

Women From Ethnic Communities

Women from ethnic communities include women who identify as African, Asian, Continental European, Latin American or Middle-Eastern. About one-fifth of the female labourforce are women from an ethnic community.

Those who migrated here may have arrived as a skilled migrant, as the spouse of a skilled migrant, as a student, as a child in a migrant family, through family reunification or as a former refugee.

There are two employment action plans which support women from ethnic communities. The Ministry for Ethnic Communities, MBIE and MSD are jointly undertaking an Employment Action Plan focused on migrants. Manatū Wāhine has developed *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*, alongside all government plans, to ensure better employment outcomes for women, including recent migrants and former refugees.

Most migrants granted residence stay in New Zealand on a long-term basis, and the retention rate has been slowly increasing. Of those people granted residence in 2011/12, **89.1 percent** were still in Aotearoa after **five years**, up from **79.6 percent** in 2001/02. Recently, migration patterns have been heavily disrupted by COVID-19.

More diversity is needed for effective governance

2021 marked a milestone for New Zealand with women making up **50.1%** of public sector board members. However, diversity on boards is lagging. Only **4%** of those on boards identified as Asian, and **less than 1%** identified as Middle Eastern, Latin American or African.

Gender Pay Gap



In 2021, New Zealand's national gender pay gap was **9.1%**.

For **Asian women**, gender and ethnicity combined to create a pay gap of **12.1%** compared with all men.

For **Middle Eastern, Latin American and African women**, the gender pay gap was **6.9%**.

Asian women in business

Over **13,000** Asian women own and work in business. At a conservative estimate, in 2017, female Asian-owned businesses generated at least **\$1.29 billion of domestic sales** in these top three industries:



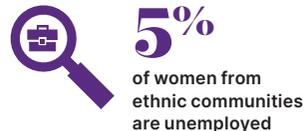
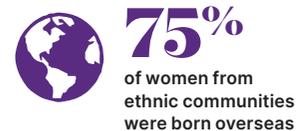
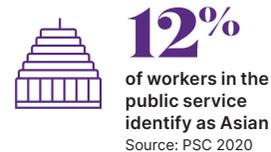
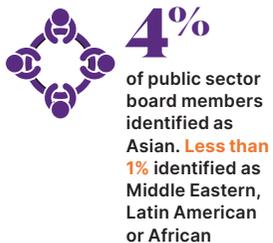
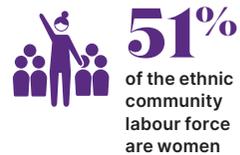
\$1 million+
1,810 accommodation and food businesses generated sales over \$1 million each, and another **290** businesses generated over \$100,000.



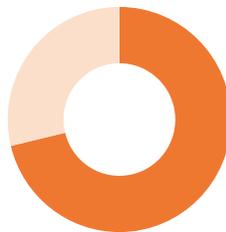
\$1 million+
1,080 retail businesses generated sales over \$1 million each, and another **280** businesses generated over \$100,000.



\$1 million+
69 businesses in professional, scientific and technical services generated sales over \$1 million each, and a further **780** businesses generated over \$100,000.



Over **70%** of employed women from ethnic communities work full-time



● full-time ● part-time

Labour force status for women from ethnic communities, 2018



● full-time ● part-time
● unemployed ● NILF

Challenges to employment include:

- Women from ethnic communities face multiple layers of discrimination, including racism
- Recognition of overseas qualifications and labour market experience
- Limited knowledge of the New Zealand labour market and how to access pathways to employment, and understanding of their rights as employees
- Limited knowledge of government services
- Limited employment, social and community networks
- Potentially limited financial or personal resources to enable work, and lack of flexible work options that are needed for childcare