



**Te Korowai
Whetū**
Social Cohesion

Social Cohesion in Aotearoa New Zealand 2024



**MINISTRY OF SOCIAL
DEVELOPMENT**
TE MANATŪ WHAKAHIATO ORA

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Disclaimer

The views and interpretations in this report are those of the author and are not the official position of the Ministry of Social Development.

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Executive Summary

The Social Cohesion Measurement Framework was developed in response to recommendations from the Royal Commission of Inquiry (RCOI) into the terrorist attack on Christchurch masjidain on 15 March 2019. The RCOI made a number of recommendations related to improving social cohesion in Aotearoa New Zealand including recommendation 31, that the Government prioritise the development of appropriate measures and indicators of social cohesion, including social inclusion.

The following report provides updated data for indicators included in Te Korowai Whetū Social Cohesion measurement framework. The report uses data available as at the end of September 2024.

This report is a resource that brings together data from a range of sources to provide a snapshot of social cohesion. Government and community organisations can draw upon data in this report as relevant to support strengthening of social cohesion as outlined in Te Korowai Whetū Social Cohesion Strategic Framework.

The previous baseline report from 2022¹ highlighted that, in general, communities across Aotearoa New Zealand experience moderately high levels of connectedness and belonging, trust in others, participation, and wellbeing. Furthermore, it explored the fact that these outcomes are not equally shared across all groups. While many people already feel they are able to enjoy the benefits of full participation in society, there are opportunities to ensure that these benefits are more fully realised for everyone.

More recent data available for this updated report identified similar themes, but also highlighted a mix of both modest and significant decreases in indicators across several outcome areas. In particular, there have been changes to the levels of civic participation, trust in institutions, perceived safety in the places people live, and pride in the areas people live.

This report does not aim to draw any specific conclusions about what may have contributed to changes in these indicators. There are a range of events (e.g., COVID-19 pandemic, 2023 North Island weather events, cost of living increases) that may have factored into these shifts. As highlighted in the 2023 Kōi Tū report *Addressing the Challenges of Social Cohesion*,² we are living in an era of rapid and potentially destabilising change. In recent years, a surge of social, economic, technological, and environmental challenges has emerged globally, raising increasing concerns about social cohesion in many societies.

Overall, the indicators also show there are opportunities to improve participation, trust, safety, and the inclusiveness of our environments.

Improving social cohesion for all requires a recognition that everyone has different experiences based on identity, life opportunities, circumstances, and the influence of historical context.

1 The Ministry of Social Development. (2022). *Te Korowai Whetū Social Cohesion – Baseline report summary: Social Cohesion in Aotearoa New Zealand 2022*. [baseline-report-summary-a4-full-v1.pdf](#)

2 Kōi Tū. (2023). *Addressing the challenges to social cohesion*. [Addressing-the-challenges-to-social-cohesion.pdf](#)

Key findings by outcome area

People, families, whānau and communities are connected and feel like they belong

In Aotearoa New Zealand, most people maintain weekly contact with family and friends and generally have easy access to support systems. Recent migrants, transgender individuals, and Asian people report lower levels of access to these resources. Loneliness is more common among young people and transgender individuals. Despite these challenges, most people express satisfaction with their social connections and have meaningful relationships with friends and family. The majority feel connected to their families, religion, and workplace. Only around half of the population feel a sense of belonging to their neighbourhood, and there has been a decline in the overall sense of belonging to New Zealand.

People, families, whānau and communities are willing and able to participate

While most people value the importance of community in their neighbourhoods, only about half actually experience it. Around half of New Zealanders volunteer, and more than half are active members of clubs or organisations. A majority also participate in sports and cultural activities. Employment rates are high, nearly three in four working-age New Zealanders are employed. Labour force participation is slightly lower among women and Pacific people. More young women than men are not engaged in employment, education, or training. Voter turnout is higher for general elections than for local elections, though participation in both has been declining.

People, families, whānau and communities are included and experience equity

Life satisfaction in New Zealand has slightly decreased, particularly among LGBT+ and non-European individuals. While most people feel hopeful about the future and in control of their lives, significant disparities remain among disabled, transgender, and low-income groups. Family wellbeing tends to be higher among Asian individuals and recent migrants. Single parents and disabled individuals report lower levels of wellbeing. Financial wellbeing is a growing concern, with two in five New Zealanders lacking adequate incomes. Less than half the population reports excellent health, with disabled individuals, Māori, and those with low incomes facing poorer health. Older people and recent migrants report higher mental wellbeing than the general population.



People, families, whānau and communities are recognised for who they are and respect others

Most New Zealanders feel a strong connection to their cultural heritage, and many Māori have explored their whakapapa. The majority of people claim to be accepting of differences, and nearly three-quarters value diversity in New Zealand. Many individuals feel less comfortable expressing their identity, and discrimination rates are on the rise.

People, families, whānau and communities trust each other and institutions

Trust in others remains strong, particularly among Asian people and recent migrants. However, many people do not feel that their voice is heard in political decision-making. Furthermore, trust in New Zealand's institutions, including parliament, health, and education systems, has declined in recent years.

The places people live, work, play and learn are safe, inclusive and supportive

Safety is a growing concern, with many people feeling less safe in their communities. While, on the whole, young people generally feel safe, rainbow and disabled youth report lower levels of perceived safety. Concerns about online safety have decreased since the pandemic but are still higher than before. One in three New Zealanders have been victims of crime in the past year. People outside urban areas face more challenges accessing public facilities, and the cost of healthcare is an increasing barrier to access. Most public service staff feel their work environment is inclusive, and digital inclusion is steadily increasing across the country. However, people's pride in their communities has diminished.

Institutions and sectors are fair, responsive and accountable

In terms of representation, while more women are being elected in local elections, ethnic diversity among MPs slightly decreased between the 2020 and 2023 General Elections. The public sector is becoming more diverse overall, though senior management remains less diverse. New Zealand ranks well for low perceived corruption, and complaints to the Human Rights Commission have decreased slightly, with a higher proportion of people surveyed satisfied with the mediation process. While complaints to the Health and Disability Commission have increased, the majority are satisfied with the way these complaints are handled.



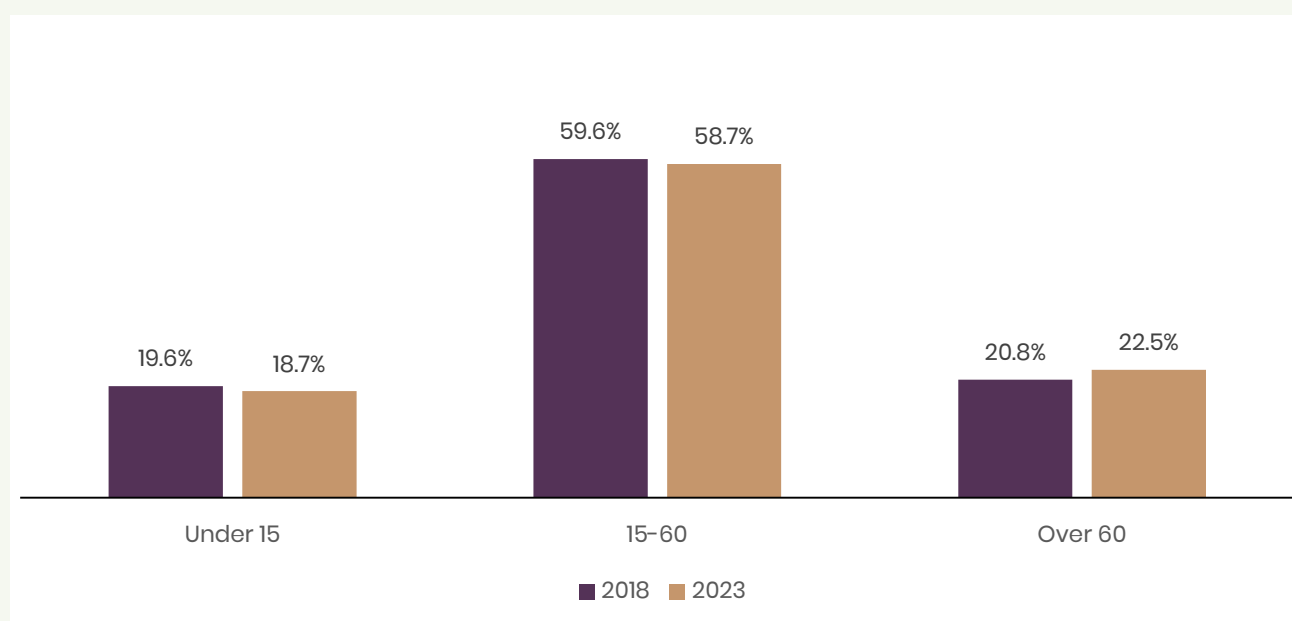
Introduction

Populations within Aotearoa New Zealand

Aotearoa New Zealand is an increasingly diverse country. Our population includes individuals from varied intersections of culture, ethnicity and race, gender, sexual orientation, age, ability, religion and spirituality, and socioeconomic backgrounds.

The resident population has increased by 6.3% since 2018, reaching 4,993,923 in 2023. Today, more than one in five people (22.5%) are aged over 60 years, while nearly one in five (18.7%) are children aged under 15 years.

