

# WHANO

Toward futures that work: How Māori can  
lead Aotearoa forward





**TOKONA TE RAKI**  
Māori Futures Collective



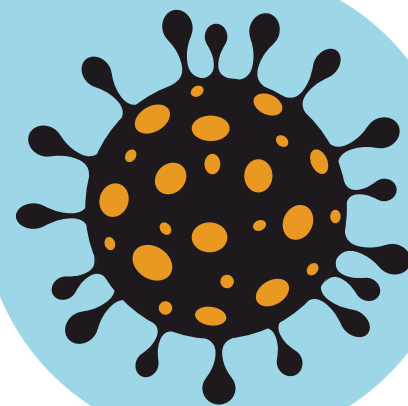
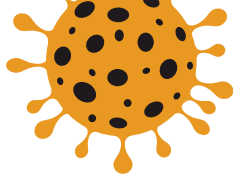
**MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT**  
HĪKINA WHAKATUTUKI

**W A I K A T O  
T A I N U I**

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# He kupu whakataki

## FOREWORD

Aotearoa has put itself on the global map due to our collective response to COVID-19. In just a short few weeks, our values of manaakitanga and sacrifice for the common good have privileged unity over fear in a time of isolation. The challenge moving forward is to extend this values-based approach from a short-term response into the longer-term recovery, and to seize the opportunity to build a better Aotearoa.

Crises don't impact unequal peoples equally and already we are seeing evidence of this in our communities. Not only does a virus such as COVID-19 exploit weakness in those with vulnerable health, inevitably it brings to the fore societal weaknesses in the forms of racism and inequity – those that expose Māori to the wider economic and social harms. We are well aware that many of our rangatahi encounter barriers that limit their education and career pathways, and channel them into under-valued and under-paid jobs. This ultimately leads to inequalities in income, health, and wellbeing, and leaves many whānau stuck treading water rather than steering their waka towards future prosperity.

Imagine an alternative future where inequality is not inevitable. A world where government and iwi work together as Treaty partners to transform our education system to create equitable education outcomes for all rangatahi. A world where our rangatahi are exposed to the opportunities of the future so they can live their

best life - the life of their dreams. This is the vision I have of a stronger Aotearoa and one that sits better with our espoused values of a free, fair, and just society.

This report shows us how our “normal” was based upon a history of systemic and structural racism, where Māori were a minority who struggled as the backbone of our blue-collar workforce. It also shows us that the future is Māori. We are a younger and faster growing population, who are needed to lead the nation forward. Today we face the choice to return back to what was, or break the ties of the past and create a path towards a better tomorrow.

We need to understand the past in order to begin the conversation of what we can collectively do to steer our waka towards an equitable future. We now know that change is possible and what can be achieved when we work together – He Waka Eke Noa.

*Whano, whano, tū mai te toki  
Haumi e, hui e, taiki e!*

*Eruera Prendergast-Tarena  
Tokona te Raki (Te Rūnanga o Ngāi Tahu)*

*Raewyn Mahara  
Waikato-Tainui*



How can we shape the future of work for Māori to ensure that it provides opportunities, and not create more inequity? This is the question at the heart of this report. Hopefully, through our analysis, our partnership with Tokona te Raki and Waikato-Tainui, and our advice to government, iwi and policy makers, we will contribute positively to an inclusive transition for Māori to the future of work.

During the development of this report we were thrown into the midst of the COVID-19 pandemic. The magnitude of the economic shock from COVID-19 is uncertain, but our goal is not only to learn how to survive COVID-19, but to be brave in the way we react and plan. We have a unique opportunity, through work like this, to navigate this shock and create a framework for

future prosperity that is equitable and thriving, and is an exciting environment for not only our rangatahi entering the workforce but also Māori already in the workforce.

We have to continue the conversation on inclusion and equity, and it is our responsibility, as organisations, as well as individuals, to make sure that everybody has an opportunity to be a strong voice in this conversation.

*Hillmarè Schulze*  
BERL



# Tīmatanga kōrero

## INTRODUCTION

*Mā te titiro whakamuri ka kite a mua*  
*Our future is revealed by looking back to our past.*

This report by Business and Economic Research Limited (BERL), in partnership with Tokona te Raki (Te Rūnanga o Ngāi Tahu) and Waikato-Tainui, explores the forces and impacts known to effect the workforce of Aotearoa, and how these change the opportunities and careers of Māori workers in particular.

We are in unprecedented times. This project seeks to understand the patterns that have impacted the Māori workforce in the past to better understand our situation today, and the likely challenges of the future, as well as strategies to turn these challenges into opportunities. This report starts with the vision of the preferred future we wish to bring closer, before shifting our gaze back to the past to understand how we got here, and reveal what we need to change in order to reach our desired future.

The importance of this kaupapa is all the more urgent given the rapid and exceptional scenario that unfolded in early 2020. The social and economic devastation of the COVID-19 crisis, and the global strategies to address the rapid spread of the virus will have long lasting effects. Māori have endured disproportionate outcomes and impacts of economic shocks in the past, and the inevitable upcoming recession will likely be no different. Rather than focus on the months to come, this report will aim towards the years to come, with a view to he tūruapō, the plausible future, and the shifts needed in governmental policy to truly achieve Māori aspirations.

### ACKNOWLEDGE & UNDERSTAND THE PAST

Ka mua, ka muri - Walking backwards into the future. We know that the past is known but the

future is unknown, and we do not have enough information to truly understand where we are going. Therefore, we are looking back to inform the way forward, as the future comes out of the past but will not be the same.

This first stage investigated trends in the labour force from a historical perspective so that we may learn about, acknowledge and understand what has happened in the past to bring us to the current situation.

### INFORMED BY THE PRESENT

The second stage explored current labour force positioning. Building on the work completed in the first stage and work completed on the education outcomes of Māori rangatahi, we looked deeper into the data to better understand the situation of the current Māori workforce today, especially in high risk sectors and jobs. Data sources include information from the Statistics New Zealand (StatsNZ) Integrated Data Infrastructure (IDI), allowing for analysis of flows between industries, changes in incomes, and labour force status from 2006 to 2018.

### PULL TOWARD THE FUTURE

Having established the current situation and how we came to be here, the third stage shifts towards a greater emphasis on the whānau voice, and we blend data insights with whānau insights. Together we explored the factors driving changes in the economy. By pulling together the past and present, this stage examined the megatrends and influences on the future Māori workforce. Targeted wānanga were held to explore some plausible futures and gather insights on the future conversation. Collectively, the research provides us with a vision for a better future, and clarity on the changes we can make today to bring tomorrow closer.





Acknowledge  
& understand  
the past

Our vision for  
the future

Informed by  
the present

Pull towards  
the future

Source: Adapted from futurist,  
Sohail Inayatullah



# He tūruapō

## OUR VISION FOR THE FUTURE

The Aotearoa of 2040 is equitable and just. Systemic barriers are virtually eradicated and there is an authentic partnership between Māori and the Crown. The partnership between tāngata whenua and tāngata tiriti looks a little different for each iwi and hapū, who have different aspirations and need different solutions to issues facing them. But tino rangatiratanga (autonomy) and mana motuhake (self-determination) are key underpinnings of how the partnership works.

Whānau are leading the way, designing our future. Māori are succeeding as Māori – we are confident in our culture, strong in tikanga, and fluent in te reo. We are maximising our collective strengths to achieve our aspirations, and our strengths-based approach highlights people's potential. This has positive impacts on Māori wellbeing, and on social and economic outcomes.

Learning is now a lifelong activity, broader than the education system and qualifications. People are empowered to acquire skills and knowledge in different ways and in different settings in school, on the job, and even after retirement. There are no barriers to accessing learning and education – there are many doors to learners moving easily and efficiently between different types and levels of learning. Streaming in schools is a relic of the past as all rangatahi are encouraged to develop their skills and understanding. With educational equity, rangatahi are inspired by their future and confident in determining their own path.

Mentoring in and out of workplaces is the norm, with the tuakana-teina relationship integral to developing skills and competence. Business and learning institutions collaborate to provide options for the learner driven demand for new knowledge. Non-formal and informal learning is accepted and encouraged as a genuine route to upskilling and recognising one's abilities.

Meaningful employment arises from choice and self-determination. Everyone has a decent income and is financially secure. There's no pay gap between genders and ethnicities, after the private sector and public service combined forces in the 2020's to eradicate income inequity. Businesses are held accountable for ensuring pay equity, and public service roles are paid and appointed on the basis of capability.

In 2040, jobs are no longer described as low-skilled, skilled, or high-skilled – after the COVID-19 pandemic of 2020, where many jobs previously called “low-skilled” were found to be essential and necessary. The value of these roles and their contribution to society sowed the seeds for a new economy. Work is now described as hand, heart, or head work, with different layers of education, experience, and expertise in each type of work. The value and compensation of different roles is tied to how they contribute to the world with additional reward for performance. Employers now recognise that people who take the time to learn their job and to improve should be paid well, have job security, and be supported to thrive at work and in life.



# Te horopaki

## THE SITUATION

### BEGINNING OF OUR CONVERSATION

Globalisation, technological progress and demographic changes are having a profound impact on our society and labour markets. It is crucial that we have informed conversations about these changes, their impacts and the policies needed to support the future workforce.

