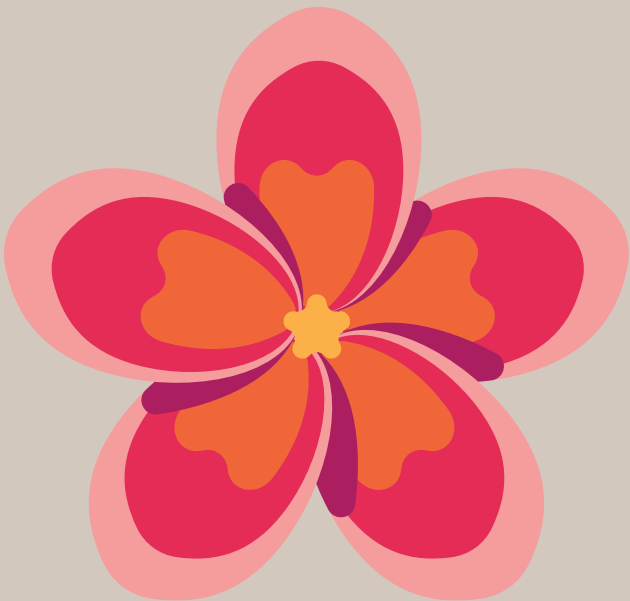


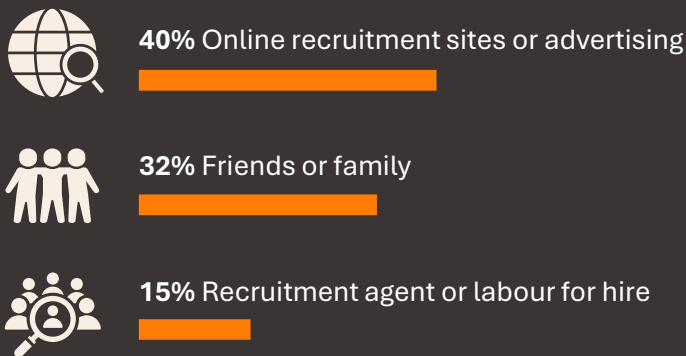
A SNAPSHOT OF FINDINGS FROM THE 2025 EMPLOYMENT MONITOR

Pacific workers in Aotearoa

MBIE’s employment monitor delivers a comprehensive view of New Zealand workers’ and employers’ perceptions, experiences and pressures in the employment market. This infographic focuses on Pacific workers. Verian surveyed over 200 Pacific workers in February and March 2025. Comparisons are made with a baseline 2024 survey where relevant.



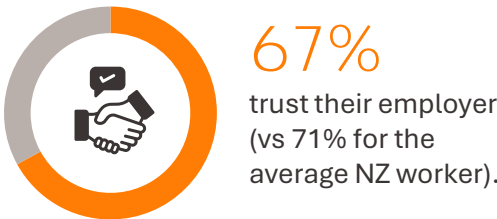
Top 3 job sources



Union membership is higher among Pacific workers than average.



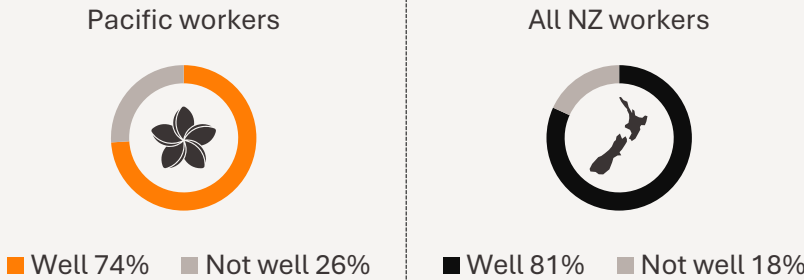
But Pacific workers feel more vulnerable in 2025.



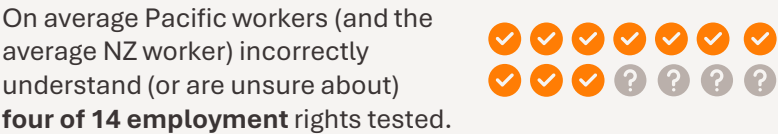
82% of Pacific workers say their employer could easily replace them (vs 69% of NZ workers)

Pacific workers rate their own knowledge of employment rights a little lower than the average NZ worker.