Figure 1: New Zealand population by age groups in 2018 and 2023



Source: Census 2018 and 2023

Over a quarter of the New Zealand population (28.8%) was born overseas, and this rate has been steadily increasing over the past decade.³ The ethnic composition of the country is increasingly diverse: 67.8% identify as European, 17.8% as Māori, 8.9% as Pacific peoples, 17.3% as Asian, and 1.9% as Middle Eastern, Latin American, and African (MELAA). These are not mutually exclusive categories either – in 2018 11% of the population reported belonging to more than one ethnic group.⁴

Although people of European descent remain the majority, Māori, Asian, Pacific, and MELAA populations have been expanding at a much faster pace, reshaping New Zealand's cultural identity in significant ways.⁵

³ Stats NZ Aotearoa Data Explorer • Totals by topic for individuals, (NZ total), 2013, 2018, and 2023 Censuses

⁴ Institute of Public Administration New Zealand. (2020). Understanding Multi-Ethnicity in Aotearoa. Attachment

⁵ Stats NZ. (2024). 2023 Census population counts (by ethnic group, age, and Māori descent) and dwelling counts. [2023 Census population counts \(by ethnic group, age, and Māori descent\) and dwelling counts | Stats NZ](#)

At a more granular level, the Samoan population remains the largest within New Zealand's Pacific peoples, followed by Tongan and Cook Island Māori. Of the top 5 most populous groups of Pacific people, Fijian is the fastest-growing Pacific ethnic group, increasing by 27% between 2018 and 2023. Among the expanding Asian population, the Filipino community has seen the most significant growth, rising by 49% between 2018 and 2023. As of 2023, Indian and Chinese are the most populous Asian ethnicities in the country.⁶

Our population also differs in ability, gender, and sexual orientation. One in four New Zealanders have a disability (24%),⁷ though this rate is significantly higher for those aged over 65 (58.8%).⁸ A sizeable percentage of young people identify as something other than straight/heterosexual (17%) or are part of the rainbow grouping (20%).⁹

In general, Aotearoa New Zealand is becoming increasingly secular, with just over half of the population (51.6%) identifying as non-religious. However, this trend differs significantly across different subgroups, with 2018 Census data revealing that Ethnic Communities¹⁰ across the country are affiliated with 45 different faiths, and 62% are affiliated to a faith compared to 46% of the total population.¹¹ While Christianity has seen a decline, now representing 32.3% of the population, the number of Hindus and Muslims has been gradually rising. Today, 2.9% of the population practices Hinduism and 1.5% follow Islam.^{12 13}

Over half of New Zealanders (51.2%) reside in the major metropolitan areas of Auckland, Wellington, Christchurch, Hamilton, Tauranga, Dunedin and Lower Hutt. The remaining half is split between large urban areas like Rotorua and Whanganui (14.1%), medium urban areas like Cambridge and Te Awamutu (8.4%), small urban areas like Thames and Gore (10%), and rural areas (16.3%).¹⁴

Given the diverse range of identities in Aotearoa New Zealand, it is crucial to both celebrate our differences and nurture a shared sense of unity. It is also widely understood that people existing in the intersections across these identities are more likely to experience multiple forms of disadvantage.¹⁵

6 Infometrics. (2024). First detailed insights from the 2023 Census. First detailed insights from the 2023 Census

7 Stats NZ. (2014). One in four New Zealanders identified as disabled. [One in four New Zealanders identified as disabled | Stats NZ](#)

8 Stats NZ. Ngā Tūtohu Aotearoa – Indicators Aotearoa New Zealand: Wellbeing data for New Zealanders. [stats.govt.nz/information-releases/disability-survey-2013/](#)

9 Malatest International. (2022). [whataboutme.co.nz - The national youth health and wellbeing survey 2021: overview report October 2022. Microsoft Word - WAM draft report 20221004.docx](#)

10 The umbrella term 'Ethnic Communities' encompasses African, Asian, Continental European, Latin American, and Middle Eastern ethnicities. As advised by the Ministry for Ethnic Communities, this has been capitalised to distinguish the population group from a more general interpretation.

11 The Ministry for Ethnic Communities. (2024). Ethnic Evidence: Increasing the visibility and value of New Zealand's diversity. [MECEthnicEvidenceReport2024.pdf](#)

12 Stats NZ. (2024). 2023 Census population, dwelling, and housing highlights. [2023 Census population, dwelling, and housing highlights | Stats NZ](#)

13 While available data is not disaggregated at the level of religion, religious minorities are particularly impacted when social cohesion is threatened.

14 Environmental Health Intelligence New Zealand. Urban-rural profile. [EHINZ](#)

15 Crenshaw, K. (1991). Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color. *Stanford Law Review*, 43(6), 1241-1299. [Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color](#)

Social cohesion

A socially cohesive society can be understood as one in which all individuals and groups have a sense of:¹⁶

- **belonging** – a sense of being part of the community, trust in others and respect for law and human rights
- **inclusion** – equity of opportunities and outcomes in work, income, education, health and housing
- **participation** – involvement in social and community activities and in political and civic life
- **recognition** – valuing diversity and respecting differences
- **legitimacy** – confidence in public institutions.

In essence, social cohesion is present when individuals feel connected to society, family and personal relationships are robust, differences are valued and respected, and people feel secure and supported by others. Social cohesion, therefore, is an ideal to strive for rather than a specific goal to be reached, and it requires ongoing nurturing and development.

There are wider social, economic and cultural benefits in fostering social cohesion as an important contributor to long-term prosperity. Strengthening social cohesion is important in creating opportunities to improve inclusion, accessibility and representation so that society can benefit from the full participation of its diverse individuals.^{17 18}

Measuring social cohesion has become a key focus for many countries^{19 20 21} and an emerging area of social policy, particularly in the context of increasing globalisation, where social cohesion has become a central policy objective.

The 15 March 2019 terrorist attacks on Christchurch masjidain further compounded the necessity of fostering social cohesion amongst New Zealanders, and its additional potential to help prevent and counter extremism. This is because tolerant and inclusive societies are more able to address and prevent the polarisation and disenfranchisement that can contribute to a rise in extremism.

The subsequent Royal Commission of Inquiry into the terrorist attack provided a range of recommendations to Government related to improving social cohesion in Aotearoa New Zealand. This included recommendation 31 – that the Government prioritise the development of appropriate measures and indicators of social cohesion, including social inclusion.²²

16 Spoonley, P., Peace, R., Butcher, A., & O'Neill, D. (2005). Social cohesion: A policy and indicator framework for assessing immigrant and host outcomes. *Social policy journal of New Zealand*, 24(1), 85–110.

17 Deloitte. (2019). The economic benefits of improving social inclusion: A report commissioned by SBS. [my-risk-sdg10-economic-benefits-of-improving-social-inclusion.pdf](#)

18 The Ministry for Ethnic Communities. (2023). Strategic opportunities to achieve higher impact for New Zealanders (Briefing to the Minister of Ethnic Communities – November 2023). [Strategic opportunities to achieve higher impact for New Zealand | Ministry for Ethnic Communities](#)

19 Bardsley, A., Chen, A., Owens, R., Gluckman, P., & Spoonley, P. (2021). Societal resilience and cohesion: Identifying contributing factors and their interactions. [Koi-Tu-Societal-Resilience.pdf](#)

20 Koi Tū. (2021). Societal Resilience and Cohesion: Identifying Contributing Factors and Their Interactions. [Koi-Tu-Societal-Resilience.pdf](#)

21 Spoonley, P., Peace, R., Butcher, A., & O'Neill, D. (2005). Social cohesion: A policy and indicator framework for assessing immigrant and host outcomes. *Social policy journal of New Zealand*, 24(1), 85–110. [msd.govt.nz/documents/about-msd-and-our-work/publications-resources/journals-and-magazines/social-policy-journal/spj24/24-pages85-110.pdf](#)

22 New Zealand Royal Commission. (2020). Ko tō tātou kāinga tēnei: Royal Commission of Inquiry into the terrorist attack of Christchurch masjidain on 15 March 2019 (Volume 1: Parts 1–3). [Ko-to-tatou-kainga-tenei-Volume-1-v2.pdf](#)

As part of the work to carry out those social cohesion recommendations, the Ministry of Social Development (MSD) consulted with a range of partners and communities in the development of Te Korowai Whetū Social Cohesion Strategic Framework²³ to improve and measure social cohesion across Aotearoa New Zealand.

The Royal Commission of Inquiry into the Christchurch Mosques Attacks coordinated response formally ended on 2 August 2024.²⁴ However, the Government remains dedicated to the enduring value of social cohesion and individual agencies continue to embed the intent of these recommendations into their ongoing work programmes.

The Ministry of Social Development has an ongoing stewardship role for supporting strengthened social cohesion across government and continues to ensure that social cohesion principles are embedded in the programmes that it supports.

Context in Aotearoa New Zealand

Aotearoa New Zealand has a unique context for considering social cohesion, with Te Tiriti o Waitangi providing a blueprint. It sets the terms of a partnership between the Crown and tangata whenua, where tauiwi are welcome and belong in Aotearoa New Zealand as tangata Tiriti, and Māori are guaranteed equal rights as citizens as well as tino rangatiratanga as tangata whenua.

When social cohesion is at threat, particular demographic groups will be disproportionately affected, including Māori, Pacific peoples, Ethnic Communities, refugees and migrants, disabled people, rainbow/LGBTQIA+ people, and minority faith groups.

There are many factors that may influence social cohesion including international events, the strength of relationships amongst and between communities, as well as a range of economic and political factors.

