



A SNAPSHOT OF FINDINGS FROM
THE 2024 EMPLOYMENT MONITOR

Temporary migrant workers and their employers

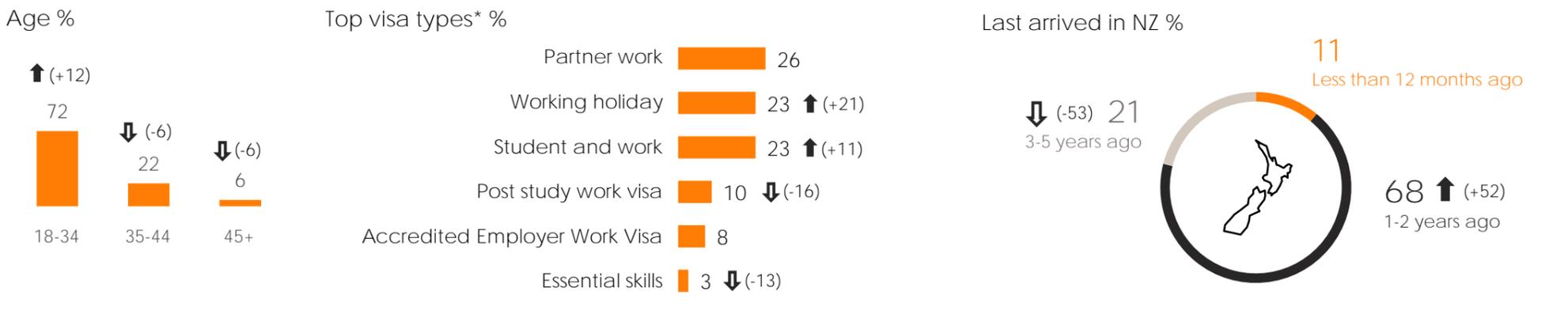


Temporary migrant workers and their employers

MBIE's worker and employer monitor delivers a comprehensive view of workers' and employers' perceptions, experiences and pressures in the New Zealand employment market. This infographic focuses only on temporary migrant workers and employers of migrants. Verian surveyed 904 temporary migrant workers and 271 employers from late February to late March 2024. Comparisons are made with the 2021 and 2023 surveys where relevant.

Workers

In 2024 we see more recent arrivals, younger migrants, and workers on working holiday and student and work visas. These profile changes should be considered when interpreting the survey results.



Migrant workers' overall satisfaction has dropped since 2023



The biggest falls in satisfaction are among:

- Partner work visa (down 12 points to 76%)
- Post study work visa (down 10 points to 76%).

Migrants see many positive aspects of their employment, e.g.

86% feel respected by their manager.

76% say their workplace offers the opportunity to develop skills and learn things.

However, some migrant workers are at risk of exploitation

14% say their employer sometimes does things against NZ employment law.

18% of migrant workers in small workplaces don't have a signed written employment agreement.

Only 19% are aware of the migrant exploitation protection visa.



say it would be difficult to 'speak up' in an exploitative situation (up 10 points since 2023). This is higher than the 'all worker' benchmark (37%).



1 in 3 migrant workers say they don't understand their employment rights

Tested knowledge of employment rights shows migrant workers know more than NZ workers about their job rights relating to working in the role they were hired for, but know less about...

% with correct knowledge

31% Contractor rights

68% Paid breaks

71% Sick leave

77% Annual leave entitlement

"Because I'd rather quit my job and find another one than make trouble in a country that I don't feel I belong. I know I should do it, but unless it's a very bad situation, I don't think I would. I don't have family, contacts or friends to help or support me in a situation like this. I'd feel alone against a company." *Partner work visa, Retail*

Top 5 rated ideas for getting information and support

% find this very helpful



60% Dedicated website on employment rights



54% Ongoing information to settle into NZ



54% Free disputes resolution service



52% Free migrant 0800 phone



48% Face-to-face conversation with independent person



55% of migrant workers want communications in their own language.



