



Migrant Survey 2023

For the Ministry of Business,
Innovation and Employment

Prepared by: Premium Research, July 2024

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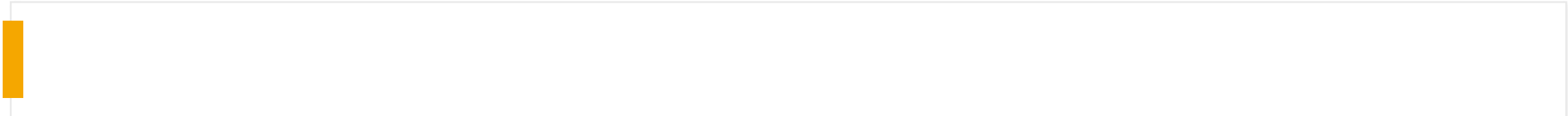
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Approach and notes



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

A mixed mode approach was used in 2023, with the majority of the surveys undertaken online and paper surveys used as a backup option to help increase the survey response. SMS reminders are also sent to help encourage participation.

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

The 2023 surveying was conducted between November 2023 and February 2024.

A total sample of 5,318 respondents completed the 2023 survey.

The survey response rate for 2023 was 33%.

Population

The target population for the Migrant Survey 2023 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 2023 achieved sample:

- there were **more** people from the following groups than in 2022: those aged under 25 years, or 40-49 years, or 70 years and over. Skilled Secondary visa holders. Migrants from Fiji.
- there were **less** people from the following groups: those aged 25-29 years or 50-59 years. Family Partnership visa holders. Migrants from China or Great Britain. Migrants who had lived in New Zealand for more than 2 years.

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

The survey data is weighted to match the target population.

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 2022 and 2023.

A purple 'down' arrow is used to show a statistically significant decrease between 2022 and 2023.

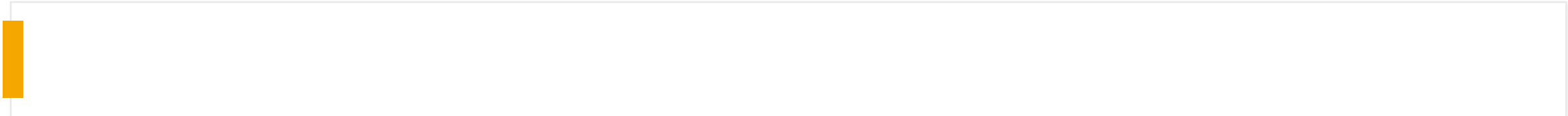
Results and significant differences are not presented for any unweighted counts of less than 30.

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%. Rounding will also impact on result combinations.

Key Findings



Key Findings - 2023



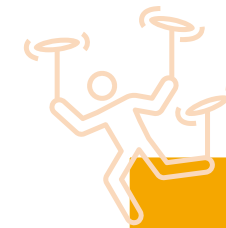
Overall satisfaction with life in New Zealand is high

- 87% of recent migrants were satisfied with living in New Zealand
- 91% of recent migrants reported feeling welcome in the community they live in
- 73% of recent migrants said they feel safe in New Zealand



Expectations of life in New Zealand aren't always met

- 60% of recent migrants said the cost of living in New Zealand was worse than they expected
- 30% said their ability to get the healthcare they need was worse than they expected
- 30% said the quality of housing was worse than they expected
- 22% of employed recent migrants said their role did not match their skills and qualification



Some recent migrants have employment issues

- Of employed recent migrants:
- 5% said their current employer had asked or expected them to pay money to keep their job
 - 5% said they had felt unsafe because of their current employer's behaviour
 - 6% said their current employer had either withheld or said they would withhold entitlements such as holiday pay or sick leave
 - 6% said they had contacted someone (other than friends/family) for help with problems about current working conditions

Time in New Zealand

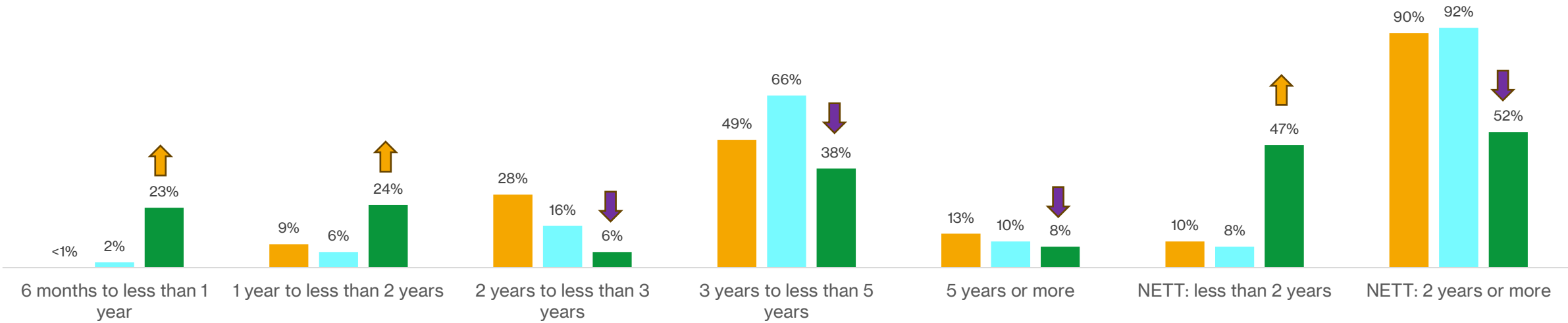
Findings

Time in New Zealand

In 2023, just under half of recent migrants reported having lived in New Zealand for less than 2 years (47%) and just over half (52%) had been in New Zealand for 2 years or more. These results are significantly different from in 2022, when only 8% had been in New Zealand for less than 2 years and 92% for 2 years or more. It is important to be mindful of this difference in the sample profile in terms of time spent in New Zealand when considering the survey findings.

Time in New Zealand, 2021-2023

2021 2022 2023

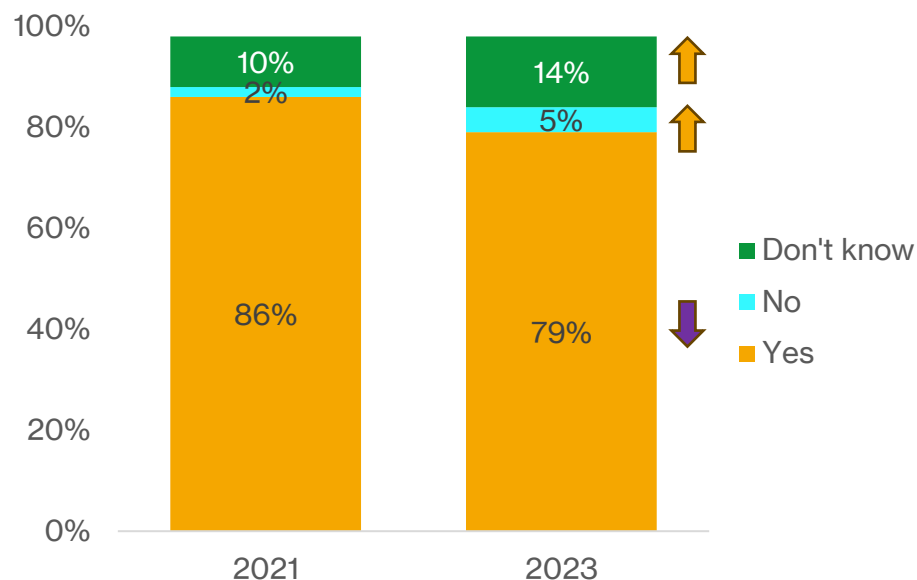


Q. How long in total have you spent in New Zealand?
Base 2021 = 5,007, Base 2022 = 5,594, Base 2023 = 5,318

Plans to stay permanently in New Zealand

In 2023, more than three quarters (79%) of recent migrants said they plan to stay permanently in New Zealand. This is a decrease from 86% in 2021.

Permanently in New Zealand? 2021 and 2023



Q. Do you plan to stay permanently in New Zealand? Base 2021 = 4,972, Base 2023 = 5,255

Compared to the total of 79% for all recent migrants, the following groups were **more likely** to say they **were** planning to stay permanently in New Zealand:

- Those aged 35-39 years (84%) or 40-49 years (89%) or 50+ years (88%)
- Migrants from the Philippines (94%) or India (83%) or South Africa (94%) or Fiji (92%)
- Skilled Principal (90%) or Skilled Secondary (90%) or Family Partner (89%) or Family Parent (100%) or Pacific Access (99%) or Samoa Quota (98%) Total Residence (90%) visa holders
- Migrants living in Auckland (81%) or Waikato (86%)
- Those who have lived in New Zealand for 2 to less than 3 years (86%) or 3 to less than 5 years (85%) or 5 years or more (93%)

Of those who said they did not plan to stay in New Zealand or did not know if they would stay in New Zealand (890 recent migrants), 23% said they planned to live in New Zealand for less than one year, 34% for 1-5 years and 16% for 5 years or more.

Q. How much longer, in total, are you planning to live in NZ for? Base 2023 = 890.

The most common reasons to leave New Zealand were: Immigration visa will expire (45%), High cost of living (42%), distance of NZ from family and friends (38%), lack of job opportunities (18%) and to earn more money overseas (14%).

Q. What are the main reasons you plan to leave, or have decided to leave, New Zealand? Base 2023 = 890.

Compared to the total of 79% for all recent migrants, the following groups were **less likely** to say they **were** planning to stay permanently in New Zealand

- Those aged 18-24 years (65%) or 25-29 years (64%)
- Migrants from China (68%) or Great Britain (59%)
- Working Holiday Scheme (19%) Total Work (65%) visa holders
- Migrants living in Otago (67%) or the rest of the South Island (69%)
- Those who have lived in New Zealand for less than 1 year (64%) or 1 to less than 2 years (75%)

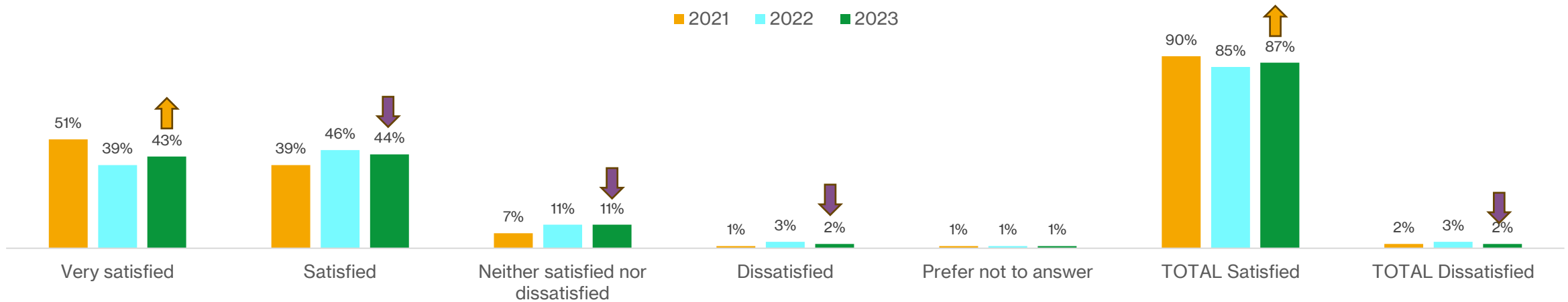
Life in New Zealand

Findings

Satisfaction with living in New Zealand

Most (87%) recent migrants are satisfied with life in New Zealand (combination of satisfied + very satisfied).

