



Migrant Survey 2024

For the Ministry of Business,
Innovation and Employment

Prepared by: Premium Research, August 2025



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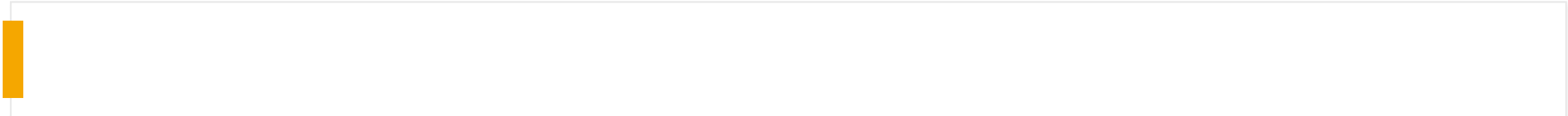
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Approach and notes



Background

The Migrant Survey has been conducted annually, since 2009, as part of MBIE's Immigration Survey Monitoring Programme (ISMP).

The purpose of the survey is to build up an evidence base about migrants' settlement and labour market outcomes. The Migrant Survey has several key objectives.

These are addressed in a series of questions that are included in the survey all or most years, along with particular questions that are rotated in and out of the survey. New questions are also added, as needed, to address emerging information needs.

Methodology

An online survey approach was used in 2024, invitations to complete the survey were sent via email, SMS and for key groups, paper.

The online survey was provided in English, Simplified Chinese, Korean, Samoan, Spanish and Arabic.

The 2024 survey was conducted between November 2024 and February 2025.

A total sample of 5,078 respondents completed the 2024 survey.

The survey response rate for 2024 was 30%.

Population

The target population for the Migrant Survey 2024 was migrants who met all of the following criteria at the date of sample selection:

- were aged 18 years or over
- were onshore in New Zealand
- their current visa was approved under the Skilled/Business Stream, a Family category, the Samoan Quota, the Pacific Access Category, or a Work Stream.
- had spent at least six months and no more than five years in total in New Zealand on a resident, work, or student visa prior to the sample selection date
- had spent at least 50% of their total elapsed time in New Zealand since their first arrival on a resident, work, or student visa prior to the sample selection date.

Change in Sample

Reflecting the make-up of the recent migrant population and variations in the demographic profiles of survey participants, in the 2024 achieved sample:

- there were more people from the following groups than in 2023: Work Visa holders, Migrants from the Philippines, India and Fiji.
- there were less people from the following groups than in 2023: Skilled Principal, Skilled Secondary and Family Partnership visa holders. Migrants from Great Britain.

Weighting the survey data up to the total eligible migrant population corrects for under/over response from particular migrant groups.

See Appendix 1 for an overview of the sample.

Notes

All the differences (increases and decreases) noted in the report are statistically significant.

A yellow 'up' arrow is used to show a statistically significant increase between 2023 and 2024 (or 2022 and 2024 if there is no 2023 data).

A purple 'down' arrow is used to show a statistically significant decrease between 2023 and 2024 (or 2022 and 2024 if there is no 2023 data).

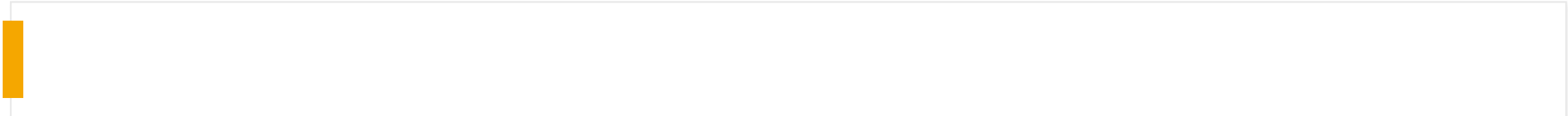
Results and significant differences are not presented for any unweighted counts of less than 30.

Total Work visa holders = combination of all respondents with work visas.

Total Residence visa holders = combination of all respondents with residence visas.

Due to rounding some results will add to more than 100%.

Key Findings



Key Findings – 2024

Overall satisfaction with life in New Zealand remains high



- 86% of recent migrants were satisfied with living in New Zealand
- 92% of recent migrants reported feeling welcome in the community they live in
- 71% said New Zealand felt completely or a lot like home

Positive trends identified in 2024



- 79% of recent migrants said they feel safe in New Zealand (up from 71% in 2022 and 73% in 2023), though lower than 84% in 2021.
- 43% of recent migrants said they had felt they were treated unfairly because they came from overseas (down from 57% in 2022 and 48% in 2023)
- 79% of employed recent migrants said they understood their employment rights well (an increase from 73% in 2021, 75% in 2022 and 71% in 2023)
- 74% of recent migrants agreed that New Zealand supports migrants with the information and services they need (an increase from 66% in 2022 and 69% in 2023)

Negative trends identified in 2024



- 6% of recent migrants were unemployed and looking for work (up from 2% in 2022 and 4% in 2023)
- 5% of recent migrants were paid less than the minimum wage (up from 2% in 2022 and 4% in 2023)
- 29% of recent migrants said it was difficult to get information about looking for work in New Zealand (up from 18% in 2021, 19% in 2022 and 23% in 2023)

Reasons to come to New Zealand

Findings

Reasons to come to New Zealand

In 2024, the most common reasons for coming to New Zealand were 'relaxed pace of life' (40%), 'environment/landscape' (39%) and 'ability to get a good job' (31%).

| | 2022 | 2024 |
|--|------|-------|
| Relaxed pace of life | 41% | 40% |
| Environment/landscape | 38% | 39% |
| Ability to get a good job | 30% | 31% |
| I got a job in NZ before I came here | 16% | 30% ↑ |
| Safety from crime and violence | 34% | 30% ↓ |
| To be with family | 20% | 25% ↑ |
| To join my partner | 24% | 25% |
| Good education system | 26% | 23% ↓ |
| Recreation and leisure activities | 19% | 18% |
| Good provision of services | 16% | 16% |
| Lack of inter-racial, ethnic or religious tensions | 15% | 12% ↓ |
| Good housing | 5% | 7% ↑ |
| Living costs | 3% | 4% |
| Cost of study | 5% | 3% ↓ |

Q. Thinking back, what were your main reasons for coming to New Zealand?
Base 2022 = 5,594, Base 2024 = 5,078

Time in New Zealand

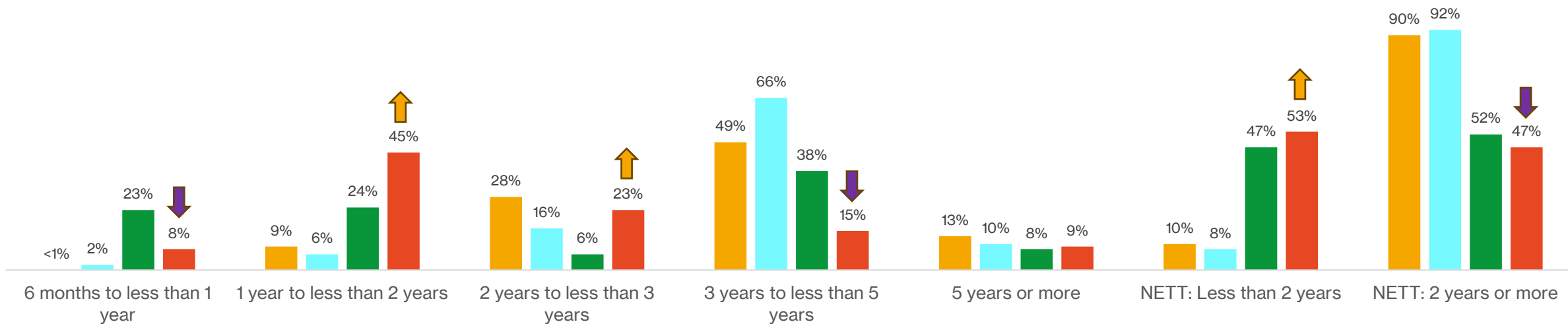
Findings

Time in New Zealand

In 2024, just over half of recent migrants reported having lived in New Zealand for less than 2 years (53%, up from 47% in 2023) and just under half (47%, down from 52% in 2023) had been in New Zealand for 2 years or more.

Time in New Zealand, 2021-2024

■ 2021 ■ 2022 ■ 2023 ■ 2024



Q. How long in total have you spent in New Zealand?

Base 2021 = 5,007, Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

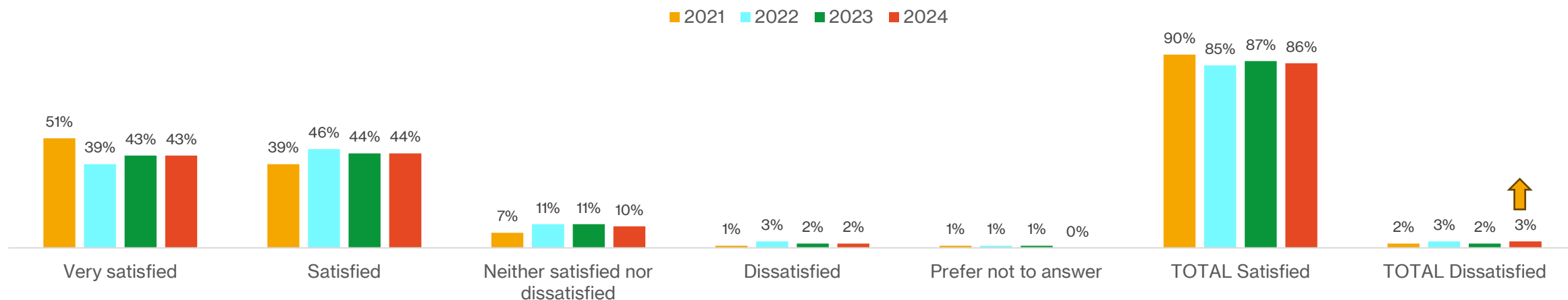
Life in New Zealand

Findings

Satisfaction with living in New Zealand

In 2024, consistent with 2023, most (86%) recent migrants are satisfied with life in New Zealand (combination of satisfied + very satisfied).

Satisfaction with living in New Zealand, 2021-2024



Q. Overall, how satisfied are you with living in New Zealand?

Base 2021 = 5,015, Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 86% for all recent migrants, the following groups were **more likely** to say they **were satisfied** with living in New Zealand (satisfied + very satisfied):

- Migrants from the Philippines (92%)
- Migrants living in Canterbury (91%) or the Rest of the South Island (92%)

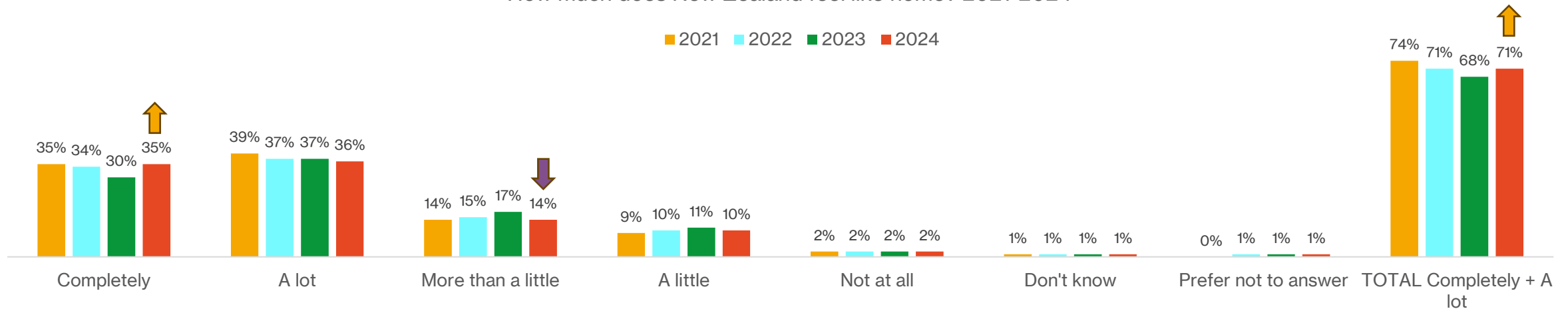
Compared to the total of 86% for all recent migrants, the following groups were **less likely** to say they **were satisfied** with living in New Zealand (satisfied + very satisfied):

- Migrants from India (84%) or China (79%)
- Migrants living in Auckland (84%)

Does New Zealand feel like home?

