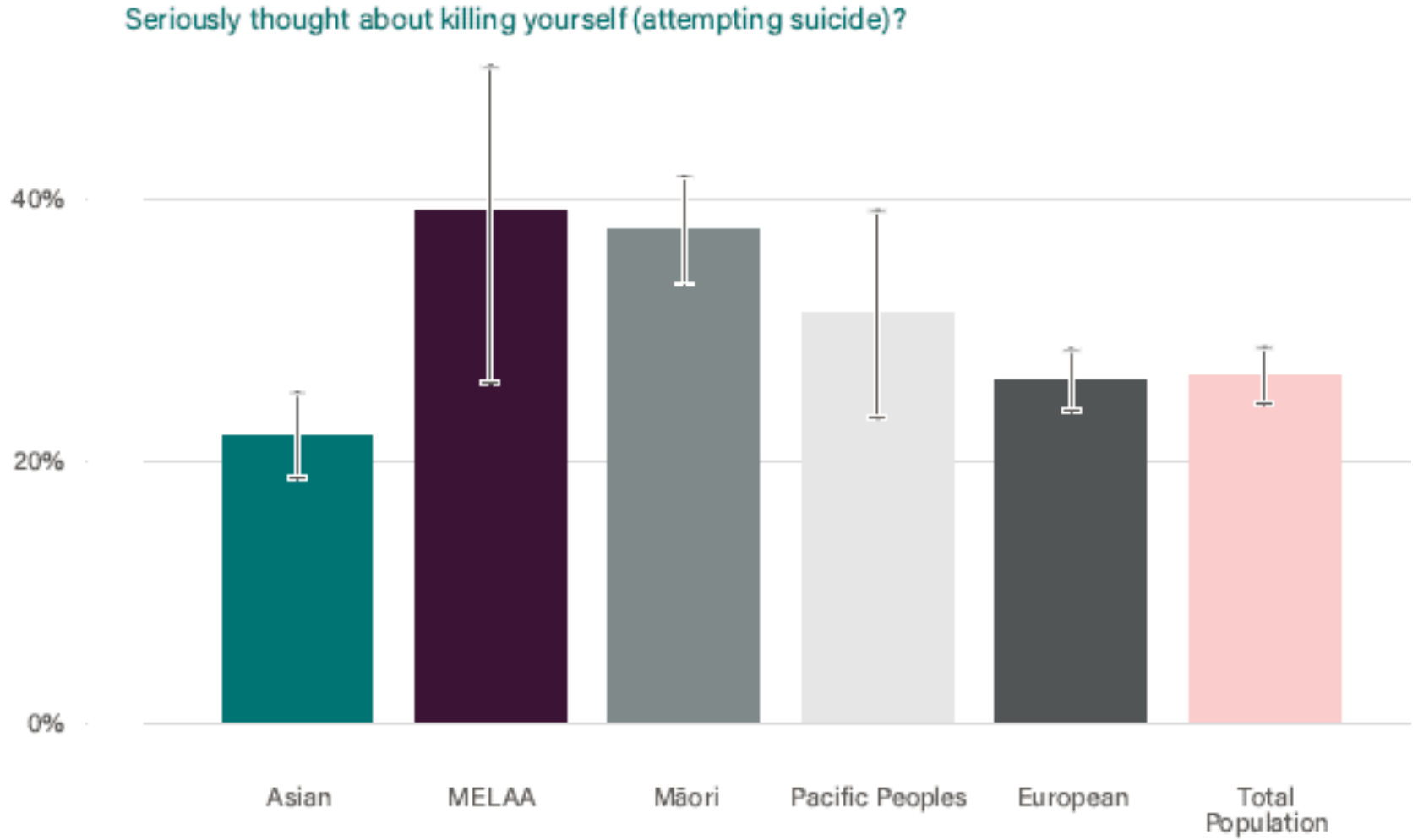
Figure 60. Proportion of adults experiencing high or very high levels of psychological distress in the last four weeks, by ethnicity and gender, 2017/18–2021/22 (pooled)