Satisfaction with living in New Zealand, 2021-2023



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

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

Compared to the total of 87% for all recent migrants, the following groups were **more likely** to say they **were satisfied** with living in New Zealand (satisfied + very satisfied):

- Those aged 40-49 years (89%)
- Migrants from the Philippines (94%) or South Africa (91%) or Fiji (94%)
- Skilled Principal (89%) visa holders
- Migrants living in Otago (91%)

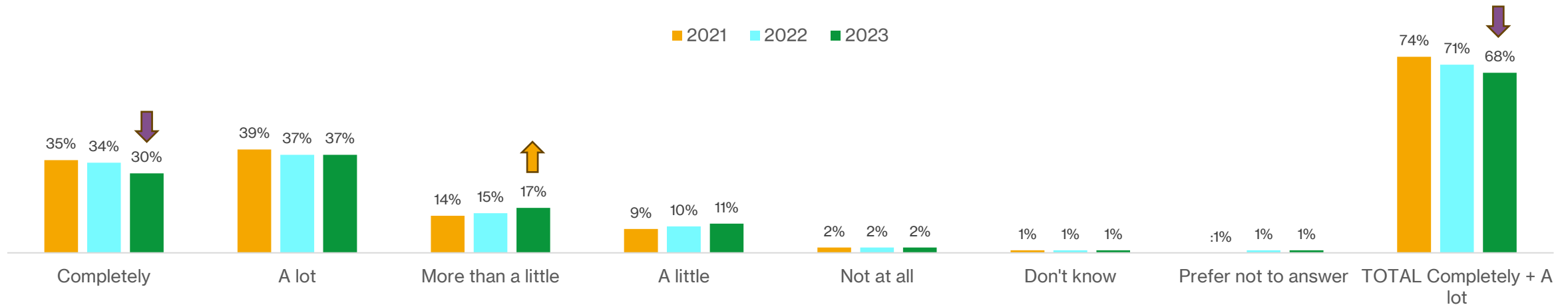
Compared to the total of 87% for all recent migrants, the following groups were less likely to say they **were satisfied** with living in New Zealand (satisfied + very satisfied):

- Migrants from India (84%) or China (68%)
- Those who have lived in New Zealand for 3 to less than 5 years (84%).

Does New Zealand feel like home?

In 2023, two-thirds (68%) of recent migrants said New Zealand felt like home (a lot + completely) – this is a decrease from 71% in 2022.

How much does New Zealand feel like home? 2021-2023



Q. How much do you feel that New Zealand is your home?
Base 2021 = 5,015, Base 2022 = 5,594, Base 2023 = 5,318

Compared to the total of 68% for all recent migrants, the following groups were **more likely** to say New Zealand feels like home (a lot + completely):

- Those aged 40-49 years (71%) and 50 years + (75%)
- Migrants from the Philippines (84%) or India (73%) or Fiji (87%)
- Skilled Principal (73%) or Skilled Secondary (72%) or Pacific Access (85%) or Samoa Quota (87%) or Total Residence (71%) or Accredited Employer (72%) visa holders
- Migrants living in Waikato (74%)
- Those who have lived in New Zealand for 5 years or more (78%)

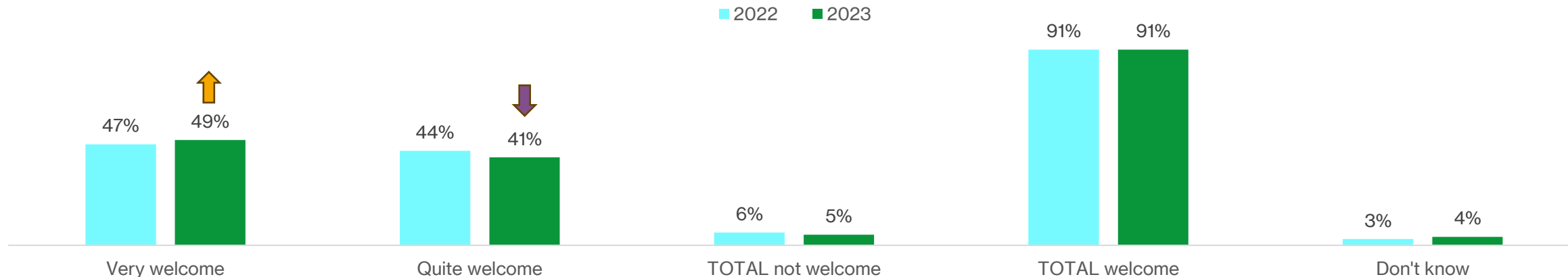
Compared to the total of 68% for all recent migrants, the following groups were **less likely** to say New Zealand feels like home (a lot + completely):

- Female migrants (65%)
- Those aged 25-29 years (60%)
- Migrants from China (46%) or Great Britain (60%)
- Working Holiday Scheme (40%) or Total Work (63%) visa holders
- Those who have lived in New Zealand for less than 1 year (64%)

Welcoming community

Consistent with in 2022, nine out of ten (91%) recent migrants reported feeling welcome (quite welcome + very welcome) in the community they live in.

Welcoming Community, 2022-2023



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

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

Compared to the total of 91% 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):

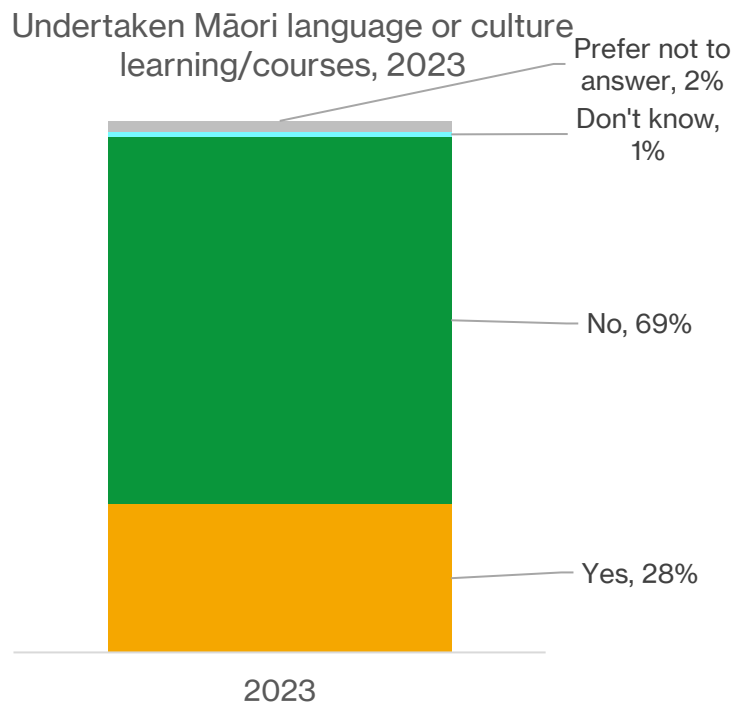
- Migrants from Philippines (98%) or India (93%) or Fiji (95%)
- Pacific Access (96%) visa holders

Compared to the total of 91% 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):

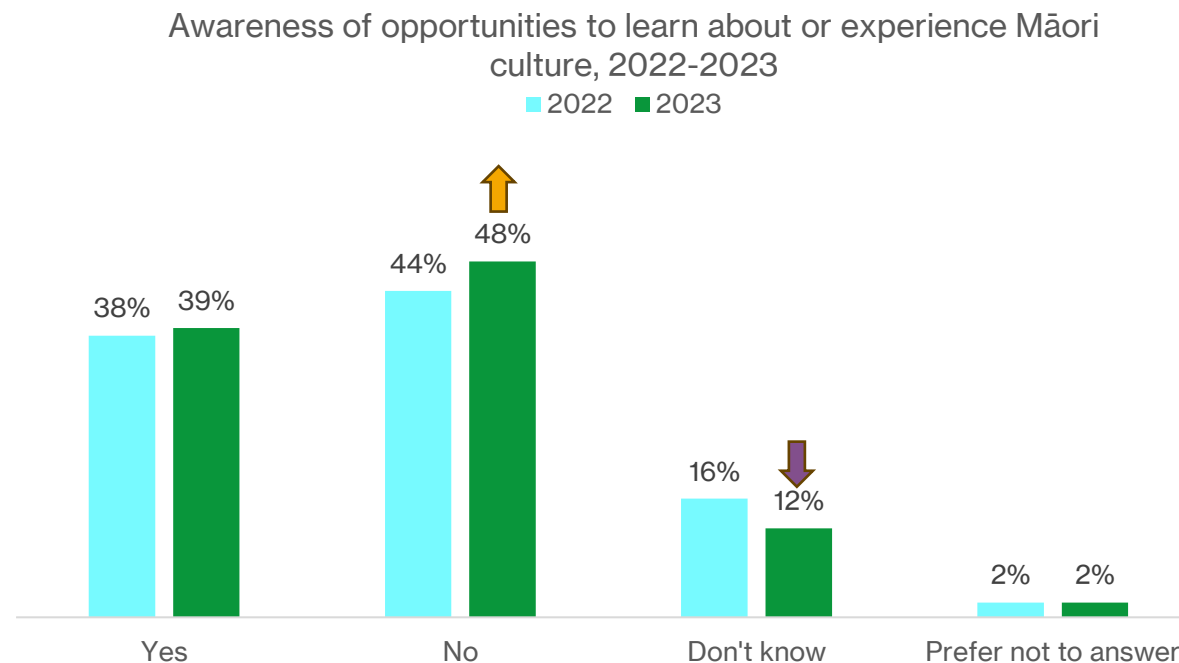
- Migrants from China (67%)

Learning Māori language and culture

In 2023, 28% of recent migrants said they had undertaken some learning/course(s) on Māori language or culture. In 2023, 48% of recent migrants said they were not aware of current opportunities to learn about or experience Māori culture in their community – an increase from 44% in 2022.



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



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

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%)
- Those aged 30-34 years (30%)
- Migrants from South Africa (35%) or Great Britain (49%)
- Skilled Principal (36%) or Total Residence (32%) visa holders
- Migrants living in Wellington (36%) or the rest of the North Island (35%)
- Those who have lived in New Zealand for 2 to less than 3 years (39%) or 3 to less than 5 years (31%)

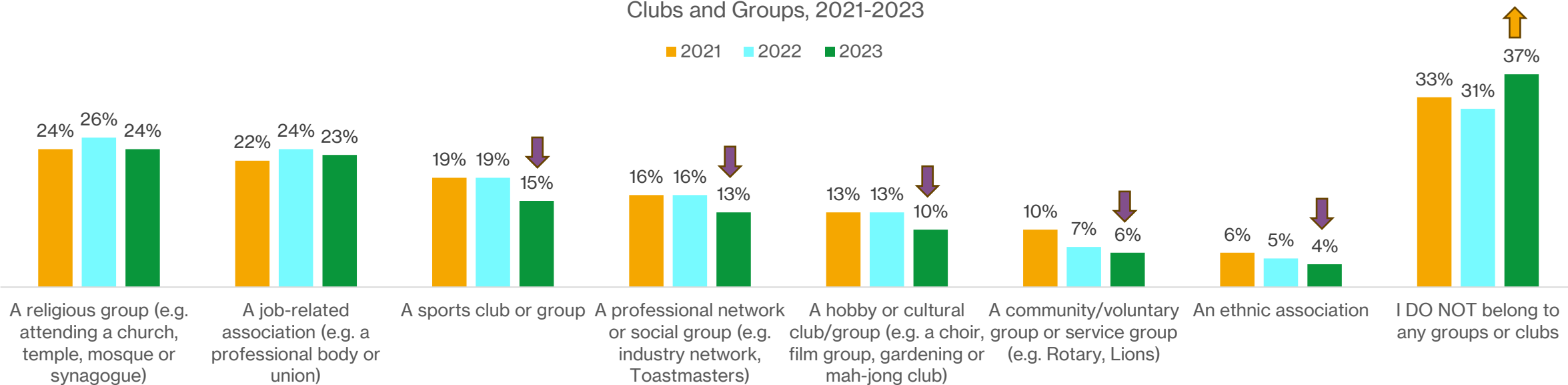
Compared to the total of 28% for all recent migrants, the following groups were **less likely** to say they **had** undertaken Māori language or culture learning/courses:

- Male migrants (21%)
- Migrants from China (22%)
- Pacific Access (25%) or Accredited Employer (21%) or Total Work (23%) visa holders
- Migrants living in Otago (22%)
- Those who have lived in New Zealand for less than 1 year (20%)

Belonging to clubs or groups

In 2023, 37% of recent migrants reported that they did not belong to any groups or clubs, this is an increase from 31% in 2022. Between 2022 and 2023 there were small decreases in participation in sports clubs, professional groups, hobby groups, community groups and ethnic associations.