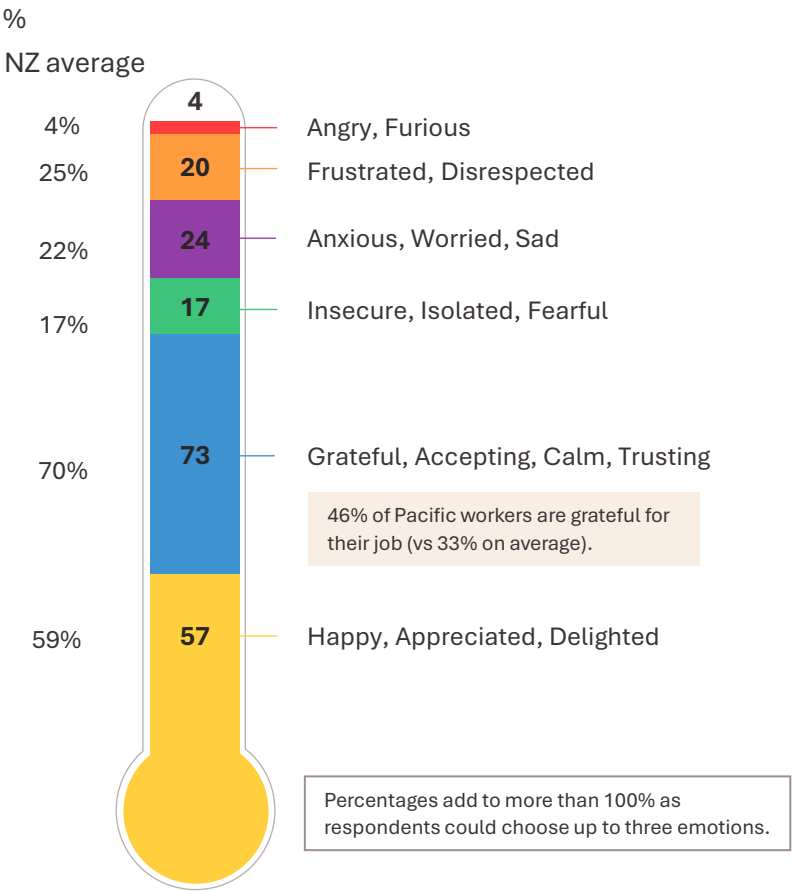
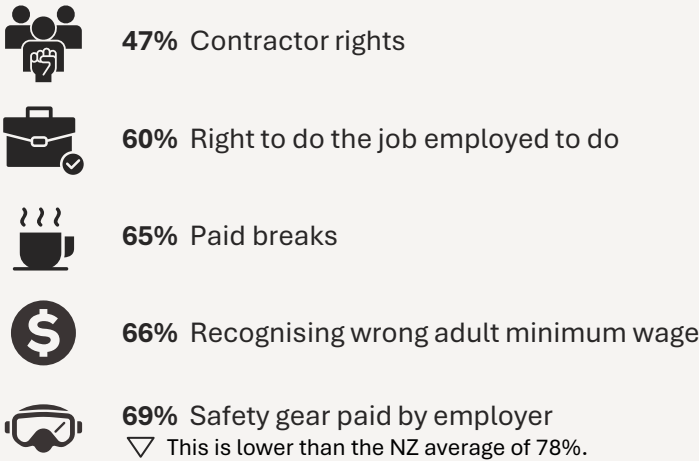
I feel I understand my employment rights...



But Pacific workers’ tested knowledge is on par, with one exception.



Tested Pacific worker knowledge is lowest for...
% correct





Six in ten Pacific workers have one or more concerns about their employment situation (60% versus 49% of all NZ workers).

Main themes:



Pay concerns **35% (vs 26%)**
e.g. equity issues, unpaid overtime or public holiday work, broken promises.



Hours **27% (vs 21%)**
e.g. longer hours than agreed, unpaid overtime.

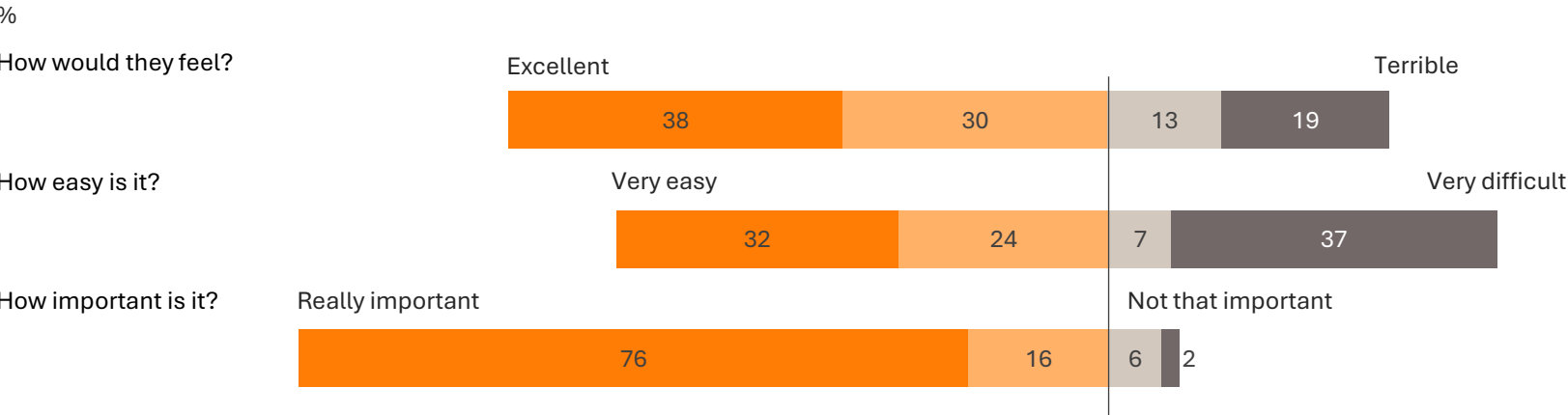


Harassment, discrimination **15% (vs 16%)**
e.g. verbal abuse, bullying and harassment, racism, other discrimination.