Temporary migrant workers and their employers

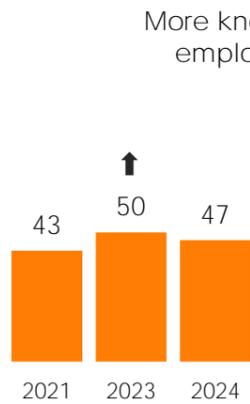
Workers

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

About one in three migrant workers continue to be at potential risk of exploitation. Some are disheartened with low knowledge and high insecurity. Others are more knowledgeable but trapped in their employment situation – their sense of insecurity is driven by a strong reliance on their job.

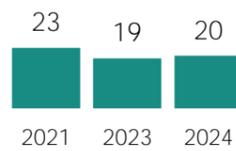
CAPABLE %

- High knowledge of employment rights.
- Very few exploitation concerns.
- High employment satisfaction and trust in employer.
- Committed to speaking up and know where to get help.



KNOWLEDGEABLE, BUT TRAPPED %

- Above average knowledge of employment rights, but low confidence. Don't know where to go for help.
- Most have an employment concern/breach.
- Low employment satisfaction and trust in employer.
- Often reliant on job for visa or financial reasons.
- Moderate trust in Employment NZ. Difficult to speak up for many.

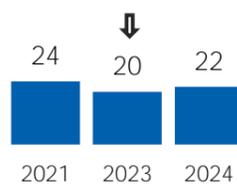


Lower risk of exploitation

Higher risk of exploitation

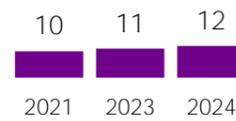
NAÏVE, BUT UNEXPLOITED %

- Below average knowledge of employment rights.
- Low knowledge of where to go for help.
- Few exploitation concerns.
- High employment satisfaction and trust in employer. Moderate trust in Employment NZ, some difficulty in speaking up.
- More recent arrivals to NZ.



DISHEARTENED %

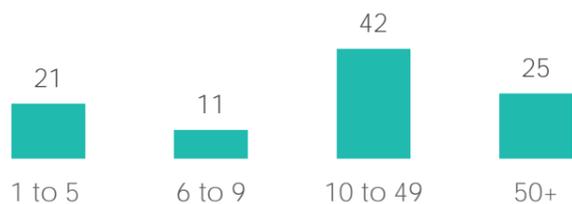
- Low knowledge of employment rights, and lowest confidence. Don't know where to get help.
- High employment concerns/breaches, especially racism and pay equity.
- High anxiety and frustration with employment and low trust in employer.
- Insecure about their job, feel they are easily replaced.
- Very low trust in Employment NZ. Difficult to speak up.



Employers

Employers of migrant workers are mainly medium to large employers.

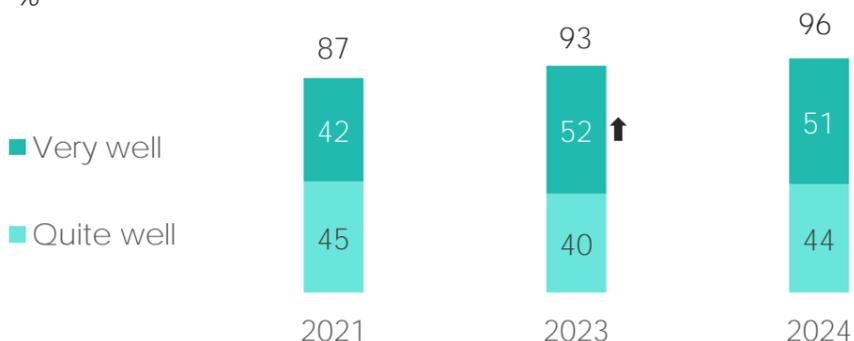
Number of employees %



The improvement we saw in 2023 in employers' self-rated knowledge has been maintained in 2024.

