



The Aspirations of Pacific Peoples in New Zealand are articulated in the All of Government Pacific Wellbeing Strategy, Lalanga Fou which was developed by the Ministry for Pacific Peoples. MBIE as the Government's lead micro-economic agency, is responsible for the enactment of the Government's economic priorities and their contribution to the Goals identified in Lalanga Fou - particularly Goal 2: Prosperous Pacific Communities.

## COVID-19 WILL BRING SOME UNKNOWN HEADWINDS

### Institutional

- › Ongoing presence of structural barriers such as cultural and attitude gaps between mainstream and Pacific peoples
- › Inadequate engagement, design and delivery of interventions to cater to the specific needs of Pasifika
- › Lack of coordination of programmes delivered to Pacific peoples across local, central government and non-Government
- › Consultation fatigue within Pacific communities

### COVID-19

- › Is magnifying existing disparities in economic outcomes
- › Digital connectivity and broader equity is a strategic challenge
- › COVID is impacting occupations and industries with a high representation of Pacific workers
- › Impacting Pacific business continuity, particularly for sole-traders and the construction sector
- › Border closures are impacting RSE workers and employers.

## DATA SNAPSHOT: PACIFIC PEOPLES' POPULATION SPREAD AND KEY INSIGHTS

**Young:** Pacific peoples median age is 23, compared to 35 for all ethnic groups

**Urbanised:** ¾ of Pacific people live in either Auckland or Wellington

**Underutilised:** Underutilisation rate of 13.9% at June 2020, compared to 10.8% for NZ Europeans

**Employment outcomes have improved since 2000, but progress in occupational advancement has been weak since the GFC:**

- › From June 2019 to June 2020 median weekly wages for Pasifika increased by 6.9% (24% increase for the 3 years to June 2020, compared to an increase of 17% for Pakeha for the same period)

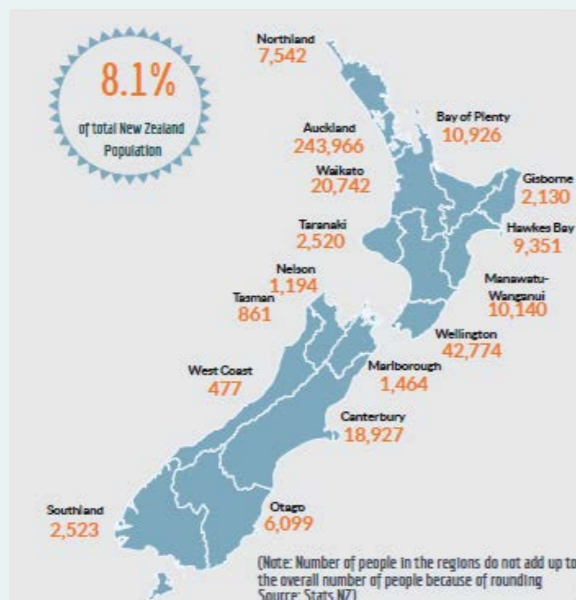
- › Since 2000 employment in higher-skilled occupations has increased, but further improvement in high-skilled employment has been minimal since the GFC

**COVID will magnify existing challenges for Pacific Peoples and reflects a need for labour market diversification:**

- › Compared to the general population, Pasifika Peoples are at least 1.5x more likely to be employed in low-skilled labouring roles especially in manufacturing, transport, warehousing and logistics; and
- › Pasifika women are largely employed in healthcare, social assistance, manufacturing and retail

**Pacific Businesses have a lower maturity profile and are primarily concentrated in "bellwether" services industries**

- › In 2017, there were approximately 4,100 self-employed Pacific individuals in New Zealand, including sole-traders
- › Male operated firms are primarily in Construction
- › Women operated firms are primarily in Professional Services



## DELIVERING ECONOMIC PROSPERITY FOR PACIFIC PEOPLES – A SNAPSHOT OF MBIE PROGRAMMES

### Budget 2020 enables MBIE to deliver new programmes to promote Pacific prosperity

- › \$22M investment over four years for the Auckland Pacific Skills Shift which promotes long-term employment outcomes. It is a culturally-centred mix of social innovation, industry training and community programmes.
- › \$6.25M investment over four years for the Pacific Business Procurement Support Service Initiative. This expands the transformation of the Pacific Business Trust, which delivers business advisory services to Pacific businesses.

