

A SNAPSHOT OF FINDINGS FROM THE 2025 EMPLOYMENT MONITOR

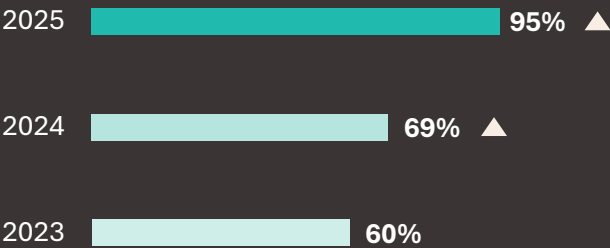
Temporary migrant workers and their employers

MBIE’s employment monitor delivers a comprehensive view of workers’ and employers’ perceptions, experiences and pressures in the employment market. This infographic focuses on temporary migrant workers and employers of migrants. Verian surveyed over 1,400 temporary migrant workers and 333 employers from mid-February to early April 2025. Comparisons are made with the 2021, 2023 and 2024 surveys where relevant.



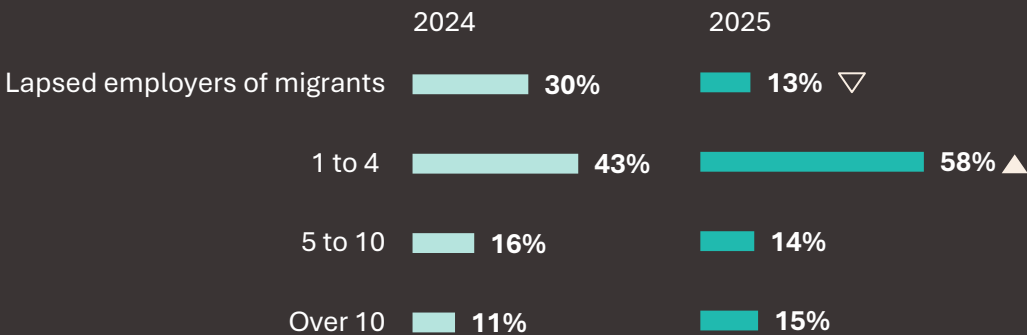
There has been strong uptake of employer accreditation under the Accredited Employer Work Visa (AEWV) scheme over the last year.

% of employers (of migrants) who have applied



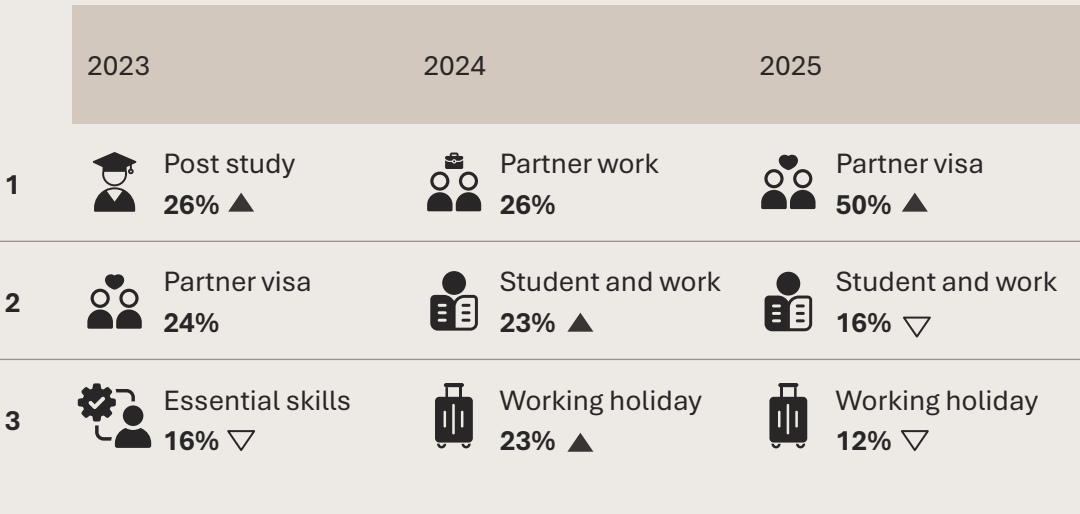
Former employers of migrant workers are re-engaging with migrant hiring.