In 2024, consistent with 2023, more than two-thirds (71%) of recent migrants said New Zealand felt like home (a lot + completely).

How much does New Zealand feel like home? 2021-2024



Q. How much do you feel that New Zealand is your home?

Base 2021 = 5,015, Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 71% for all recent migrants, the following groups were **more likely** to say New Zealand feels like home (a lot + completely):

- Male migrants (74%)
- Migrants from the Philippines (84%) or Fiji (83%)
- Pacific Access (85%) or Accredited Employer (75%) visa holders
- Those who have lived in New Zealand for 5 years or more (78%)

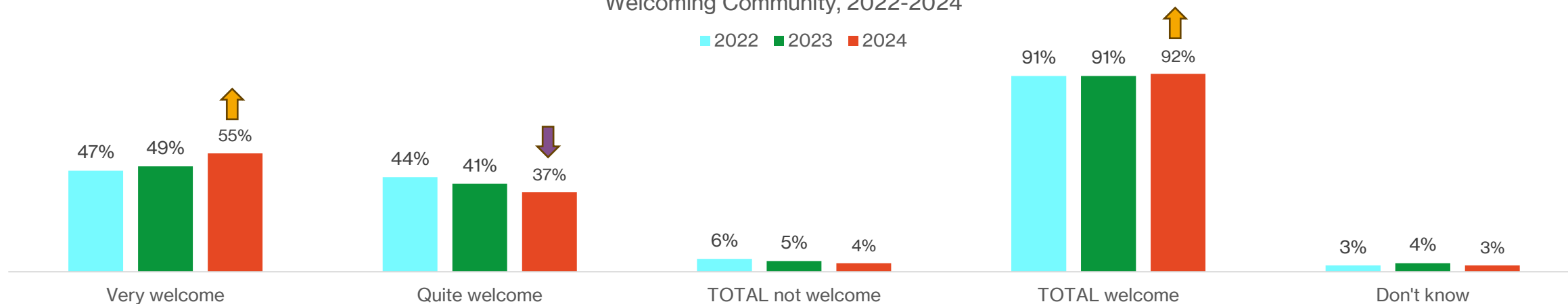
Compared to the total of 71% for all recent migrants, the following groups were **less likely** to say New Zealand feels like home (a lot + completely):

- Female migrants (68%)
- Migrants from China (60%) or Great Britain (58%)
- Working Holiday Scheme (50%)
- Those who have lived in New Zealand for less than 1 year (63%)

Welcoming community

In 2024, consistent with 2023, nine out of ten (92%) recent migrants reported feeling welcome (quite welcome + very welcome) in the community they live in.

Welcoming Community, 2022-2024



Q. How welcome do you feel in the community that you live in? Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Note: 'Not at all unwelcome' has not been included because the cell size is less than 30

Compared to the total of 92% for all recent migrants, the following groups were **more likely** to say they **feel welcome** in the community they live in (quite welcome + very welcome):

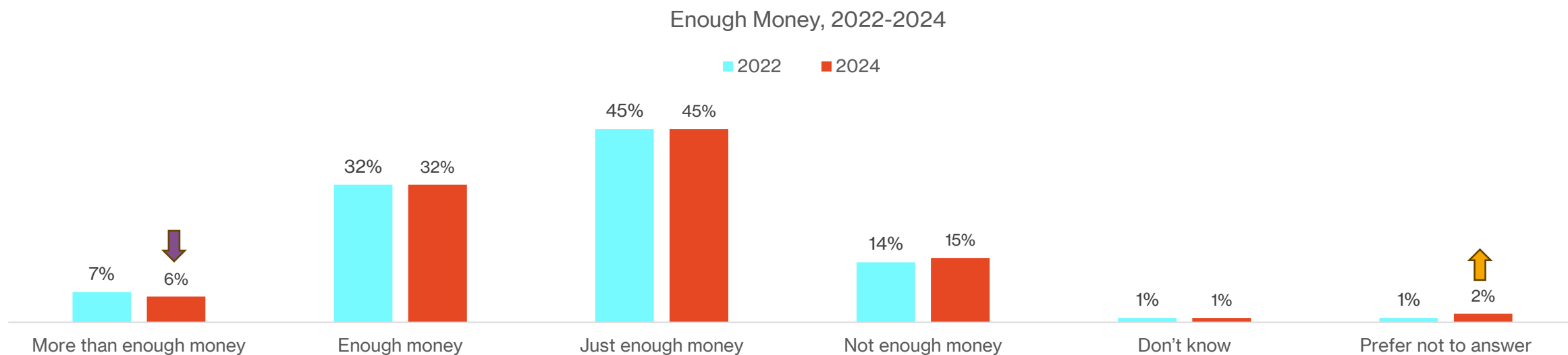
- Migrants from Philippines (98%) or Great Britain (96%) or Fiji (97%)
- Pacific Access (97%) visa holders
- Migrants living in Otago (96%) or the Rest of the South Island (96%)

Compared to the total of 92% for all recent migrants, the following groups were **less likely** to say they **feel welcome** in the community they live in (quite welcome + very welcome):

- Migrants from China (73%)
- Migrants living in Auckland (90%)

Enough Money

In 2024, consistent with 2022, 15% of recent migrants reported not having enough money to meet their everyday needs



Q. Thinking about how well your family/household income meets your everyday needs for things like rent or mortgage payments, food, clothing and other necessities. Would you say you have...?

Base 2022 = 5,594, Base 2024 = 5,078

Compared to the total of 15% for all recent migrants, the following groups were **more likely** to say they **do not have enough money** to meet their everyday needs

- Migrants from India (19%)
- Family Partnership (22%) or Pacific Access (22%) or Total Residence (17%) visa holders

Compared to the total of 15% for all recent migrants, the following groups were **less likely** to say they **do not have enough money** to meet their everyday needs

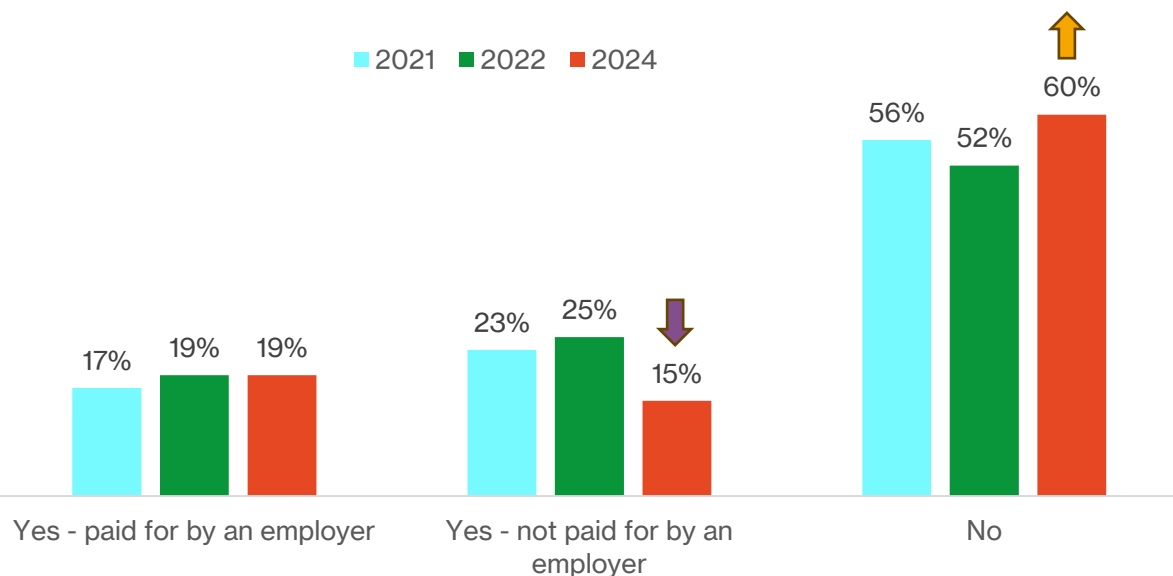
- Migrants from the Philippines (10%)
- Accredited Employer (13%) visa holders
- Migrants living in Otago (10%)

Education and Training

In 2024, consistent with 2022, 19% of migrants said they had received **formal** education or training in NZ paid for by an employer and 31% said they had received **informal** education of training paid for by an employer.

Formal Education/training, 2021-2024

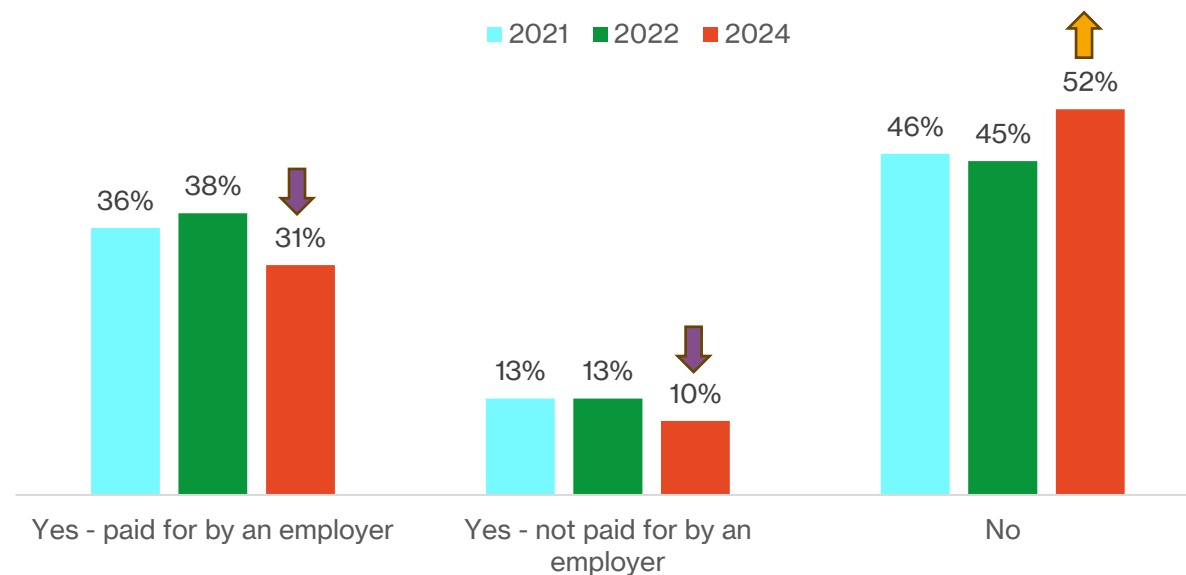
2021 2022 2024



Q. Have you received any **FORMAL** education or training in New Zealand?
Base 2021 = 5,015, Base 2022 = 5,594, Base 2024 = 5,078

Informal Education/training, 2021-2024

2021 2022 2024

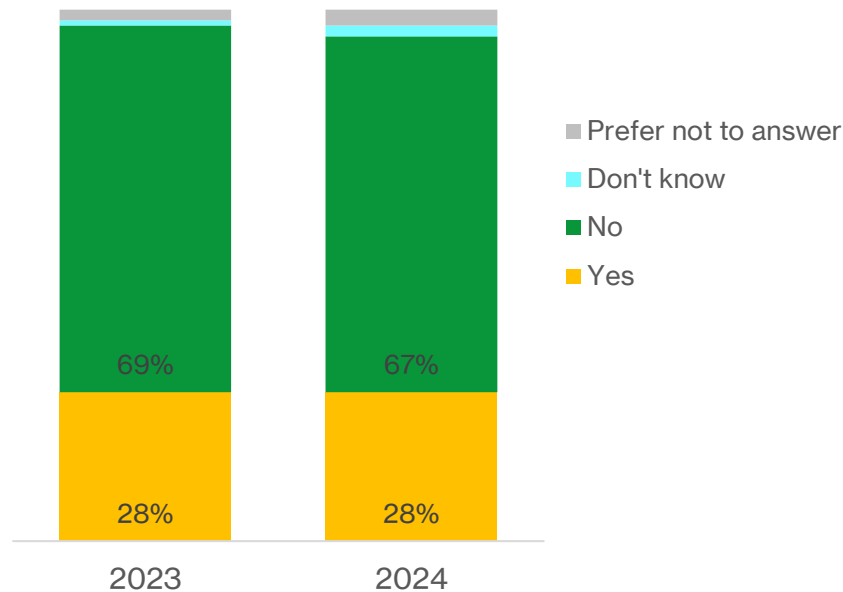


Q. Have you received any **INFORMAL** education or training in New Zealand?
Base 2021 = 5,015, Base 2022 = 5,594, Base 2024 = 5,078

Learning Māori language and culture

In 2024, consistent with 2023, 28% of recent migrants said they had undertaken some learning/course(s) on Māori language or culture. In 2024, 41% of recent migrants said they were aware of current opportunities to learn about or experience Māori culture in their community – an increase from 39% in 2023.