Although this report does not comment on the causes for the changes in data, it is important to acknowledge and understand the context of New Zealand at the time the data was collected. Several notable global events since the last update to the baseline report may have influenced a change in the social cohesion indicators.

The COVID-19 Pandemic

The COVID-19 pandemic as a whole has had significant impacts on health, the economy and social interactions globally.²⁵ At times, this helped to bring groups together to unite against the negative impacts of the pandemic and enabled communities to support one another.²⁶

However, the pandemic overall impacted people financially, emotionally, and socially, including isolation and loneliness.²⁷

23 The Ministry of Social Development. (2022). Te Korowai Whetū Social Cohesion – Strategic Framework: Social cohesion in Aotearoa New Zealand 2022. [strategicframework-formal.pdf](#)

24 Beehive. (2024). Hon Judith Collins KC: March 15 coordinated response concludes (2 August 2024). [March 15 coordinated response concludes | Beehive.govt.nz](#)

25 New Zealand Royal Commission. (2024). COVID-19 Lessons Learned. [Royal-Commission-COVID-19-Lessons-Learned-MAIN-REPORT-Phase1 \(2\).pdf](#)

26 The Ministry of Social Development. (2023). Real-Time Evaluation of the Care in the Community Welfare Response. [Real-Time Evaluation of the Care in the Community Welfare Response – Ministry of Social Development](#)

27 New Zealand Royal Commission. (2024). COVID-19 Lessons Learned. [Royal-Commission-COVID-19-Lessons-Learned-MAIN-REPORT-Phase1 \(2\).pdf](#)

The nature of the pandemic influenced people's ability to physically connect, to build and maintain relationships and to participate in their communities.²⁸

Businesses were also impacted, leaving many workers in uncertain job settings²⁹ and many households under financial pressure.³⁰

Health epidemics historically have had a disproportionate impact on already disadvantaged groups.³¹ In the context of COVID-19, certain groups within New Zealand experienced the pandemic differently due to already existing disparities being exacerbated. This included Māori, Pacific peoples, people in lower socio-economic areas, women and disabled people.^{32 33}

Rising cost of living

The rising cost of living globally has had, and continues to have, an influence on communities around the world. Economic changes (e.g., inflation, housing prices, risks of a recession) have lasting effects on economic security for families and can further perpetuate existing disadvantages and inequalities.³⁴ Building community can be difficult when people are facing financial stresses.

Technological advancements

Globally, the rapid advancements of technology have had a significant effect on how people interact with one another.³⁵ Technological advancements have allowed for wider and various types of connections and can help to cultivate spaces of belonging and inclusion for diverse groups.³⁶

However, with the rapid development and widespread use of A.I. (e.g., ChatGPT), there are more platforms to create and disseminate misinformation.³⁷ Social media can be used as a tool to distribute misinformation and the widespread reliance on algorithms perpetuate biases and like-minded perspectives, which can increase polarisation and further divide people and communities.³⁸

28 Perez-Brumer, A., Balasa, R., Doshi, A., Brogdon, J., Doan, T., & Oldenburg, C. E. (2022). COVID-19 Related Shifts in Social Interaction, Connection, and Cohesion Impact Psychosocial Health: Longitudinal Qualitative Findings from COVID-19 Treatment Trial Engaged Participants. *International Journal of Environmental Research and Public Health*, 19(16), 10264. doi.org/10.3390/ijerph191610264

29 Randstad New Zealand. (2020). The impact of COVID-19 on workers and organisations. [covid-19-report-nz-updated.pdf](#)

30 New Zealand Royal Commission. (2024). COVID-19 Lessons Learned. [Royal-Commission-COVID-19-Lessons-Learned-MAIN-REPORT-Phase1 \(2\).pdf](#)

31 Furceri, D., Loungani, P., & Ostry, J. D. (2020). How Pandemics Leave the Poor Even Farther Behind. [How Pandemics Leave the Poor Even Farther Behind](#)

32 The Ministry of Health. (2023). Impacts of COVID-19 in Aotearoa. [Nga-Kawekawe-o-Mate-Korona-Full-Report-2023-01-24.pdf](#)

33 McCarthy, G., Shore, S., Ozdenerol, E. et al. History Repeating—How Pandemics Collide with Health Disparities in the United States. *Journal of Racial and Ethnic Health Disparities* 10, 1455–1465 (2023). doi.org/10.1007/s40615-022-01331-5

34 Koi Tū. (2023). Addressing the challenges to social cohesion. [Addressing-the-challenges-to-social-cohesion.pdf](#)

35 Burgess, Jack. (2024). How Has Technology Affected Social Interaction. [How Has Technology Affected Social Interaction? - Sogolytics Blog](#)

36 Smith, D., Leonis, T., & Anandavalli, S. (2021). Belonging and loneliness in cyberspace: impacts of social media on adolescents' well-being. *Australian Journal of Psychology*, 73(1), 12–23. doi.org/10.1080/00049530.2021.1898914

37 Koi Tū. (2021). Sustaining Aotearoa New Zealand as a Socially Cohesive Society. [Sustaining-Aotearoa-New-Zealand-as-a-cohesive-society.pdf](#)

38 Koi Tū. (2023). Addressing the challenges to social cohesion. [Addressing-the-challenges-to-social-cohesion.pdf](#)

International events

The advancement of technology has also made it easier than ever to access information regarding global events and conflicts. An exposure to these international events can have positive effects of groups bonding together across borders, while also providing the potential for exacerbating pre-existing attitudes that may contribute to division between groups.

Social Cohesion Measurement Framework

The outcomes outlined in Te Korowai Whetū Social Cohesion Strategic Framework³⁹ were developed in collaboration with community stakeholders engaged in the social cohesion process. By co-creating the definitions for outcomes with the community, the framework sought to ensure that the indicators reflected community perspectives while also drawing on established literature to ensure they were valid and reliable for measuring social cohesion outcomes.

There is no single measure of social cohesion; instead, a range of proxy indicators have been developed to capture social cohesion outcomes in Aotearoa New Zealand.

The outcomes in Te Korowai Whetū Social Cohesion Strategic Framework provided a conceptual foundation for developing the measurement framework and key indicators. This approach focused on identifying the key concepts necessary for understanding social cohesion, rather than being restricted by the available data. Consequently, the indicators were not confined to existing data, enabling the measurement framework to also reveal any gaps or limitations.

Indicators were chosen through an iterative process and evaluated based on criteria including validity, sensitivity, evidence base, disaggregation, consistency, timeliness, and meaningfulness.

As part of developing Te Korowai Whetū Social Cohesion Strategic Framework, a report was commissioned to establish a baseline of what social cohesion in Aotearoa New Zealand looked like in 2022.⁴⁰ This baseline report provided a starting point for measuring Te Korowai Whetū Social Cohesion over time, using available data collected between 2016 and 2021 to report on the outcome indicators.

39 The Ministry of Social Development. (2022). Te Korowai Whetū Social Cohesion – Strategic Framework: Social cohesion in Aotearoa New Zealand 2022. [strategicframework-formal.pdf](#)

40 The Ministry of Social Development. (2022). Te Korowai Whetū Social Cohesion – Baseline report summary: Social Cohesion in Aotearoa New Zealand 2022. [baseline-report-summary-a4-full-v1.pdf](#)

Purpose of this report

The purpose of this report is to provide updated data on social cohesion in Aotearoa New Zealand, as defined in Te Korowai Whetū Social Cohesion Strategic Framework.

Te Korowai Whetū Social Cohesion Measurement Framework identified a range of regularly reported data sources that, collectively, give one snapshot of trends in social cohesion.

Social cohesion is a complex concept. The information within this report provides one view on social cohesion using population level data. The data is of use to government and community organisations to support activities in support of social cohesion. Data limitations mean this report does not provide a comprehensive view of experiences for all diverse communities.

Further information on Ethnic Communities in New Zealand is available through the Ministry of Ethnic Communities; in particular their 2024 report '*Ethnic Evidence: Increasing the visibility and value of New Zealand's diversity*',⁴¹ and their Power BI data resource tool.⁴²

How to read this report

This report provides updated data, where available, for the population level indicators that describe different outcomes of social cohesion.

Outcomes: The outcomes describe the components of social cohesion, including the following:

People, families, whānau and communities:

- are connected and feel like they belong
- are willing and able to participate
- are included and experience equity
- are recognised for who they are and respect others
- trust each other and institutions.

We also know that to support these outcomes, the places people live, work, and play need to be safe, inclusive, and supportive and institutions and sectors must be fair, responsive, and accountable.

Key indicators: The indicators describe the important concepts that sit under each of the social cohesion outcomes. Some indicators have multiple measures, or types of data.

41 The Ministry for Ethnic Communities. (2024). Ethnic Evidence: Increasing the visibility and value of New Zealand's diversity. [MECEthnicEvidenceReport2024.pdf](#)

42 The Ministry for Ethnic Communities. Data resource tool. [Microsoft Power BI](#)

Limitations

The limitations of indicators should be considered when reading this report. The report intends to provide a summary of data sources where available for outcomes that we know are important for social cohesion. It does not measure activities related to social cohesion.

These indicators come from a range of data sources and surveys, collected between 2016 and 2024. Data included in this report includes data available up until September 2024. In addition, many of the indicators included were not collected or had not been updated at the time of writing. Where updated indicators were not available, the analysis is supplemented by other data sources and research.