Clubs and Groups, 2021-2023



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

Compared to the total of 37% for all recent migrants, the following groups were **more likely** to say they **do not belong** to any groups or clubs:

- Those aged 18-24 years (44%) or 25-29 years (42%)
- Migrants from China (49%)
- Accredited Employer (41%) or Working Holiday Scheme (61%) or Total Work (44%) visa holders
- Migrants living in Canterbury (42%) or Otago (44%)
- Those who have lived in New Zealand for less than 1 year (46%)

Compared to the total of 37% for all recent migrants, the following groups were **less likely** to say they **do not belong** to any groups or clubs:

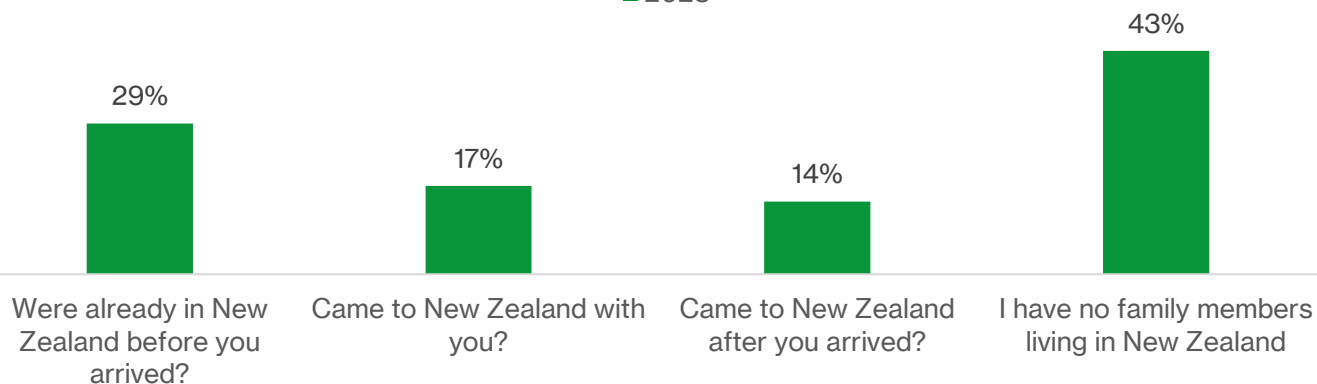
- Those aged 40-49 years (33%)
- Migrants from India (31%) or South Africa (25%) or Great Britain (30%) or Fiji (28%)
- Skilled Principal (27%) or Skilled Secondary (34%) or Total Residence (32%) visa holders
- Migrants living in Wellington (32%)
- Those who have lived in New Zealand for 3 to less than 5 years (33%) or lived in New Zealand for 5 years or more (31%)

Family members living in New Zealand

In 2023, 29% of recent migrants said they had family members living in New Zealand who were already in New Zealand before they arrived. 17% said they had family members who came to New Zealand with them, and 14% said they had family members living here who came to New Zealand after they arrived. 43% said they have no family members living in New Zealand.

Family members in New Zealand, 2023

■ 2023



The majority (88%) 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 2023 2997.

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

Compared to the total of 43% for all recent migrants, the following groups were **more likely** to say they had **no family members** living in New Zealand:

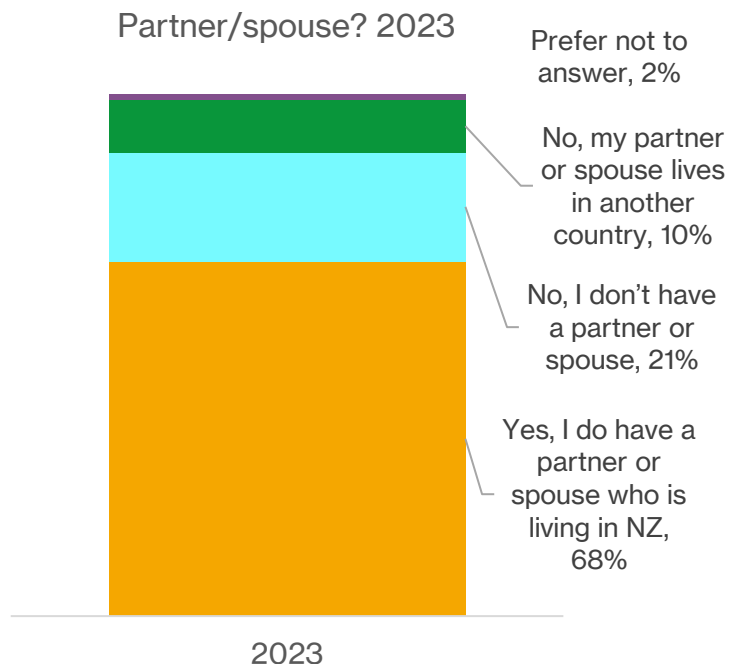
- Those aged 25-29 years (66%) or 30-34 years (48%)
- Migrants from Great Britain (61%)
- Accredited Employer (51%) or Working Holiday Scheme (84%) or Total Work (56%) visa holders
- Those living in Otago (56%) or the rest of the South Island (55%)
- Those who have lived in New Zealand up to 1 year (54%)

Compared to the total of 43% for all recent migrants, the following groups were **less likely** to say they had **no family members** living in New Zealand:

- Those aged 40-49 years or 50 years + (27%)
- Migrants from the Philippines (35%) or India (36%) or South Africa (31%) or Fiji (20%)
- Skilled Principal (37%) or Skilled Secondary (24%) or Family Partner (39%) or Total Residence (32%) or Total Work (33%) visa holders
- Those living in Auckland (39%)
- Those who have lived in New Zealand for 1 to less than 2 years (39%) or 2 to less than 3 years (31%) or 5 years or more (35%)

Partner/spouse in New Zealand

In 2023, 68% of recent migrants said they had a partner or spouse living in New Zealand, a further 10% said they have a partner or spouse that lives in another country. 21% said of recent migrants said they do not have a partner or spouse.



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

Compared to the total of 10% for all recent migrants, the following groups were **more likely** to have a partner or spouse that lives in another country:

- Male migrants (15%)
- Those aged 35-39 years (12%) or 40-49 years (14%)
- Migrants from the Philippines (21%) or China (24%)
- Accredited Employer (27%) or Total Work (17%) visa holders
- Those who have lived in New Zealand for less than 1 year (21%).

Of those who said they have a partner or spouse, 58% said they have been together for more than 5 years, 14% 3-5 years, 6% 2-3 years, 8% 1-2 years, 8% 6 months – 1 year and 5% less than 6 months.

Q. How long have you been with your current partner/spouse? Base 2023 = 4186

Of those who said they have a partner or spouse, 59% said their partner/spouse is a New Zealand citizen or resident and 41% said their partner/spouse is not a New Zealand citizen or resident.

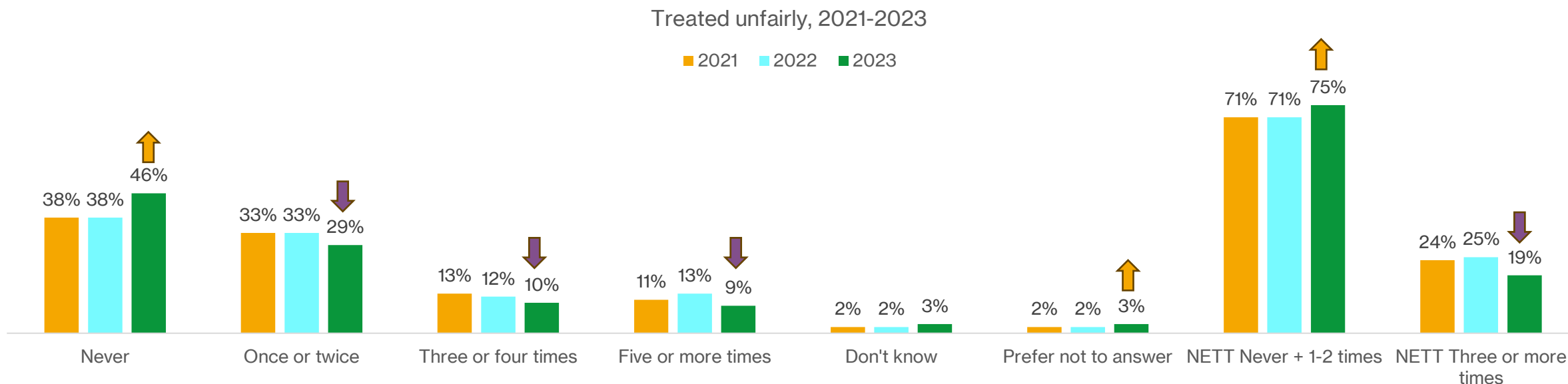
Q. Is your partner/spouse a New Zealand citizen or resident? Base 2023 = 4186.

Compared to the total of 10% for all recent migrants, the following groups were **less likely** to have a partner or spouse that lives in another country:

- Female migrants (4%)
- Those aged 30-34 years (7%)
- Migrants from India (6%)
- Skilled Principal (7%) or Total Residence (4%) visa holders
- Those who have lived in New Zealand for 3 to less than 5 years (5%)

Experiences of unfair treatment

In 2023, almost half of all recent migrants (46%) said they had never felt they were treated unfairly because they came from overseas. This is an increase from 38% saying 'never' in 2022. There have also been decreases in the reported frequency of experiences of unfair treatment between 2022 and 2023 ('once or twice' is down from 33% to 29%, 'three or four times' is down from 12% to 10%, and 'five or more times' is down from 13% to 9%).



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

Compared to the total of 19% 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 (24%) or China (25%)
- Skilled Principal (24%) or Total Residence (22%) visa holders.
- Migrants living in Canterbury (23%)
- Those who have lived in New Zealand for 3 and less than 5 years (27%) or lived in New Zealand for 5 years or more (24%)

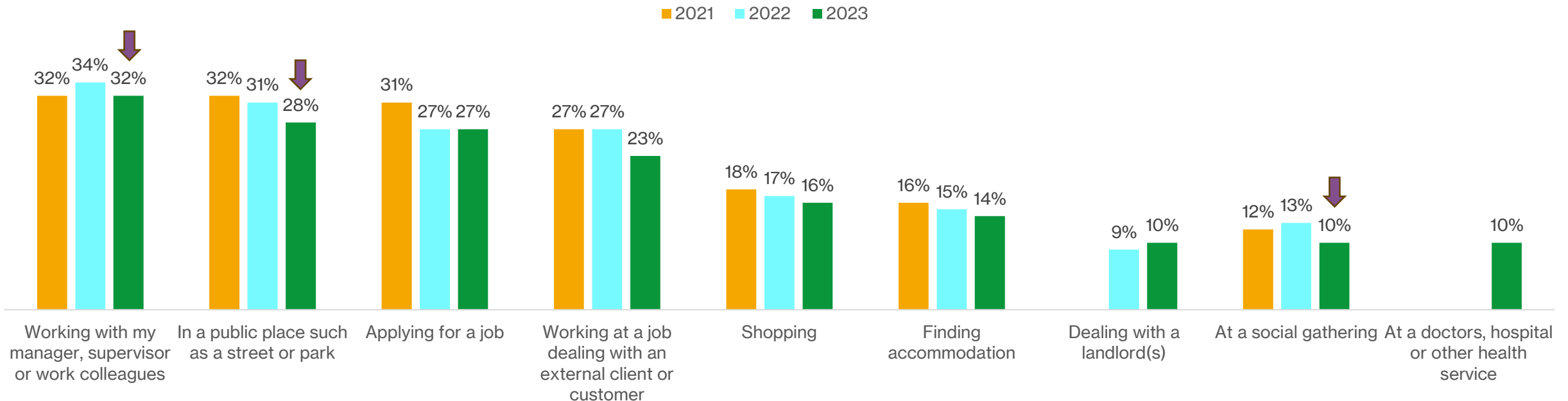
Compared to the total of 19% for all recent migrants, the following groups were **less likely** to say they had been **treated unfairly 3 or more times**:

- Those aged 50+ years (15%)
- Migrants from the Philippines (10%) or Fiji (13%)
- Accredited Employer (11%) or Total Work (16%) visa holders
- Those who have lived in New Zealand for less than 1 year (11%) or lived in New Zealand for 1 year to less than 2 years (12%)

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 (27%). There were decreases between 2022 and 2023, in the proportions that said they were treated unfairly when working with my manager/supervisor/colleagues (down from 34% to 32%), in a public place (down from 31% to 28%) and at a social gathering (down from 13% to 10%).