### MBIE currently supports a range of Pacific-targeted policies and programmes

- › Senior Diverse Leaders Programme – promoting coordinated Pacific workforce development within MBIE and the wider public service
- › Tupu Tai public sector internship programme providing opportunities for Pacific students' engagement in the public sector policy workforce
- › Funding for the Toloa programme, delivered by the Ministry of Pacific Peoples to increase Pasifika engagement in STEAM training and careers
- › PGF Pasifika business investment - accelerating Pasifika enterprises (via grant to MPP).
- › The Pacific Employment Action Plan (in the AOG Employment Strategy) is articulating a set of objectives for Pasifika employment-related policy
- › \$10M PGF funding for Pacific churches delivering investment into sites of cultural and spiritual significance to Pasifika communities
- › A \$8.85M PGF investment allowed MPP to expand their employment programme, Tupu Aotearoa, to regions outside of Auckland
- › Pacific Reset policy Review, including RSE, Residence visa categories, Pacific Access Category, Samoan Quota and Family categories

### MBIE Policies and programmes also deliver disproportionate impact for Pacific Peoples

- › Changes to the All of Government Procurement Rules and Guidance increasing access of Government procurement for Pacific businesses
- › Implementation of the Fair Pay Agreements system - Pasifika women have a large ethnic-gender pay gap relative to Pākeha women and men
- › 2018 Pay-Equity settlements for Aged Care Sector which employs a large number of Pasifika women
- › Pay-Equity settlements and minimum wage increases have raised low-waged Pasifika workers' wages
- › PGF-funded He Poutama Rangatahi programme targeting individuals who need employment and training support in the community

**GOAL 1:** Thriving Pacific Languages, Cultures and Identities

**GOAL 2:** Prosperous Pacific Communities

**GOAL 4:** Confident, Thriving and Resilient Pacific Youth

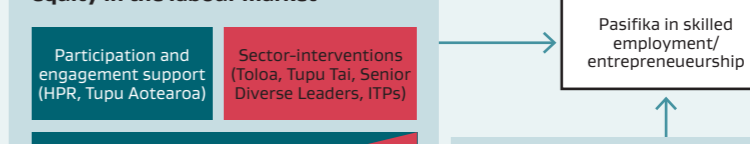
**NB: GOAL 3 is 'Resilient and Healthy Pacific Peoples.'**

## THROUGH GREATER COORDINATION AND COLLABORATION, MBIE CAN PROMOTE GREATER IMPACT FOR PACIFIC PEOPLES

### Regulatory settings and reviews



### Increasing Pacific engagement and equity in the labour market



Programmes disproportionately impacting Pasifika

Programmes targeted at Pasifika

### MBIE has invested into successful partner agency programmes

- › MBIE has partnered with the Ministry for Pacific Peoples to grow successful Pasifika-led programmes, including:
- › Pacific Business Procurement Support Service: Investment to support targeted expansion of MPP-funded core services from the Pacific Business Trust
- › Toloa Pasifika STEM programme: MBIE Science, Innovation and International provided funding to expand delivery
- › Tupu Aotearoa Regions: Provincial Development Unit provided expansion. MPP also recently received budget funding to expand into urban NZ
- › Regional Pacific Business Funding: PGF Investment to accelerate Pacific business enterprise

## OPPORTUNITIES TO FURTHER IMPROVE OUTCOMES FOR PASIFIKA

### Business growth and development

- › Leverage existing investment to build capability of Pacific business and sole-traders, especially those in growth industries.
- › Scope strategic investments for Pacific businesses impacted by border closures.

### Innovation

- › Improve career pathways, connections and representation in the research, science and innovation system
- › Supporting innovation capability for Pasifika enterprises, collectives and communities
- › Increase collaboration to align Government systems to delivery of Pacific-centric economic interventions

### Targeted Industry-level interventions

- › Targeted opportunities to promote resilience and build/maintain competitive advantage in the context of both broader economic drivers and short-term shocks (such as COVID)
- › Engagement with ITPs and RSLGs, especially in key sectors for Pasifika people and businesses
- › Enhancing capability for regulatory agencies' to improve Pacific communities' understanding of market regulations and systems
- › Scale-up existing programmes, particularly for STEAM engagement

### Digital Equity

- › Coordinating to develop targeted interventions promoting digital access, knowledge and skills.
- › Exploring accessibility and engagement with digital government services.