### WHY ARE WE HAVING THIS CONVERSATION?

Despite the many opportunities, much nervousness surrounds what the future of work might look like for Aotearoa and especially Māori. Many are worried that the world of work is heading for massive technological unemployment, those most impacted have little or no bargaining power and vital skills gaps.

This uneasiness has been further intensified by the impact of COVID-19 and concerns about the uncertainty of the economic landscape we are moving in to. The need to ensure that Māori are at the table for important policy decisions that affect their economic and social futures is paramount.

COVID-19 has exacerbated the existing fault lines in our society between Māori and non-Māori. Understanding our past is also key to avoiding repeating past mistakes that have continued to divide our country. Looking forward, we need to address the root causes of this crisis – inequalities facing Māori – to ensure we all emerge stronger and Māori are never vulnerable in the same way again.

We believe the future is something you create, not inherit. We are confident that the future will largely depend on the policy decisions that we make to lead us forward. With the right policies, and support from government, institutions, business, iwi, hapū and whānau, the opportunities that new technology, globalisation and longer lives will bring can be grabbed, and the risks mitigated.

Our conversation will focus on what is needed to support the Māori workforce to thrive in the ever-changing modern economy and excel at adapting to shifting markets, technologies, and business landscapes.

With technological change, climate change, and other things on the horizon, the future of work in Aotearoa will be very different. These changes will bring new challenges and new opportunities.

The changes in the economic structure as a result of growth in technology-based fields and automation have already started, and the Māori economy is adapting quickly to follow suit. Between 2006 and 2013, Māori made a shift from low skilled jobs with a significant increase in skilled and high skilled jobs. Māori in high skilled jobs doubled from 2006 to 2018, from 47,472 to 88,608. There was a significant increase in Māori employed as specialist managers, as well as Māori employed in design, engineering, science and transport professionals.

Māori are a young population and will make up a much larger share of the working age population in the future. Between the 2013 and 2018 Census, the number of working Māori in Aotearoa grew to 105,000. That's a 50 percent increase in five years. This growth is predicted to continue. Rangatahi will be the backbone of the future of Aotearoa and we will all benefit from supporting them to be the leaders we know they are.

Historically, Māori have been adversely affected by major global economic crises. We don't have to be again. With the right choices, we can choose an alternative future where Māori lead the nation, and we are all stronger together – he waka eke noa.





# Te wā mua

## THE PAST

### KEY TAKEAWAY

- Māori have been adversely affected by external economic shocks in the past century urbanisation in the 60s, the economic reforms of the 80s, and the Global Financial Crisis (GFC) in 2008. There have also been other significant impacts, such as the Christchurch earthquakes.

### GLOBAL AND LOCAL TIMELINE

Understanding and acknowledging the past is important to shaping our future. Aotearoa has been shaped and influenced by global events, including industrial revolutions, World War One and Two, and the Global Financial Crisis (GFC). And global events will continue to shape our country and affect our people into the future.

## Global Events

### 2007

Global Financial Crisis – credit crunch and loss of confidence by US investors caused a liquidity crisis, banks filed for bankruptcy, stock markets around the world crashed, consumer confidence dropped.

### 2000

The fourth industrial revolution – the advent of the internet at the turn of the century gives rise to a new form of technology, digitisation, which create new virtual worlds and optimises production for industry 4.0.

### Late 1960s

The third industrial revolution – the rise of electronics, telecommunications, and computers, lead to high-level automation in production.

### Early 20th Century

Two world wars sandwich the Great Depression.

### Late 1800

The second industrial revolution – new technological advancements change the face of the world with electricity, the combustion engine, steel, synthetic fabrics and dyes, transportation and telecommunications.

### Mid 1700

The first industrial revolution – the emergence of mechanisation replaced agriculture with industry around coal extraction and metal forging as the foundations of the economic structure of society.

### 1493

Pope Alexander VI issued the Papal Demarcation Bull “Inter Caetera” or “The Doctrine of Discovery”, supporting Spain’s exclusive right to lands “discovered” by Columbus in the “New World”. The Doctrine established spiritual, political and legal justifications for colonisation, stating that all lands not inhabited by Christians were available to be claimed and exploited. It became the basis for European “discovery” of indigenous lands by European monarchs from that time.

Local events have also had a large influence on the prospects and prosperity of Māori. Many of these events have had lasting effects, which are still felt today and will continue to be felt over time.

One of the most prominent events is the signing of Te Tiriti o Waitangi (Treaty of Waitangi). As a prime example, the land sales and confiscations following the New Zealand Wars impacted the ability of Māori to develop their economic potential. This, and other consequences of colonisation, have had long lasting and severe effects.

### **MĀORI ARE ADVERSELY AFFECTED BY ECONOMIC SHOCKS**

Previous economic shocks have adversely affected Māori (see Appendix A). Historic, systemic, and structural racism have created a Māori underclass, as policy decisions following each crisis failed to address the underlying causes of these harms – inequity. Inequity and past responses to economic shocks positioned Māori as highly vulnerable to future economic shocks, constraining Māori options so we are consigned to the blue collar workforce of Aotearoa. For example, Māori were channeled into certain types of jobs, such as manufacturing and labour, in the 1960s, which set us up to be disproportionately impacted by the economic reforms of the 1980s.

## Local Events

### 2011-2012

Christchurch earthquakes cause widespread devastation and fatalities. Much of the city centre is demolished, with the re-build ongoing.

### 1990s

Iwi settlements for historical redress begin, with Waikato Raupatu Claims Settlement Act 1995 and Ngāi Tahu Claims Settlement Act 1989 two of the earliest settlements.

### 1980-1990

Economic and public sector reforms hit Māori especially hard due to the high number of Māori in low-skilled, low-paid jobs. Māori unemployment was 25 percent by 1992, compared to a national rate of 10 percent.

### 1985

Waitangi Tribunal empowered to investigate Treaty claims dating back to 1840, which opened significant new avenues for redress. This process was accelerated through the Office of Treaty Settlements.

### 1975

The second industrial revolution – new technological advancements change the face of the world with electricity, the combustion engine, steel, synthetic fabrics and dyes, transportation and telecommunications.

### 1950s

Waitangi Tribunal established to investigate breaches of Te Tiriti o Waitangi.

### 1930s

Post-war Māori urban migration, seeking better opportunities for good housing, employment, and education. Low levels of higher education meant Māori in cities predominantly worked in low-skill employment.

### 1840-1930

Tā Āpirana Ngata became Minister for Māori Affairs in 1928, and began implementing land development schemes aiming to raise the productivity of Māori land.

### 1840

Te Tiriti o Waitangi signed between the British Crown & some Māori Rangatira.

### 1779-1820

Contact with European settlers, Māori embraced trade with whalers, seamen and early settlers.

### Circa 800

Polynesian explorers, the ancestors of present-day Māori, began to arrive in successive waka migrations.



# Te wā tū

## THE PRESENT

### MĀORI ARE A GROWING PART OF THE WORKFORCE

From the Census 2018, 14 percent of the Aotearoa working-age population were Māori. In just five years from Census 2013 to Census 2018, the Aotearoa labour force grew more than 20 percent, but the Māori labour force grew by 50 percent. This change represents an additional 400,000 people in work. This additional labour has not been spread evenly across industries, with some areas of the economy growing quickly, while some are on a path of continual decline.

### RANGATAHI IN THE WORKFORCE

The number of rangatahi aged 15 to 19 years old in employment has increased since 2006, after dipping in 2013. This continues the downward trend in the Not in Employment, Education or Training (NEET) rate for Māori since 2009. The total number of rangatahi in 2018 was 71,073 with 41 percent employment in this age group (29,109).

### KAUMĀTUA IN THE WORKFORCE

Māori over 65 are staying longer in employment, a trend increasingly found across the world. The aging of the workforce is in part driven by employees who want to keep earning, well into their 60s, 70s, and even 80s. It is likely that for many, this is more reflective of not having enough funds to be able to retire or still needing to pay rent rather than having paid off

a mortgage. In these cases, kaumātua will be working to make ends meet – this is a sign of enduring income and wealth inequity over a lifetime for our kaumātua.

### PERSISTENT INCOME GAP FOR MĀORI

In Aotearoa, the peak income earning years for individuals are from 40 years old to 54 years old (Figure 1). For Māori, the average peak income is 20 percent lower and occurs slightly earlier, between 35 and 49 years old. In comparison, the gender pay gap is 9.3 percent (Statistics New Zealand, 2019). While there is considerable attention focused on addressing the gender pay gap, with accompanying campaigns, champions, and resourcing, there is not the same attention placed on addressing the pay gap for Māori.

For Māori over 65 years old, the income gap inverts, with Māori earning relatively high incomes. This is expected to be a long-term effect of the income gap throughout working life, with Māori spending more time working when over 65 years old. Between 2013 and 2018, Māori and non-Māori income grew significantly, with the difference in income remaining constant over the five-year period on a percentage level.

In 2018, men aged 40 to 60 years old earned 25 percent less than average for their age, while women of the same age earned 15 percent less than the average woman.