Source: NZHS Custom, Ministry of Health

Mental Wellbeing

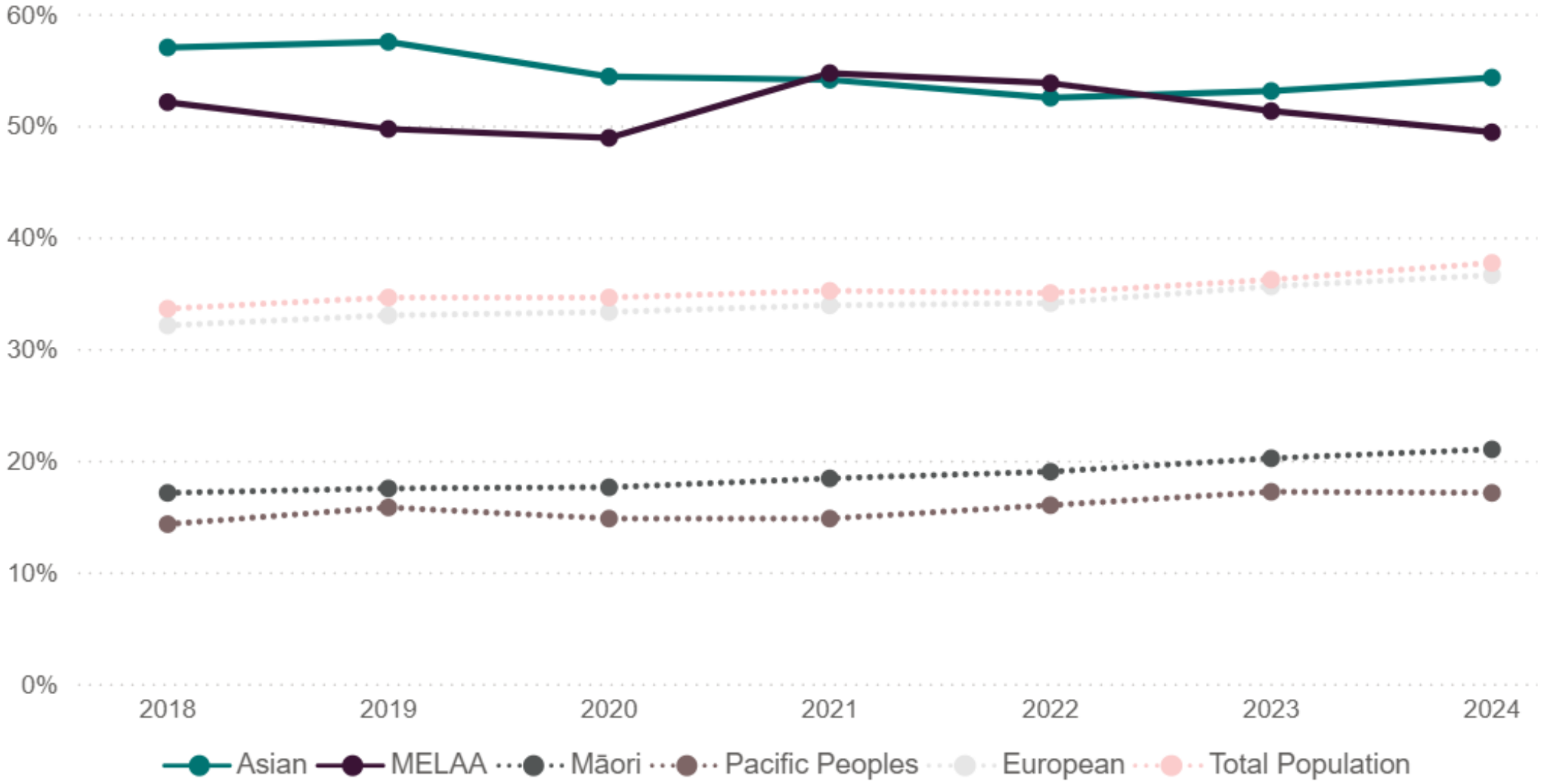
Figure 68. Proportion of young people who have thought of or have attempted suicide, by ethnicity, 2021