Undertaken Māori language or culture learning/courses, 2023-2024

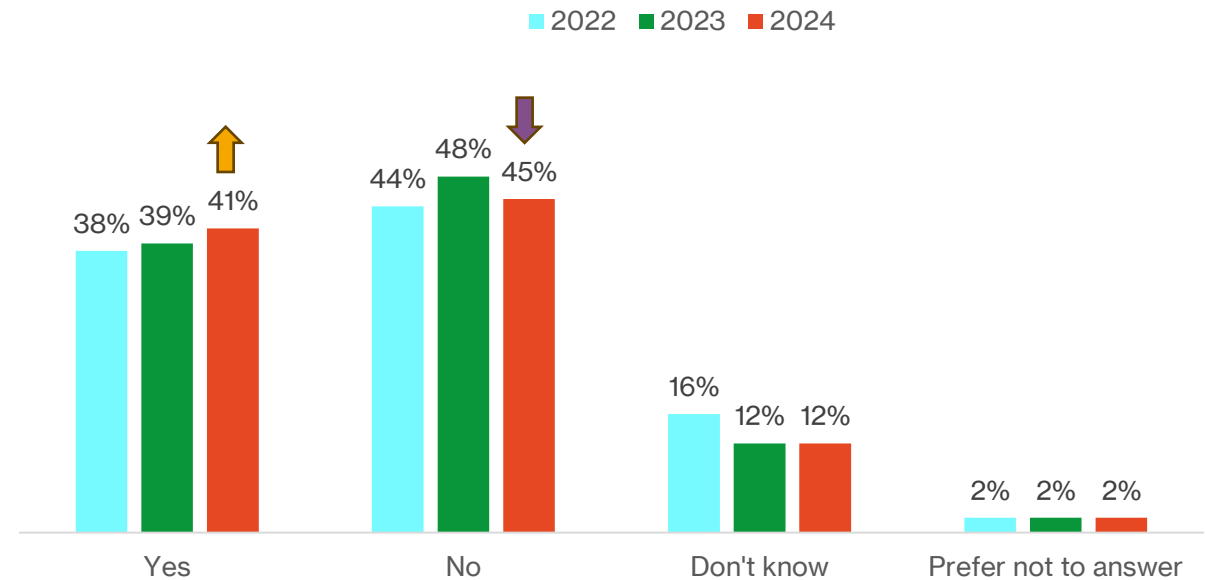


Q. Have you done any learning/courses on Māori language or culture?
Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 28% for all recent migrants, the following groups were **more likely** to say they **had** undertaken Māori language or culture learning/courses:

- Female migrants (35%)
- Migrants from South Africa (34%) or Great Britain (42%)
- Skilled Principal (46%) or Total Residence (35%) visa holders
- Migrants living in Wellington (37%) or the rest of the North Island (38%)
- Those who have lived in New Zealand 3 to less than 5 years (39%) or 5 years or more (37%)

Awareness of opportunities to learn about or experience Māori culture, 2022-2024



Q. Are you aware of any current opportunities to learn about or experience Māori culture in your local community? Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 28% for all recent migrants, the following groups were **less likely** to say they **had** undertaken Māori language or culture learning/courses:

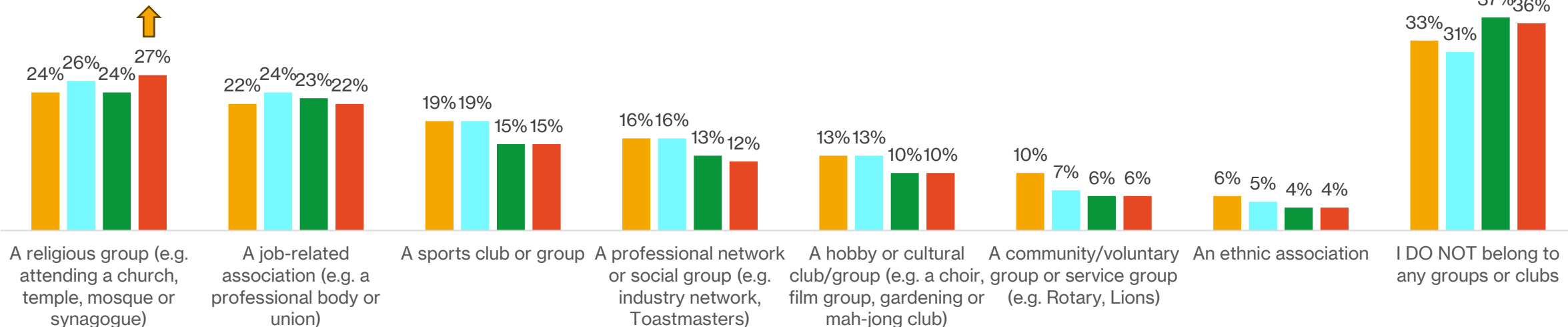
- Male migrants (22%)
- Pacific Access (16%) or Accredited Employer (24%) or Family (Work) (18%) or Total Work (24%) visa holders
- Those living in Auckland (24%)
- Those who have lived in New Zealand for less 1 to less than 2 years (25%)

Belonging to clubs or groups

In 2024, consistent with 2023, 36% of recent migrants reported that they did not belong to any groups or clubs. The highest level of participation continues to be in 'religious groups' (27% in 2024)

Clubs and Groups, 2021-2024

■ 2021 ■ 2022 ■ 2023 ■ 2024



Q. Which of the following groups or clubs do you belong to? Base 2021 = 5,015, Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 36% for all recent migrants, the following groups were **more likely** to say they **do not belong** to any groups or clubs:

- Migrants from China (48%)
- Accredited Employer (40%) or Total Work (39%) visa holders
- Migrants living in Auckland (38%)
- Those who have lived in New Zealand for less than 1 year (42%)

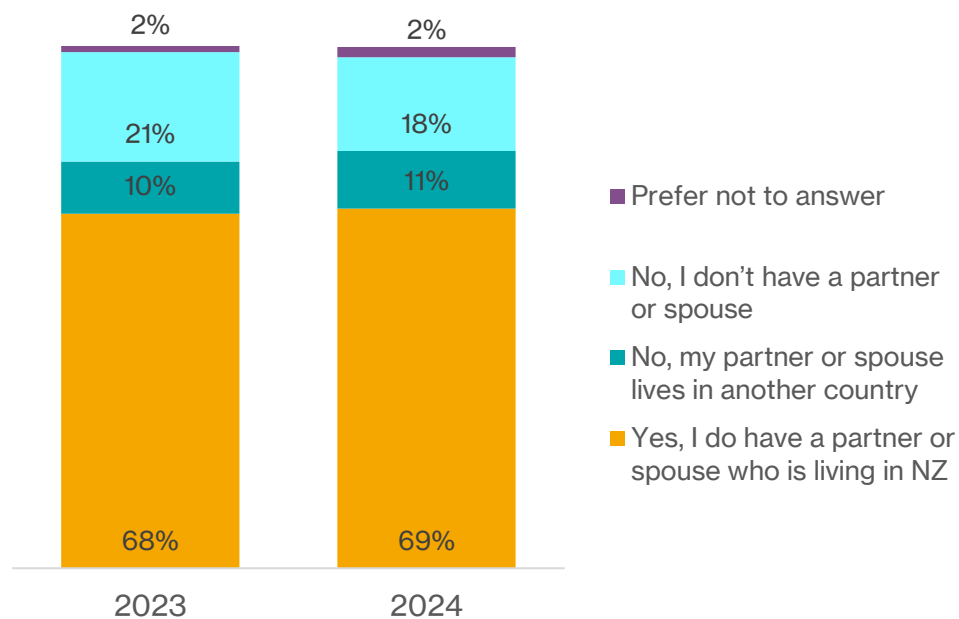
Compared to the total of 36% for all recent migrants, the following groups were **less likely** to say they **do not belong** to any groups or clubs:

- Migrants from South Africa (26%) or Great Britain (27%) or Fiji (27%)
- Skilled Principal (23%) or Pacific Access (22%) or Total Residence (30%) visa holders
- Migrants living in Wellington (30%) or Waikato (30%) or Rest of North Island (31%)
- Those who have lived in New Zealand for 3 to less than 5 years (30%) or lived in New Zealand for 5 years or more (31%)

Partner/spouse in New Zealand

In 2024, consistent with 2023, 69% of recent migrants said they had a partner or spouse living in New Zealand, a further 11% said they have a partner or spouse that lives in another country. 18% said of recent migrants said they do not have a partner or spouse.

Partner/spouse? 2023-2024



Q. Do you currently have a partner or spouse who is living in New Zealand?
Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 11% for all recent migrants, the following groups were **more likely** to have a partner or spouse that lives in another country:

- Male migrants (17%)
- Migrants from the Philippines (20%) or China (20%)
- Accredited Employer (26%) or Total Work (17%) visa holders
- Those who have lived in New Zealand for less than 1 year (16%) or for 1 to less than 2 years (15%)

Of those who said they have a partner or spouse, 54% said they have been together for more than 5 years, 10% 3-5 years, 9% 2-3 years, 17% 1-2 years, 6% 6 months – 1 year and 3% less than 6 months.

Q. How long have you been with your current partner/spouse? Base 2024 = 4,050

Of those who said they have a partner or spouse, 49% said their partner/spouse is a New Zealand citizen or resident (down from 59% in 2023) and 51% said their partner/spouse is not a New Zealand citizen or resident (up from 41% in 2023).