Location of unfair treatment, 2021-2023



Q. What were you doing when you experienced this unfair treatment?

Base 2021 = 2,846, Base 2022 = 3,181, Base 2023 = 2,575

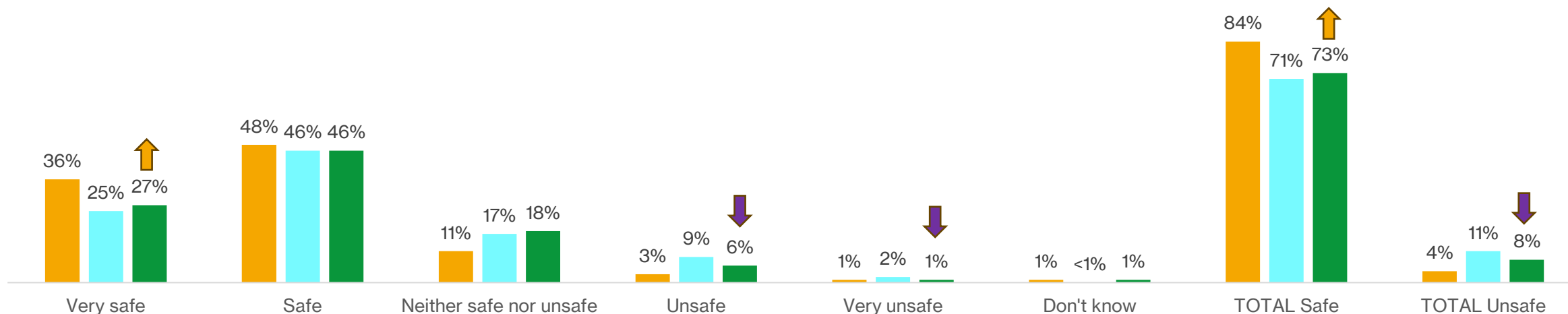
Note: Shows results of 10% or more for 2023

Feeling safe from crime in New Zealand

In 2023, 73% of recent migrants said they felt safe from crime in New Zealand (safe + very safe). This is an increase from 71% feeling safe in 2022. In 2023, 8% of recent migrants said they feel unsafe from crime in New Zealand (unsafe + very unsafe) – a decrease from 11% feeling unsafe in 2022.

Safety from crime in New Zealand, 2021-2023

■ 2021 ■ 2022 ■ 2023



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

Compared to the total of 8% for all recent migrants, the following groups were **more likely** to say they felt **unsafe** from crime (unsafe + very unsafe) in New Zealand:

- Those aged 25-29 years (10%)
- Migrants from India (12%) or China (20%)
- Family Partnership (11%) visa holders
- Migrants living in Auckland (11%) or Waikato (12%)
- Those who have lived in New Zealand for 3 to less than 5 years (10%)

Compared to the total of 8% for all recent migrants, the following groups were **less likely** to say they felt **unsafe** from crime (unsafe + very unsafe) in New Zealand:

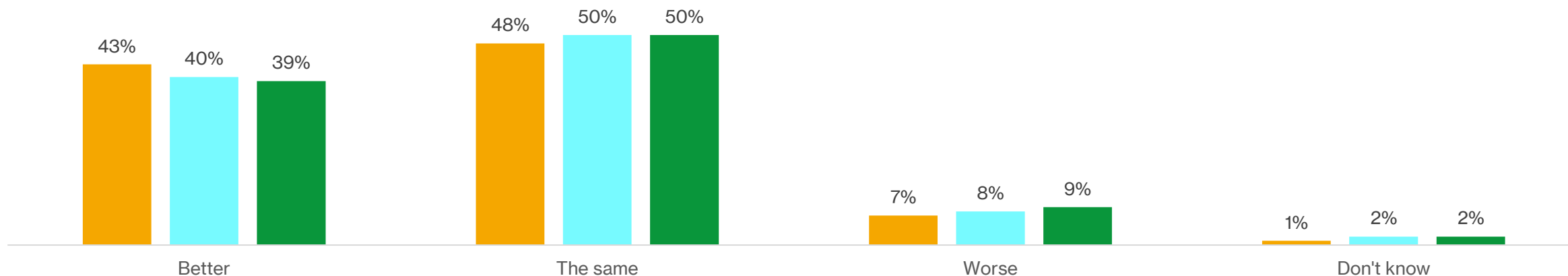
- Those aged 40-49 years (5%)
- Migrants from the Philippines (4%)
- Accredited Employer (6%) visa holders
- Those who have lived in New Zealand for less than 1 year (5%)

Changes in health

In 2023, 39% of recent migrants said their health is better now than when they came to New Zealand, 50% said their health is the same and 9% said it is worse.

Health in New Zealand, 2021-2023

■ 2021 ■ 2022 ■ 2023



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

Compared to the total of 9% 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 (11%)
- Migrants from South Africa (15%)
- Family Partnership (15%) or Total Residence (11%) visa holders
- Those who have lived in New Zealand for 3 to less than 5 years (12%)

Compared to the total of 9% for all recent migrants, the following groups were **less likely** to say their health is **worse** now than when they came to New Zealand:

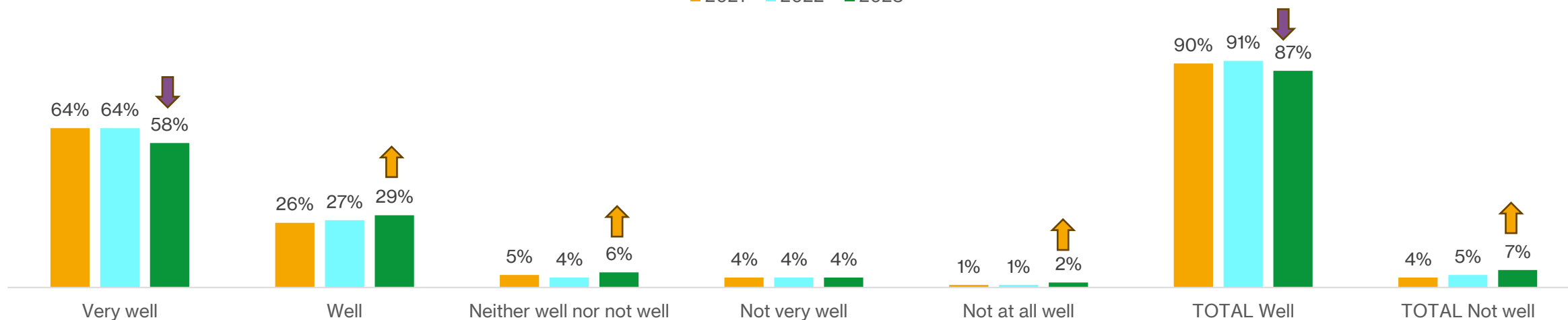
- Male migrants (6%)
- Migrants from the Philippines (3%)
- Accredited Employer (3%) or Total Work (6%) visa holders
- Those who have lived in New Zealand for less than 1 year (5%) or 1 to less than 2 years (7%)

Conversing in English

In 2023, most (87%) recent migrants said they could have a conversation about everyday things in English well (well + very well). This is a decrease from 91% in 2022 who could have conversations in English well. There was a corresponding increase, between 2022 and 2023, in those who responded 'not well' (not very well + not at all well), up from 5% to 7%.

Ability to converse-about everyday things in English, 2021-2023

2021 2022 2023



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

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):

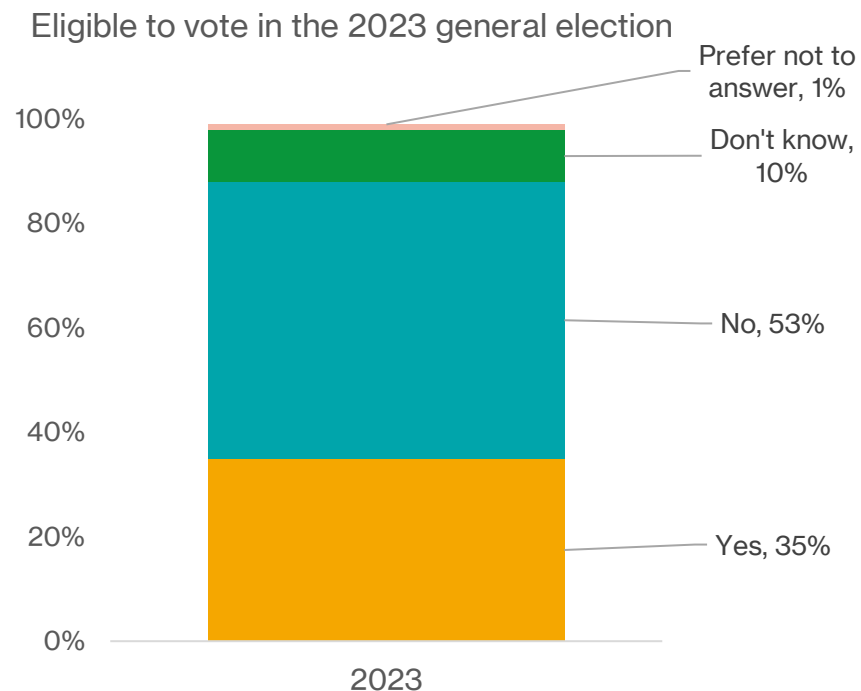
- Male migrants (9%)
- Those aged 35-39 years (9%) or 40-49 years (11%) or 50 years + (10%)
- Migrants from China (52%)
- Accredited Employer (15%) and Total Work (10%) visa holders
- Those who have lived in New Zealand for less than 1 year (12%)

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 (4%)
- Those aged 25-29 years (4%) or 30-34 years (3%)
- Skilled Secondary (4%) or Total Residence (4%) visa holders
- Those who have lived in New Zealand for 3 to less than 5 years (4%)

General election voting

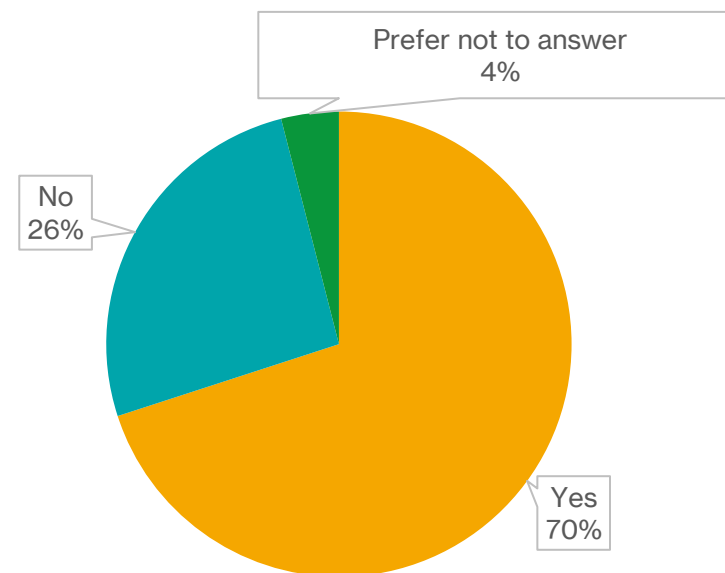
In 2023, 35% of recent migrants said they were eligible to vote in the 2023 general election. 70% of those who were eligible to vote in the general election did so.



Q. Were you eligible to vote in the New Zealand general election in October 2023? Base 2023 = 5,318

Note: Comparisons are not made with the 2021 findings as the reference period is different

Did you vote in the 2023 general election?
(Note: eligible voters only)



Q. Did you vote in the New Zealand general election in October 2023?
Base 2023 = 2,075

Compared to the total of 70% for all eligible migrants, the following groups were **more likely** to say they **voted in the 2023 general election**:

- Those aged 40-49 years (78%) or aged 50+ years (81%)
- Migrants from South Africa (80%) or Great Britain (82%)
- Those who have lived in New Zealand for 3 to less than 5 years (74%)

Compared to the total of 70% for all eligible migrants, the following groups were **less likely** to say they **voted in the 2023 general election**:

- Those aged 18-24 years (56%)
- Migrants from the Philippines (57%) or Fiji (59%)
- Pacific Access (61%)
- Those who have lived in New Zealand 1 year to less than 2 years (57%)

Expectations of New Zealand vs. experience

The highest 'better than expected ratings' were for 'clean green environment' (64%), 'feeling welcome' (47%), 'feeling safe from crime' (34%) and 'ability to get a job' (32%). More than half of recent migrants (60%) said the cost of living in New Zealand was worse than they expected. 30% said the quality of housing was worse than they expected and 30% said their ability to get the healthcare they need was worse than they expected.