Source: What About Me? survey, MSD 2021

Education

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



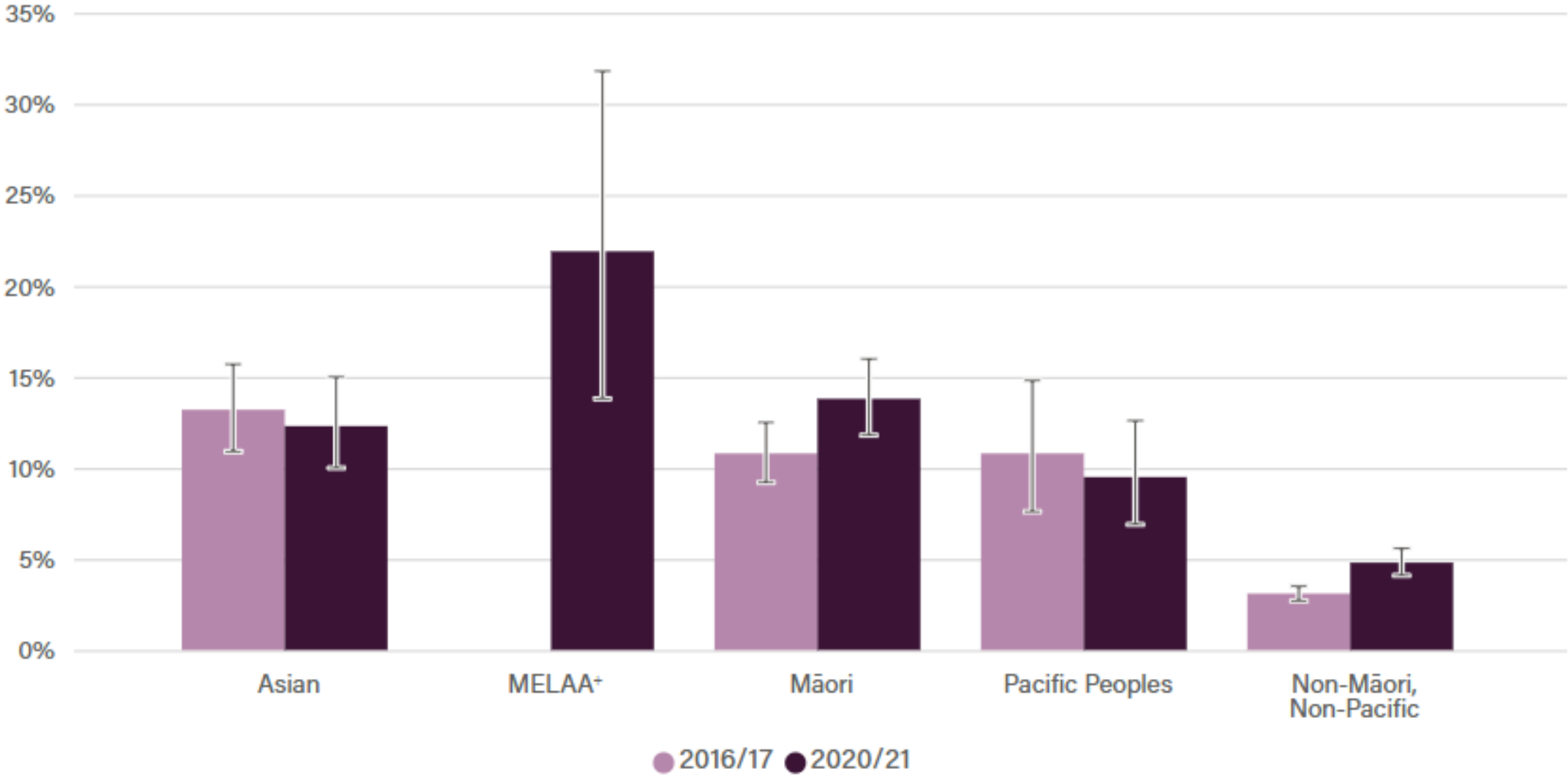
Source: HLFS, Stats NZ

Outcome 3: Valuing Diversity

Domain	Strengths	Challenges
Diversity and Inclusion —	NZs are generally accepting of diversity & welcoming. Asian people report high levels of life satisfaction. Most migrants feel New Zealand provides satisfactory support.	Experience high levels of racism and discrimination. Asian people, especially youth, face challenges in expressing their identity.
Connectedness and Belonging — S	Feel a sense of attachment to their ethnicity, to their neighbourhood and to New Zealand. Those connected to faith groups report high levels of connectedness.	Asian people have lower levels of social connectedness.