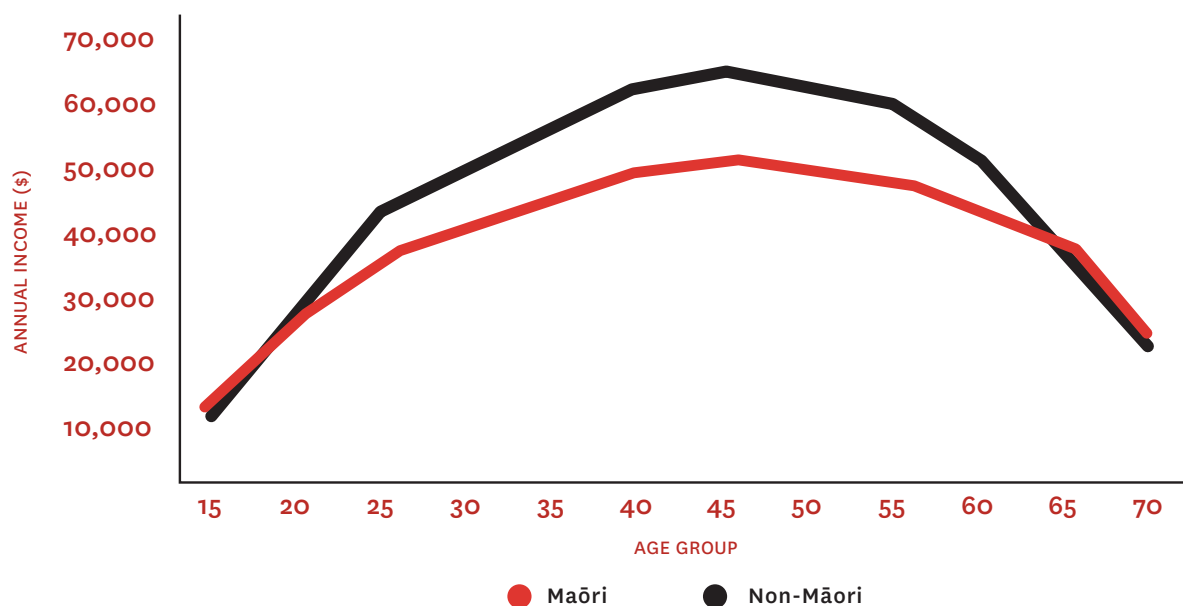


Figure 1 Māori income gap 2018

### THE DEMAND FOR HIGHER SKILLS

With a changing economy and the movement towards high-skilled labour, the Aotearoa labour force will need to adapt. In this section, we explore the Māori labour force from Census 2006, and look at what occupations had the highest rates of increasing skills by 2017. While the whole economy is changing, low-skilled jobs are typically at the highest risk of being replaced by automation. And Māori disproportionately belong to the part of the workforce that cannot work from home.

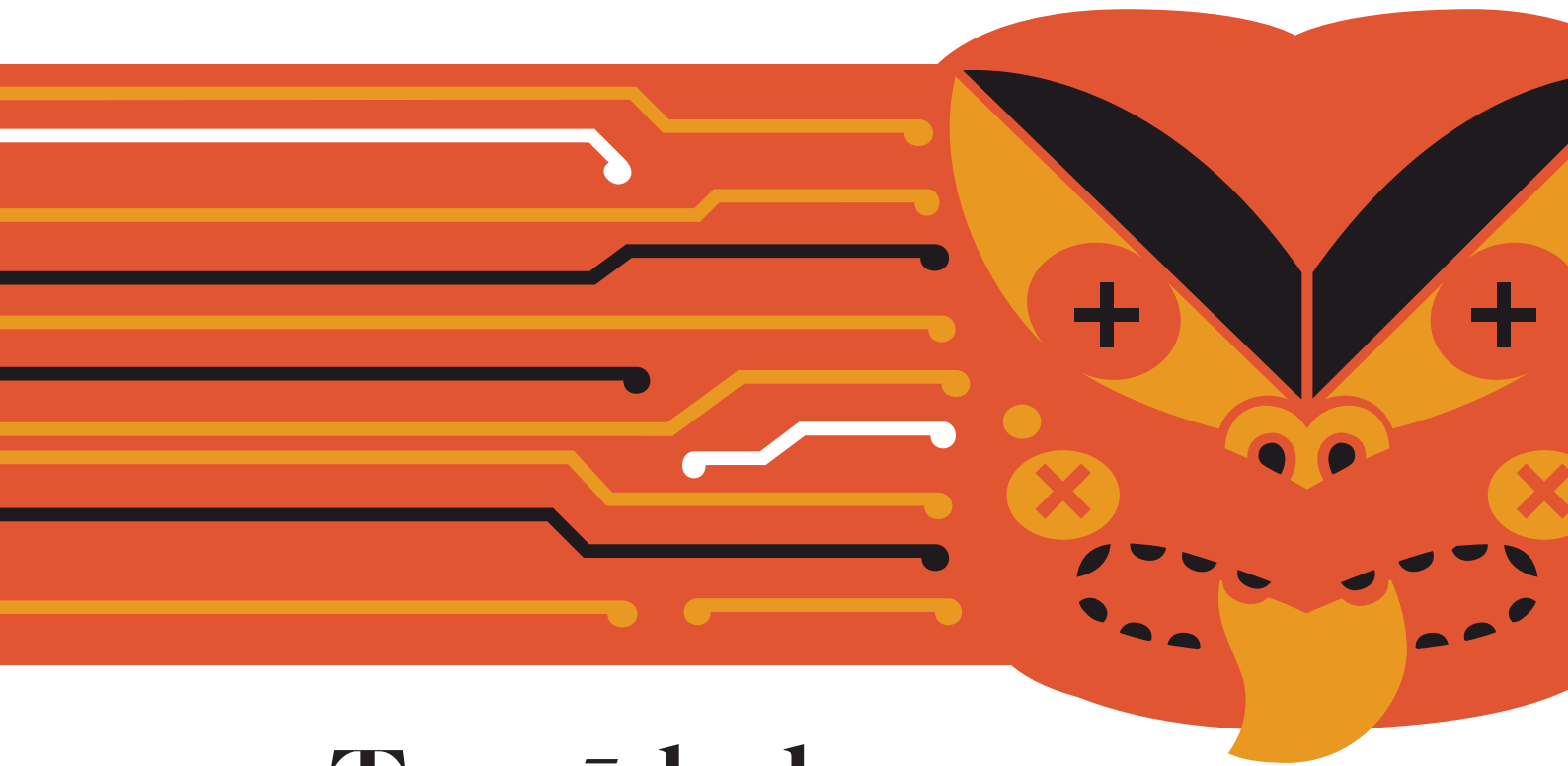
Examining the changes in skill levels, it is evident that Māori are shifting towards higher skilled jobs. Within each occupation, there will be people working at a variety of skill levels. For the purpose of this analysis, each

occupation has been allocated one of three broad skill level categories. Examples of occupations and their allocated skill levels are:

- High skill occupations: specialist management, engineering, science, health and education professionals.
- Skilled occupations: technicians, trades, administration, sales representatives and agents, skilled animal and horticultural work.
- Low skilled occupations: sports and personal service, hospitality, retail sales assistants, driving, factory process, farm, forestry and garden work.

	2006	2013	2018	% Change from 2006 - 2018	% of Māori workforce
High skilled occupations	47,472	55,751	88,608	54	27
Skilled occupations	47,118	48,228	77,805	61	24
Low skilled occupations	112,008	104,283	162,756	69	49

Table 1 Changes in occupations



# Te wā heke

## THE FUTURE

### KEY TAKEAWAYS

- Dominant narratives about “the future” are overwhelmingly negative. The messages in the media are constant: there isn’t going to be a future if we don’t fix the climate, pollution in the waterways and environment, and all the endangered species. Plus the robots are coming.
- On the other hand, rangatahi find it hard to see how individuals can shape their future. These are topics that aren’t discussed at length as people are living ‘day to day’ without a strong future focus.
- Those who are already in the workforce are more likely to be low-skilled, and experience in-work poverty. Some feel stuck and don’t know where to go for help.
- The strategies we set up now will build resilience and protect Māori in future economic shocks.

## Whānau insights

The partners held wānanga in their rohe, and spoke to both rangatahi and those already in the workforce. In general, rangatahi just

wanted a future where everyone could get a job and make enough money to look after and feed their whānau, and to have a home. In this future, people would be working happily and doing the things they wanted to do, getting on with life. Māori business and entrepreneurship would be thriving, taking care of people and the environment.

Then again, a dominant narrative for the future is that it is a burden – between the unstoppable of climate change and the robots taking over, media reporting on the future is not positive. Headlines like “12 years to save the planet” drive rangatahi to think that the future is bleak, troubled, and there’s nothing they can do. Rangatahi feel they are more aware of climate change than any generation, and they feel scared that the “world is gonna end”. Sometimes, they don’t know what’s fake news and what’s real.

Many people see the future of work as heading towards machine-operated, robotic, and automated work. They see this type of work as replacing “human” jobs, and think people will struggle more with fewer jobs available. Some fear finding a job and earning money will be harder, and others sense the impact of automation could result in a loss of human engagement in some work settings. Some feel



nervous and worried about this possible future, and fear for their whānau and for Papatūānuku.