	Worse than you expected	Same as you expected	Better than you expected	Had no expectations	Don't know/not applicable
Ability to get a job	21%	38%	32%	6%	4%
Level of salary or wages	23%	41%	25%	7%	3%
Quality of housing	30%	36%	23%	9%	2%
Cost of living	60%	26%	8%	5%	2%
Feeling safe from crime	19%	38%	34%	6%	3%
Clean green environment	6%	23%	64%	3%	1%
Feeling welcome	6%	37%	47%	8%	2%
Ability to get the healthcare you need	30%	28%	30%	7%	4%

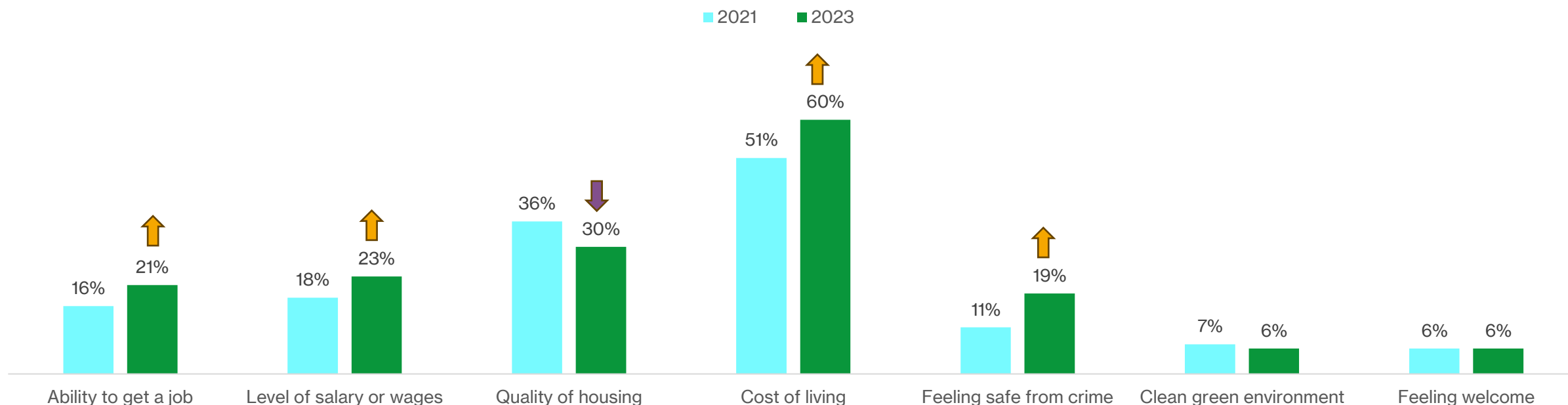
Q. Have you found each of the following things in New Zealand to be better, worse or about the same as what you expected?

Base 2023 = 5,318

Changes in expectations from 2021 to 2023

There has been an increase in the proportions of recent migrants that found the following things worse than they expected (from 2021 to 2023): ability to get a job (up from 16% to 21%), level of salary or wages (up from 18% to 23%), cost of living (up from 51% to 60%) and feeling safe from crime (up 11% to 19%). There has been a decrease in the proportion that found the quality of housing worse than they expected (down from 36% in 2021 to 30% in 2023).

Expectations 'worse than you expected', 2021 and 2023



Q. Have you found each of the following things in New Zealand to be better, worse or about the same as what you expected?
 Base 2021 = 5,015, Base 2023 = 5,318

Expectations of NZ– demographic differences

	Groups more likely to report that aspects of life in NZ were 'worse than expected' than the total	Total	Groups less likely to report that aspects of life in NZ were 'worse than expected' than the total
Ability to get a job	<ul style="list-style-type: none"> Females (23%) Aged 25-29 years (23%) From China (33%) Family Partner (25%) or Working Holiday Scheme (32%) or Family (25%) visa holders Living in Auckland (23%) 	21%	<ul style="list-style-type: none"> Males (18%) From the Philippines (8%) or Great Britain (14%) or Fiji (11%) Skilled Principal (15%) or Accredited Employer (16%) visa holders Living in the North Island, outside the main centres (12%)
Level of salary or wages	<ul style="list-style-type: none"> From China (44%) or Great Britain (29%) Family Partner (31%) visa holders Living in Auckland (26%) 	23%	<ul style="list-style-type: none"> From the Philippines (9%) Accredited Employer (18%) visa holders Living in the North Island, outside the main centres (16%)
Quality of housing	<ul style="list-style-type: none"> Females (33%) From South Africa (45%) or Great Britain (58%) Skilled Principal (35%) or Skilled Secondary (36%) or Family Partner (41%) or Total Residence (36%) visa holders Living in Wellington (42%) or Otago (37%) 	30%	<ul style="list-style-type: none"> Males (27%) Aged 18-24 years (24%) From the Philippines (15%) or India (21%) or China (23%) or Fiji (13%) Accredited Employer (15%) or Total Work (22%) visa holders Living in Waikato (22%) or Canterbury (22%)
Cost of living	<ul style="list-style-type: none"> Female (64%) From India (66%) or South Africa (70%) or China (70%) or Great Britain (74%) Skilled Principal (68%) or Skilled Secondary (64%) or Family Partner (75%) or Total Residency (68%) visa holders Living in Auckland (63%) or Wellington (69%) 	60%	<ul style="list-style-type: none"> Males (55%) Aged 18-24 years (49%) From the Philippines (37%) or Fiji (45%) Pacific Access (44%) or Accredited Employer (44%) or Total Work (50%) visa holders. Living in the North Island, outside the main centres (52%) or Otago (54%) or South Island, outside the main centres (51%)
Feeling safe from crime	<ul style="list-style-type: none"> Aged 35-39 years (22%) From India (25%) or China (49%) Skilled Principal (23%) or Family Partner (27%) or Total Residence (23%) visa holders Living in Auckland (28%) 	19%	<ul style="list-style-type: none"> Aged 18-24 years (14%) or 50+ years (14%) From the Philippines (13%) or Fiji (11%) Accredited Employer (14%) or Working Holiday Scheme (15%) or Total Work (16%) visa holders Living in Wellington (10%) or living in the North Island, outside the main centres (13%) or living in Canterbury (15%)
Clean green environment	<ul style="list-style-type: none"> Aged 50 years + (10%) From Great Britain (14%) Family Partner (11%) or Working Holiday Scheme (10%) visa holders 	6%	
Feeling welcome	<ul style="list-style-type: none"> Aged 50 years + (9%) From South Africa (11%) or China (14%) or Great Britain (9%) 	6%	<ul style="list-style-type: none"> From India (4%) Accredited Employer (5%) visa holders
Ability to get the healthcare you need	<ul style="list-style-type: none"> Females (35%) Aged 35-39 years (34%) From India (39%) or South Africa (47%) Skilled Principal (37%) or Skilled Secondary (35%) or Family Partnership (35%) or Total Residence (35%) visa holders Living in Wellington (35%) 	30%	<ul style="list-style-type: none"> Males (26%) Aged 18-24 years (22%) From the Philippines (12%) or Fiji (10%) Accredited Employer (18%) or Total Work (24%) visa holders

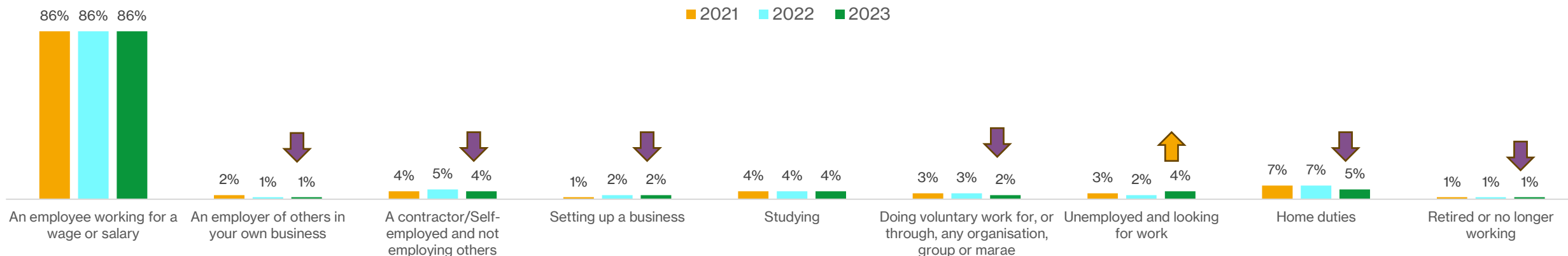
Employment, Skills and Qualifications

Findings

Labour force status

Consistent with 2021 and 2022, in 2023 most recent migrants (86%) were 'employees working for a wage or salary'. There was a slight decrease from 2022 to 2023 in the proportion of recent migrants whose labour force status was 'home duties' (7% to 5%) and a slight increase in the proportion that were 'unemployed and looking for work' (2% to 4%).

Labour Force Status, 2021-2023



Q. Which of the following apply to you?

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

Note: This graph only shows results for proportions where the 2023 unweighted count was at least 30

Compared to the total of 86% for all recent migrants, the following groups were **more likely** to be **employees working for a wage or salary**:

- Males (89%)
- Those aged 30-34 years (88%)
- Migrants from the Philippines (92%), India (90%), or Fiji (90%)
- Skilled Principal (93%) Accredited Employer (97%), or Total Work (89%) visa holders

Compared to the total of 86% for all recent migrants, the following groups were **less likely** to be **employees working for a wage or salary**:

- Females (82%)
- Those aged 18-24 years (81%) or 50+ years (74%)
- Migrants from China (79%)
- Skilled Secondary (78%) or Family Partner (66%) or Pacific Access (77%) or Samoa Quota (71%) or Total Residence (82%) or Working Holiday Scheme (80%), or Family (Work) (78%) visa holders
- Those who have lived in New Zealand for 5 years or more (78%).

Occupations

The largest occupation group for recent migrants was Health Professionals. Between 2022 and 2023 there has been an increase in Food Trades Workers, Health and Welfare Support Workers and Hospitality Workers.

Occupation (results of 3% + in 2023)	2021	2022	2023
Health Professionals	7%	9%	8%
Specialist Managers	5%	7%	5% ↓
Business, Human Resource and Marketing Professionals	6%	7%	5% ↓
Design, Engineering, Science and Transport Professionals	7%	6%	5% ↓
Construction Trades Workers	5%	4%	5%
Food Trades Workers	3%	3%	5% ↑
Health and Welfare Support Workers	1%	2%	5% ↑
Education Professionals	4%	4%	4%
ICT Professionals	5%	5%	4% ↓
Engineering, ICT and Science Technicians	2%	3%	4%
Hospitality Workers	3%	2%	4% ↑
Automotive and Engineering Trades Workers	3%	2%	3%
Carers and Aides	5%	5%	3% ↓
Other Clerical and Administrative Workers	4%	4%	3%
Factory Process Workers	2%	2%	3%

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

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%	Philippines (13%) or India (17%)	Skilled Principal (21%) or Total Residence (13%)
Specialist Managers	5%	South Africa (13%) or Great Britain (12%)	Skilled Principal (7%) or Total Residence (7%)
Business, Human Resource and Marketing Professionals	5%	South Africa (8%) or Great Britain (9%)	Skilled Secondary (7%) or Family Partner (10%) or Total Residence (7%)
Design, Engineering, Science and Transport Professionals	5%	South Africa (7%)	Skilled Principal (9%) or Total Residence (6%)
Construction Trades Workers	5%	Philippines (9%) or China (17%)	Skilled Principal (12%) or Accredited Employer (12%) or Total Work (7%)
Food Trades Workers	5%	Philippines (5%)	Accredited Employer (11%) or Total Work (8%)
Health and Welfare Support Workers	5%	Philippines (8%) or India (8%)	Skilled Secondary (8%)
Education Professionals	4%	South Africa (11%)	Skilled Principal (5%)
ICT Professionals	4%	India (7%)	Skilled Principal (6%) or Total Residence (5%)
Hospitality Workers	4%		Working Holiday Scheme (17%) or Total Work (6%)
Automotive and Engineering Trades Workers	3%	Philippines (4%)	Skilled Principal (6%) or Accredited Employer (6%) or Total Work (4%)
Carers and Aides	3%	Philippines (4%)	Skilled Secondary (4%)
Other Clerical and Administrative Workers	3%	South Africa (7%)	Skilled Secondary (7%) or Family Partner (7%) or Total Residence (4%)

Industry

Recent migrants were most likely to work in the following industries: health care and social assistance (19%), construction (14%), and accommodation and food services (13%). There has been an increase between 2022 and 2023 in those working in the accommodation and food services industry.