Data sources that have been publicly updated since the baseline report and are referenced in the report include:

- General Social Survey [GSS] (2021, 2023)⁴³
- whataboutme? Survey (2021)
- Quality of Life Survey (2022)
- Kiwis Count Survey (2024)
- Health and Disability Commission Annual Report (2023)
- Household Labour Force Survey [HLFS] (up to March 2024 quarter)
- Human Rights Commission Annual Report (2022/2023)
- Electoral Commission – Local Authority Election Statistics (2022)
- Electoral Commission – Administrative Data (2023)
- Transparency International Corruption Perception Index (2023)
- New Zealand's Internet Insights Survey (2023)
- New Zealand Crime and Victims Survey (2022/2023)
- New Zealand Health Survey (2022/2023)
- New Zealand Census of Population and Dwellings (2023)
- Public Service Workforce Data (June 2024 quarter).

There are several upcoming data sources that have not been included due to availability at the time of writing, including:

- Household Labour Force Survey (September 2024 quarter)
- Kiwis Count Survey (September 2024 quarter)
- New Zealand Crime & Victims Survey (2023/24)
- New Zealand's Internet Insights Survey (2024)
- New Zealand Health Survey (2023/24)
- Disability Survey (2023)
- Public Service Workforce Data (September 2024 quarter)
- Quality of Life Survey (2024)
- Transparency International Corruption Perception Index (2024).

⁴³ Please note that, as of September 2024, Stats NZ had not publicly released all 2023 GSS data. Where included in this report, 2023 GSS data has been sourced from Stats NZ public releases and/or bespoke data requests from Stats NZ.

Other sources have not been updated since the release of the previous baseline report, including:

- Te Kupenga
- Te Taunaki – Public Service Census
- Electoral Commission – Local Authority Election Administrative Data.

More recent data for some indicators are therefore unable to be provided.

The current measurement framework is heavily reliant on regularly collected national surveys such as the General Social Survey. While these data sources are useful for providing an overall picture of key outcomes related to social cohesion, they do not provide data for smaller groups. As a result, indicators do not fully capture the experience of many people. For example, we are unable to report on indicator data for specific cohorts of our population, including faith groups (e.g., Muslim, Hindu), or for intersecting identities (e.g., tāngata whaikaha Māori, rainbow Pacific people).

In 2023, MSD undertook two community research projects to help address gaps in the Te Korowai Whetū Social Cohesion Measurement Framework. This involved: a stocktake and analysis of existing community-led ethnic and faith-based research from a social cohesion lens; and a collection of insights from a range of community groups funded by the \$2 million Te Korowai Whetū Social Cohesion community fund. Insights from these two projects highlighted that social cohesion is complex and experienced differently for different groups within different contexts. Measurement of social cohesion at a whole population level will miss these differences.

This report draws together information from a range of sources, including multiple surveys. Where estimates are based on a sample population, they will be impacted by sampling variability. In general, this will have the largest impact on answers to rare outcomes and smaller populations as there will be fewer people with the characteristic to sample, resulting in fewer responses and less certainty about answers in the wider population. Smaller populations such as the LGBTQIA+/rainbow community or answers about outcomes that are rare in the population are likely to have much higher sampling error than larger populations.

When looking across population groups, it is important to acknowledge the potential effect of variables (e.g., age) on some indicators. For example, Māori and Pacific populations tend towards a younger distribution, and disabled populations tend towards an older distribution. We have not controlled for any variables in the data referenced in this report.

The main purpose of the report was to comment on how measures have changed overall and differences across outcomes for specific populations in the data available. Throughout the report the error of the measurement has not been commented on across groups. While differences are noted the reader should not infer statistically significant differences.

Please refer to source material (e.g., GSS, New Zealand Crime and Victims Survey) for more detail about the statistical significance of demographic breakdowns.

Findings

People, families, whānau and communities are connected and feel like they belong

This outcome area means that people:

- have strong social networks and support systems that provide a source of positive, meaningful interaction
- feel a sense of belonging to a community which includes those based on:
 - identity (whakapapa/whanaungatanga, ethnicity, disability, sexual orientation, age, faith)
 - place (tūrangawaewae, marae, neighbourhoods, cities, regions, and including New Zealand as a whole)
 - interest (sport, arts, unions/employee networks).

Key indicators for this outcome area include:

- social contact
- access to support systems
- isolation and loneliness
- positive meaningful social connections
- sense of belonging to community
- sense of belonging to place.

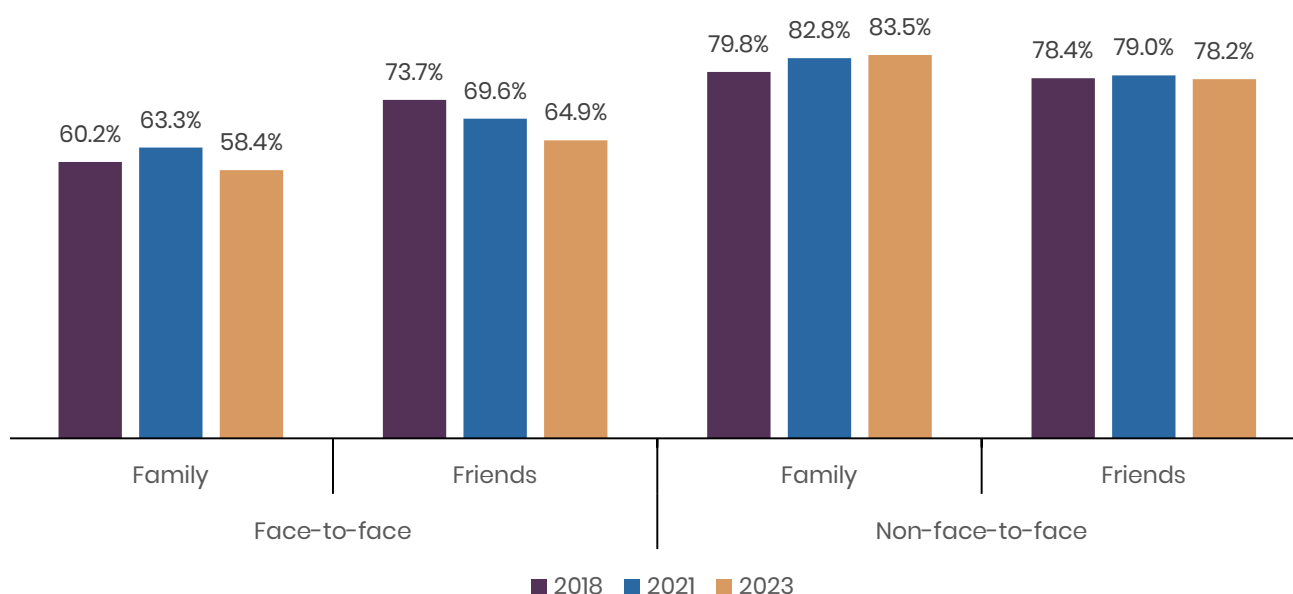
Social contact

Most people have weekly contact with family and friends, but rates have dropped

While most people are seeing their family and friends in-person each week, this appears to be less common now than pre-pandemic rates. Almost two thirds of people (64.9%) reported having weekly face-to-face contact with friends in 2023, down from 69.6% in 2021, and 73.7% in 2018. The proportion of people who had weekly face-to-face contact with family members increased between 2018 (60.2%) and 2021 (63.3%) but dropped again almost five percentage points in the two years to 2023 (58.4%) (GSS 2018, 2021, 2023).

It is possible, however, that people are now preferring digital interactions with family members than in-person ones. Non-face-to-face weekly contact with family appears to have slightly increased during this period, from 79.8% in 2018 to 83.5% in 2023. Rates for non-face-to-face weekly contact with friends has remained fairly stable during this period (78.4% in 2018, 79.0% in 2021, 78.2% in 2023) (GSS 2018, 2021, 2023).

Figure 2: Proportion of people who have weekly contact with family and friends in 2018, 2021, and 2023



Source: GSS 2018, 2021, and 2023

As indicated in Table 1 below, in 2023, people aged 15–24 were more likely than the general population to have contact – whether face-to-face or non-face-to-face – with friends each week.⁴⁴ However, this age group was also less likely than the general population to have weekly contact with family members, both face-to-face and non-face-to-face.

Disabled people⁴⁵ reported lower rates than the general population for weekly contact with friends (both face-to-face and not), but indicated fairly comparable rates of face-to-face contact with family members.

Women were more likely than men to have weekly contact with family, whether face-to-face or not. Transgender individuals⁴⁶ were also less likely than their cisgender peers to have weekly contact with family members, both face-to-face and not. While recent migrants were far less likely to have weekly face-to-face contact with family members than those born in New Zealand, they were more likely to have other types of contact with them (GSS 2023).

⁴⁴ As previously mentioned, readers should not infer statistical significance in discussion of subgroup differences throughout this report.

⁴⁵ Disability status is assessed using the Washington Group Short Set, as explained here: [WG Short Set on Functioning \(WG-SS\) – The Washington Group on Disability Statistics](#)

⁴⁶ GSS data regarding transgender individuals is likely based on a small sample size so has high margins of error. Data should be interpreted with appropriate caution.