Engagement and Voice ↑ C	Asian people have high levels of trust in government and government institutions.	Underrepresented in local and national government, and government board appointments. Have lower voting rates – some migrants are unsure of voting eligibility.
Justice and safety —	Overall experience less personal and household crimes than average. Have high trust in the New Zealand court system compared to all New Zealanders.	Experience more prejudice and intolerance based crimes than average. Asian people feel less safe, Ethnic Communities – slightly less likely to feel "completely safe" with their families. Women who experience violence face additional barriers around seeking help or reporting abuse. Recent migrants are less likely to have emergency plans & 3 days of water/food

Value and Acceptance of Diversity

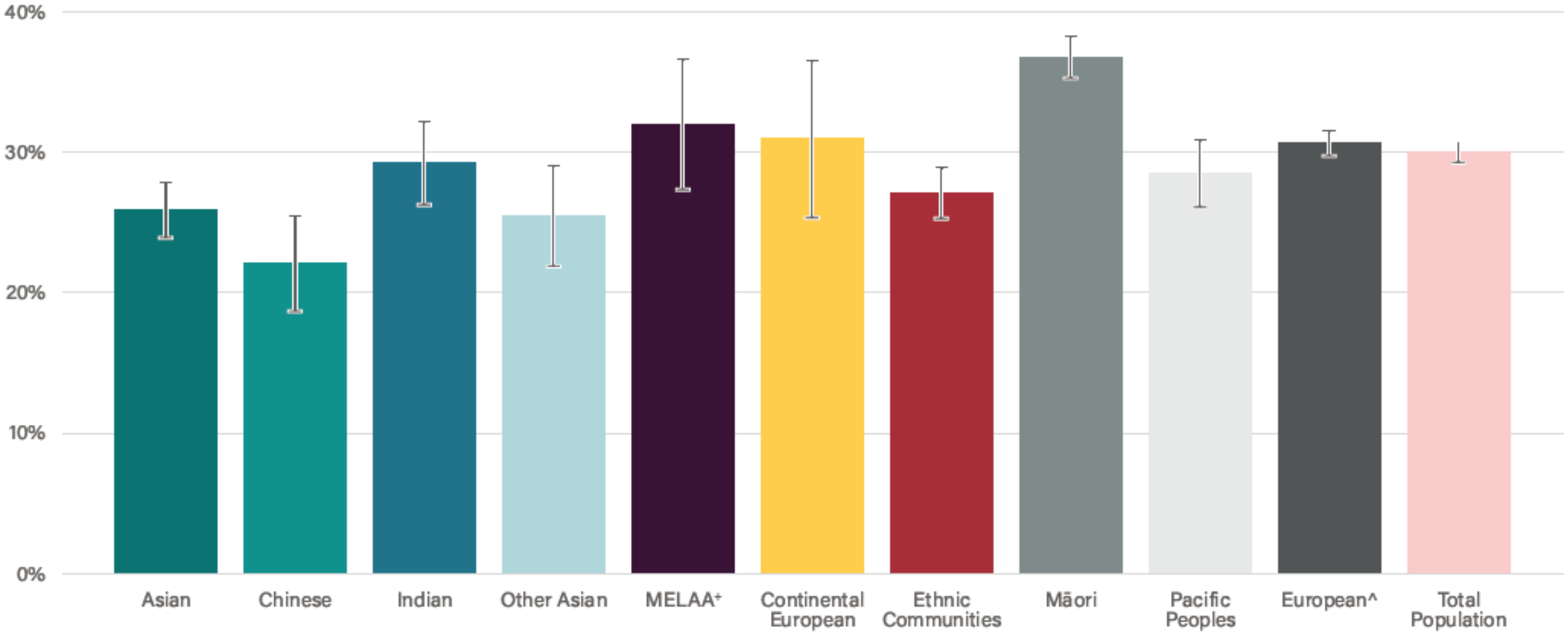
Figure 98. Experienced discrimination in last 12 months, by ethnicity, 2021



Source: NZ Health Survey (Customised)