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

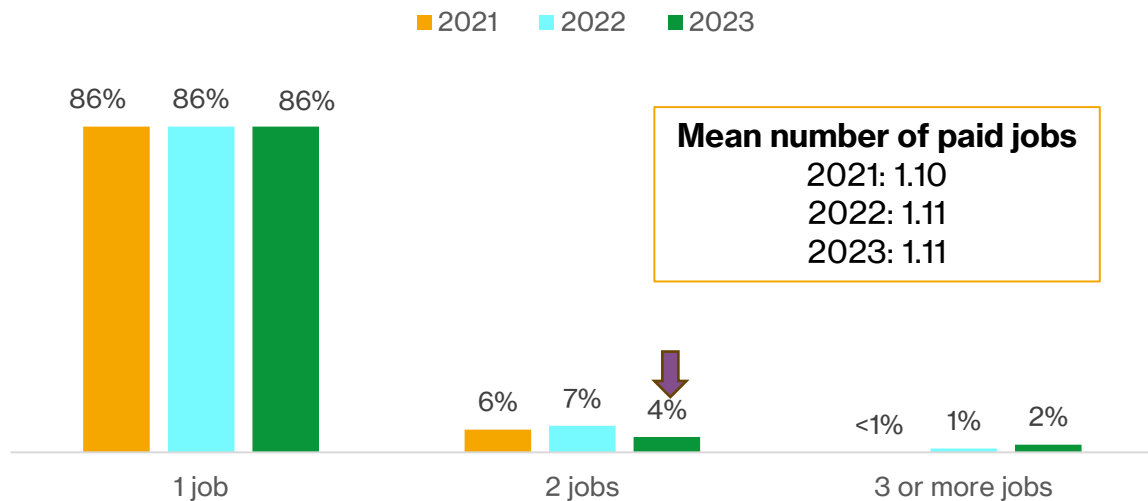
Industry – country and visa type differences

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	19%	Philippines (28%) or India (33%)	Skilled Principal (31%) or Skilled Secondary (22%) or Total Residence Visa (26%)
Construction	14%	Philippines (23%) or China (32%)	Accredited Employer (25%) or Total Work Visa (17%)
Accommodation and food services	13%	-	Accredited Employer (19%), Working Holiday (36%) or Total Work Visa (22%)
Professional, scientific and technical services	7%	South Africa (10%) or Great Britain (10%)	Skilled Principal (10%) or Total Residence Visa (8%)
Education and training	7%	South Africa (15%) or Great Britain (12%)	Skilled Secondary (9%) or Family Partner (11%) or Total Residence Visa (8%)
Retail Trade	6%	India (9%)	Skilled Secondary (9%) or Family Partner (10%) or Family-Work (11%)
Information media and telecommunications	5%	India (8%)	Skilled Principal (7%) or Skilled Secondary (8%) or Total Residence Visa (7%)
Transport, postal and warehousing	4%	Fiji (11%)	
Administrative and support services	4%	-	Family Partner (8%)
Finance and insurance services	3%	South Africa (8%)	Skilled Secondary (6%) or Total Residence Visa (5%)
Wholesale Trade	2%	-	Skilled Secondary (4%)

Jobs

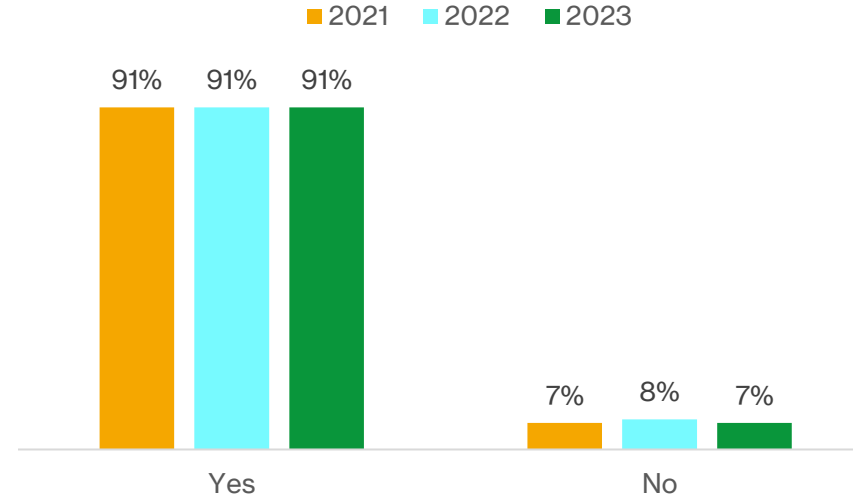
Consistent with the previous two years, in 2023 86% of employed recent migrants had one paid job only. Also consistent with the previous two years, in 2023 most (91%) employed recent migrants worked 30 hours per week or more in their main job.

Number of paid jobs, 2021-2023



Q. How many paid jobs do you currently have?
 Base 2021 = 4,500, Base 2022 = 5,037, Base 2023 = 4,680

Full time jobs, 2021-2023

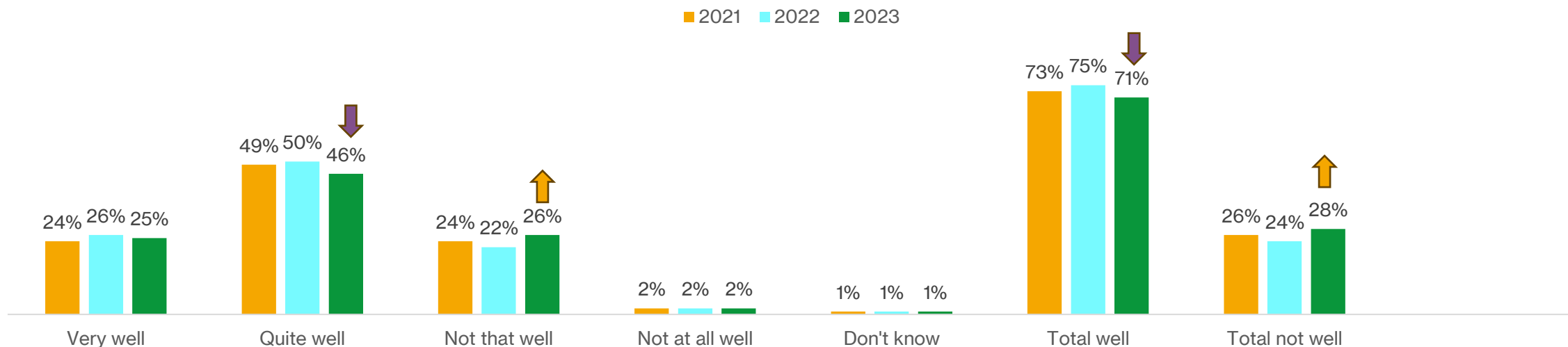


Do you usually work 30 hours or more per week in your main job?
 Base 2021 = 4,500, Base 2022 = 5,037, Base 2023 = 4,680

Understanding of employment rights

In 2023, 71% of employed recent migrants said they understood their employment rights well (quite well + very well), a decrease from 75% in 2022. Conversely, a total of 28% said not well (not that well + not at all well) in 2023, an increase from 24% in 2022.

Understanding of employment rights, 2021-2023



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

Compared to the total of 28% 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)

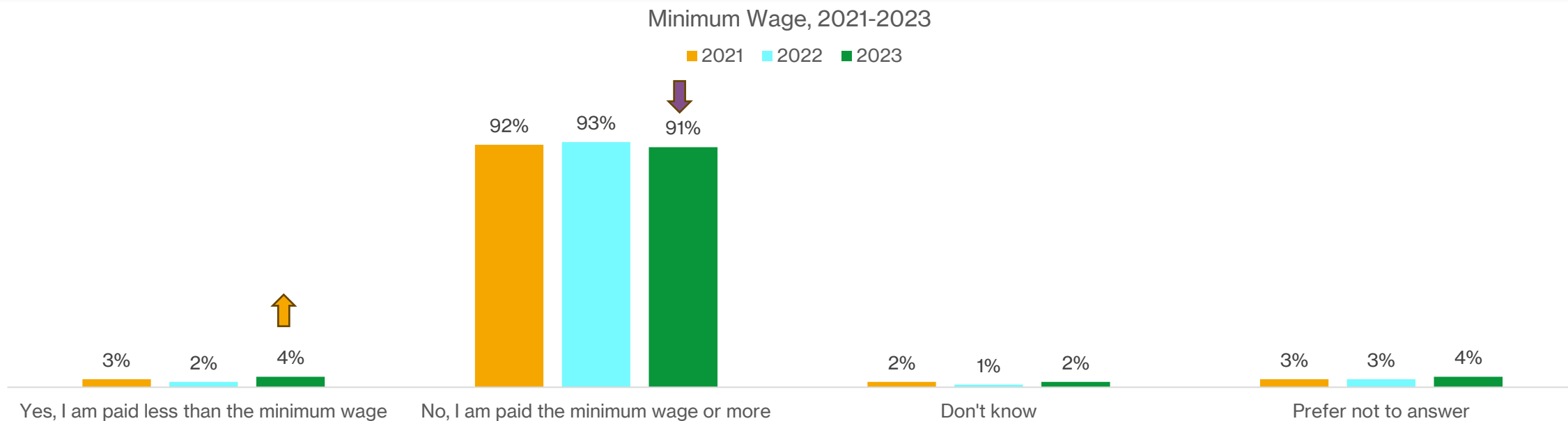
- Migrants from South Africa (33%) or China (64%)
- Family Partner (33%) and Working Holiday Scheme (42%) visa types

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)

- Migrants from the Philippines (14%) or India (14%) or Fiji (21%)
- Accredited Employer (24%) visa holders

Paid less than the minimum wage

In 2023 there was an increase in the proportion of recent migrants that said they are paid less than the minimum wage (up from 2% to 4%).



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

Compared to the total of 4% 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%)
- Total Work (5%) or Accredited Employer (7%) visa holders
- Those who have lived in New Zealand for less than 1 year (6%)

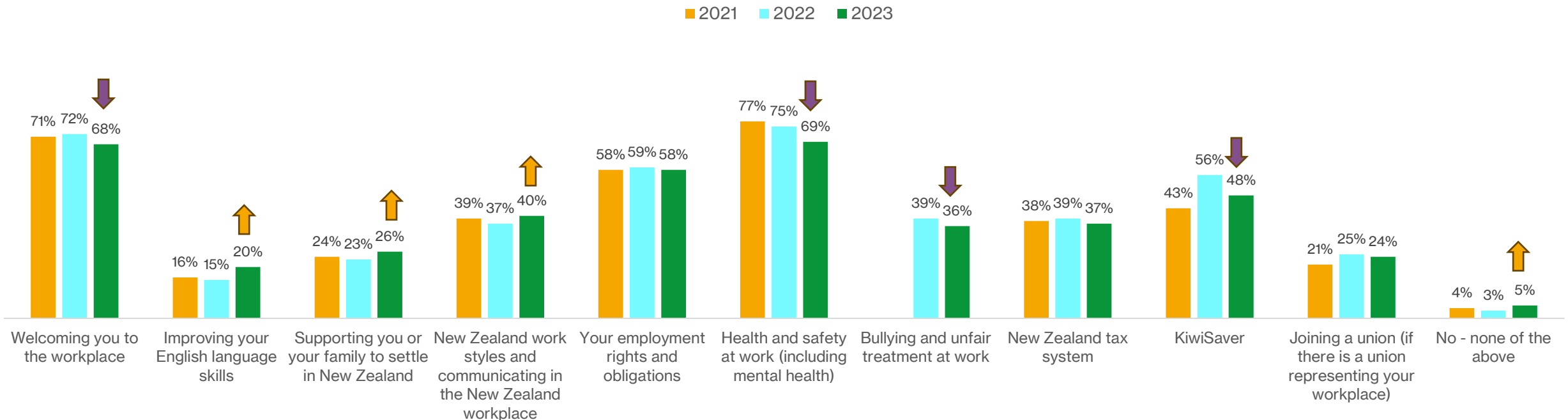
Compared to the total of 4% for all migrants, the following groups were **less likely** to say they are paid **less than the minimum wage**:

- Total Residence (2%) visa holders.
- Those who have lived in New Zealand for 3 to less than 5 years (2%)

Information and support from employers

In 2023, more than half of employed recent migrants had been provided with the following information and support from their employers: welcoming you to the workplace (68%), your employment rights and obligations (58%) and health and safety at work (69%).