Workplace culture/safety issues **27% (vs 22%)**

Pacific workers understand the importance of speaking up to Employment NZ in an exploitative situation, but it would be very difficult for many.



Pacific workers told us why they would be scared to speak up...



“At the moment it’s really hard to find another job. I wouldn’t want to put myself in a predicament where it would be risking my role. I would not want to jeopardise my pay check as I have a family.”

“Not sure if it can be face-to-face and just over the internet. I’d be unsure if I would get into further trouble at work. There hasn’t been any real change for Pacific people in any workplace. Pay equity is still an issue.”

Nearly 1 in 5* Pacific workers don’t know where to go or who to ask for help about their employment rights.

* 19%



Top 5 sources of useful information on employment rights



38% Online searches



29% Employer/workplace



29% Personal contacts



23% Union



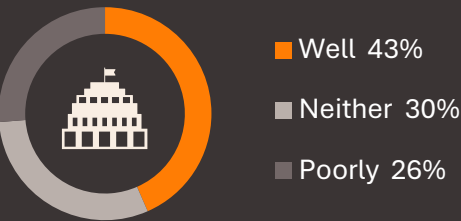
12% Emails from Employment NZ

Three in four (77%) Pacific workers trust Employment NZ.



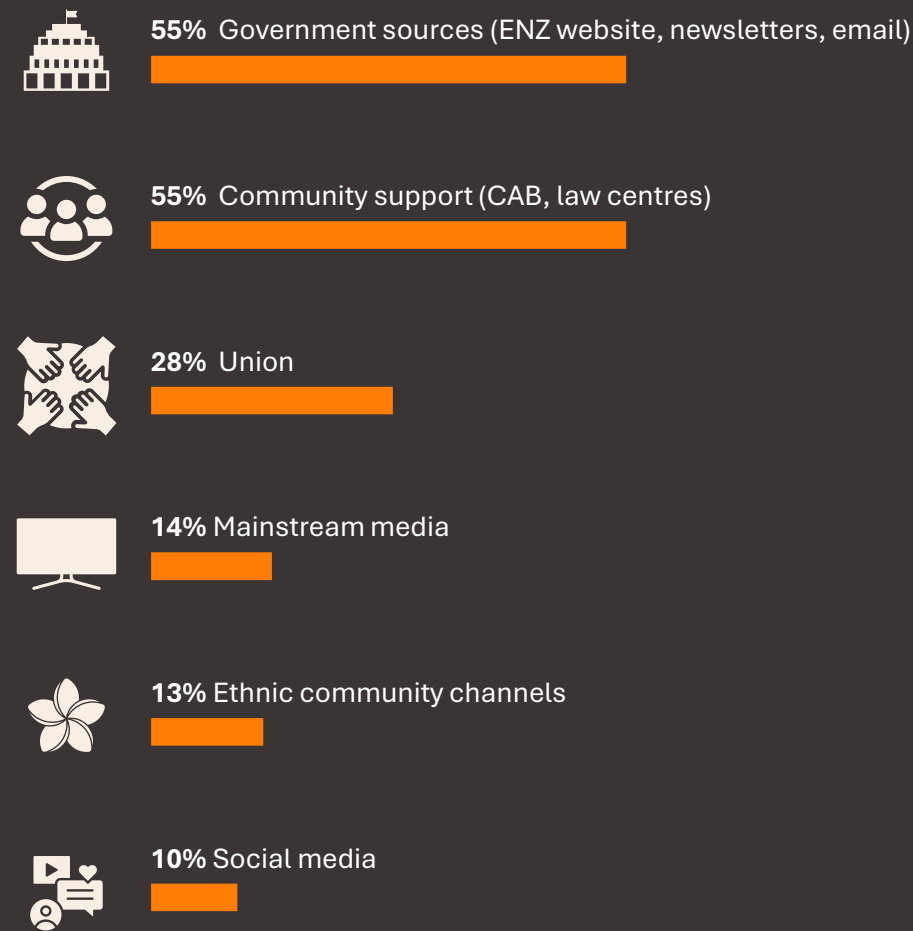
Less than half of Pacific workers think NZ government agencies support NZ workers well.

NZ government agencies support NZ workers...



But government sources are still the most sources on employment law

Most trusted sources of employment law



Just over a third of Pacific workers are in the higher risk segments (on the right).