Justice and Safety

Figure 130. Victim of Crime 12 months, all offences, by ethnicity, 2018-2022 (pooled)



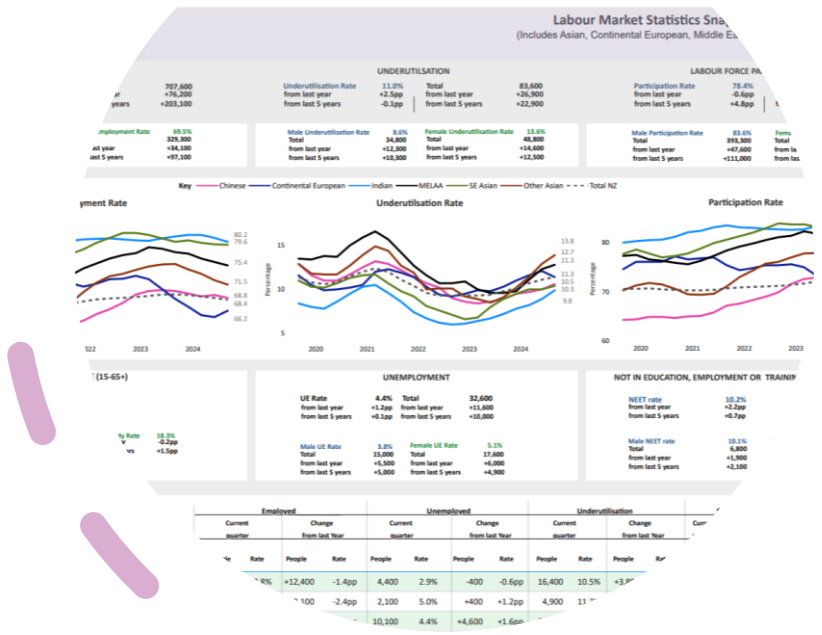
Source: NZCVS, Ministry of Justice 2018-22 (Pooled data)

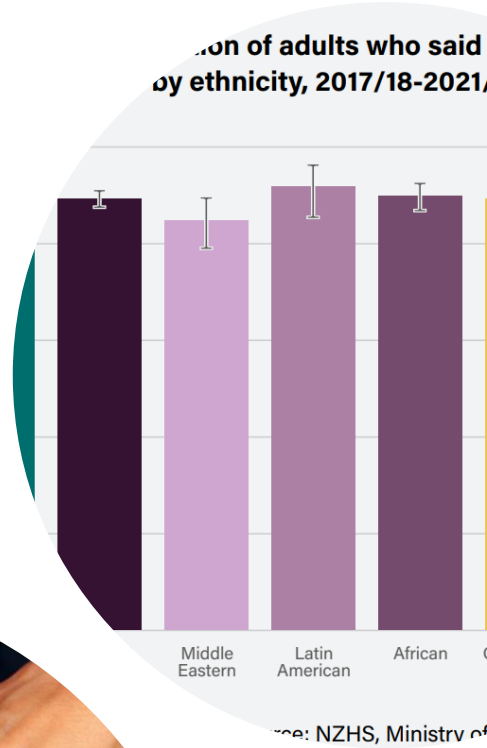
Next Steps

- Socialising widely for use in:
  - Policy
  - Investment
  - Service delivery
  - Outcome frameworks

- Exploring deeper into areas about Ethnic Communities

- Promoting more reporting/visibility in government

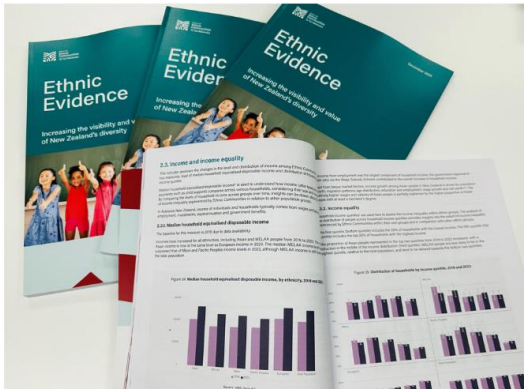






Questions?

Resources:



[Main report]



[Summary]



[Approach]



[PowerBI Dasbhaord]