Q. Is your partner/spouse a New Zealand citizen or resident? Base 2024 = 4,050.

Compared to the total of 11% for all recent migrants, the following groups were **less likely** to have a partner or spouse that lives in another country:

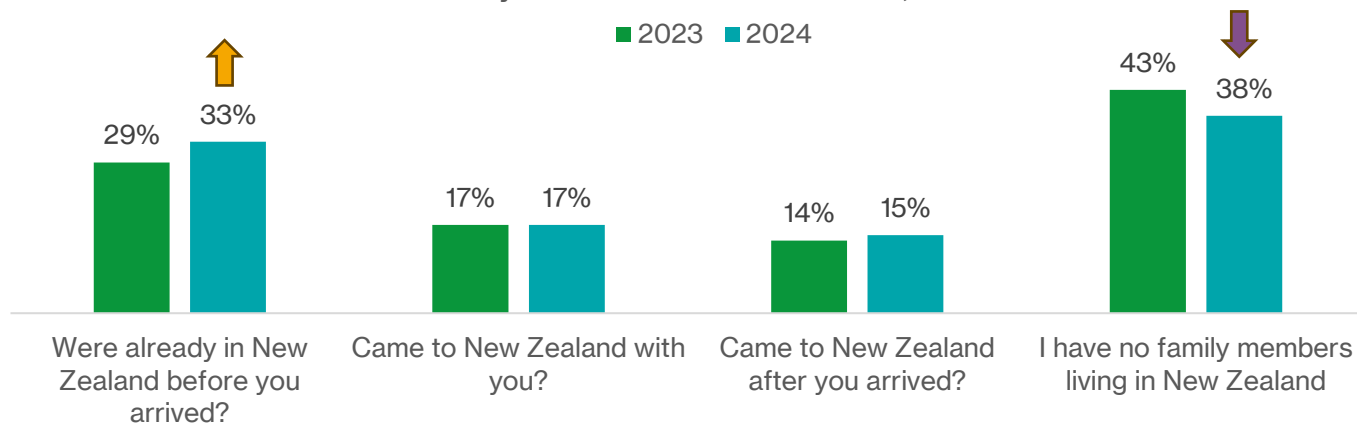
- Female migrants (5%)
- Skilled Principal (5%) or Total Residence (2%) visa holders

Family members living in New Zealand

In 2024, 33% of recent migrants said they had family members living in New Zealand who were already in New Zealand before they arrived, an increase on 29% in 2023.

Family members in New Zealand, 2023 -2024

■ 2023 ■ 2024



The majority (87%) of those with family members in New Zealand said having this helped them to settle in New Zealand. Just 3% said having family members in New Zealand did not help them to settle.

Do you agree or disagree that having family members here has helped you to settle in New Zealand? Base 2024 = 3,046

*Q. Do you have family members currently living in NZ who...?
Base 2023 = 5,318, Base 2024 = 5,078*

Compared to the total of 38% for all recent migrants, the following groups were **more likely** to say they had **no family members** living in New Zealand:

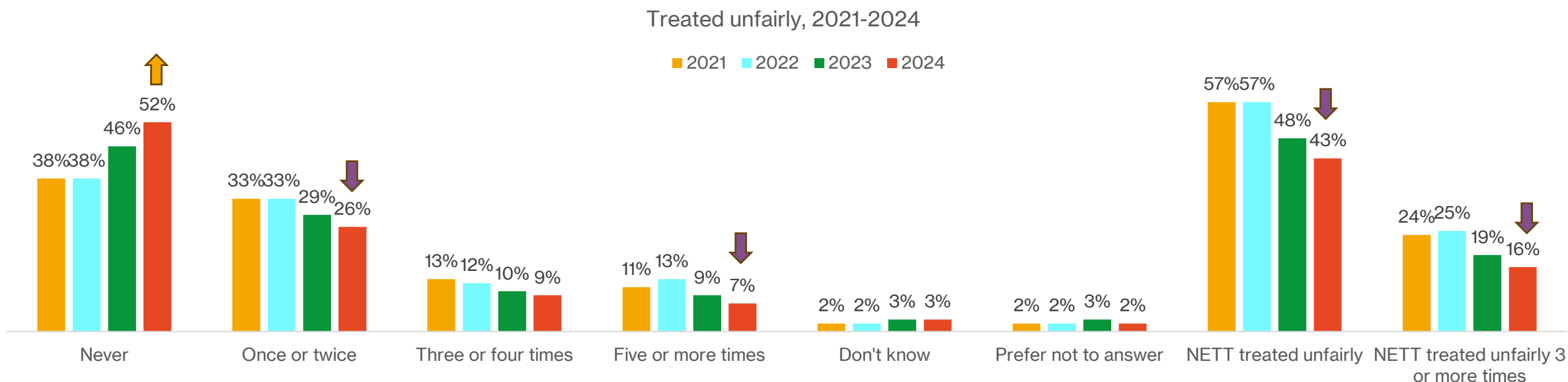
- Male migrants (41%)
- Those aged 25-29 years (42%)
- Migrants from China (45%) or Great Britain (65%)
- Accredited Employer (48%) or Working Holiday Scheme (88%) or Total Work (45%) visa holders
- Those living in Otago (51%)
- Those who have lived in New Zealand up to 1 year (52%)

Compared to the total of 38% for all recent migrants, the following groups were **less likely** to say they had **no family members** living in New Zealand:

- Female migrants (36%)
- Migrants from the Philippines (33%) or India (33%) or South Africa (31%) or Fiji (23%)
- Skilled Secondary (20%) or Total Residence (29%) or Family (Work) (26%)

Experiences of unfair treatment

In 2024, 43% of recent migrants said they had felt they were treated unfairly because they came from overseas. This result is lower than 2023 (48%) and continues a downward trend (57% in 2022).



Q. How often have you felt that someone was treating you unfairly because you came from overseas?

Base 2021 = 5,015, Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 16% for all recent migrants, the following groups were **more likely** to say they had been **treated unfairly 3 or more times**:

- Migrants from South Africa (25%)
- Skilled Principal (21%) or Skilled Secondary (19%) or Family Partnership (21%) or Total Residence (20%) visa holders.
- Migrants living in Otago (21%)
- Those who have lived in New Zealand for 3 and less than 5 years (24%) or lived in New Zealand for 5 years or more (25%)

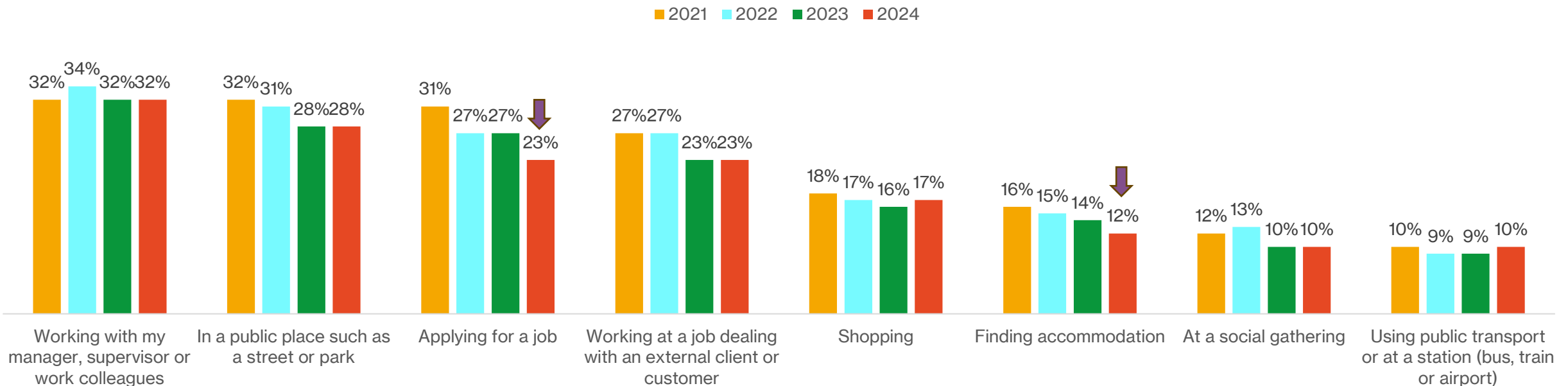
Compared to the total of 16% for all recent migrants, the following groups were **less likely** to say they had been **treated unfairly 3 or more times**:

- Migrants from the Philippines (11%) or Fiji (13%)
- Accredited Employer (12%) or Total Work (14%) visa holders
- Those who have lived in New Zealand for less than 1 year (12%) or lived in New Zealand for 1 year to less than 2 years (13%)

Situations where unfair treatment occurred

In 2023, the most common situations recent migrants felt they were treated unfairly (because they came from overseas) were: working with my manager, supervisor or work colleagues (32%), in a public place (28%) and applying for a job (23%). There were decreases between 2023 and 2024, in the proportions that said they were treated unfairly applying for a job (down from 27% to 23%) and finding accommodation (down from 14% to 12%).

Location of unfair treatment, 2021-2024

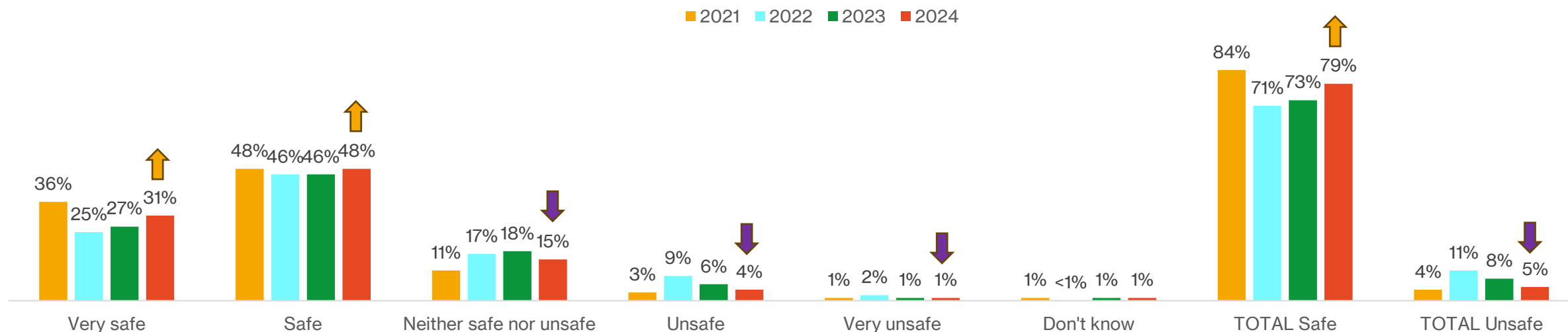


Q. What were you doing when you experienced this unfair treatment?
 Base 2021 = 2,846, Base 2022 = 3,181, Base 2023 = 2,575, Base 2024 = 2,197
 Note: Shows results of 10% or more for 2024

Feeling safe from crime in New Zealand

In 2023, 79% of recent migrants said they felt safe from crime in New Zealand (safe + very safe). This is an increase from 73% feeling safe in 2023 and continues on the increase from 71% in 2022, but remains lower than the 84% in 2021.

Safety from crime in New Zealand, 2021-2024



Q. Thinking only about crime, how safe or unsafe do you feel in New Zealand?
 Base 2021 = 5,015, Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 5% for all recent migrants, the following groups were **more likely** to say they felt **unsafe** from crime (unsafe + very unsafe) in New Zealand:

- Female migrants (6%)
- Migrants from China (11%)
- Skilled Principal (7%), Family Partnership (9%) or Total Residence (6%) visa holders,
- Migrants living in Auckland (7%)
- Those who have lived in New Zealand for 3 to less than 5 years (7%)

Compared to the total of 5% for all recent migrants, the following groups were **less likely** to say they felt **unsafe** from crime (unsafe + very unsafe) in New Zealand:

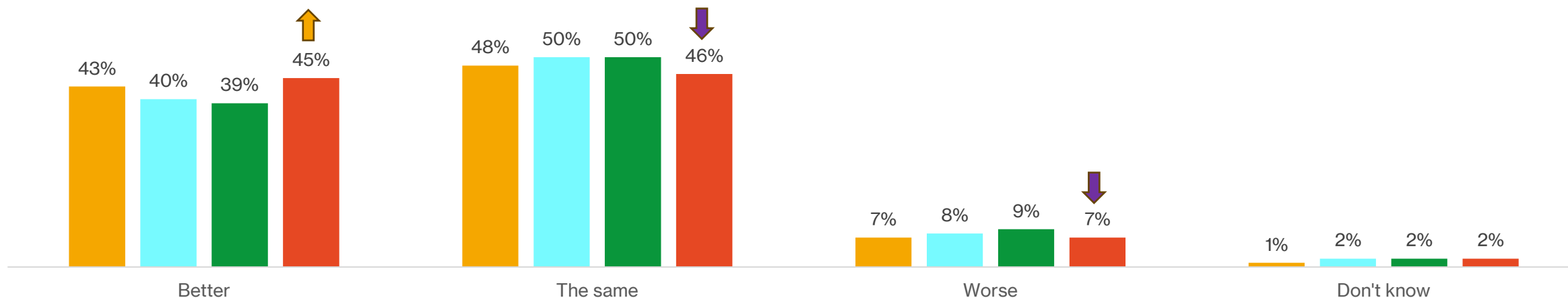
- Male migrants (4%)
- Accredited Employer (3%) or Total Work (4%) visa holders

Changes in health

In 2024, 45% of recent migrants said their health is better now than when they came to New Zealand, this is an increase on 39% in 2023.