Number of migrant workers employed

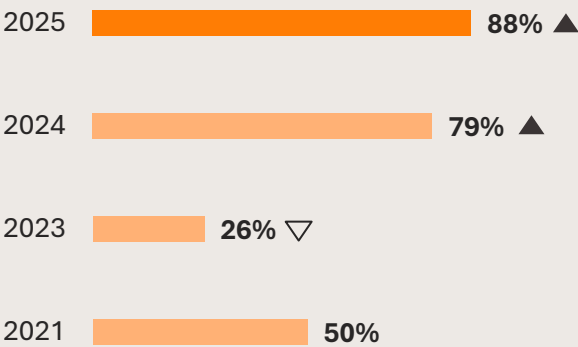


The profile of migrant workers coming to NZ has changed, with more partner visas and recent arrivals...

Top 3 visas

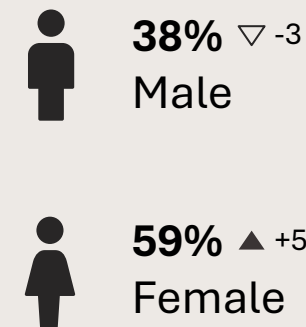


% arrived in last two years



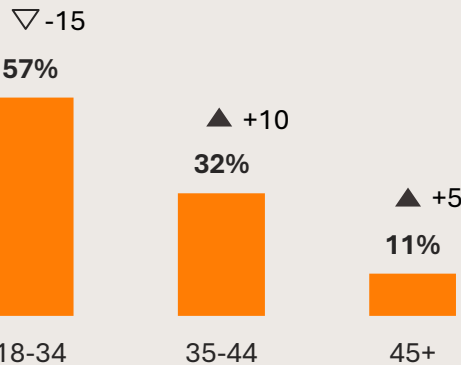
...and the demographic profile of migrant workers is now older with more women and fewer Europeans.

Gender

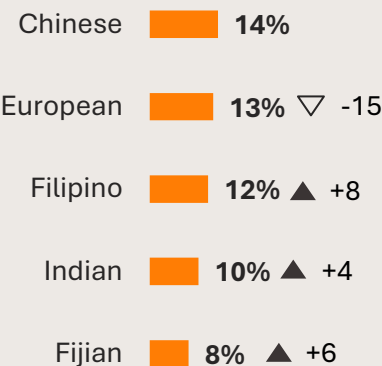


2% were another gender or preferred not to disclose their gender.

Age



Top 5 ethnicities



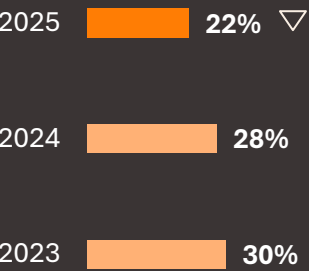
Migrant workers are happier with their working conditions...