Employers understand employment rules and regulations...

%



Five biggest tested knowledge gaps

% with correct knowledge

Tested knowledge is lowest for...

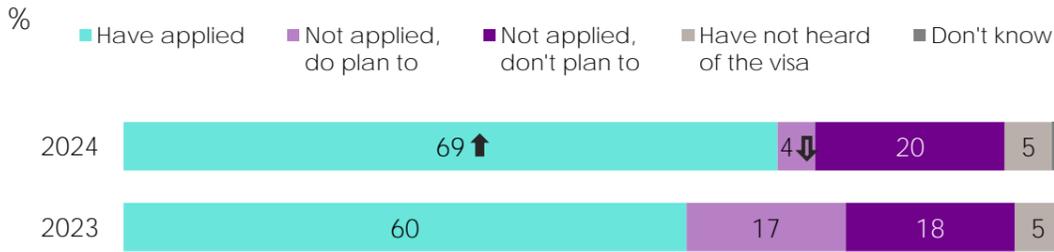




Temporary migrant workers and their employers

Employers

Awareness of the accredited employer work visa is high, with most employers who planned to apply now having done so.



Top 5 rated ideas for getting information and support

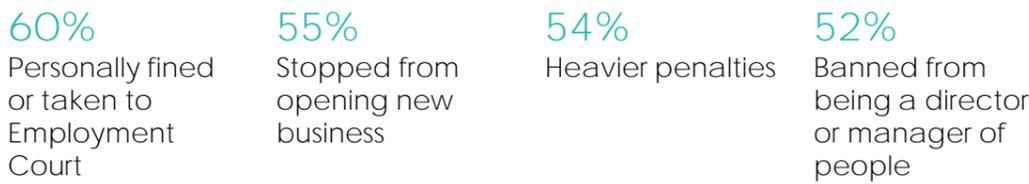
% find this very helpful



Most employers of migrants favour punitive tactics in dealing with non-compliant employers.

Most popular ideas to stop exploitation

% who think employers would be much more likely to comply

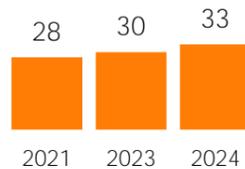


We identified four groups of employers that sit along two spectrums in line with the strength of their attitudes to moral and legal compliance.

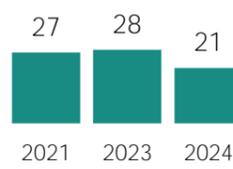
Around three in ten employers of migrants could be at risk of slipping into exploitation. The group with the highest potential to do so have the weakest attitudes to moral and legal compliance. Another group at risk are those conflicted due to business pressures making it hard to keep up with their obligations.

VIRTUOUS AND COMPLIANT %

- Strong moral responsibility and sound business reasons to comply.
- Enthusiastic about compliance.
- Know their obligations and know where to go for help.
- Skewed towards large businesses.



More knowledge about employment rights



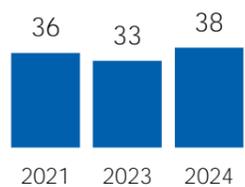
CONFLICTED %

- Strong business pressures.
- Find it hard to keep up with obligations.
- Worker knowledge can keep them informed/in check.

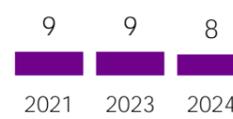
Lower risk of exploitation

DOING RIGHT BY WORKERS %

- Fairly average understanding of obligations.
- Not strongly motivated by compliance but generally do so.
- Believe workers are a valuable resource, but many feel they can be easily replaced



Less knowledge about employment rights



Higher risk of exploitation

POTENTIAL EXPLOITERS %

- Strong business pressures.
- Lowest knowledge of employment rules and obligations.
- Most reluctant to support compliance.
- Least likely to know where to go to for help.