*“Jobs we do now will be computerised, replaced. Accounting is important, but computers and AI can do that.”*

Rangatahi, especially those who are older and working in information technology, or see themselves as having the skills to adapt, felt positive about the future of work. These rangatahi have whānau who speak positively about the future, and peers that keep up with technology. They see a future where very human skills, like problem solving, innovating, and creative thinking, would always be needed for jobs. They can see opportunities for increased jobs in the digital sector and for jobs that can't be done by computers.

*“The jobs will be where you need to innovate or create. That's what computers can't do.”*

*“I'm positive about the future...there's always gonna be jobs that humans can do. Thinking, problem solving.”*

Social media is a mixed bag. It can be used to share positive memes and apps that can help others, like apps to help with self-esteem. But it can also be used to share memes that

reinforce a sense of hopelessness, and to share depressing stuff about their lives. Some rangatahi wonder whether social media is accurately reflecting their thoughts and concerns, as there's a tendency to make things into a joke – there's no line you can't cross for humour's sake.

Some rangatahi say there is little understanding of the “future of work” or even “the future”, and there's not a lot of discussion about these topics either. Some feel they are living day-to-day so focusing on the future doesn't come up. For others, there are systemic barriers to even considering imagining their future work. They are told they are not going anywhere, don't know who to talk to about careers, and see racism as a barrier to dreaming big. Many rangatahi lack confidence about the value of their culture in the workplace.

Older whānau feel “stuck” in manufacturing work – they are aware that their employment is at high risk of automation but they don't know how they can transition out of jobs they've been doing for years. No one is having conversations about “transferrable skills” with them.

There is a strong belief in things being inevitable and a pretermained future – this can



look like a preordained pathway, where their destiny is determined early and is unchangeable. The metaphor for these rangatahi is the “conveyor belt” of school, National Certificate of Educational Achievement (NCEA), university, job. If they fall off this belt or don’t follow it at all, they are doomed to end up on the dole and to be condemned to a life of failure. They feel they lack agency and choice, and that they are being told what to do rather than having space to figure out what they want. The only act of rangatiratanga in this metaphor, is to jump off.

The NCEA landscape in particular is seen as limiting – rangatahi have to know what they want to “be” by the time they choose their NCEA subjects in order to secure their future. A lack of flexibility reinforces the idea of “one chance” to make it or not. Uncertainty can mean failure.

Whānau are key influences. Rangatahi aspirations can be limited or enhanced by what parents have experienced and know. Following whānau into careers can be seen as a safe option for some rangatahi.

However, it is teachers who are seen to have the most influence over rangatahi futures – if they are supportive mentors, they can encourage and catalyse rangatahi aspirations. But they can also be the main barriers to rangatahi moving forward, particularly where rangatahi don’t feel valued or experience racism and discrimination.

## Pulling us towards the future – trends

Global and national forces will increasingly have an impact on our working futures. Some of these we can see coming, and others are still largely playing out in our imaginations. The trends in this section are based on feedback from the wānanga, as well as past BERL research looking at demographics, the Māori asset base, and where Māori are positioned. These forces are likely to have significant impact and shape the future of work for Māori.

## Te ao – Climate change

Climate change is more than a media headline – Aotearoa is facing some real challenges related to climate change with the effects set to increase in size and scope in the coming years. Māori have a high vulnerability to climate change based on several factors.

Firstly a significant proportion of the Māori economy is reliant on primary sector, both in terms of land as well as employment. Large proportions of Māori owned land are steep and hilly and as a result, are susceptible to damage from heavy rainfall and erosion, while lowland plains and terraces are vulnerable to flooding and high sediment deposition (Harmsworth and Raynor, 2005). Extreme weather events, environmental degradation, and temperature and rainfall changes, are impacting the primary and horticulture sectors, and these affects are likely to increase. These industries are high employers of Māori.

The fisheries sector is also at risk to changes such as sea level rise, average ocean temperature, chemistry, acidification, invasive pests, species composition and condition. These changes all pose significant risks to Māori coastal-marine assets and potentially could lower productivity (King, Penny, and Severne, 2010).

*High employment in sectors vulnerable to climate change, with 16 percent of primary sector workforce are Māori. Within this workforce, 40 percent of the forestry workforce are Māori and 25 percent of the fishing workforce are Māori.*

Prior to COVID-19, we anticipated that the tourism industry would be impacted by climate change with people choosing to lessen their impact on the planet by not flying or taking cruises. That has now been surpassed by the overnight loss of the international and domestic tourist markets due to travel restrictions, which has meant the loss of tens of thousands of tourism-related jobs.

It will take some time for these markets to recover, and it may still be that tourism is impacted by climate change. This will inevitably lessen economic opportunities for surrounding local economies.

*There were over 2.5 million international visits to Māori tourism activities in 2018 (NZ Māori Tourism, 2018). In 2017, 14,000 Māori were employed by Māori tourism businesses, with many thousands more employed in the wider tourism sector.*

### OPPORTUNITIES IN JUST TRANSITION

There are increasing opportunities in a low-carbon future. The idea of a “Just Transition” acknowledges that climate change responses will be a mixture of these opportunities and necessary changes by government and

businesses. A Just Transition recognises that it is essential that everyone is included in the way forward, and that the unequal impact of climate change responses does not fall on Māori in the same way as previous economic shocks.

## Te ōhanga - The economy

### DIFFERENCES IN INCOME ARE MOST PRONOUNCED FOR MĀORI IN THE PRIME OF THEIR WORKING LIFE

A 2017 study by BERL and Tokona te Raki explored the income gap faced by Māori in Aotearoa based on the 2013 Census. This study finds that Māori earn substantially below the average income for their age group, and closing this gap would result in Māori earning an additional \$2.6 billion per year. Updating the research, indicated that between 2013 and 2018, both Māori and non-Māori income has grown significantly, with the difference in income remaining constant over the five-year period on a percentage level.

*The differences in income are most pronounced for individuals aged between 35 to 54 years old, with Māori earning approximately \$10,000 per year less than the average earnings.*

Addressing the Māori pay gap is also crucial. A Treasury paper found “substantial and persistent gaps between average hourly wages of Pākehā, Māori and Pasifika employees”. The analysis found in their models of the Māori-Pākehā wage gap:

- Differences in highest qualification account for 18-22 percent of the wage gap for males and 22-25 percent of the wage gap for females
- Differences in occupation account for 26-28 percent of the wage gap for males and 21-24 percent of the wage gap for females (The Treasury, 2018).

*This means close to half of the wage gap could be addressed by improving education and employment outcomes for Māori, including issues in the education pipeline and increasing skill levels.*

A recent study on in-work poverty (where people are employed but still experience poverty), identified several low-skilled occupations most at risk (Plum, Pacheco, and Hick, 2019). These jobs include carers and aides, sales assistants and salespersons, cleaners and laundry workers,

food preparation assistants, hospitality workers, and farm, forestry, and garden workers. Nearly 125,000 Māori worked in these, and other low-skilled roles, in 2013 (Appendix A).

### THE GROWING MĀORI ECONOMY

Māori have considerable advantages in both capital and culture. BERL research estimated Māori capital at \$37 billion in 2010 – 10 years on, this source of domestic wealth will have grown massively. Adding to this, Māori have maintained and sustained our cultural identity, utilising deeply held cultural values to build long-lasting and trusting business partnerships with other cultures around the world. How all Māori can share in these benefits and access improved job opportunities is, and will be, critical.

## He tangata - The people

### THE GROWING MĀORI POPULATION

*The future of Aotearoa will see an increase in cultural diversity, where increases in Māori, Asian, and Pasifika populations will replace the current dominance of Pākehā for the first time in over 150 years. This future population will be relatively younger and more likely to have larger families – they will dominate the workforce, the education system, and the voting public.*

At the 2018 Census, the Māori population was 17 percent of the total population of Aotearoa, up from 14 percent in 2013. The Māori population was much younger than the rest of the population of Aotearoa, with 57 percent under 30 years old.

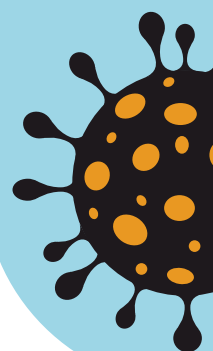
### A RAPIDLY GROWING MĀORI WORKFORCE

Between the 2013 and 2018 Censuses, the number of working Māori in Aotearoa grew by 105,000. That's a 50 percent increase in five years. Despite a period of very high immigration, more than a quarter of the growth in the labour market is the addition of Māori workers.

The total Māori population has also grown substantially, with 180,000 additional Māori living in Aotearoa. Labour force projections by StatsNZ based on the 2013 Census suggested a growth of this magnitude would take until 2038. It was reached 20 years early.

### TRANSFERRABLE SKILLS

Many in low-skilled roles are also being considered “essential workers” in the COVID-19 lockdown, such as supermarket workers, rubbish collectors, care workers, and those working in





the primary and horticulture sectors. However, many low-skilled jobs are also at much higher risk of being impacted by the economic downturn or being automated. The forestry sector took a hard hit in the early days of the pandemic when the Chinese market dried up, which resulted in many forestry workers losing their jobs overnight.

People in these roles are much less likely to be encouraged or supported to undertake professional development. Businesses have little motivation to invest in employees in temporary or low-skilled positions. These employees are not likely to get the same training or opportunities for career development as those in skilled roles and ultimately leave with fewer new or transferrable skills. They may well also miss out on mentoring and professional networking via co-workers.