Table 1: Proportion of people who have weekly contact with family and friends in 2023, by demographic group

Demographic group	Weekly contact with friends		Weekly contact with family	
	Face-to-face	Non-face-to-face	Face-to-face	Non-face-to-face
Ages 15–24	73.6%	88.3%	49.2%	74.9%
Men	66.3%	76.3%	55.2%	79.5%
Women	63.6%	80.0%	61.8%	87.6%
Cisgender	65.1%	78.4%	58.6%	83.7%
Transgender	62.2%	79.6%	41.8%	72.8%
Born in NZ	65.2%	78.5%	62.8%	82.6%
Recent migrant	62.8%	84.6%	35.4%	94.5%
Disabled (ages 15+)	58.4%	69.9%	56.3%	77.1%
Total population	64.9%	78.2%	58.4%	83.5%

Source: GSS 2023

Last available data from 2018 showed that people feel moderately connected with people in their neighbourhood, with a mean response of 5.6 on a scale of 0 (disconnected) to 10 (connected) (GSS 2018).

Access to support systems

While most people report easy access to support systems, rates are significantly lower for recent migrants and transgender and Asian people

In 2023, 75.7% of the population agreed that it would be easy or very easy to ask people for help if they urgently needed a place to stay (GSS 2023). This represents an increase in the rate reported in 2021 (69.8%), but very marginally lower than 2018 rates (76.1%) (GSS 2018, 2021).

As demonstrated in Table 2 below, recent migrants were less likely to agree than those born in New Zealand, as were Pacific peoples and Asian people compared to Māori and those of European ethnicity (GSS 2023). Notably, rates of agreement were also much lower for transgender individuals compared to cisgender individuals.

Table 2: Proportion of people who could easily or very easily ask someone they know for a place to stay in 2023, by demographic group

Demographic group	Percentage of responses 'easy' and 'very easy'
European	79.8%
Māori	75.3%
Asian	66.1%
Pacific peoples	61.4%
Cisgender	75.9%
Transgender	51.5%
Disabled (ages 15+)	64.0%
Born in NZ	78.9%
Recent migrant	61.8%
Total population	75.7%

Source: GSS 2023

When asked to rate how easy it would be to ask for support if they were going through a difficult time, young people reported a generally positive mean response of 6.6 on a scale of 0 (very hard) to 10 (very easy). Rainbow, disabled, and MELAA young people reported lower mean responses, with 5.1, 5.2 and 5.6 respectively (whataboutme? 2021).

Overall, the majority of young people (85.3%) also reported that, if they were going through a difficult time and needed help, they would have someone to turn to. Again, rates were lower for rainbow (78.0%), disabled (75.8%) and MELAA (75.1%) young people (whataboutme? 2021).

Isolation and loneliness

Young people and transgender people experience higher rates of loneliness, and Pacific people report a marked increase in recent years

Almost half the population (43.8%) in 2023 reported feeling lonely at least a little of the time in the previous four weeks. While stable with 2021 rates (43.4%), the proportion of those indicating loneliness has increased since 2018 (39.0%) (GSS 2018, 2021, 2023).

A greater proportion of people aged 15–24 also signalled feeling lonely at least some of the time (57.8%) than other age groups, especially compared to those aged 65–74 (30.2%). Furthermore, this age group also had the lowest proportion of people who they felt they had someone they could talk to if they felt down or depressed (58.5%, vs. 67.3% for the general population) (GSS 2023).

Transgender people reported almost double the rate of loneliness (84.3%) as cisgender people (43.6%). Disabled people also reported slightly elevated rates (55.1%) of loneliness compared to the general population (GSS 2023).

Rates of loneliness have increased markedly since 2018 for Pacific peoples. In 2018, 30.9% of Pacific peoples reported feeling lonely at least some of the time. However, by 2023, rates had increased to 51.9%. Māori also saw a slight increase in reported rates of loneliness, from 42.9% in 2018 to 48.6% in 2023. Comparatively, rates remained relatively stable for individuals of European ethnicities (38.1% in 2018, 41.8% in 2023) and Asian ethnicities (48.5% in 2018, 49.5% in 2023) (GSS 2018, 2023).

Positive meaningful social connections

Most people feel satisfied with the amount of contact they have with friends and family

As of 2023, around three quarters of people agreed that the level of contact they had with their friends (72.8%) and family (74.8%) was about the right amount.

Māori were slightly less likely to report having enough contact with friends (66.3%) and family (70.2%), than their European counterparts (73.2% and 75.6% respectively).

Transgender individuals reported not enough contact with family members at similar rates to the general population (24.5% compared to 21.2% in the general population). However, they reported that their level of contact with friends was insufficient at much higher rates, with two in five transgender people (40.6%) expressed that it was not enough compared to one in four people (24.1%) in the general population.

While disabled people signalled satisfaction with their level of contact with friends at only slightly lower rates (69.1%) than non-disabled people (73.2%), they were less likely than them to agree they saw their family about the right amount (66.3% vs. 75.8%). More specifically, 29.3% of disabled people reported not seeing their family enough, compared to 20.3% of non-disabled people (GSS 2023).

When asked whether they get enough time to spend with their friends, young people reported positively, with a mean response of 7.7 on a scale of 0 (disagree) to 10 (agree). Mean scores were only marginally lower for rangatahi Māori (7.6) than for European, Pacific and Asian young people (7.7) (whataboutme? 2021).

Sense of belonging to community

The majority of people feel connected to their families, religion or spirituality, and workplace

In 2021, 93.1% of New Zealanders reported that they felt a sense of belonging⁴⁷ to their family, relatively stable with the 2016 rate of 93.9% (GSS 2016, 2021). However, individuals self-reporting that they were not in a family nucleus had higher rates of disagreement (13.8%) than the general population (6.8%), especially couples with children (3.7%) (GSS 2021).

While, as previously mentioned, the proportion of New Zealanders practicing a religion has decreased over recent years, people may still feel an affiliation to a religion or spiritual group. In 2021, the majority of people (85.4%) agreed that they felt a sense of belonging to their religion or spiritual group – a slight reduction from 2016 rates (89.1%) (GSS 2016, 2021). A slightly higher percentage of Māori indicated feeling a sense of belonging (88.2%) than their European (85.5%), Pacific (83.7%), and Asian (87.4%) counterparts (GSS 2021).

⁴⁷ Sense of belonging as measured by the GSS is defined here as the proportion of people who rated their sense of belonging to be 7-10 out of 10.

In 2021, the New Zealand mean rating for spiritual belonging in 2021 was 8.3 out of 10. The mean rating by recent migrants was 8.7 (GSS 2021).

A majority of the population (78.2%) also signalled feeling that they belonged in their place of employment. This represents a slight decline from 2016 (82.4%) (GSS 2016, 2021). As indicated in the table below, rates of agreement seem to correlate with household income, with higher income households reporting higher rates of belonging (GSS 2016, 2021).

Table 3: Proportion of people who feel a sense of belonging to their company/organisation in 2016 and 2021, by household income⁴⁸

Household income	Percentage of sense of belonging scores of a 7 or higher	
	2016	2021
\$30,000 or less	75.1%	73.6%
\$30,001–\$70,000	78.7%	74.6%
\$70,001–\$100,000	83.1%	75.5%
\$100,001 or more	84.2%	80.2%
Total population	82.4%	78.2%

Source: Stats NZ, GSS 2016, 2021

Sense of belonging to place

Around half of the population feel connected to their neighbourhood

In 2021, over half of the New Zealand population (57.3%) reported feeling a sense of belonging to their neighbourhood – a slight increase from 2016 (55.8%) (GSS 2016, 2021). Perhaps unsurprisingly, rates of agreement were higher for those in owner-occupied housing (60.1%) than for those who did not own their house (51.5%). Māori also reported slightly lower rates (53.6%) than those of European (57.5%), Pacific (57.0%) and Asian (54.2%) ethnicities (GSS 2021).

Young people reported a moderately high level of belonging to the community in which they live, giving a mean response of 7.2 on a scale of 0 (no sense of belonging) to 10 (strong sense of belonging). However, mean scores were lower for young people of MELAA ethnicities (6.3), disabled young people (6.3), and rainbow young people (5.8) (whataboutme? 2021).

While still quite high, there has been a decline in the population's sense of belonging to New Zealand

On average, the population reported feeling a high level of belonging to New Zealand in 2023. Four out of five people (83.4%) signalled feeling belonging, reporting a mean response of 8.2 on a scale of 0 (no sense of belonging) to 10 (strong sense of belonging). While nevertheless a high score, this response represents a slight decline from 8.6 in 2021. The proportion of the population reporting a sense of belonging has also slightly decreased since 2016 (88.5%) (GSS 2016, 2021, 2023).

48 The sense of belonging score responses range from 0 (no sense of belonging) to 10 (very strong sense of belonging).

Table 4: Proportion of people who feel a sense of belonging to New Zealand as a whole and mean score in 2023, by demographic group⁴⁹

Demographic Group	Percentage of sense of belonging scores of a 7 or higher	Mean sense of belonging score
Māori	86.2%	8.5
European	83.6%	8.2
Pacific peoples	83.1%	8.2
Asian	81.1%	7.8
Born in NZ	85.6%	8.4
Recent migrant	72.5%	7.3
Total population	83.4%	8.2

Source: GSS 2023

Mean scores were highest for Māori (8.5) out of all ethnic groups, marginally higher than those of European ethnicity (8.2). Sense of belonging for Māori remained similar in both 2021 and 2023 (GSS 2021, 2023)

There were also some clear changes over time for specific demographic groups. While Pacific peoples' sense of belonging to New Zealand was consistent with the general population's, it had declined from 2021's mean score (8.6). Similarly, people of Asian ethnicity scored their sense of belonging as being 8.3 in 2021, which decreased to 7.8 in 2023 (GSS 2021, 2023).