Information and support from employers, 2021-2023



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

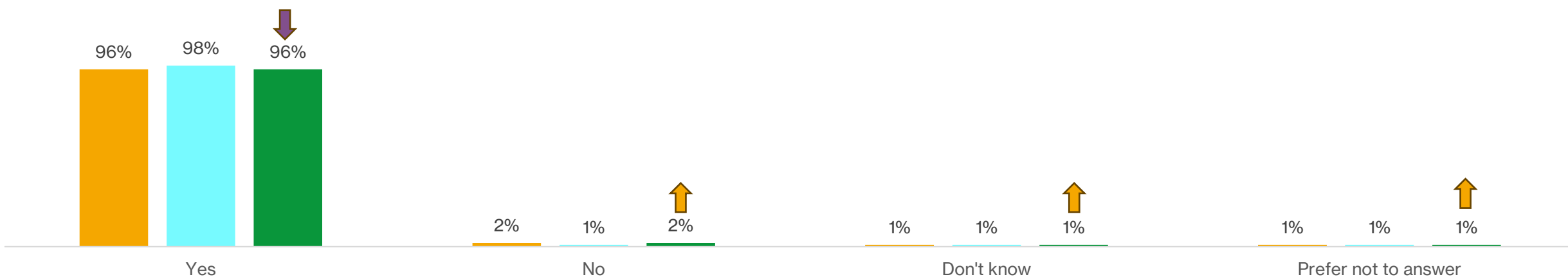
Base 2021 = 4,330, Base 2022 = 4,784, Base 2023 = 4,480

Employment agreement

In 2023, 96% of employed recent migrants said they had an employment agreement for their main job. This was a small decrease from 98% in 2022.

Employment agreement, 2021-2023

2021 2022 2023



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

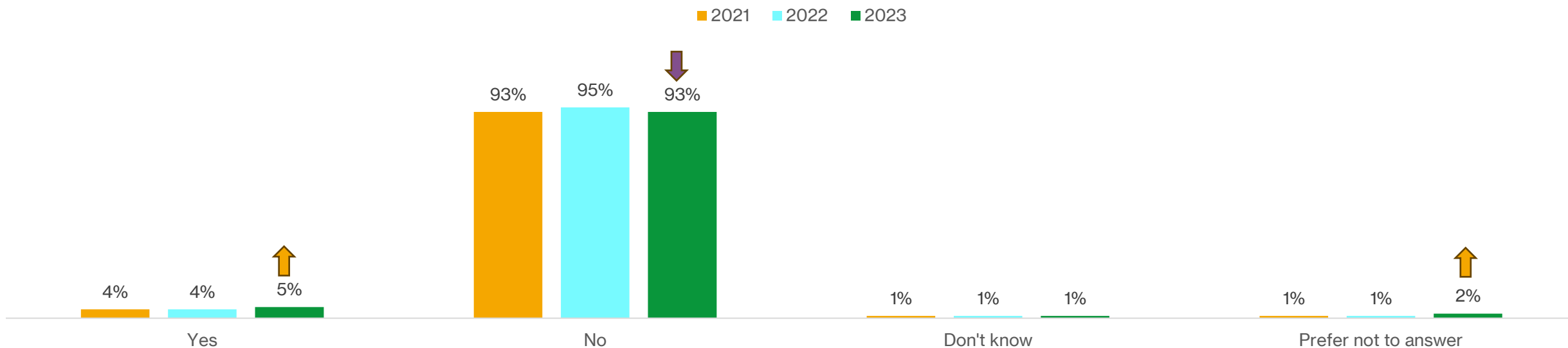
Compared to the total of 96% for all recent migrants, the following groups were **less likely** to say they had an **employment agreement**:

- Pacific Access (92%) and Working Holiday Scheme (91%) visa holders
- Those who had lived in New Zealand for 5 years or more (93%)

Paid money to get or keep job

In 2023, 5% of employed recent migrants said their current employer had asked or expected them to pay money to get or keep their job. This was a small increase from 4% in 2022.

Paid money to get or keep job, 2021-2023



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

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 (95%)
- Migrants from South Africa (99%) or Great Britain (100%)
- Skilled Secondary (95%), Total Residence (94%) and Working Holiday Scheme (96%) visa holders
- Migrants living in Canterbury (96%).

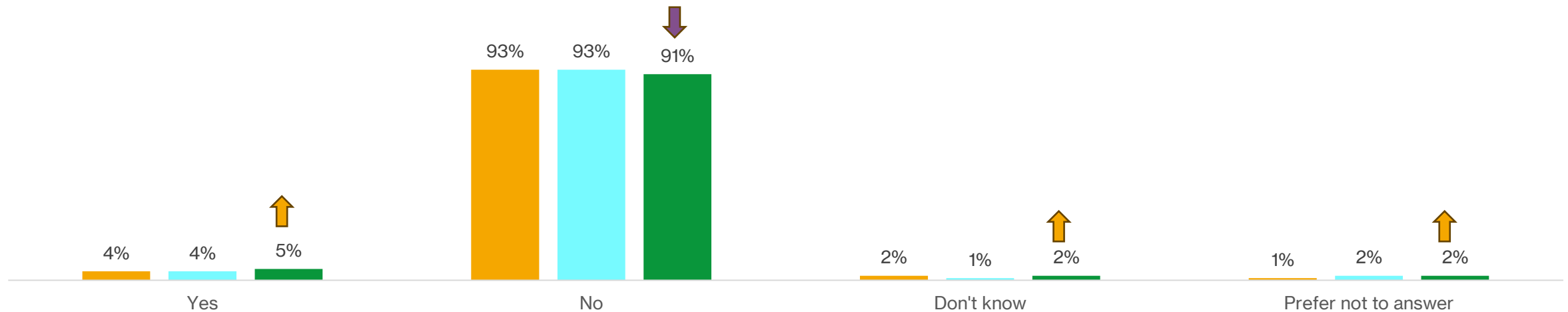
- Compared to the total of 93% for all recent migrants, the following groups were **less likely** to say 'no' they had not been asked to pay money to get or keep their job:
- Male migrants (91%)
- Migrants from the Philippines (90%)
- Pacific Access (86%) and Accredited Employer (89%) visa holders

Felt unsafe because of employer behaviour

In 2023, 5% of employed recent migrants said they had felt unsafe because of their current employer's behaviour. This was a small increase from 4% in 2022.

Felt unsafe because of employer behaviour, 2021-2023

■ 2021 ■ 2022 ■ 2023



Have you ever felt unsafe because of your current employer's behaviour?

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

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:

- Total Work (7%) visa holders

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:

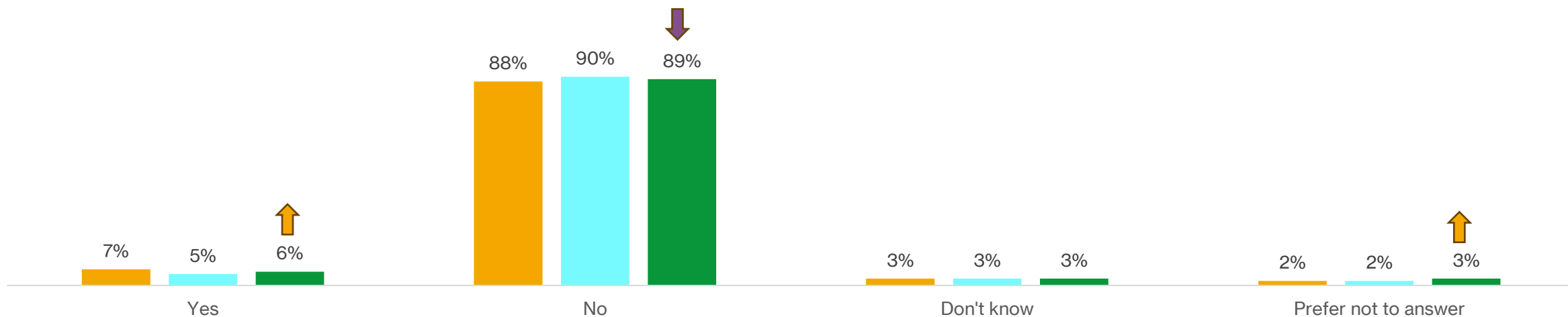
- Recent migrants from the Philippines (4%)
- Total Residence (4%) visa holders

Employment entitlements withheld

In 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. This was a small increase from 5% in 2022.

Employment entitlements withheld, 2021-2023

2021 2022 2023



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

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 (9%) visa holders

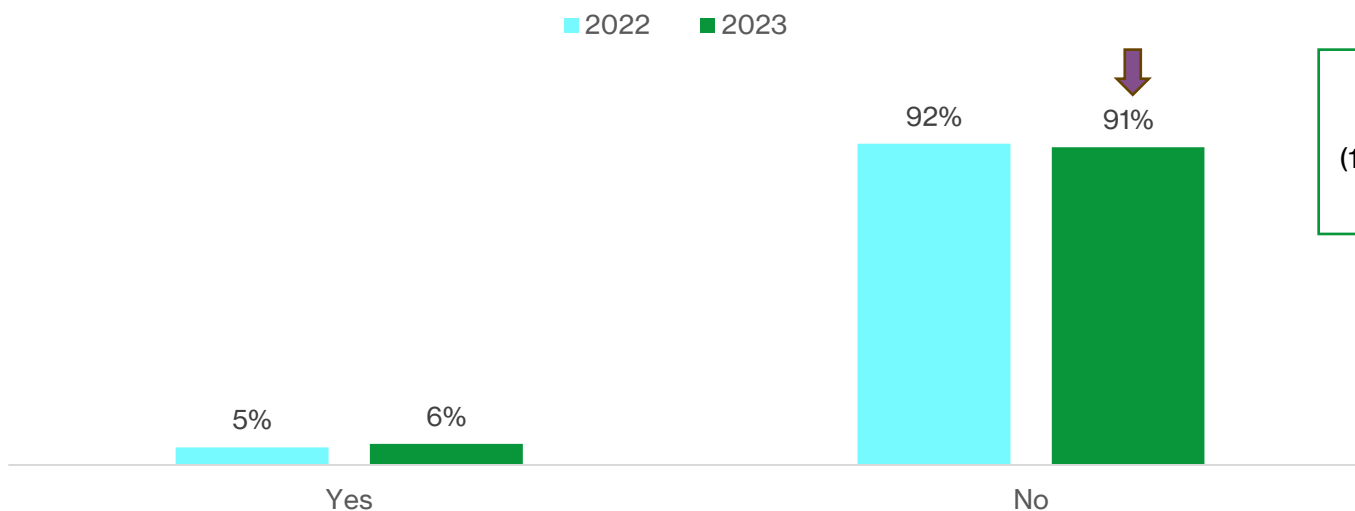
Compared to the total of 6% for all recent migrants, the following groups were **less likely** to say 'yes' their employer had either **withheld or said they would withhold entitlements**:

- Females (4%)
- Skilled Secondary (4%) visa holders
- Those who have lived in New Zealand for 3 to less than 5 years (4%)

Sought help with working conditions

In 2023, 6% 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, 2022-2023



Of those who had sought help with working conditions, the most common sources of help were: unions (14%), solicitors (13%), church representatives (13%), ethnic groups (12%), and Employment New Zealand's Migrant Exploitation Helpline (10%).