Health in New Zealand, 2021-2024

■ 2021 ■ 2022 ■ 2023 ■ 2024



Q. Would you say your health is better, the same, or worse than it was when you came to New Zealand?

Base 2021 = 5,015, Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 7% for all recent migrants, the following groups were **more likely** to say their health is **worse** now than when they came to New Zealand:

- Female migrants (9%)
- Migrants from South Africa (14%) or Great Britain (10%)
- Skilled Principal (9%) or Skilled Secondary (9%) or Family Partnership (15%) or Total Residence (10%) visa holders
- Those who have lived in New Zealand for 3 to less than 5 years (11%) or 5 years or more (13%)

Compared to the total of 7% for all recent migrants, the following groups were **less likely** to say their health is **worse** now than when they came to New Zealand:

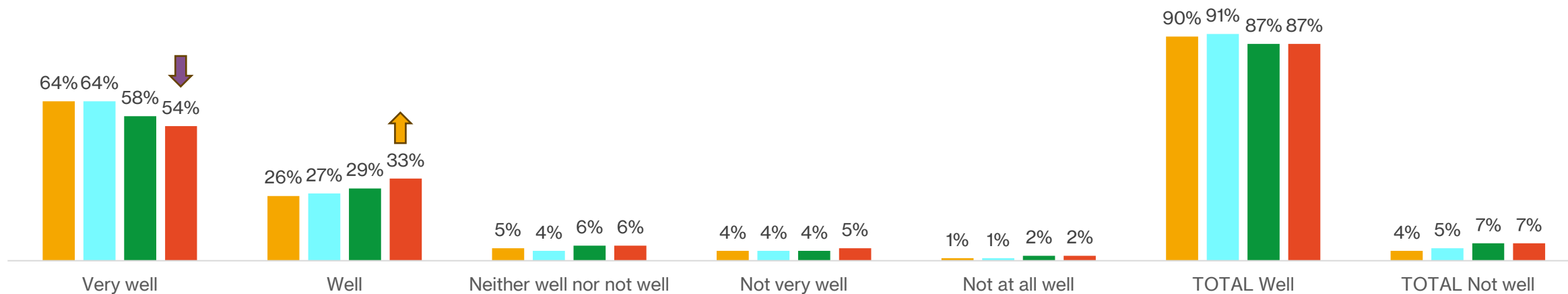
- Male migrants (5%)
- Accredited Employer (4%) or Total Work (5%) visa holders
- Those who have lived in New Zealand for less than 1 year (4%)

Conversing in English

In 2024, most (87%) recent migrants said they could have a conversation about everyday things in English well (well + very well). This is consistent with 2023.

Ability to converse-about everyday things in English, 2021-2024

2021 2022 2023 2024



Q. How well can you have a conversation about everyday things in English?
 Base 2021 = 5,015, Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 7% for all recent migrants, the following groups were **more likely** to say they **can not** have a conversation about everyday things in English **well** (not well + not at all well):

- Male migrants (8%)
- Migrants from China (53%)
- Accredited Employer (10%) and Total Work (9%) visa holders
- Migrants living in Auckland (10%)
- Those who have lived in New Zealand for 1 to less than 1 year (8%)

Compared to the total of 7% for all recent migrants, the following groups were **less likely** to say they **can not** have a conversation about everyday things in English **well** (not well + not at all well):

- Female migrants (5%)
- Skilled Secondary (4%) and Total Residence (4%) visa holders.

Employment, Skills and Qualifications

Findings

Labour force status

Slightly down on 2023, in 2024, 84% of recent migrants were 'employees working for a wage or salary'. There was a slight increase from 2023 to 2024 in the proportion that were 'unemployed and looking for work' (4% to 6%) and this continues the upward trend from 2% in 2022.

| | 2021 | 2022 | 2023 | 2024 | |
|--|------|------|------|------|---|
| An employee working for a wage or salary | 86% | 86% | 86% | 84% | ↓ |
| An employer of others in your own business | 2% | 1% | 1% | 1% | |
| A contractor/Self-employed and not employing others | 4% | 5% | 4% | 3% | |
| Setting up a business | 1% | 2% | 2% | 1% | |
| Studying | 4% | 4% | 4% | 4% | |
| Doing voluntary work for, or through, any organisation, group or marae | 3% | 3% | 2% | 2% | |
| Unemployed and looking for work | 3% | 2% | 4% | 6% | ↑ |
| Home duties | 7% | 7% | 5% | 6% | ↑ |
| Retired or no longer working | 1% | 1% | 1% | 1% | |

Q. Which of the following apply to you?

Base 2021=5,015, Base 2022 = 5,594, Base 2023 = 5,318 , Base 2024 = 5,078

Note: This graph only shows results for proportions where the 2024 unweighted count was at least 30

Compared to the total of 84% for all recent migrants, the following groups were **more likely** to be **employees working for a wage or salary**:

- Males (90%)
- Migrants from the Philippines (90%),
- Skilled Principal (92%) or Accredited Employer (96%) or Total Work (87%) visa holders
- Migrants living in Otago (88%)

Compared to the total of 84% for all recent migrants, the following groups were **less likely** to be **employees working for a wage or salary**:

- Females (77%)
- Migrants from China (73%)
- Skilled Secondary (73%) or Family Partnership (64%) or Total Residence (78%) or Family (Work) (70%) visa holders
- Migrants living in Auckland (81%)
- Those who have lived in New Zealand for less than 1 year (79%) or 5 years or more (80%).

Occupations

The largest occupation group for recent migrants continues to be Health Professionals (8%). Between 2023 and 2024 there has been an increase in carers/aides, automotive and engineering trades workers, hospitality/retail service manager and sales assistants/salespeople.

| Occupation (results of 3% + in 2024) | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| Health Professionals | 7% | 9% | 8% | 8% |
| Carers and Aides | 5% | 5% | 3% | 6% ↑ |
| Construction Trades Workers | 5% | 4% | 5% | 5% |
| Food Trades Workers | 3% | 3% | 5% | 5% |
| Specialist Managers | 5% | 7% | 5% | 4% |
| Business, Human Resource and Marketing Professionals | 6% | 7% | 5% | 4% ↓ |
| Design, Engineering, Science and Transport Professionals | 7% | 6% | 5% | 4% ↓ |
| Education Professionals | 4% | 4% | 4% | 4% |
| Automotive and Engineering Trades Workers | 3% | 2% | 3% | 4% ↑ |
| Health and Welfare Support Workers | 1% | 2% | 5% | 3% ↓ |
| ICT Professionals | 5% | 5% | 4% | 3% |
| Factory Process Workers | 2% | 2% | 3% | 3% |
| Hospitality, Retail and Service Managers | 3% | 2% | 2% | 3% ↑ |
| Hospitality Workers | 3% | 2% | 4% | 3% |
| Sales Assistants and Salespersons | 1% | 1% | 2% | 3% ↑ |
| Cleaners and Laundry Workers | 1% | 1% | 2% | 3% |

Q. What is your occupation in your main job? Base 2021 = 4,545, Base 2022 = 5,127, Base 2023 = 4,738, Base 2024 = 4,388

Note: Table only includes occupations with a result of 3% or higher

Occupation – country and visa type differences

| Occupation (results of 3% +) | Total | Those more likely than the total to work in particular occupations, by country of nationality: | Those more likely than the total to work in particular occupations, by visa type: |
|--|-------|---|--|
| Health Professionals | 8% | India (15%) or Great Britain (14%) | Skilled Principal (32%) or Total Residence (17%) |
| Carers and Aides | 6% | Philippines (13%) | Family (Work) (10%) |
| Construction Trades Workers | 5% | Philippines (8%) or China (15%) | Accredited Employer (9%) or Total Work (7%) |
| Food Trades Workers | 5% | - | Accredited Employer (10%) or Total Work (8%) |
| Specialist Managers | 4% | South Africa (14%) | Total Residence (6%) |
| Business, Human Resource and Marketing Professionals | 4% | South Africa (9%) | Skilled Principal (7%) Skilled Secondary (7%) or Total Residence (7%) |
| Design, Engineering, Science and Transport Professionals | 4% | - | Skilled Principal (9%) or Total Residence (6%) |
| Education Professionals | 4% | - | Total Residence (5%) |
| Automotive and Engineering Trades Workers | 4% | - | Accredited Employer (8%) or Total Work (5%) |

Industry

In 2024, consistent with 2023, recent migrants were most likely to work in the following industries: health care and social assistance (20%), construction (14%), and accommodation and food services (14%). There has been an increase between 2023 and 2024 in those working in retail trade (9%), transport, postal and warehousing (5%) and public administration and safety (3%).

| Industry | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Health care and social assistance | 18% | 20% | 19% | 20% |
| Construction | 14% | 14% | 14% | 14% |
| Accommodation and food services | 10% | 10% | 13% | 14% |
| Manufacturing | 9% | 9% | 8% | 9% |
| Retail Trade | 8% | 7% | 6% | 9% ↑ |
| Education and training | 7% | 7% | 7% | 6% |
| Transport, postal and warehousing | 4% | 4% | 4% | 5% ↑ |
| Agriculture, Forestry and Fishing | 7% | 5% | 6% | 5% ↓ |
| Professional, scientific and technical services | 8% | 8% | 7% | 5% ↓ |
| Information media and telecommunications | 8% | 8% | 5% | 4% |
| Administrative and support services | 4% | 4% | 4% | 4% |
| Electricity, gas, water and waste services | 3% | 3% | 3% | 3% |
| Public administration and safety | 2% | 3% | 2% | 3% ↑ |
| Wholesale Trade | 2% | 2% | 2% | 2% |
| Arts and recreation services | 2% | 2% | 2% | 2% |
| Finance and insurance services | 3% | 4% | 3% | 2% ↓ |
| Rental, hiring and real estate services | 1% | 1% | 1% | 1% |

Q. What is the main activity of the business or employer you work for in your main job?
 Base 2021 = 4,500, Base 2022 = 5,127, Base 2023 = 4,738, Base 2024 = 4,388