Around three quarters of recent migrants signalled feeling a sense of belonging to New Zealand. Additional data available via the MBIE Migrant Survey⁵⁰ gives further weight to this, reporting similar rates for recent migrants agreeing that they feel like New Zealand is their home (71% in 2022, 74% in 2021). However, more than one in four recent migrants (27.4%) do not feel a sense of belonging to the country (GSS 2023). They also report a mean score of 7.3 for their sense of belonging, compared to those born in New Zealand who report a mean score of 8.4 (GSS 2023).

Migrant Survey data does indicate that, in 2022, 91% of migrants reported feeling 'quite welcome' or 'very welcome' in the community that they were living in (Migrant Survey 2022).

49 The sense of belonging score responses range from 0 (no sense of belonging) to 10 (very strong sense of belonging).

50 The Ministry of Business, Innovation and Employment. (2023). Summary results from the 2021 and 2022 Migrant Surveys. Summary results from the 2021 and 2022 Migrant Surveys | Ministry of Business, Innovation & Employment

People, families, whānau and communities are willing and able to participate

This outcome area means that people:

- have a focus on the collective good and sense of solidarity
- do things for each other, are actively involved, and contribute to whānau and communities (including through tikanga, mahi aroha and volunteering)
- take part in arts, culture, sports, and leisure activities
- are involved and participating in political and civic life (including at the local and national levels)
- are actively involved or participating in employment, education, or training.

Key indicators for this outcome area include:

- solidarity/reciprocity
- unpaid contributions/volunteering
- club/association membership
- sports/cultural participation
- employment
- education and training
- civic participation – local and central.

Solidarity and reciprocity

Most people believe community is important in their neighbourhood, though only half experience it

In 2020 and 2022, most people considered that it was important to feel a sense of community with people in their neighbourhood. However, only half agreed that they felt a sense of community with others in their neighbourhood, while around one in five disagreed (Quality of Life Survey 2020, 2022).

Table 5: Proportion of people who consider it important to feel a sense of community in their neighbourhood and the proportion who feel this sense of community in their neighbourhood

Year	Believe a sense of community in their neighbourhood is important		Feel a sense of community in their neighbourhood	
	Agree/strongly agree	Disagree/strongly disagree	Agree/strongly agree	Disagree/strongly disagree
2020	70%	7%	50%	20%
2022	70%	7%	49%	21%

Source: Quality of Life Survey 2020 and 2022

Unpaid contributions/volunteering

One in two New Zealanders volunteer

In 2021, just over half of the population (53.0%) reported undertaking volunteer work either formally (for an organisation) or informally (direct help for people who do not live with them) in the previous four weeks (GSS 2021). This represents a slight increase from rates reported in 2016 – 49.8% (GSS 2016).

In general, more people reported informal (40.8%) rather than formal (27.6%) volunteer work (GSS 2021).

As indicated in the table below, people of MELAA/Other ethnicities reported the highest rates of volunteer work – either informal or formal. While rates did not differ too significantly across ethnicities, people of Asian ethnicities reported volunteering at a lower rate. A slightly higher proportion of women volunteered than men. Rates of volunteer work also increased by age up until 64 years, before decreasing slightly again for people aged 65 and above (GSS 2021).

Table 6: Proportion of people volunteering (informally, formally, or either) in 2021 by demographic group

Demographic group	Proportion of people volunteering in 2021		
	Informal	Formal	Either
MELAA/Other	43.4%	30.1%	56.7%
European	43.0%	27.7%	55.2%
Māori	42.5%	27.5%	54.5%
Pacific	40.5%	35.0%	52.3%
Asian	30.3%	22.0%	42.2%
Non-disabled	41.3%	28.3%	53.8%
Disabled (ages 15+)	36.9%	22.1%	45.9%
Another gender	37.5%	45.9%	59.0%
Female	44.8%	28.9%	55.9%
Male	36.8%	26.2%	50.0%
Ages 15–24	32.5%	24.3%	45.8%
Ages 25–34	37.7%	23.5%	49.0%
Ages 35–44	37.3%	29.3%	51.3%
Ages 45–54	45.6%	30.8%	56.8%
Ages 55–64	50.8%	30.1%	61.9%
Ages 65–74	46.1%	29.4%	57.6%
Ages 75+	36.0%	26.9%	49.1%
Total	40.8%	27.6%	53.0%

Source: GSS 2021

Club/association membership

Over half of New Zealand adults are involved in a club or organisation

In 2021, 62.0% of adults aged 15+ reported being involved in at least one group, club, or organisation (GSS 2021). Participation rates were consistent for men and women, though reported at higher rates for those of another gender. Pacific people reported higher rates than other ethnic groups, as did people aged 70 years and above compared to other age groups.

Table 7: Proportion of people belonging to a group, club or organisation in 2021, by demographic

Demographic group	Belong to a group, club or organisation
Pacific people	74.0%
European	62.7%
MELAA/Other	60.4%
Asian	56.8%
Māori	56.4%
Ages 15–24	61.7%
Ages 25–34	53.1%
Ages 35–44	57.7%
Ages 45–54	66.9%
Ages 55–64	63.3%
Ages 65–74	68.3%
Ages 75+	70.9%
Male	61.9%
Female	62.1%
Another gender	74.5%
Disabled (ages 15+)	53.8%
Non-disabled	63.0%
Total Population	62.0%

Source: GSS 2021

Sports/cultural participation

The majority of New Zealanders participate in individual sporting activities

Rates of participation in different recreational and cultural events appear to have stayed fairly consistent between 2016 and 2021 (GSS 2016, 2021).

In 2021, around one quarter of New Zealand adults (23.3%) said they had participated in organised sports (e.g., soccer, netball) in the last four weeks. A greater proportion of men (27.4%) reported participating in organised sports than women (19.3%). However, rates of participation were far higher for individual sports (e.g., running, swimming) (72.0%), making it the most common activity among those measured in 2021 (GSS 2021).

Rates of movie-going were lower in 2021 than they were in 2016 – down to 43.8% from 49.6%. However, a higher proportion of people reported participating in other, presumably paid, activities (e.g., attending a theatre performance or live musical performance) in 2021 than they did in 2016. Comparatively inexpensive and/or free recreational activities (e.g., arts and crafts, visiting a park or reserve) also appear to have seen an incremental increase in popularity (GSS 2016, 2021). Of the cultural activities measured that people actively participated in, arts and crafts (e.g., weaving, carving, knitting) was the most popular activity in 2021 (GSS 2021).

Table 8: Proportion of people participating in cultural and recreational activities in 2016 and 2021

Cultural and recreational activities in past 4 weeks	2016	2021
Participation in sports and active recreational activities		
Participated in organised sports	25.9%	23.3%
Participated in individual sports	71.4%	72.0%
Participated in other active recreation	41.5%	38.9%
Active⁵¹ participation in cultural activities		
Took part in performing arts	9.0%	10.1%
Did creative writing	10.3%	10.9%
Took part in arts or craft	16.9%	19.1%
Made a film or video or taken photographs for artistic purposes	15.9%	17.0%
Passive⁵² participation in cultural activities		
Attended a musical or theatre performance (including dance)	39.7%	47.0%
Attended a live music performance	38.9%	41.5%
Went to the movies	49.6%	43.8%
Visited an art gallery or museum	35.9%	38.7%
Visited a New Zealand site or building because of its historical importance	36.3%	39.1%
Attended a community event	40.5%	39.7%
Visited a park or reserve	60.0%	63.9%

Source: GSS 2016 and 2021

⁵¹ Participation relates to respondents actually taking part in the activity or doing an activity.

⁵² Participation relates to respondent being a spectator.

Employment

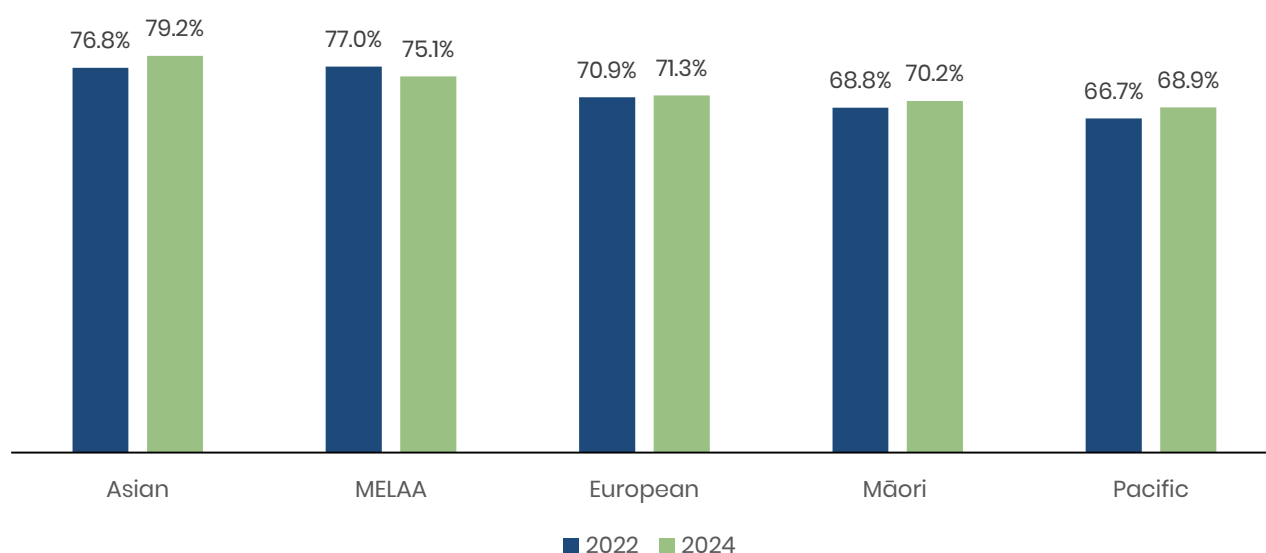
Almost three in four working-age New Zealanders are in work, but rates of labour force participation are slightly lower for women and Pacific people

As of the March 2024 quarter, almost three in four working age New Zealanders were employed. However, economic weakness created weaker labour market conditions with uneven impacts. For example, women, Māori, and Pacific Peoples had lower labour force participation than the headline rates figure.