Job satisfaction has increased

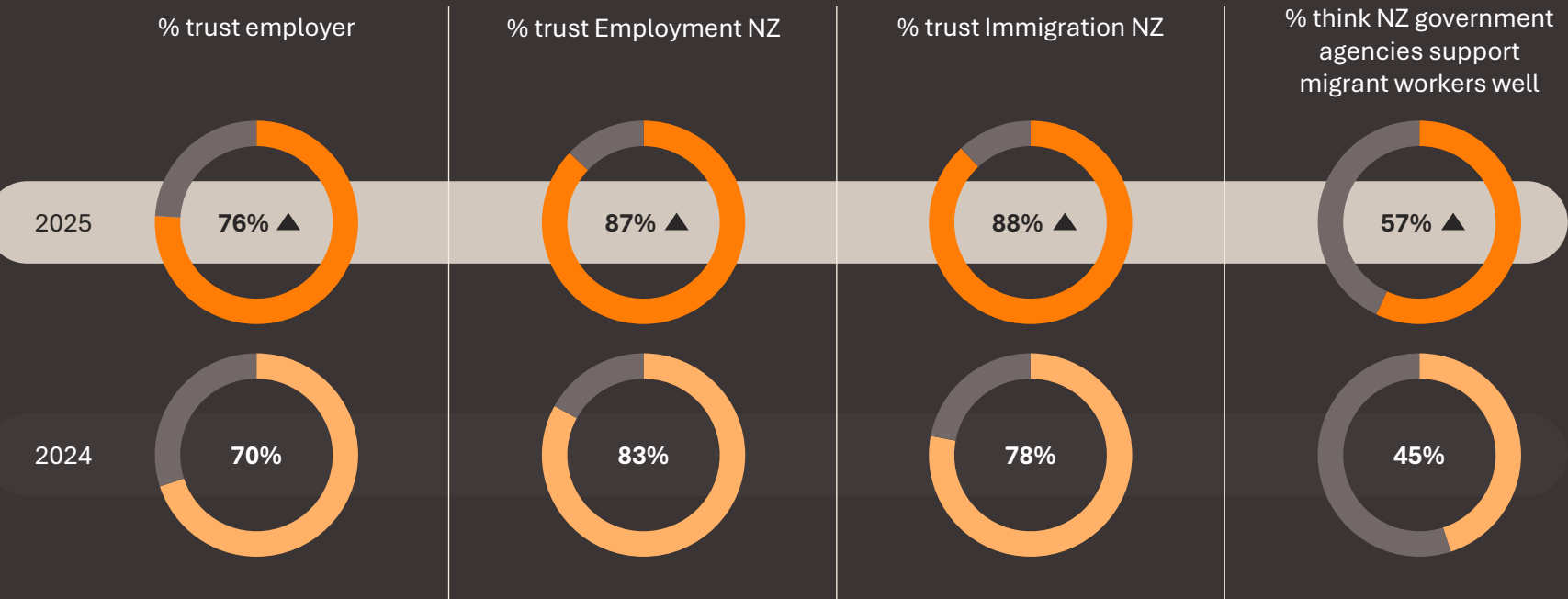
% overall satisfied with employment situation



Fewer voiced employment concerns in the survey.



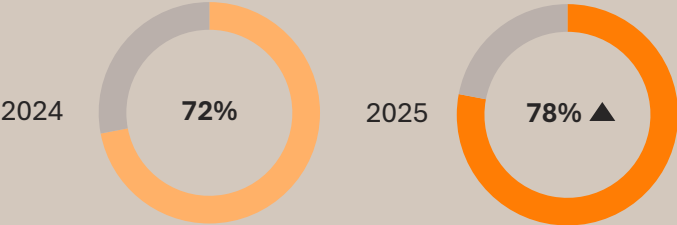
...and they are more trusting of their employer and government agencies.



Vulnerability indicators are moving in the right direction...

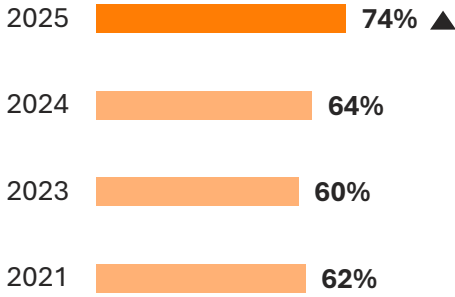


...but tough economic times make migrant workers feel even more financially tied to their jobs.
% who say it's essential to stay in their job so they can financially support themselves and their family...

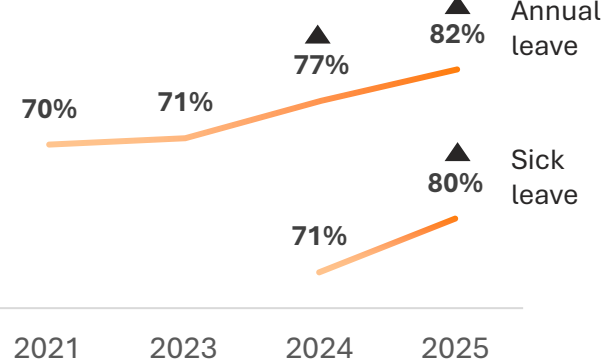


Migrant workers are more confident in their understanding of employment rights.

% say they understand their rights well



And tested knowledge of employment rights shows increased understanding of annual leave and sick leave entitlements.