Industry – country and visa type differences

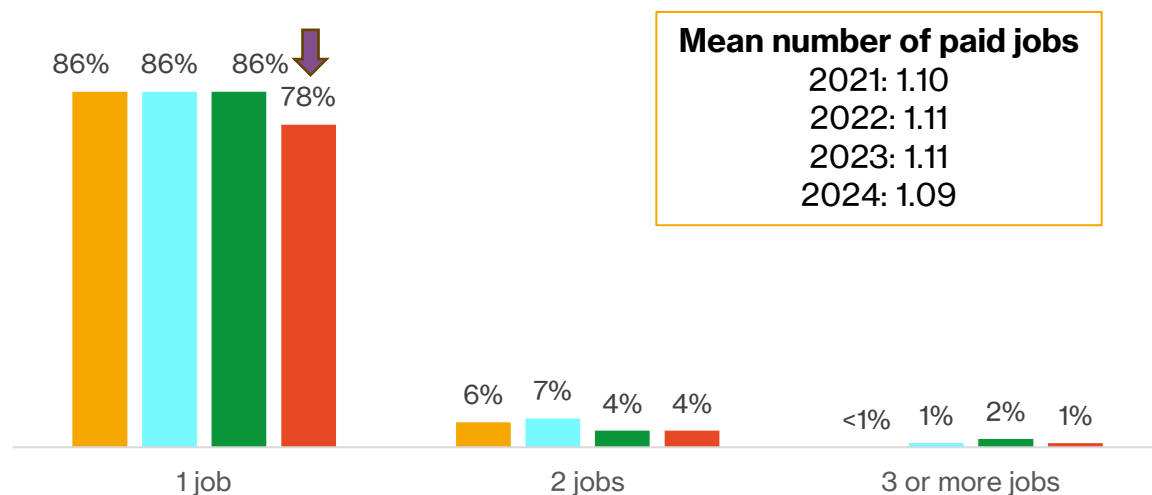
| Industry | Total | Those more likely than the total to work in particular industries by country of nationality: | Those more likely than the total to work in particular industries, by visa type |
|---|-------|---|--|
| Health care and social assistance | 20% | Philippines (28%) or India (29%) | Skilled Principal (41%) or Total Residence Visa (28%) |
| Construction | 14% | Philippines (21%) or China (31%) | Accredited Employer (22%) or Total Work Visa (17%) |
| Accommodation and food services | 14% | - | Accredited Employer (19%), Working Holiday (33%) or Total Work Visa (18%) |
| Manufacturing | 9% | Philippines (11%) or South Africa (14%) | |
| Retail Trade | 9% | India (13%) | Skilled Secondary (12%) or Family Partnership (13%) or Family-Work (15%) |
| Education and training | 6% | South Africa (12%) or Fiji (9%) | Skilled Secondary (10%) or Total Residence Visa (8%) |
| Transport, postal and warehousing | 5% | Fiji (11%) | |
| Agriculture, Forestry and Fishing | 5% | - | Working Holiday Scheme (16%) |
| Professional, scientific and technical services | 5% | South Africa (9%) | Skilled Principal (9%) or Total Residence Visa (7%) |
| Information media and telecommunications | 4% | India (6%) | Skilled Principal (7%) or Total Residence Visa (6%) |
| Administrative and support services | 4% | - | Family Partnership (10%) |

Jobs

Down on the previous three years, in 2024 78% of employed recent migrants had one paid job only. Also slightly down on the previous two years, in 2024 most (89%) employed recent migrants worked 30 hours per week or more in their main job.

Number of paid jobs, 2021-2024

■ 2021 ■ 2022 ■ 2023 ■ 2024

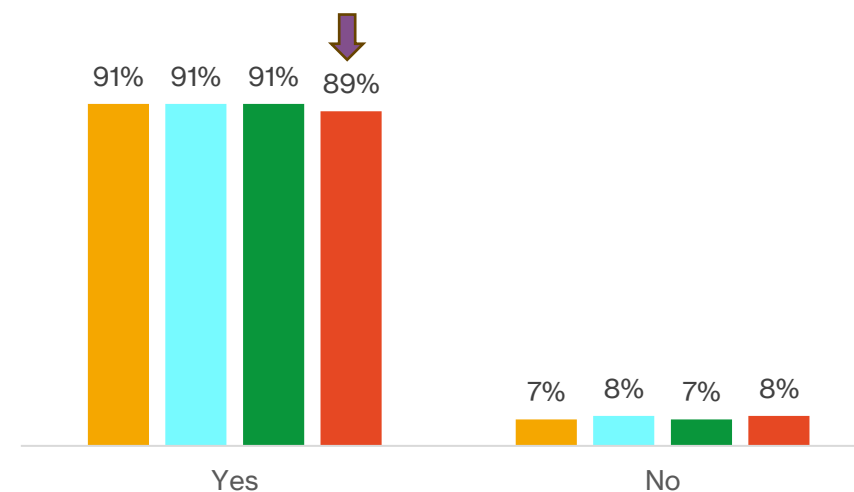


Q. How many paid jobs do you currently have?

Base 2021 = 4,500, Base 2022 = 5,037, Base 2023 = 4,680, Base 2024 = 4,317

Full time jobs, 2021-2024

■ 2021 ■ 2022 ■ 2023 ■ 2024



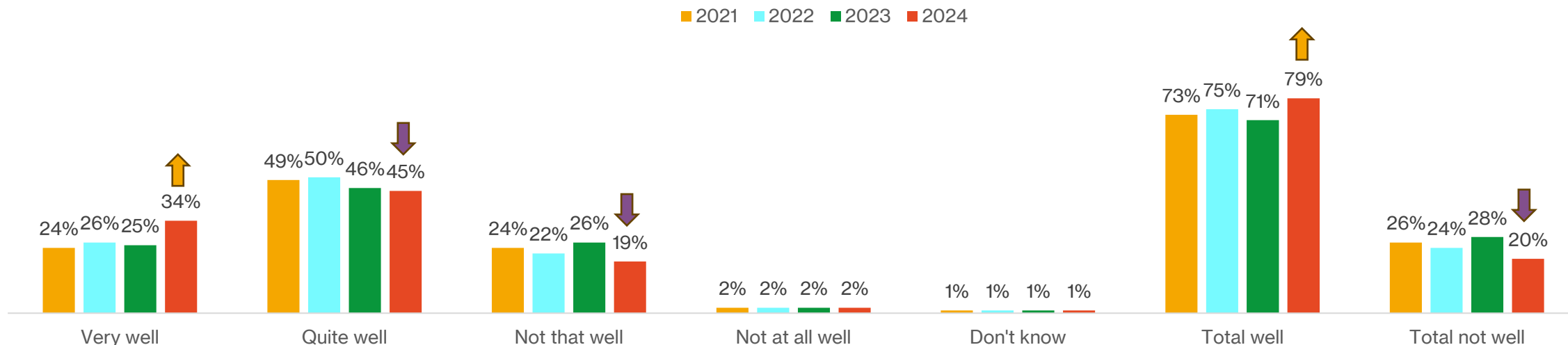
Do you usually work 30 hours or more per week in your main job?

Base 2021 = 4,500, Base 2022 = 5,037, Base 2023 = 4,680, Base = 2024 = 4,317

Understanding of employment rights

In 2024, 79% of employed recent migrants said they understood their employment rights well (quite well + very well), an increase from 71% in 2022. Conversely, a total of 20% said not well (not that well + not at all well) in 2024, a decrease from 28% in 2023.

Understanding of employment rights, 2021-2024



Q. How well do you feel you understand employment rights in New Zealand?
Base 2021 = 4,500, Base 2022 = 5,079, Base 2023 = 4,708, Base 2024 = 4,343

Compared to the total of 20% for all recent migrants, the following groups were **more likely** to say their **understanding of their employment rights was low** (not well + not well at all)

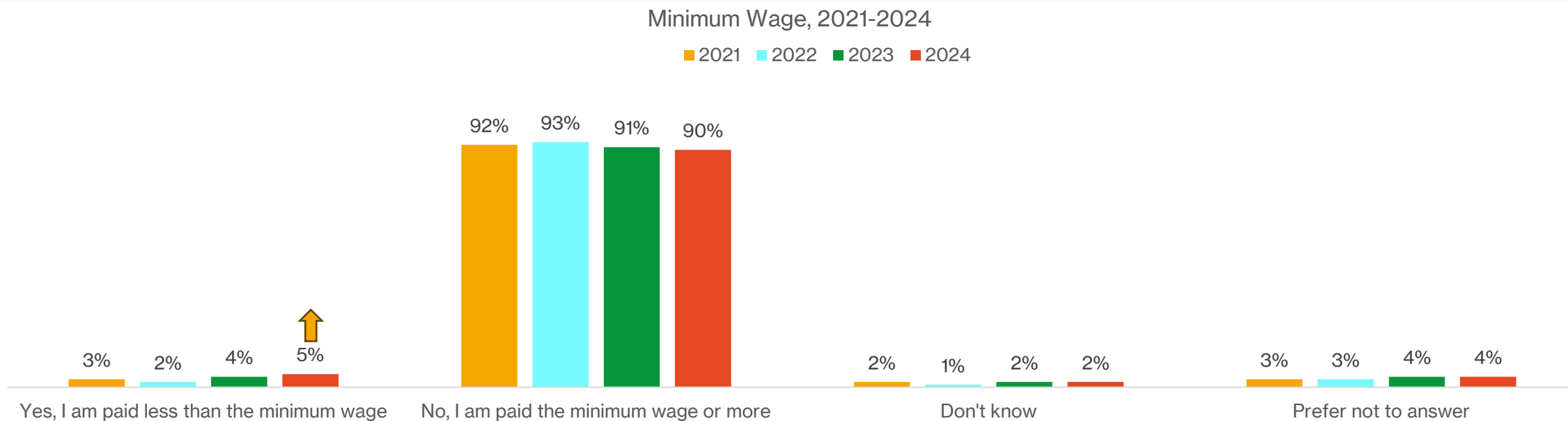
- Female migrants (23%)
- Migrants from South Africa (25%) or China (53%) or Great Britain (27%)
- Migrants living in Auckland (24%)
- Family Partnership (25%) and Working Holiday Scheme (28%) visa types

Compared to the total of 28% for all recent migrants, the following groups were **less likely** to say their **understanding of their employment rights was low** (not well + not well at all)

- Male migrants (18%)
- Migrants from the Philippines (12%) or India (12%) or Fiji (11%)
- Accredited Employer (17%) visa holders

Paid less than the minimum wage

In 2024 there was an increase in the proportion of recent migrants that said they are paid less than the minimum wage. This is an increase on 4% in 2023, continuing the upward trend from 2% in 2022.



Q. In your current main job, are you paid *LESS* than the minimum wage, before tax and any other deductions are taken out?

Base 2021 = 4,330, Base 2022 = 4,784, Base 2023 = 4,480, Base 2024 = 4,179

Compared to the total of 5% for all recent migrants, the following groups were **more likely** to say they are paid **less than the minimum wage**:

- Migrants from the Philippines (7%)
- Accredited Employer (7%) visa holders

Compared to the total of 4% for all migrants, the following groups were **less likely** to say they are paid **less than the minimum wage**:

- Female migrants (3%)
- Total Residence (3%) visa holders.

Information and support from employers

In 2024, there were small increases across many of the areas of information and support from employers.

| | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|-------|
| Health and safety at work (including mental health) | 77% | 75% | 69% | 72% ↑ |
| Welcoming you to the workplace | 71% | 72% | 68% | 71% ↑ |
| Your employment rights and obligations | 58% | 59% | 58% | 63% ↑ |
| New Zealand work styles and communicating in the New Zealand workplace | 39% | 37% | 40% | 46% ↑ |
| New Zealand tax system | 38% | 39% | 37% | 46% ↑ |
| KiwiSaver | 43% | 56% | 48% | 43% ↓ |
| Bullying and unfair treatment at work | 0% | 39% | 36% | 36% |
| Supporting you or your family to settle in New Zealand | 24% | 23% | 26% | 28% ↑ |
| Improving your English language skills | 16% | 15% | 20% | 24% ↑ |
| Joining a union (if there is a union representing your workplace) | 21% | 25% | 24% | 24% |
| No - none of the above | 4% | 3% | 5% | 3% ↓ |

Q. Has your current employer provided you with information on, or support with, the following areas?

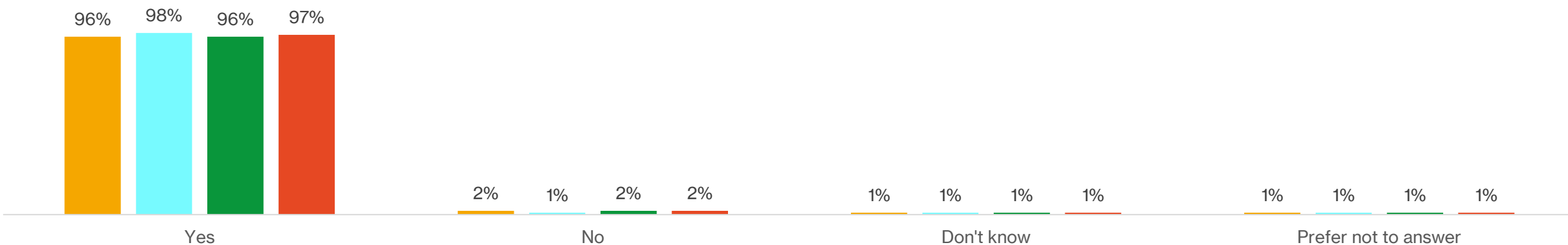
Base 2021 = 4,330, Base 2022 = 4,784, Base 2023 = 4,480, Base = 4,179

Employment agreement

In 2024, consistent with 2023, 97% of employed recent migrants said they had an employment agreement for their main job.