Transferrable skills, knowledge and skills learned at one job that can be used at another job, are often talked about as helping people transition from low-skilled jobs at risk of automation. Transferrable skills do not limit someone to a particular job or industry, however researchers have found skills can be grouped into job “clusters” (Future Young Australians, 2019). This will be even more important when considering recovery from COVID-19.

Part of helping people navigate job changes in the near and distant future is helping them understand which cluster/s their skills, talents, and interests fit in, and where opportunities might lie. The strategies for identifying transferrable skills for rangatahi who are starting out in their working life need to be different than for older Māori in the workforce who might be facing an uncertain future working in “sunset industries”. A sunset industry is an industry that has passed its peak period and is considered to be declining, whereas sunrise industries are emerging and likely to be using innovative technology. Identifying the transferrable skills of those currently in the workforce is key to improving Māori employment outcomes. Focusing on upskilling those in low-skilled jobs is also a crucial step to Māori moving to higher paid and sustainable employment.



# He tono

## THE CALL TO ACTION

The time is now – the decisions we make and the strategies we set up now can ensure Māori do not bear the brunt of future economic shocks. We call on society to make the changes needed to build a resilient future for Māori. Past solutions have not worked for Māori because they were not designed to – our anticipated harms due to the COVID-19 recession should not be unexpected and they are not by accident. History illustrates that crises don't impact unequal people equally. If the response to COVID-19 has shown us anything, it's that systems can be put in place quickly for our collective good.

The future is something we create, not inherit. COVID-19, the future of work, and climate change are massive forces of change that can signal more pain for Māori, or our emancipation if we change our approach. We need to start by addressing the root cause – inequity – and focus our efforts on re-skilling for the future opportunities that are sustainable and will free our whānau from poverty and unlock life-long learning. Armed with the right skills, effective policy implementation, and an understanding of the economic landscape by rangatahi, whānau, education providers, and employers, we can create our vision of the future.

## Enable lifelong learning

In 1996, the Organisation for Economic Cooperation and Development (OECD) launched a policy goal of “Lifelong learning for all” as a framework for education policy development. Features of this approach include:

- A systemic view of learning – formal and informal learning opportunities across a person's life.
- The centrality of the learner – considering the diversity of learner needs and placing the learner at the centre.
- The motivation to learn – giving attention to self-paced and self-directed learning.
- The multiple objectives of education policy – considering economic, social & cultural outcomes.

Recent data indicates 68 percent of adults aged 25-64 years old in Aotearoa participated in formal and/or non-formal education and training in 2015 (Ministry of Education, 2019). This looks like an impressive figure at first glance. But what this statistic hides, is that these lifelong learners tend to be those who have already done well in their initial education, and we know this is not the case for Māori (BERL et al, 2020).

The seeds of educational inequalities are sown early, widen as tamariki move throughout the system, and endure into adult working lives. Participation in post-school learning tends to follow patterns of achievement laid down at school. Those in high-skilled roles are more likely to have employers that invest in job-related training and education. The price paid for the enduring inequity in the education system is high for Māori, and is exacerbated by the digital divide and urbanisation.

There can be no income equity without education equity. Half of the ethnicity wage gap could be addressed by improving education and employment outcomes for Māori. Diverse, flexible, and co-operative ways of learning are needed, with inclusive and coherent policies across sectors and agencies.

Authentic lifelong learning needs to address education inequity in and out of the classroom, and policies need to consider learning past basic schooling. Strategies for adult Māori learners should be targeted at those who experienced educational inequity early on, and are already in the workforce. Employers should be incentivised to invest in training their workers at all skill levels and throughout their working lives, and barriers to accessing non-formal learning and traditional pathways should be removed.

## Develop and measure skills

A landmark World Economic Forum (WEF) report in 2016 looked at the employment, skills and workforce strategy for the future, and elaborated on the top ten skills demanded in 2020:

- 1) Complex problem solving.
- 2) Critical thinking.
- 3) Creativity.
- 4) People management.
- 5) Co-ordinating with others.
- 6) Emotional intelligence.
- 7) Judgment and decision making.
- 8) Service orientation.
- 9) Negotiation.
- 10) Cognitive flexibility.

Subsequent to this, in Change Agenda, the 2017 BERL report on income equity for Māori, the following was recommended as the foundation for a policy framework for developing a skilled workforce:

- Availability of culturally responsive and transformational education pathways as a foundation for future training
- A close matching of skills supply to the needs of firms and labour markets
- Enabling workers and firms to adjust to changes in technology and markets
- Anticipating and preparing for the skills needs of the future.

This need for skill-based learning has not eased and we still need a vehicle to deliver skills, not just qualifications, and a system to acknowledge transferrable skills. The uncertainty of how we will navigate the uncharted waters ahead means it is ever more crucial. The future of Aotearoa depends on a skilled, and thriving Māori workforce, and we aren't going to get there with our present models and policies.

We need new tools, practices, and approaches to plot career trajectories and understand the clusters of skills that will enable people to move to “higher” skilled jobs. We need a way to measure skills and competencies – the current focus on qualifications is not delivering the skills needed to flourish in the future world of work.

Increasing skill levels for Māori is also vital in addressing the ethnic pay gap, and improving economic outcomes. Skills matter: on the whole, skilled workers receive higher wages than low-skilled workers. These differences in skills explain at least a quarter of the wage gap in Aotearoa, as measured through the proxy of qualifications. More direct and accurate measures of skills are missing, and the qualification proxy is a poor measure of

true skills, and definitely of the top ten skills the WEF put forward almost five years ago. Comprehensive skills policies and action are urgently needed.

## Enable an authentic Tiriti partnership

If we truly want to reverse inequality for Māori across employment and education, as well as health, housing, welfare, and other domains, we will have to look beyond the current policy settings. And this means some fundamental and systemic changes.

In early 2018, the United Nations Committee on Economic, Social and Cultural Rights (the Committee) published their concluding observations on the fourth periodic review of economic, social and cultural rights in Aotearoa. The Committee raised concerns about a number of issues including bias against Māori (paragraph 10), the legal enforceability of Te Tiriti o Waitangi, the fact that recommendations of the Waitangi Tribunal are not binding and are frequently ignored by the government, and the limited efforts to ensure meaningful participation of Māori in decision-making (paragraph 8).

An authentic Tiriti partnership is essential to addressing and eliminating systemic barriers. Both partners signed expecting mutual benefit, and an underlying premise of the principle of partnership is that “the needs of both cultures must be provided for and compromise may be needed in some cases to achieve this objective” (Waitangi Tribunal, 1993).

The principles of partnership, protection, participation, equity and redress in Te Tiriti o Waitangi, call on the government to protect Māori from experiencing high levels of inequality and discrimination in education and employment. These principles envisage Māori as active partners in decision-making and to be included on key platforms. One such platform is the tripartite Future of Work Forum between the Government, Business New Zealand and the Council of Trade Unions (CTU), which currently has no dedicated Māori representation.

Implementing the recommendations of the UN Committee from their 2018 report, and ensuring meaningful participation of Māori in all decision-making processes would go a long way to building an authentic partnership.



# Āpitihianga tahi

## APPENDIX 1 - ADDITIONAL DATA

### The Māori population from 1840 to 1960s

Since 1840, when Māori were the dominant ethnic group in Aotearoa, the size of the Māori population has dropped dramatically, recuperated, and then grown steadily from the 1950s (Cook, 2001). The depopulation phase resulted from factors associated with European colonisation, including new diseases for which there was no immunity, muskets, changes in diet, relative poverty, and dispossession of land and culture. The population fell from an estimated 150,000 in the year 1800 to a low of around 42,000 by the turn of the century (Durie, 2005).

It was widely predicted at that time that Māori would become extinct: non-Māori already outnumbered Māori by more than 16 to one (Durie). These predictions proved to be incorrect, and the population gradually recovered. The population boost from the 1950s resulted from high birth rates, improved life expectancy, and reductions in mortality. After the mid-1960s, fertility rates declined but population increases continued, now augmented by increased life expectancy.

#### PREVIOUS ECONOMIC SHOCKS

Māori have been adversely affected by external economic shocks in the past. The three significant shocks have been urbanisation in the 60s, the economic reforms of the 80s, and the Global Financial Crisis (GFC) in 2008. There have also been other significant impacts, such as the Christchurch earthquakes.

#### URBANISATION

Māori and non-Māori societies essentially lived and worked in separately located communities until Māori urban migration following World War Two (WWII) brought them closer together (Sinclair, 1991). There were many reasons for urban migration, both of an economic and social nature, including the situation for Māori in the Depression years of the 1930s. Māori were often the first to lose work, and were paid lower unemployment benefits

than non-Māori until the Labour Government rectified the situation in 1936 (Waitangi Tribunal, 2004). However, unemployment was dramatically reduced by WWII, which brought strong demand for full production on farms and processing work. Urban migration also often meant access to superior housing, fulltime employment and a potentially more stimulating environment.

In 1956, nearly two-thirds of Māori lived in rural areas, but by 2006, 84.4 percent of Māori lived in urban areas. The Hunn Report (1961) highlighted some of the issues facing Māori moving to urban areas. The report identified a “statistic blackout” of Māori in higher levels of education. This lack of educational achievement (or lack of access to higher education) meant that Māori migrants to cities predominantly worked in low-skill occupations, such as road maintenance, factory work, freezing works, transport, and building trades (Walker, 1992). The strong representation of Māori in these areas of work made us vulnerable to the changes in the economy that took place in the 1980s.