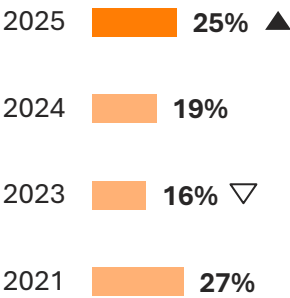


But on average, migrant workers still have an incorrect understanding of (or are unsure about) 3 of the 14 employment rights tested.

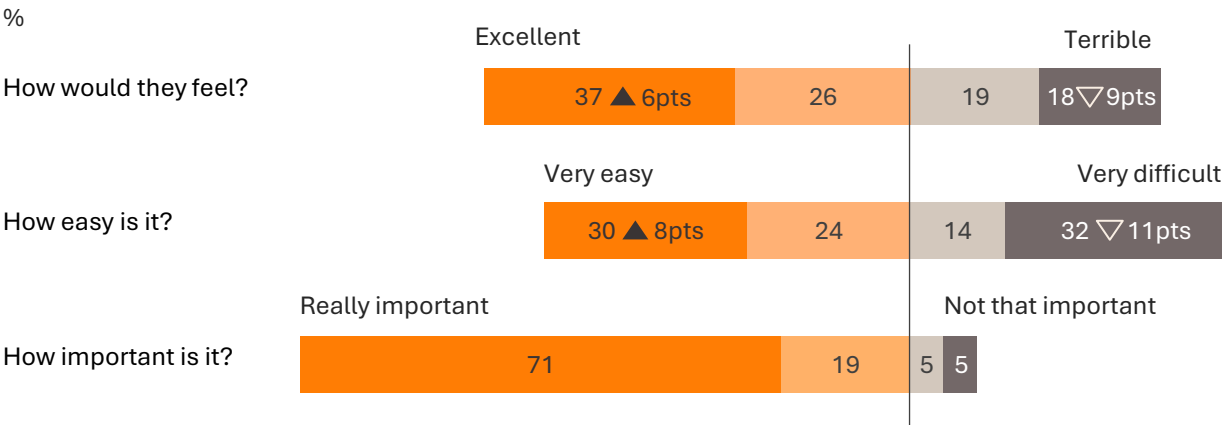


Migrant workers are more aware of the Migrant Worker Protection Work Visa.