Employment agreement, 2021-2024

2021 2022 2023 2024



Do you have a written employment agreement for your main job that describes your work and conditions of employment?

Base 2021 = 4,330, Base 2022 = 4,784, Base 2023 = 4,480, Base 2024 = 4,179

Compared to the total of 96% for all recent migrants, the following groups were **more likely** to say they had an **employment agreement**:

- Migrants from South Africa (99%)

Compared to the total of 96% for all recent migrants, the following groups were **less likely** to say they had an **employment agreement**:

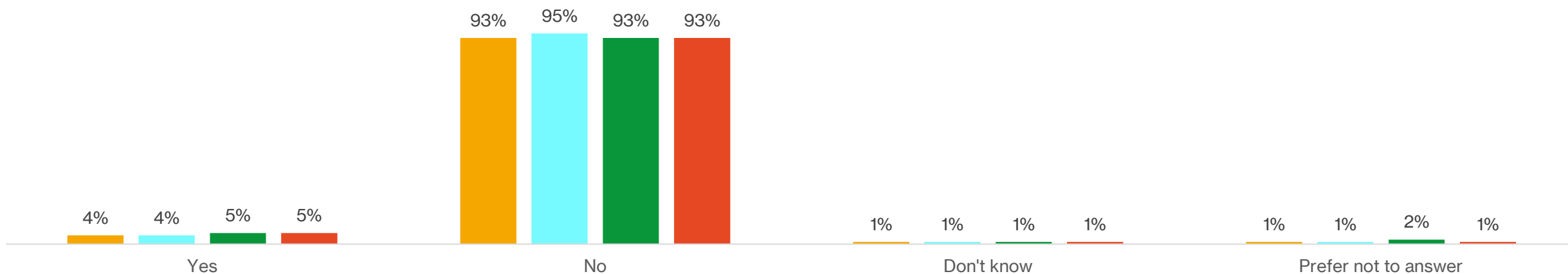
- Migrants from China (91%)
- Samoa Quota (83%) or Working Holiday Scheme (92%) visa holders

Paid money to get or keep job

In 2024, consistent with 2023, 5% of employed recent migrants said their current employer had asked or expected them to pay money to get or keep their job.

Paid money to get or keep job, 2021-2024

■ 2021 ■ 2022 ■ 2023 ■ 2024



Has your current employer ever asked or expected you to pay money to get or keep your job?

Base 2021 = 4,330, Base 2022 = 4,784, Base 2023 = 4,480, Base 2024 = 4,179

Compared to the total of 93% for all recent migrants, the following groups were **more likely** to say 'no' they had not been asked to pay money to get or keep their job:

- Female migrants (94%)
- Migrants from South Africa (100%) or Great Britain (97%)
- Skilled Principal (97%), or Total Residence (95%)
- Migrants living in New Zealand for 5 years or more (96%)

Compared to the total of 93% for all recent migrants, the following groups were **less likely** to say 'no' they had not been asked to pay money to get or keep their job:

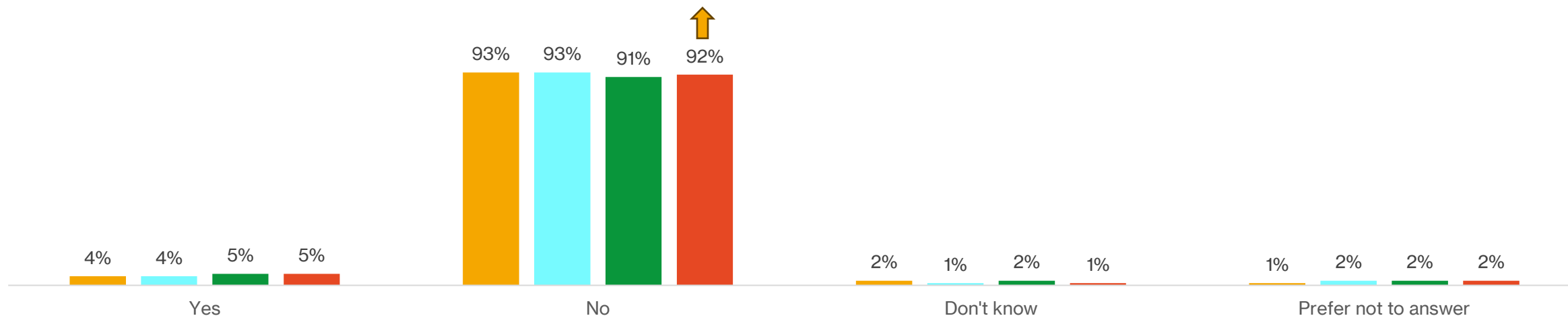
- Migrants from the India (90%) or China (87%)
- Accredited Employer (91%) visa holders
- Migrants living in Waikato (89%)

Felt unsafe because of employer behaviour

In 2024, consistent with 2023, 5% of employed recent migrants said they had felt unsafe because of their current employer's behaviour.

Felt unsafe because of employer behaviour, 2021-2024

2021 2022 2023 2024



Have you ever felt unsafe because of your current employer's behaviour?
 Base 2021 = 4,330, Base 2022 = 4,784, Base 2023 = 4,480, Base 2024 = 4,179

Compared to the total of 5% for all recent migrants, the following groups were **more likely** to say 'yes' they had felt unsafe because of employer behaviour:

- Male migrants (6%)

Compared to the total of 5% for all recent migrants, the following groups were **less likely** to say 'yes' they have felt unsafe because of employer behaviour:

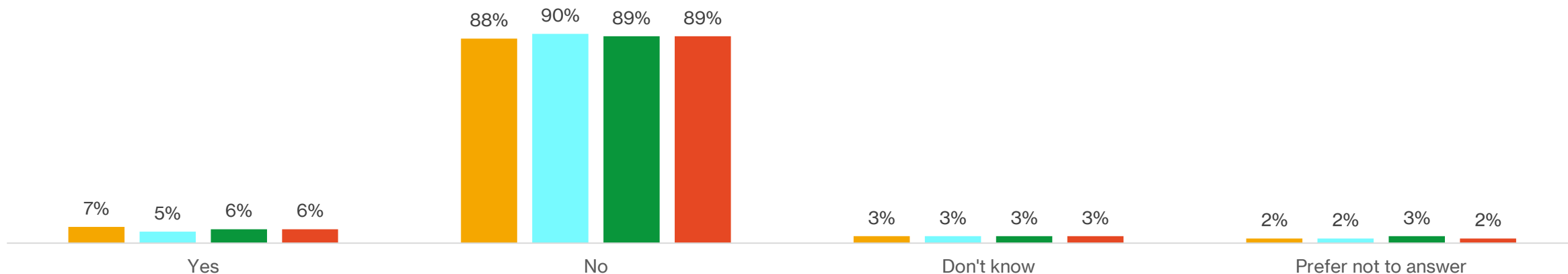
- Female migrants (3%)

Employment entitlements withheld

In 2024, consistent with 2023, 6% of employed recent migrants said their current employer had either withheld or said they would withhold entitlements like holiday pay or sick leave.

Employment entitlements withheld, 2021-2024

2021 2022 2023 2024



Has your current employer ever withheld, or said they would withhold, entitlements like holiday pay or sick leave?

Base 2021 = 4,330, Base 2022 = 4,784, Base 2023 = 4,480, Base 2024 = 4,179

Compared to the total of 6% for all recent migrants, the following groups were **more likely** to say 'yes' their employer had either **withheld or said they would withhold entitlements**:

- Those from the Philippines (10%)
- Accredited Employer (8%) or Total Work (7%) visa holders
- Migrants living in Canterbury (8%)

Compared to the total of 6% for all recent migrants, the following groups were **less likely** to say 'yes' their employer had either **withheld or said they would withhold entitlements**:

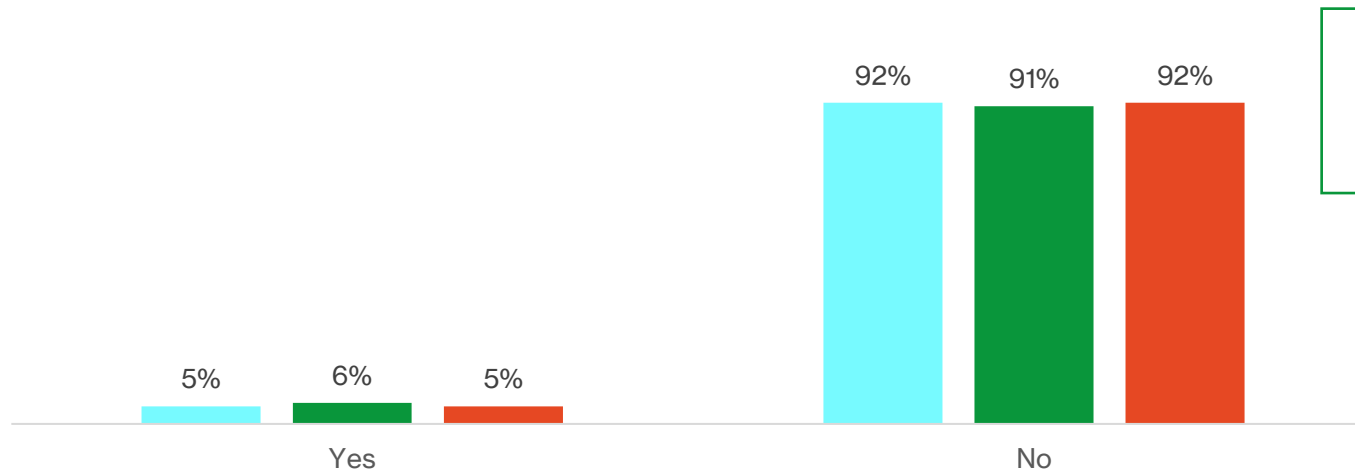
- Total Residence (3%) visa holders

Sought help with working conditions

In 2024, consistent with 2023, 5% of employed recent migrants said they had contacted someone (other than friends/family) for help with problems about current working conditions.

Sought help with working conditions, 2022-2024

2022 2023 2024



Of those who had sought help with working conditions, the most common sources of help were: unions (18%), Employment New Zealand's Migrant Exploitation Helpline (16%), church representatives (15%), Migrant Workers Association NZ (14%), solicitors (11%), ethnic groups (9%), and CAB (8%).