In the March 2024 quarter, the headline labour force participation rate for New Zealand was 71.5%, while the labour force participation for women was 67.3%. For Māori and Pacific peoples, the annual average labour force participation rate for the year ending March 2024 remained relatively high, at 70.2% and 68.9% respectively. However, these rates are below those of the national annual average labour force participation rate of 72.0%⁵³ (HLFS March 2024).

Additional MBIE Labour Market Statistics data, available via the Ministry for Ethnic Communities Ethnic Evidence report, suggests that labour force participation rates improved slightly between 2022 and 2024 for most ethnicities.⁵⁴

Figure 3: Annual average labour force participation rates in March 2022 and 2024, by ethnicity



Source: Household Labour Force Survey 2022 and 2024

⁵³ The labour force participation rate for ethnicity and the comparison to the general national population are derived from annual averages. This general national population rate is different from the headline labour force participation rate of 71.5%, as at the March 2024 quarter, which is seasonally adjusted.

⁵⁴ The Ministry for Ethnic Communities. (2024). Ethnic Evidence: Increasing the visibility and value of New Zealand's diversity. [MECEthnicEvidenceReport2024.pdf](#)

Education and training

More young women than young men are not in employment, education or training

In the year to March 2024 annual average, 12.1% of young people aged 15–24 were not in employment, education, or training (NEET). This marked an incremental increase from March 2023 (11.2%) and March 2022 (11.7%) (HLFS March 2022, 2023, 2024).

Māori are consistently overrepresented in NEET rates (19.3% in 2022, 19.2% in 2023, 18.8% in 2024), as are Pacific peoples (16.9% in 2022, 15.7% in 2023, 16.9% in 2024). Rates are comparatively much lower for those of European (9.7% in 2022, 9.0% in 2023, 9.9% in 2024) and Asian (7.6% in 2022, 7.5% in 2023, 9.6% in 2024) ethnicities (HLFS March 2022, 2023, 2024).

Since data collection began in 2004, young women aged 20–24 have consistently had higher NEET rates than men in the same age group, although this gender gap has gradually narrowed over time.⁵⁵ However, it is also worth acknowledging the caregiving duties of many NEET young women.⁵⁶

Civic participation

Voter turnout is higher for general elections than for local government elections, though participation rates for both appear to be decreasing

In 2022, just 41% of enrolled voters cast their ballots in New Zealand's local government elections, steady with 2019 rates (42%). While consistent with recent years, this reflects a broader trend of gradual decline in local authority voter participation. Since 57% voter turnout in 1989, participation in these elections has steadily decreased, marking a shift in public engagement (Local Authority Election Administrative Data 2019, 2022).

Te Kupenga data reflects the gap between eligibility and participation in voter turnout in iwi elections. As of 2018, less than half of the Māori population (46.9%) was registered with their iwi. Among those who were registered, 77.7% were eligible to vote in the most recent iwi elections. However, voter turnout was much lower, with only 51.8% of eligible voters participating in an iwi election over the past three years (Te Kupenga 2018).

As demonstrated in the table below, while fewer than half of enrolled voters voted in local government elections, over three quarters of enrolled voters (77.5%) voted in the 2023 general election. This rate is four percentage points down from participation in the 2020 general election, but fairly consistent with 2014 rates (Electoral Commission 2014, 2020, 2023).

Enrolled Māori voters were less likely to vote in all general elections since 2014 compared to their non-Māori counterparts.⁵⁷

The 2020 General Election witnessed high voter turnout across all age groups. Although turnout was generally lower among those aged 25–29, participation increased for individuals aged 18 to 34 from 2014 to 2023. Conversely, while people aged 65–69 were more likely to vote, there was a general decline in voter turnout among those over 35 during the same period (Electoral Commission 2014, 2017, 2020, 2023).

⁵⁵ Stats NZ. (2024). Two decades of youth employment and education. [Two decades of youth employment and education | Stats NZ](#)

⁵⁶ Molloy, S., & Potter, D. (2015). NEET by choice? Investigating the links between motherhood and NEET status. Labour, Employment and Work in New Zealand.

⁵⁷ Data available through the Electoral Commission is only broken down by Māori/non-Māori. No further breakdowns by ethnicity are available.

Table 9: Proportion of enrolled voters who voted in General Elections 2014–2023

Demographic Group	2014	2017	2020	2023
Non-Māori	78.3%	80.4%	83.1%	78.8%
Māori	67.6%	71.1%	72.9%	70.3%
Ages 18 – 24	62.7%	69.3%	78.0%	74.2%
Ages 25 – 29	62.1%	67.6%	74.4%	69.1%
Ages 30 – 34	67.4%	70.9%	74.5%	70.1%
Ages 35 – 39	72.8%	74.3%	76.0%	71.4%
Ages 40 – 44	76.2%	77.8%	78.7%	73.5%
Ages 45 – 49	78.6%	80.0%	81.5%	76.5%
Ages 50 – 54	80.8%	81.9%	83.2%	78.9%
Ages 55 – 59	83.3%	84.1%	85.2%	80.8%
Ages 60 – 64	86.0%	86.2%	87.3%	83.2%
Ages 65 – 69	88.1%	88.2%	89.1%	85.3%
Ages 70+	85.8%	86.3%	86.8%	84.9%
Total population	76.8%	79.0%	81.5%	77.5%

Source: Electoral Commission Data 2014, 2017, 2020 and 2023

Additional data available via the GSS provides more granularity in the ethnic breakdown of voters in the 2020 general election (GSS 2021). The GSS reported comparable rates to Electoral Commission Data for the general population (83.7% vs. 81.5% respectively) and also revealed a much lower voter turnout for Asian people (66.6%).

In 2018, Stats NZ released a report on political participation that illuminated reasons why some people did not vote in the 2014 General Election.⁵⁸ According to their data, over half of eligible people who did not vote (54%) attributed this to disengagement (e.g., those who ‘couldn’t be bothered’, or ‘didn’t get around to it’). Nearly one third (30%) attributed their decision not to vote to a perceived barrier, such as being overseas or lacking sufficient knowledge about the candidates.

In this same report, Stats NZ discovered that the likelihood of migrants voting in the general election increased with the length of time they had lived in New Zealand. While only 54% of migrants who had been in the country for less than five years voted in the previous general election, 89% of those who had resided in New Zealand for 15 years or more cast their votes.⁵⁹

⁵⁸ Stats NZ. (2018). Voting and political participation. [Voting and political participation](#)

⁵⁹ The Ministry for Ethnic Communities. (2024). Ethnic Evidence: Increasing the visibility and value of New Zealand’s diversity. [MECEthnicEvidenceReport2024.pdf](#)

People, families, whānau and communities are included and experience equity

This outcome area means that people:

- are economically and socially included through equitable access to the determinants of health and wellbeing (housing, education, employment, health)
- have a sense of purpose and are hopeful about the future.

Key indicators for this outcome area include:

- life satisfaction
- sense of purpose
- hope for future and sense of control now
- family and whānau wellbeing
- financial wellbeing
- general health
- mental wellbeing.

Life satisfaction and sense of purpose

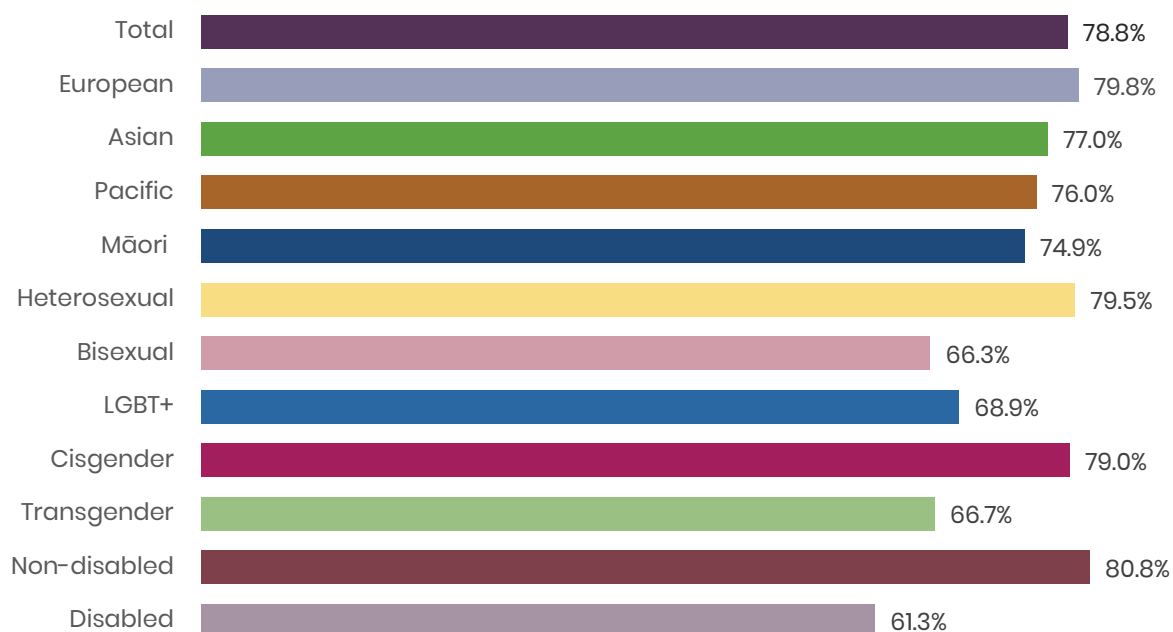
Life satisfaction appears to be slightly decreasing, with LGBT+ and non-European individuals reporting lower levels

In 2023, 78.8% of New Zealanders over 15 years reported feeling satisfied with their life overall⁶⁰ – a slight decline from the 2021 rate of 81.1% and 2018 rate of 81.2% (GSS 2018, 2021, 2023).