#### ECONOMIC REFORMS OF THE 1980S

Successive governments of Aotearoa followed highly protectionist economic policies between 1938 and the 1980s. However, economic and public management reforms (late 1980s and 1990s) removed many government subsidies and incentives for economic development, with the assumption that market forces would more efficiently allocate resources. This new approach was nick-named “Rogernomics” after its main proponent, Minister of Finance Roger Douglas.

The Closer Economic Relations (CER) agreement with Australia (1983) exposed a previously protected manufacturing sector to Australian competition. The overall economic slide halted, but some problematic social problems (inter-generational poverty and rural dislocation) can be traced back to this time. Those who were able to adjust and take advantage of the resultant new opportunities prospered, while those who could not were often left behind.

Māori were hit particularly hard by Rogernomics due to the disproportionate employment levels in a number of previously government-managed industries (as well as other industries like freezing works) that were restructured with major job losses. Māori unemployment soared to 25 percent by 1992, when the overall rate was 10 percent. Māori and Pasifika were left with higher rates of unemployment than the rest of the population (Te Puni Kōkiri, 2007).

From the 1980s, there has been an apparent contradiction in the growth of Māori organisations and iwi groups, versus the experience of Māori as individuals. Māori organisations and iwi groups began (and continue) to seek Māori-led development and solutions through innovation, enterprise, leadership, and enhancing whānau capacities. However, Māori as individuals were significantly impacted upon by the economic reforms of the 1980s (Te Puni Kōkiri, 2007).

#### GLOBAL FINANCIAL CRISIS (GFC)

The 2008 GFC devastated the global economy, leading to hundreds of billions of dollars of

qualifications. And again, the GFC primarily hit industries in which Māori were over-represented in terms of employment, such as manufacturing, fishing, construction, and tourism.

## Occupational changes for Māori from 2006 to 2018

### MĀORI EMPLOYMENT IN SOCIAL SERVICES IS GROWING

Over the 12 years from 2006 to 2018, some industries have grown substantially, while some have remained constant or decreased (Figure 2). The two significant economic disruptions during this period, the Global Financial Crisis (GFC) in 2007 and the Christchurch earthquakes in 2011-12, have a large and visible effect on the retail and construction industries.

*The sector where employment increased the most during this period is social services. This sector incorporates all industries funded by government, including teaching, medical,*

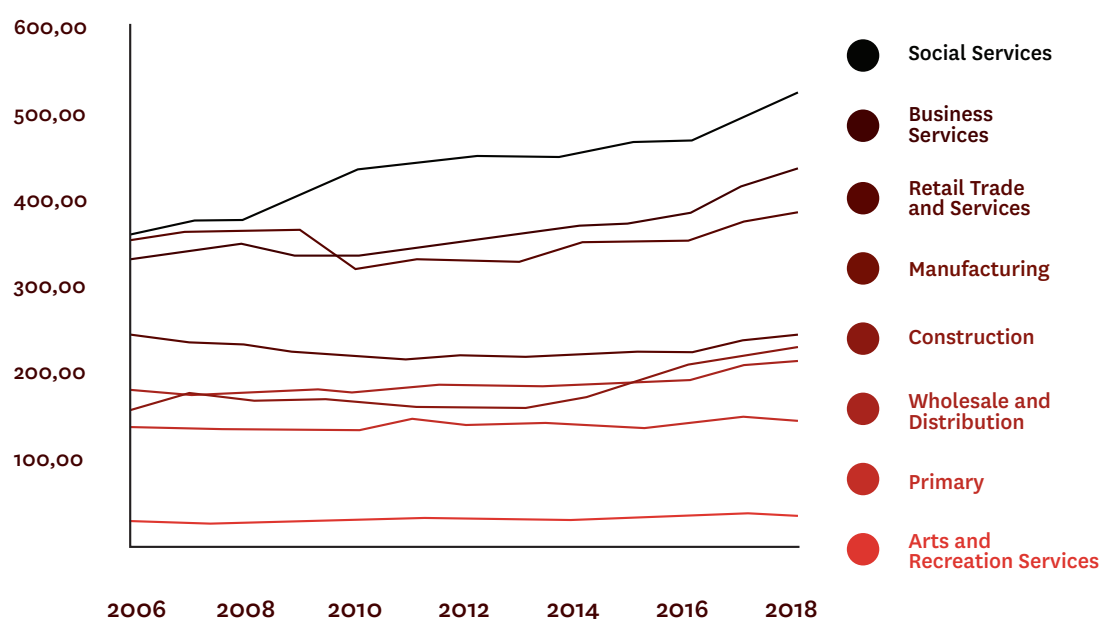


Figure 2 Aotearoa broad industry employment 2006 to 2018

bailouts and the introduction of quantitative easing in the USA. The economy of Aotearoa was badly damaged as a result of the GFC, with unemployment jumping from below four percent to 6.5 percent in the space of just a year. Sharp and sustained increases in unemployment were experienced by Māori with historically higher than average unemployment rates, related in part to their relative youthfulness and lower average

*government administration, and defence. Māori employed in this sector has grown significantly, with 20 percent of new jobs created being filled by Māori.*

The manufacturing sector, which is one of the sectors most likely to be affected by increasing automation, has been steadily decreasing in employment. This trend appears to have slowed, with a small increase in manufacturing



employment since 2016. Overall, employment in the manufacturing industry has remained constant from 2006, though has decreased as a share of total employment. Māori employed in this sector has actually increased, and Māori share of total employment is 16 percent. The majority of this increase has been on food product manufacturing.

In Aotearoa, 14 percent of the working population are Māori, though Māori are not evenly represented in each industry. The representation of Māori ranges from 40 percent of the workers in forestry and logging, to five percent in computer systems design. These differences mean that while the Aotearoa economy changes, Māori are not always affected equally to non-Māori.

### MĀORI ARE MOVING INTO PROFESSIONAL CAREERS

Of the top five growing occupations for Māori between 2006 and 2013, four were high skilled occupations: education professionals;

in low skilled occupations in 2013. Of the five fastest declining occupations for Māori between Census 2006 and Census 2013, all were low skilled jobs, falling by an average of 21 percent.

### LARGEST OCCUPATION IN CENSUS 2018 WAS SPECIALIST MANAGERS

The largest occupation for Māori in both Census 2013 and 2018 was specialist managers, which is a noteworthy turnaround from factory process workers being the largest occupation in the 2006 Census. The second largest occupation is labourers, a low skilled job. Labourers employed dropped between 2006 and 2013, but increased again in 2018 from 10,959 to 17,601. A large percentage of this increase occurred in the South Island, and is very likely connected to the rebuild in Christchurch.

The Aotearoa labour market has also shifted during this period, reflecting the changing job market, and adjusting to the changes that are coming. We have seen a reduction in employees in low-skill occupations including

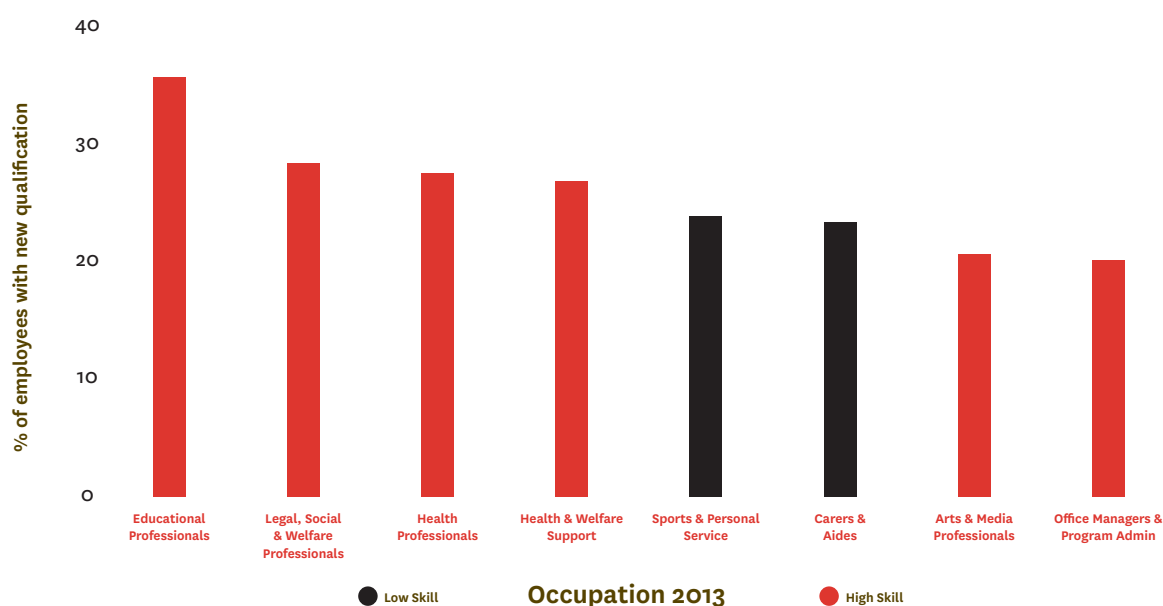


Figure 3 occupations with highest increase in qualifications by 2017

specialist managers; legal, social and welfare professionals; and business, human resource and marketing professionals. The last two occupations making up the top five groups were office managers and programme administrators, which are skilled occupations.