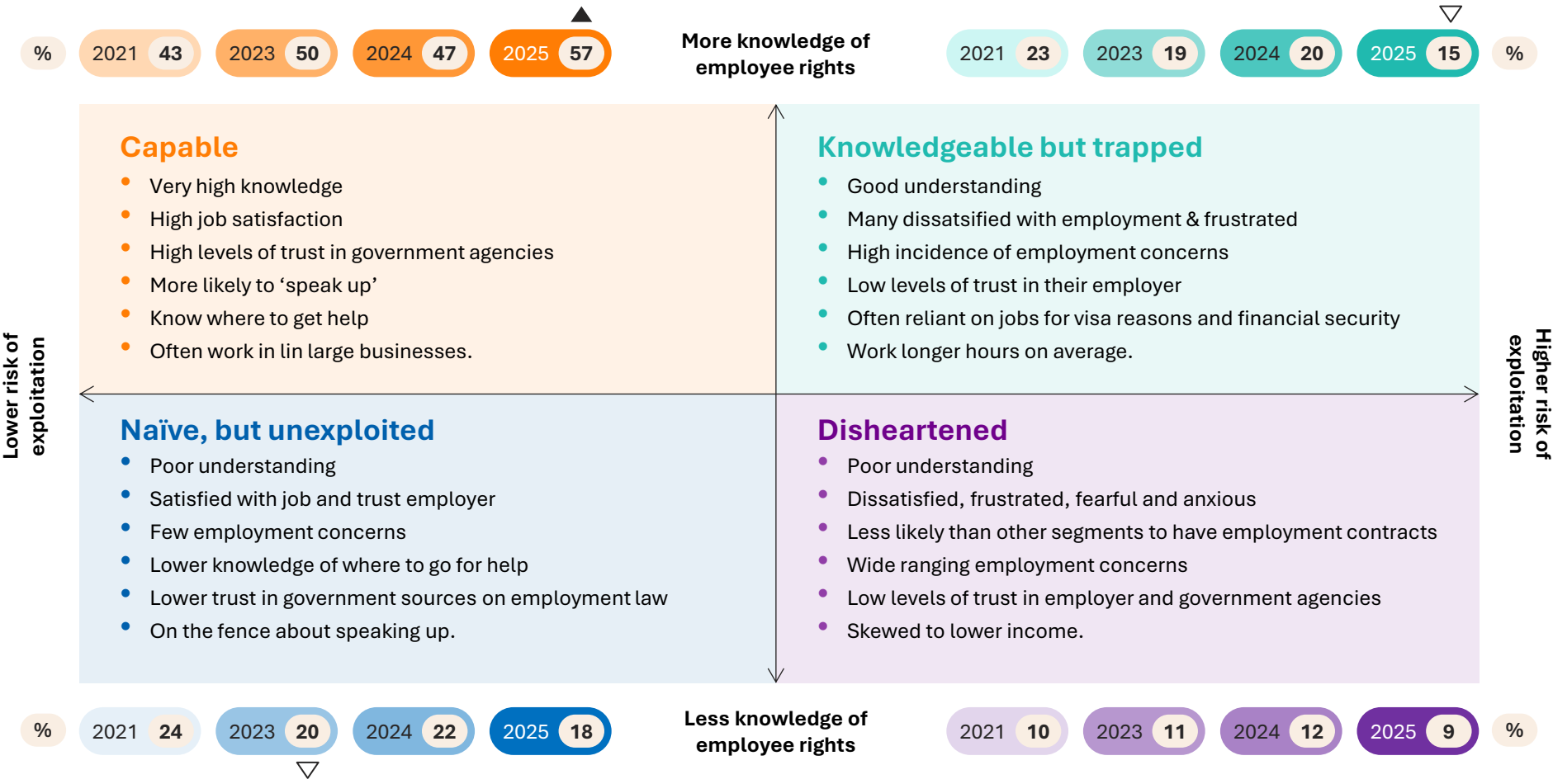
% aware



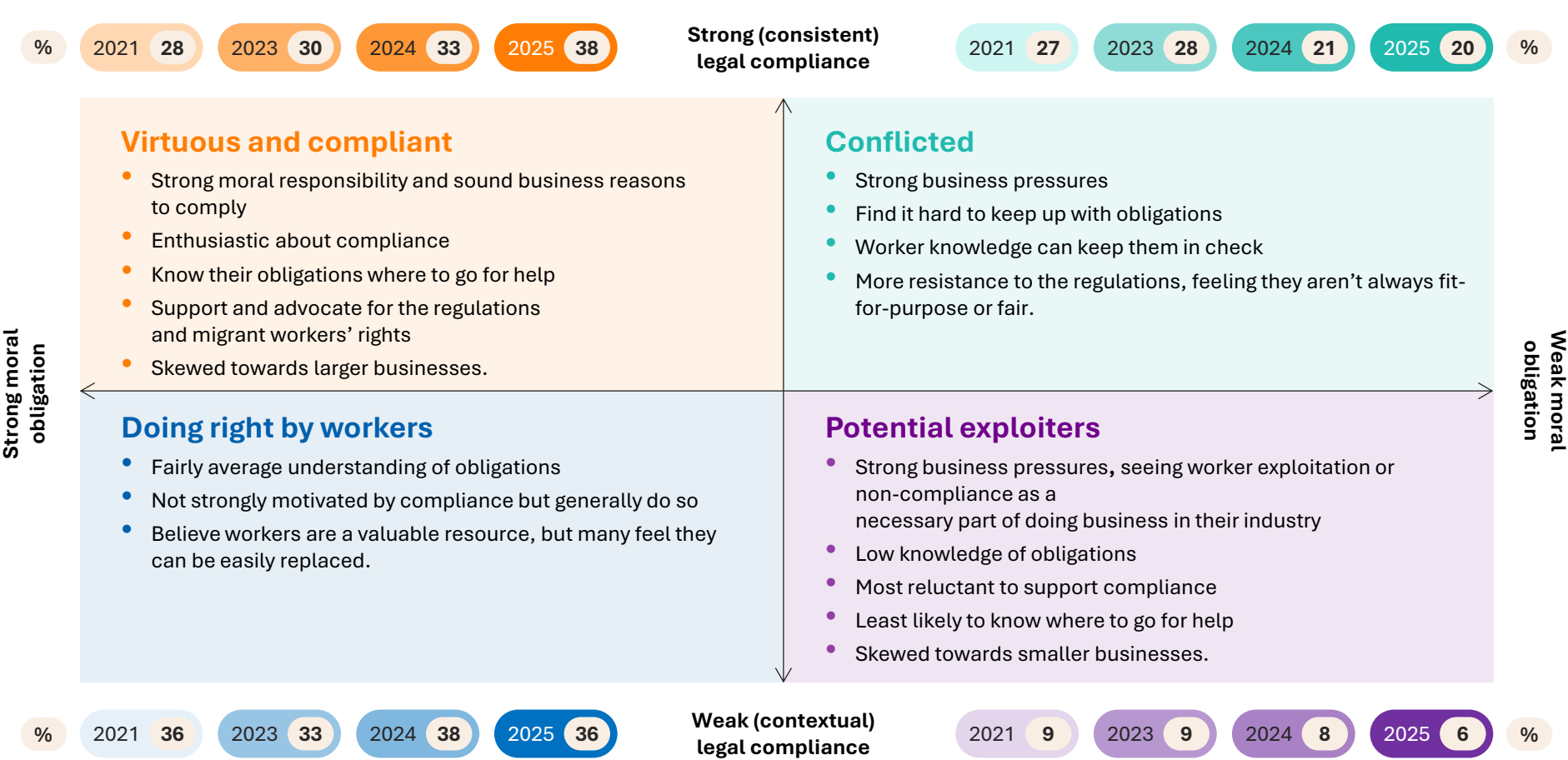
And they feel better about speaking up in an exploitative situation, but it's still a difficult thing to do for many.