Who did you contact? Base 2023 = 252

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

Compared to the total of 6% 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 (9%) visa holders
- Those living in Otago (9%)

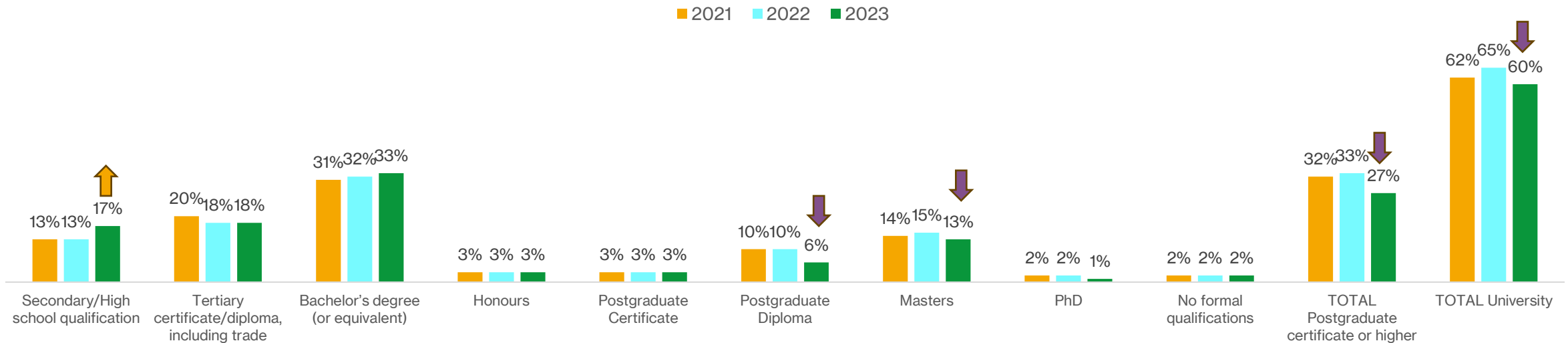
Compared to the total of 6% for all recent migrants, the following groups were **less likely** to say they had contacted someone for help with problems about current working conditions:

- Skilled Secondary (4%) or Total Residence (5%) visa holders

Highest qualification

In 2023, 60% of recent migrants said they had a university qualification, a decrease from 65% in 2022. This included 27% of recent migrants who had a postgraduate certificate or a higher qualification. However, there was a decline from 2022 to 2023 in those with qualifications at this level (falling from 33% to 27%).

Highest qualification, 2021-2023



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

Compared to the total of 27% for all recent migrants, the following groups were **more likely** to say they had a postgraduate certificate or higher:

- Female migrants (30%)
- Migrants from India (35%) or Great Britain (40%)
- Skilled Principal Visa holders (38%) or Total Residence (32%) visa holders.
- Those living in Wellington (31%)
- Those who have lived in New Zealand for 3 and less than 5 years (35%)

Compared to the total of 27% for all recent migrants, the following groups were **less likely** to say they had a postgraduate certificate or higher:

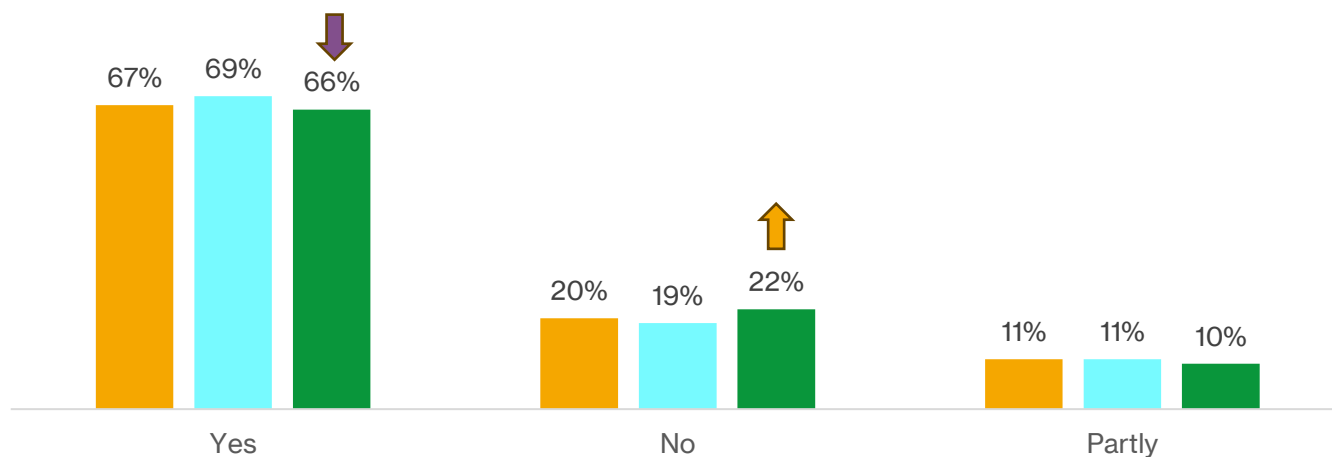
- Male migrants (24%)
- Those aged 18-24 years (10%)
- Migrants from the Philippines (17%) or China (22%) or Fiji (13%)
- Accredited Employer (15%) or Total Work (22%) visa holders.
- Those living in the Rest of the North Island (22%) or Rest of South Island (20%)
- Those who have lived in New Zealand for less than 1 year (22%) or 1 to less than 2 years (22%).

Role match to qualifications

In 2023, 22% of employed recent migrants said their role did not match their skills and qualifications. This is an increase from the 19% in 2022.

Role match to qualifications, 2021-2023

2021 2022 2023



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.

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' (35%), 'I am over-qualified for my current job' (19%), 'My qualifications are not recognised in New Zealand' (19%) and 'My previous work experience is not recognised by New Zealand employers' (14%).

Q. What are the reasons why your job does not match your skills and qualifications?
Base 2023 = 1464

Compared to the total of 22% for all recent migrants, the following groups were **more likely** to say 'no' their role 'does not match their skills and qualifications':

- Females (27%)
- Those aged 18-24 years (32%) or 25-29 years (33%)
- Skilled Secondary (28%) or Family Partner (30%) or Working Holiday Scheme (62%) or Family – Work (35%) or Total Work (26%) visa holders
- Those living in Canterbury (29%), Otago (36%) or Rest of South Island (28%)
- Those who have lived in New Zealand up to 1 year (26%) or 1 to less than 2 years (26%).

Compared to the total of 22% for all recent migrants, the following groups were **less likely** to say 'no' their role 'does not match their skills and qualifications':

- Males (18%)
- Those aged 35-39 years (16%) or 40-49 years (17%) or 50+ years (16%)
- Migrants from the Philippines (14%) or India (18%) or South Africa (15%) or Fiji (13%)
- Total Residence (18%) or Accredited Employer (14%) visa holders
- Those living in Auckland (19%) or Wellington (18%) or Waikato (17%)
- Those who have lived in New Zealand for 3 to less than 5 years (18%).

Information and Services

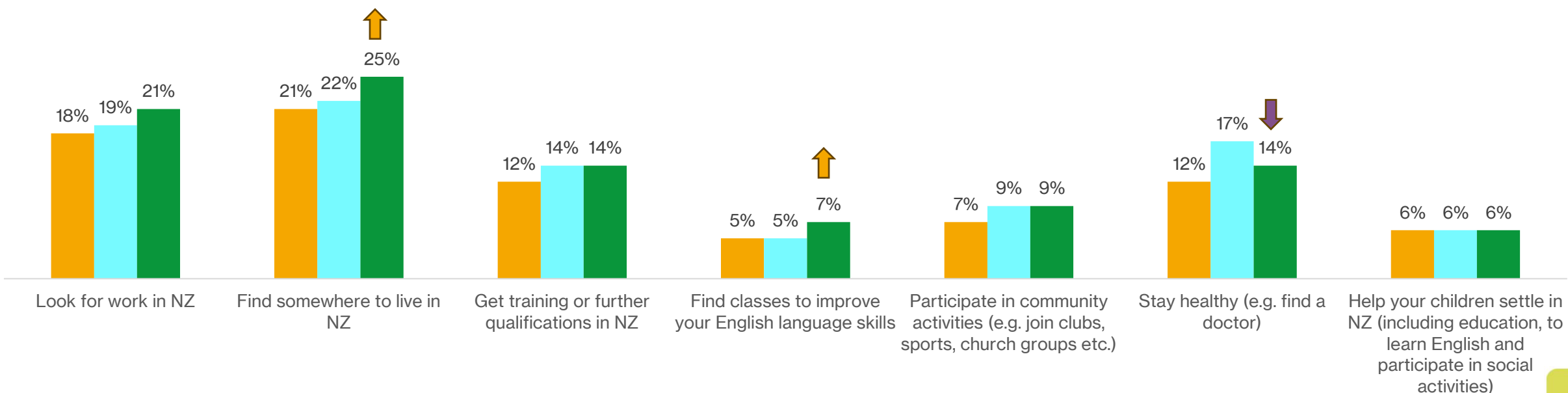
Findings

Difficulties finding information/services

In 2023, one quarter of recent migrants said finding information/services on somewhere to live in New Zealand was difficult – an increase from 22% in 2022. There was also an increase in those reporting difficulties with finding information/services about classes to improve their English skills (5% to 7%), and a decrease in those reporting difficulties with finding information/services to stay healthy (17% to 14%).

Difficulties finding information or services, **total difficult** (difficult + very difficult), 2021-2023

■ 2021 ■ 2022 ■ 2023



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

Base 2023 = 5,318

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	11%	32%	30%	15%	6%	1%	5%
Find somewhere to live in NZ	9%	32%	28%	19%	6%	2%	4%
Get training or further qualifications in NZ	8%	29%	25%	11%	3%	6%	17%
Find classes to improve your English language skills	8%	26%	16%	6%	2%	6%	37%
Participate in community activities (e.g. join clubs, sports, church groups etc.)	12%	41%	21%	7%	2%	6%	11%
Stay healthy (e.g. find a doctor)	13%	45%	24%	11%	3%	2%	3%
Help your children settle in NZ (including education, to learn English and participate in social activities)	10%	25%	15%	5%	1%	7%	36%

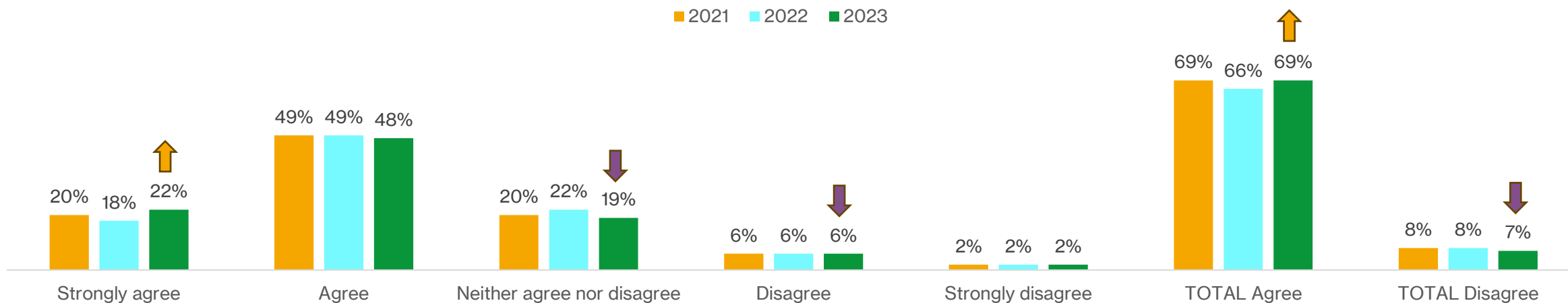
Q. How easy or difficult was it to find the INFORMATION or SERVICES you needed to...?

Base 2,023 = 5318

Information and services for migrants

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

Information and services for migrants, 2021-2023



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

Compared to the total of 69% 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:

- Males (73%)
- Migrants from the Philippines (87%), India (79%) or Fiji (86%)
- Skilled Principal (73%), Pacific Access (79%) or Accredited Employer (78%) visa holders
- Those who had lived in NZ for less than 1 year (76%).

Compared to the total of 69% 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 (66%)
- Those aged 25-29 years (64%)
- Migrants from South Africa (59%), China (58%), or Great Britain (52%)
- Family Partner (61%) or Working Holiday Scheme (53%) visa holders
- Those who had lived in NZ for 3 to less than 5 years (65%).

Appendix 1



Achieved Sample Structure 2021-2023

Based on unweighted data

	2021	2022	2023		2021	2022	2023		2021	2022	2023
Age				Category				Nationality (140+ respondents)			
Under 25 years	7%	6%	7%	Skilled Principal	12%	22%	23%	Philippines	18%	18%	19%
25-29 years	21%	19%	17%	Skilled Secondary	7%	12%	22%	India	15%	16%	15%
30-39 years	45%	48%	47%	Family Partnership	11%	16%	10%	South Africa	9%	8%	9%
40-49 years	20%	20%	22%	Family Parent	1%	1%	1%	China	7%	9%	7%
50-59 years	5%	6%	5%	Pacific Access	3%	-	3%	Fiji	4%	2%	7%
60-69 years	2%	1%	1%	Samoan Quota	1%	-	1%	Great Britain	10%	8%	6%
70 years and over	1%	0%	1%	Work Visa	64%	50%	40%	United States of America	3%	3%	3%
Gender								Other	34%	36%	35%
Male	46%	48%	49%								
Female	54%	52%	51%								

Red text denotes an increase and blue text a decrease between 2022 and 2023