Who did you contact? Base 2024 = 214

Q. Have you ever contacted someone (other than friends/family) for help with problems about current working conditions? Base 2022 = 4,784, Base 2023 = 4,480, Base 2024 = 4,179

Compared to the total of 5% for all recent migrants, the following groups were **more likely** to say they had contacted someone for help with problems about current working conditions:

- Accredited Employer (7%) visa holders

Compared to the total of 6% for all recent migrants, the following groups were **less likely** to say they had contacted someone for help with problems about current working conditions:

- Female migrants (4%)

Highest qualification

In 2024, consistent with 2023, 60% of recent migrants said they had a university qualification and 2% had no formal qualifications.

| | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Secondary/High school qualification | 13% | 13% | 17% | 18% |
| Tertiary certificate/diploma, including trade | 20% | 18% | 18% | 18% |
| Bachelor's degree (or equivalent) | 31% | 32% | 33% | 33% |
| Honours | 3% | 3% | 3% | 3% |
| Postgraduate Certificate | 3% | 3% | 3% | 3% |
| Postgraduate Diploma | 10% | 10% | 6% | 6% |
| Masters | 14% | 15% | 13% | 13% |
| PhD | 2% | 2% | 1% | 1% |
| No formal qualifications | 2% | 2% | 2% | 2% |
| TOTAL Postgraduate certificate or higher | 32% | 33% | 27% | 26% |
| TOTAL University | 62% | 65% | 60% | 60% |

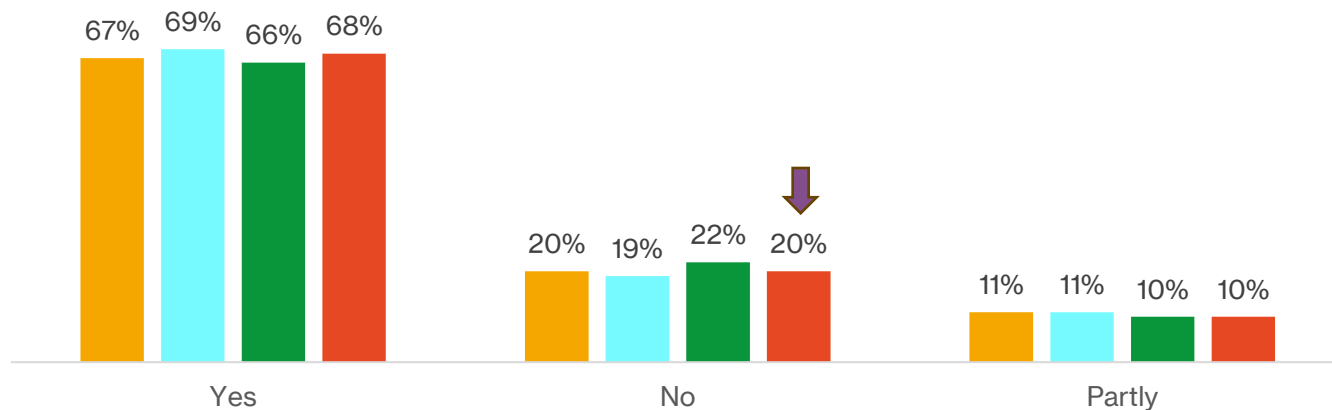
Q. What is your highest completed educational qualification? Base 2021 = 5,015, Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Role match to qualifications

In 2024, 20% of employed recent migrants said their role did not match their skills and qualifications. This is decrease from the 22% in 2023.

Role match to qualifications, 2021-2024

■ 2021 ■ 2022 ■ 2023 ■ 2024



Q. Does your current role in your main job match the skills and qualifications that you have?

Base 2021 = 4,386, Base 2022 = 4,940, Base 2023 = 4,562, Base 2024 = 4,219

Of those who said their role did not match their qualifications, the most common reasons were: 'I chose to pursue a different career/job in New Zealand' (41%), 'I couldn't get a job in the area of my qualifications/skills' (38%), 'I am over-qualified for my current job' (18%), 'My qualifications are not recognised in New Zealand' (18%) and 'My previous work experience is not recognised by New Zealand employers' (15%).

Q. What are the reasons why your job does not match your skills and qualifications?

Base 2023 = 1,295

Compared to the total of 20% for all recent migrants, the following groups were **more likely** to say 'no' their role 'does not match their skills and qualifications':

- Females (23%)
- Migrants from Great Britain (27%)
- Skilled Secondary (30%) or Family Partnership (34%) or Working Holiday Scheme (48%) or Family – Work (37%) visa holders
- Those living in Bay of Plenty (25%)
- Those who have lived in New Zealand up to 1 year (26%)

Compared to the total of 20% for all recent migrants, the following groups were **less likely** to say 'no' their role 'does not match their skills and qualifications':

- Males (17%)
- Migrants from the Philippines (15%) or South Africa (13%) or Fiji (12%)
- Skilled Principal (8%) or Accredited Employer (10%) visa holders

Information and Services

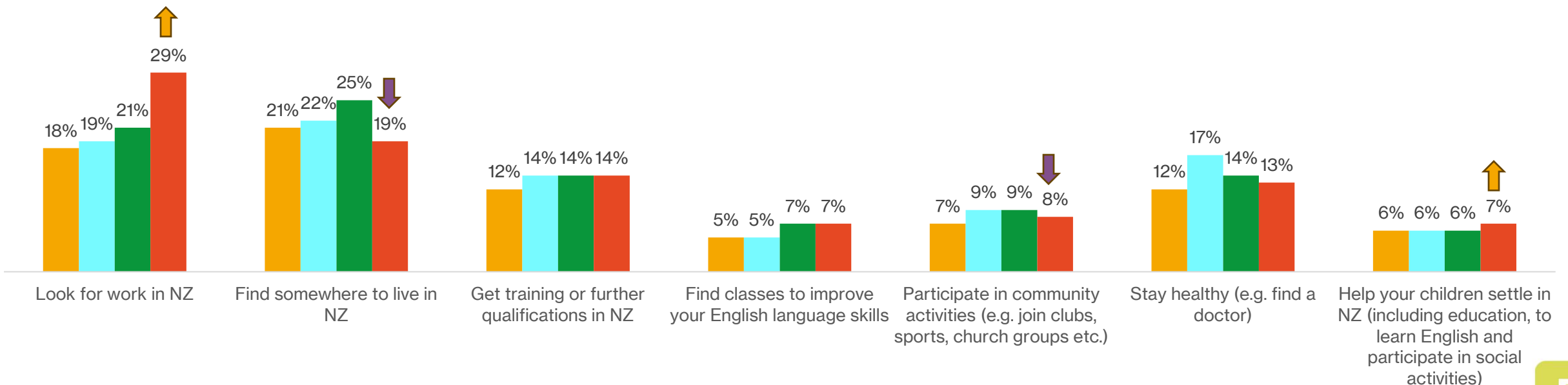
Findings

Difficulties finding information/services

In 2024, 29% of recent migrants said finding information/services on looking for work in New Zealand was difficult – an increase from 21% in 2023.

Difficulties finding information or services, **total difficult** (difficult + very difficult), 2021-2024

■ 2021 ■ 2022 ■ 2023 ■ 2024



Q. How easy or difficult was it to find the INFORMATION or SERVICES you needed to...?

Base 2023 = 5,318, Base 2024 = 5,078

Ease of finding information/services

| | Very easy | Easy | Neither difficult nor easy | Difficult | Very difficult | Don't know | Not applicable |
|--|-----------|------|----------------------------|-----------|----------------|------------|----------------|
| Look for work in NZ | 8% | 27% | 29% | 20% | 10% | 1% | 6% |
| Find somewhere to live in NZ | 11% | 38% | 28% | 15% | 5% | 1% | 3% |
| Get training or further qualifications in NZ | 9% | 31% | 27% | 11% | 3% | 6% | 14% |
| Find classes to improve English language | 10% | 31% | 19% | 6% | 1% | 5% | 29% |
| Participate in community activities | 14% | 43% | 23% | 6% | 1% | 4% | 9% |
| Stay healthy (e.g. find a doctor) | 16% | 45% | 23% | 10% | 3% | 1% | 2% |
| Help your children settle in NZ | 11% | 29% | 17% | 6% | 2% | 7% | 30% |

Q. How easy or difficult was it to find the INFORMATION or SERVICES you needed to...?

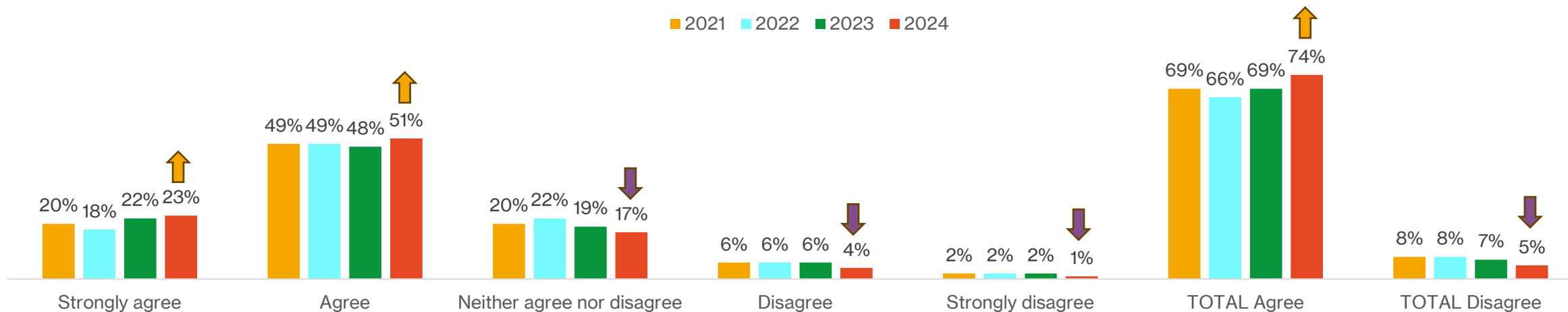
Base 2024 = 5,078

Information and services for migrants

In 2024, 74% of recent migrants agreed (agree + strongly agree) that New Zealand supports migrants with the information and services they need. This was an increase from 69% in 2023 and continues the upward trend from 2022 (66%).

Information and services for migrants, 2021-2024

2021 2022 2023 2024



Q. How much do you agree or disagree that New Zealand supports migrants with the information and services they need?

Base 2021 = 5,015, Base 2022 = 5,594, Base 2023 = 5,318, Base 2024 = 5,078

Compared to the total of 74% for all recent migrants, the following groups were **more likely** to **agree** (agree +strongly agree) that **New Zealand supports migrants with the information and services** they need:

- Male migrants (77%)
- Migrants from the Philippines (85%), India (80%) or Fiji (85%)
- Pacific Access (83%) or Accredited Employer (80%) visa holders
- Migrants living in the Rest of the South Island (84%)
- Those who had lived in NZ for 1 and up to less than 2 years (77%)

Compared to the total of 74% for all recent migrants, the following groups were **less likely** to **agree** (agree +strongly agree) that **New Zealand supports migrants with the information and services** they need:

- Females (71%)
- Those aged 18-29 years (71%)
- Migrants from South Africa (62%), China (67%), or Great Britain (56%)
- Family Partnership (67%) or Working Holiday Scheme (58%) visa holders
- Those who had lived in NZ for 3 and up to less than 5 years (71%) or 5 years or more (67%)

Appendix 1



Achieved Sample Structure 2023-2024

Based on unweighted data

| | 2023 | 2024 | | 2023 | 2024 | | 2023 | 2024 |
|----------------|------|------|--------------------|------|------|---|------|------|
| Age | | | Category | | | Nationality (200+ respondents) | | |
| Under 25 years | 7% | 7% | Skilled Principal | 23% | 15% | Philippines | 19% | 21% |
| 25-29 years | 17% | 16% | Skilled Secondary | 22% | 17% | India | 15% | 17% |
| 30-34 years | 26% | 25% | Family Partnership | 10% | 8% | Fiji | 7% | 9% |
| 35-39 years | 22% | 21% | Family Parent | 1% | 1% | South Africa | 9% | 8% |
| 40-49 years | 22% | 23% | Pacific Access | 3% | 4% | China | 7% | 7% |
| 50 years plus | 7% | 8% | Samoan Quota | 1% | 1% | Great Britain | 6% | 5% |
| Gender | | | Work Visa | 40% | 53% | Other | 35% | 34% |
| Male | 49% | 50% | | | | | | |
| Female | 51% | 50% | | | | | | |

Red text denotes an increase and blue text a decrease between 2023 and 2024