The Capable segment has grown, but one quarter of migrant workers remain at risk of exploitation.



Employers' sense of moral obligation and legal compliance is moving in the right direction, but the potential for exploitation remains because of employers with very weak attitudes or business pressure conflicts.



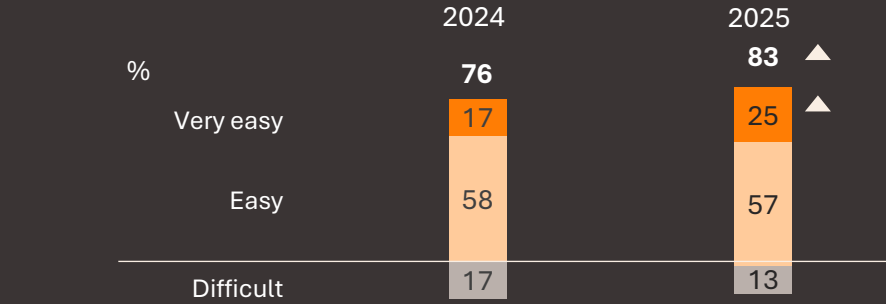
In 2025, migrant workers find help easier though online information and improved government websites.

Migrant workers are more likely to know where to go for support in 2025.

% who say they know where to go for help with their employment rights



Migrant workers find it easier to get information online since last year.



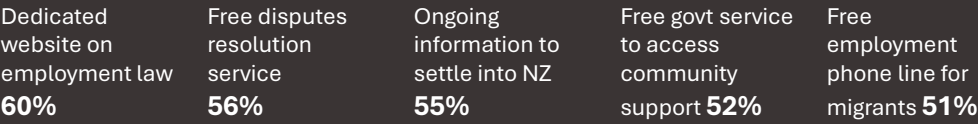
Government websites prove more useful for migrant workers in 2025.



Both migrant workers and some employers express a growing interest in knowing their rights and responsibilities.

7 of the 19 ideas tested hold more appeal for migrant workers than in 2024

Top ideas for getting information and support
% very helpful



8 of the 17 ideas tested hold more appeal for employers of migrant workers than in 2024

Top ideas for getting information and support
% very helpful