The number of Māori employed in low skilled jobs has been declining significantly. While these changes are happening quickly, it should be noted that this change has not been fast enough, with almost half of the workforce still

labourers, sales assistance and factory process workers. The Māori labour force have reacted positively to these changes and their shift out of these occupations has been more rapid than the shrinking of these occupations.

### SLOW TRANSITION FOR MĀORI INTO HIGH TECH OCCUPATIONS

In 2006 only 6.5 percent of those working in high tech occupations were Māori, a figure which held steady into the 2013 Census. The numbers of Māori grew in all four of the tech

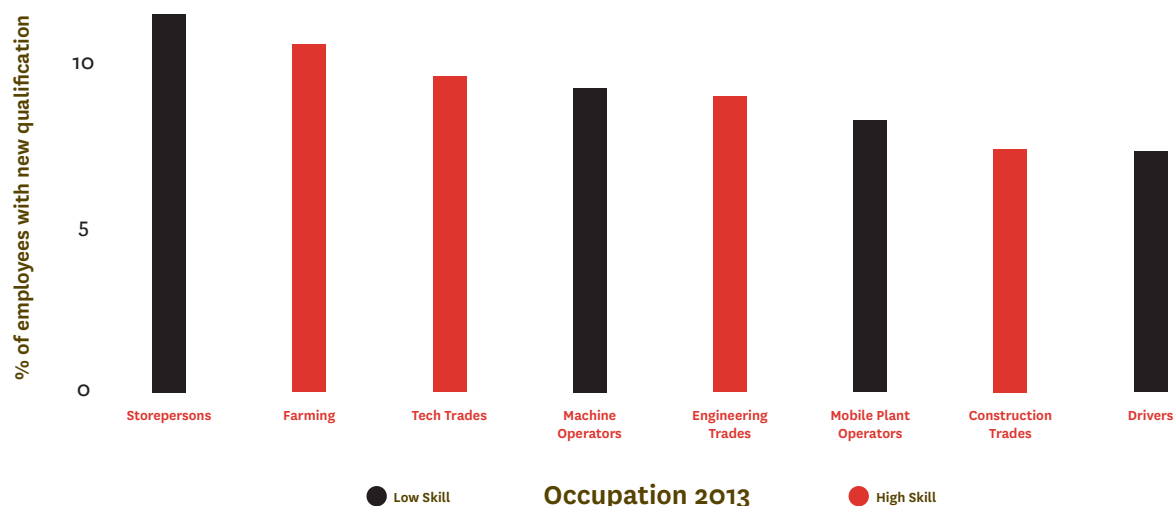


Figure 4 Industries with the smallest increase in qualifications by 2017

occupations, but Māori did not see an even share of the overall industry growth.

Māori have increased their share of employment in the skilled categories of engineering, ICT and science technicians, and electrotechnology and telecommunications trades occupations. Of the highly skilled tech occupations, Māori doubled their share of the design, engineering, science; transport professionals; and ICT professionals' occupation groups from 2006 to 2018. However, while the number of ICT professionals grew by 22,000 workers between 2013 and 2018, only 1,230 of these were Māori (six percent). Between 2006 and 2013, four percent of new ICT professionals were Māori so representation is increasing slowly.

It should be noted that the majority of these jobs are concentrated in Auckland, Wellington, and Waikato. Māori employed in this sector are young, with nearly 55 percent under 40 years old. Just over 90 percent of Māori employed in this sector earn at least \$40,000 per year, and nearly 25 percent earn more than \$100,000 per year. This move represents a positive trend and growth in the skilled occupations and is likely to be a precursor to growth in highly skilled areas. Ensuring career pathways for Māori into these professions is a sure strategy to tackle poverty and grow a future-fit workforce.

#### HALF OF MĀORI WORKERS REMAIN IN LOW SKILLED WORK

While the overall picture is positive and moving in the right direction, it remains that half of Māori workers are in low skilled occupations. Overall the proportion of Māori workers in low

skilled occupations fell seven percent from 2006 to 2013, but again increased by 56 percent between the 2013 and 2018 Census. This is one of the key indicators we need to track in terms of a determinant of inequality and an indicator of resilience to future change. In many ways this cohort is a proxy for those lacking resilience to future change and having the highest vulnerabilities.

#### THE MĀORI WORKFORCE IN 2018

Figure 3 shows the occupations of Māori employment from 2017, and ranks occupations based on the number that have gained a qualification since Census 2013. The occupations with the highest uptake in qualifications since 2013 are primarily high-skilled occupations. Of the top eight occupations for qualification growth, only two are low-skilled occupations.

At the other end of the scale, occupations with the smallest increase of qualifications are more likely to be low-skilled occupations (Figure 4). Store persons, machine operators, and drivers, all jobs that may be at risk in the coming years, have very low rates of increasing qualifications.

These two figures show that despite expected changes being concentrated in low-skilled work, Māori working in high-skilled jobs are much more likely to gain additional qualifications. This is likely due to the high-skilled jobs supporting continuous improvement and up-skilling, while also offering career progression for gaining additional qualifications. Up-skilling opens up more opportunities for progression, better pay, and building resilience to future shocks.

Occupation				Percentage change %	
	2006	2013	2018	2006-2013	2013-2018
<b>High skilled</b>	47,472	55,752	88,608	+17	+59
Chief Executives, General Managers, Legislators	3,897	4,740	7,128	+22	+50
Farmers and Farm Managers	3,432	3,873	5,949	+13	+54
Specialist Managers	11,166	12,945	21,816	+16	+69
Arts and Media Professionals	1,662	1,677	2,007	+1	+20
Business, Human Resource and Marketing Prof.	5,394	6,297	9,804	+17	+56
Design, Engineering, Science and Transport Prof	2,667	3,000	6,597	+12	+120
Education Professionals	9,261	11,250	16,824	+21	+50
Health Professionals	4,002	4,566	7,764	+14	+70
ICT Professionals	1,590	1,992	3,222	+25	+62
Legal, Social and Welfare Professionals	4,401	5,412	7,497	+23	+39
<b>Skilled</b>	<b>47,118</b>	<b>48,228</b>	<b>77,805</b>	<b>+2</b>	<b>+61</b>
Hospitality, Retail and Service Managers	5,442	5,766	7,740	+6	+34
Engineering, ICT and Science Technicians	2,772	2,826	4,551	+2	+61
Food Trades Workers	3,636	3,438	5,295	-5	+54
Health and Welfare Support Workers	2,367	2,997	5,193	+27	+73
Protective Service Workers	4,419	4,512	6,276	+2	+39
Office Managers and Program Administrators	2,706	4,974	10,434	+84	+110
Automotive and Engineering Trades Workers	5,016	4,536	6,801	-10	+50
Construction Trades Workers	6,504	5,274	9,663	-19	+83
Electrotechnology and Telecommunications	1,965	2,124	3,726	+8	+75
Skilled Animal and Horticultural Workers	2,553	2,433	4,068	-5	+67
Other Technicians and Trades Workers	3,183	2,805	3,939	-12	+40
Personal Assistants and Secretaries	1,545	1,368	1,800	-11	+32
Sales Representatives and Agents	5,010	5,175	8,319	+3	+61
<b>Low skilled</b>	<b>112,008</b>	<b>104,283</b>	<b>162,756</b>	<b>-7</b>	<b>+56</b>
Carers and Aides	7,968	8,862	13,722	+11	+55
Hospitality Workers	5,388	5,136	9,189	-5	+79
Sports and Personal Service Workers	2,472	3,129	5,112	+27	+63
General Clerical Workers	5,883	4,299	4,809	-27	+12
Inquiry Clerks and Receptionists	3,327	3,156	3,900	-5	+24
Numerical Clerks	2,853	2,673	3,627	-6	+36
Other Clerical and Administrative Workers	3,489	3,612	5,577	+4	+54
Machine and Stationary Plant Operators	5,931	4,596	6,786	-23	+48
Mobile Plant Operators	4,044	3,612	6,120	-11	+69
Road and Rail Drivers	8,364	7,242	11,922	-13	+65
Storepersons	3,291	3,129	5,178	-5	+65
Construction and Mining Labourers	3,396	3,468	5,760	+2	+66
Factory Process Workers	11,691	9,645	14,625	-18	+52
Clerical and Office Support Workers	2,646	2,112	1,956	-20	-7
Sales Assistants and Salespersons	9,969	9,834	17,319	-1	+76
Sales Support Workers	2,631	2,406	3,525	-9	+47
Cleaners and Laundry Workers	7,152	6,822	10,554	-5	+55
Farm, Forestry and Garden Workers	7,914	7,359	11,178	-7	+52
Food Preparation Assistants	2,238	2,232	4,296	-0	+92
Other Labourers	11,361	10,959	17,601	-4	+61
<i>Total stated</i>	<i>206,598</i>	<i>208,260</i>	<i>329,166</i>	<i>+1</i>	<i>+58</i>
<i>Not elsewhere included</i>	<i>18,759</i>	<i>15,666</i>	<i>0</i>		
<b>Total</b>	<b>225,360</b>	<b>223,923</b>	<b>329,166</b>	<b>-1</b>	<b>+47</b>

# Āpitihanganga rua

## HE AWA ARA RAU- A JOURNEY OF MANY PATHS

### EXPERIENCE OF RANGATAHI MĀORI

With a significant proportion of the Māori population under the age of 25, we investigated their future outcomes as indicated by their educational attainment. The data comes from two cohorts of school leavers. Given the time span of data available it was necessary to examine two cohorts to identify the links between educational success and later outcomes.

The first cohort looks at 49,500 rangatahi Māori that are in year 11 from 2008-2012, their early high school experience, and transition into higher education or work. The second cohort

level 3 qualification. Of the 100, 63 went on to tertiary studies by the time they were 25. Young Māori might not take a traditional pathway to tertiary studies, and a significant proportion are second chance learners.

Of the 63 that start tertiary studies, 49 complete their qualification by the time they are 25 (Figure 6). Of this 49, 14 complete a degree or higher qualification. Nonetheless, it is concerning that 51 out of the 100 have no tertiary qualification by the age of 25.

This cohort of young Māori, at 25 years old, have higher rates of tertiary qualifications than the

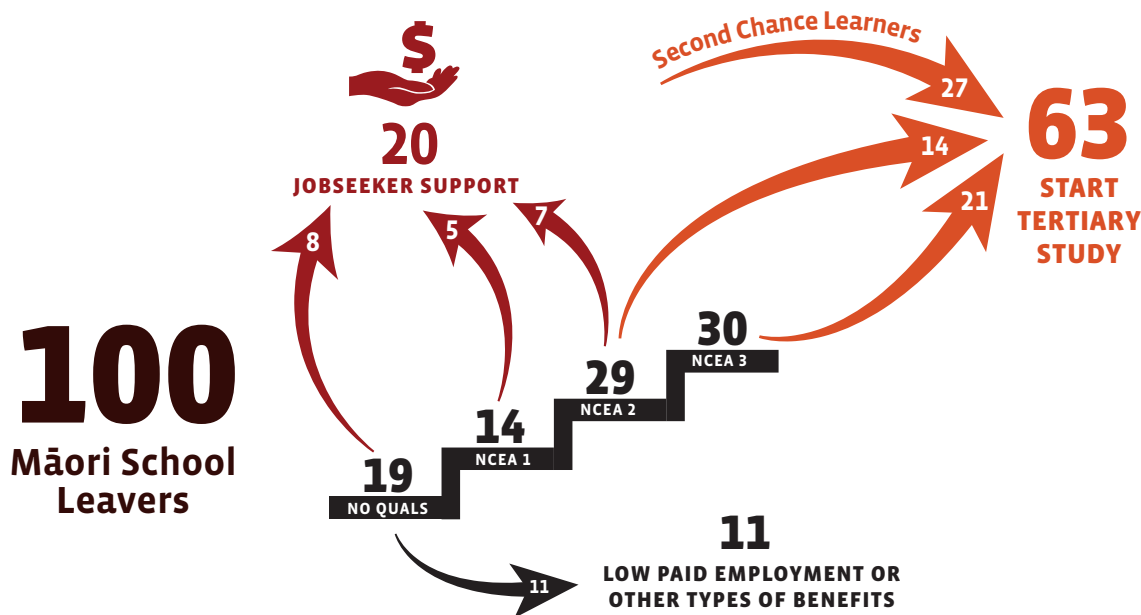


Figure 5 | Source: BERL data

consists of all Māori school leavers from 2008 to 2010. The work and higher educational outcomes of this group inform the educational and work paths to age 25. In total, this group is made up of 29,900 rangatahi Māori.

### 100 MĀORI SCHOOL LEAVERS AT 25 YEARS OLD

To understand the paths taken by the rangatahi, they are represented here as 100 individuals. Each individual is representative of one percent of Māori school leavers from their respective cohort (Figure 5).

Of the 100 Māori leaving school, 19 had no qualification, while 29 finish school with a NCEA

total Māori population. This means that if this continues into the future with the growth in the size of the Māori workforce, the share of working Māori with tertiary qualifications will also increase.

More than half of the individuals that start an apprenticeship do not complete any formal qualification as part of their apprenticeship by the time they are 25. This is a substantial leak in the education for both Māori and non-Māori, particularly given current shortages in the labour market for tradespeople.

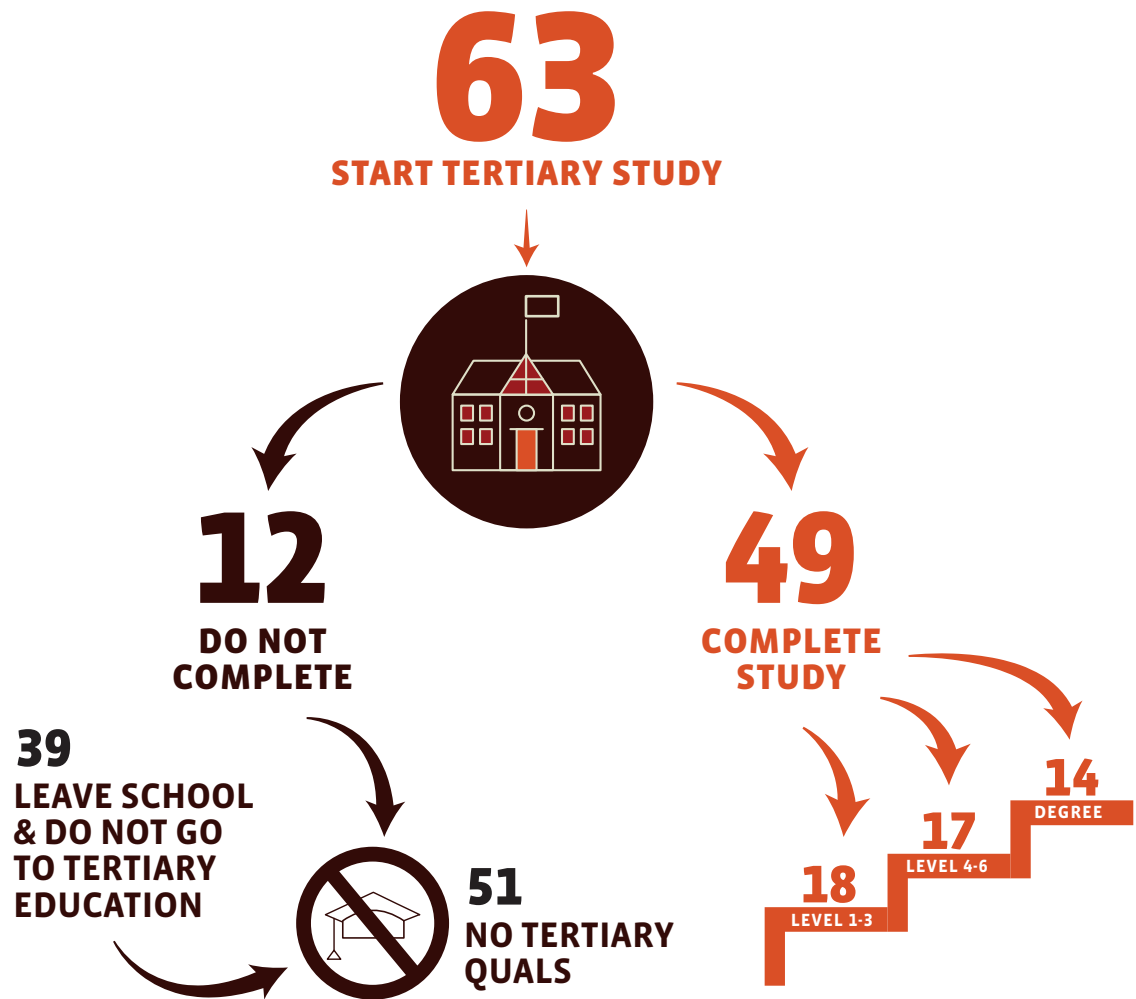


Figure 6 | Source: BERL data

#### STUDENTS THAT COMPLETE THEIR WHOLE SCHOOL JOURNEY IN MĀORI MEDIUM SCHOOLING HAVE HIGHER ACHIEVEMENT LEVELS

In Aotearoa, schooling is available in both English and Te reo Māori. As English is the most widely spoken language in Aotearoa, many of these students are bilingual. Compared with all Māori, students that complete their whole school journey in Māori medium schooling have higher achievement levels. Only 22 percent of Māori in Māori medium schooling do not achieve NCEA level 1, compared with 30 percent of Māori in English medium schooling.

The inverse is true for students that participated in Māori medium primary schools, and completed NCEA level 1 in an English medium high school: 37 percent of this group did not achieve NCEA level 1, though the rates of Merit and Excellence endorsement are comparable to the overall Māori average. Transitions in the education system can be challenging for students and transitioning from Māori medium education to English medium high schools appears to be particularly challenging.

# Rārangi pukapuka

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# He mihi

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Ehara taku toa i te toa takitahi,  
engari he toa takitini e!

My strength is not mine alone,  
but due to the strength of others.

*Authors: Amanda Reid, Hillmarè Schulze, Sam Green, Merewyn Groom, Hugh Dixon  
Designer: Johnson Witchira from Indigenous Design and Innovation Aotearoa*