On a scale of 0 (completely dissatisfied) to 10 (completely satisfied), the mean rating for overall life satisfaction was 7.6. Mean ratings were highest for 65–74 and 75+ years age groups, scoring 7.8 and 8.0 respectively (GSS 2023).

⁶⁰ Overall life satisfaction as measured by the GSS is defined here as the proportion of people who rated their expectation of overall life satisfaction to be 7–10 out of 10.

Figure 4: Proportion of people with a self-rated overall life satisfaction score of 7 or higher in 2023, by demographic group⁶¹



Source: GSS 2023

Sole parents were much less likely to report overall life satisfaction (60.2%) than partnered parents (82.6% for partnered mothers and 82.2% for partnered fathers) (GSS 2023). This proportion appears to have remained consistent in recent years for sole parents (60.5% in 2021), but life satisfaction rates have dropped slightly for partnered parents (88.7% for partnered mothers and 85.4% for partnered fathers in 2021) (GSS 2021, 2023).

Overall, only 68.9% of individuals identifying as LGBT+ reported feeling satisfied with their lives – a slight reduction from 71.9% in 2021. Among LGBT+ individuals, an even smaller percentage of transgender and bisexual individuals reported overall life satisfaction, at 66.7% and 66.3% respectively, compared to their cisgender and heterosexual counterparts, who reported rates of 79.0% and 79.5%.⁶²

Disabled people also reported life satisfaction at much lower levels (61.3%) than their non-disabled peers (80.8%). Again, this represents a reduction from 2021 rates, when 65.2% of disabled people and 82.8% of non-disabled people indicated overall life satisfaction (GSS 2021, 2023).

As further demonstrated in the table below, self-reported overall life satisfaction also differed slightly by ethnicity (GSS 2018, 2021, 2023).

⁶¹ The overall life satisfaction score responses range from 0 (completely dissatisfied) to 10 (completely satisfied).

⁶² The 2018 GSS data does not include a breakdown by transgender and cisgender identities.

Table 10: Proportion of people with a self-rated overall life satisfaction score of 7 or higher in 2018, 2021, and 2023, by ethnic group

Ethnic group	2018	2021	2023
European	82.1%	82.2%	79.8%
Asian	80.3%	84.0%	77.0%
Māori	77.0%	73.3%	74.9%
Pacific peoples	76.7%	74.4%	76.0%
MELAA	Not available	72.1%	Not available
Total Population	81.2%	81.1%	78.8%

Source: GSS 2018, 2021, and 2023

When asked if they felt things they did in their life were worthwhile, 83.5% of New Zealanders agreed – slightly down from 85.2% in 2021 and 85.9% in 2018 (GSS 2018, 2021, 2023). Young people generally report a moderately high level of general life satisfaction, though responses differ among various demographic groups. When asked about their overall feelings regarding life, the average response from young people was 6.8 on a scale of 0 (dissatisfied) to 10 (satisfied) (whataboutme? 2021). However, rainbow and disabled young individuals had lower average scores, with mean responses of 5.5 and 5.6, respectively.

Hope for future and sense of control now

While most New Zealanders experience hope for the future and a sense of control now, significant disparities exist, particularly among disabled, transgender and low-income individuals

In 2023, the majority of people (84.4%) indicated an expectation of overall life satisfaction in five years' time.⁶³ While representing a high proportion of the population, this rate is a slight decrease to 2021 rates (87.4%) (GSS 2021, 2023).

Rates were within a comparable range for Māori (84.3%), Pacific peoples (84.9%) and people of European ethnicities (85.7%) but were slightly lower for Asian individuals (80.3%). Disabled people also indicated significantly lower rates of expected life satisfaction (71.6%) than non-disabled people (85.8%) (GSS 2023).

The youngest age group surveyed (15–24 years) showed the highest proportion with expected life satisfaction in five years' time – 90.6% in 2023 and 89.3% in 2021. Conversely, expected life satisfaction was reported at considerably lower rates for those aged over 75 years – 71.8% in 2023 and 75.1% in 2021 (GSS 2021, 2023).

Although, as discussed, a smaller proportion of sole parents reported overall life satisfaction in 2023, they had similar expectations as the general population of life being better in five years' time (83.4% vs. 84.4%) (GSS 2023).

⁶³ Overall life satisfaction in five years' time as measured by the GSS is defined here as the proportion of people who rated their expectation of overall life satisfaction in five years to be 7–10 out of 10.

However, individuals with a household income of \$30,000 or less were much less likely to expect overall future life satisfaction (75.4%) compared to those with household incomes over \$150,000 (88.6%). Disabled people aged 15 and over were also less likely to expect overall future life satisfaction (71.6%) than their non-disabled peers (85.8%) (GSS 2023).

Approximately three-quarters of the population report feeling a sense of control over their lives, with rates of 72.7% in 2023 and 75.3% in 2021 (GSS 2021, 2023). While rates did not vary much for different ethnic groups, the highest proportion was reported by Pacific peoples (74.3%), followed by Māori and European ethnicities (72.9% for both), and Asian individuals (69.5%) (GSS 2023).

However, both disabled and transgender individuals reported a sense of control at much lower rates (57.9% and 54.1% respectively) compared to non-disabled (74.4%) and cisgender populations (72.9%). Similarly, sole parents were slightly less likely to indicate a current sense of control over their lives (66.9%) (GSS 2023).

Family and whānau wellbeing

Positive family wellbeing is higher among Asian individuals and recent migrants, while single parents and disabled individuals report lower levels

Although most people still report positive family wellbeing,⁶⁴ the percentage decreased slightly in 2023 to 77.9%, down from 81.3% in 2021 and 82.6% in 2018 (GSS 2018, 2021, 2023).

A smaller proportion of sole parents (67.3%) signalled having positive family wellbeing than the general population (77.9%). This cohort also self-reported lower wellbeing rates, scoring a mean response of 7.2 on a scale of 0 (doing extremely badly) to 10 (doing extremely well) compared to 7.6 for the general population (GSS 2023).

People of Asian ethnicity and recent migrants were more likely to give positive ratings for family wellbeing, with scores of 85.5% and 86.9%, respectively in 2023. Pacific and European families had seen the biggest decline of all ethnic groups between 2018 and 2023 – from 82.4% to 76.3% for Pacific families, and from 82.6% to 76.4% for European families. While rates of family wellbeing reported for whānau Māori were comparatively low in 2018 (74.9%), they remained relatively stable to 2023 (72.2%) (GSS 2018, 2023).

Disabled individuals aged 15 and over also reported lower rates (66.4%), compared to their non-disabled peers (79.1%) (GSS 2023).

⁶⁴ Positive family wellbeing as measured by the GSS is defined here as the proportion of people who rated their family wellbeing to be 7–10 out of 10.

Figure 5: Proportion of people with a self-rated family wellbeing score of 7 or higher in 2023, by demographic⁶⁵



Source: GSS 2023

Young people generally felt their families were doing well, with an average rating of 7.4 on a scale from 0 (extremely badly) to 10 (extremely well). Responses were highest for young people of Asian ethnicity (7.8) and young males (7.8), and lowest for young people from MELAA ethnic groups (7.0), young people with disabilities (6.5), and rainbow young people (6.5) (whataboutme? 2021).

⁶⁵ The family wellbeing score responses range from 0 (doing extremely badly) to 10 (doing extremely well).

Financial wellbeing

Two in five New Zealanders do not have adequate incomes

Three in five New Zealanders (60.9%) report having enough or more than enough money to meet their daily needs (GSS 2023). Although the percentage of those indicating income adequacy has decreased since 2021 (67.1%), the 2023 figures are comparable to those from 2018 (62.8%) (GSS 2018, 2021).

Table 11: Proportion of households reporting an adequate income to meet everyday needs 2018, 2021 and 2023

Income adequacy	2018	2021	2023
More than enough money	18.4%	20.5%	15.8%
Enough money	44.4%	46.6%	45.1%
Only just enough money	27.1%	24.1%	28.5%
Not enough money	10.0%	8.8%	10.6%

Source: GSS 2018, 2021, and 2023

Trends in income adequacy showed an increase between 2018 and 2021, before slightly declining again by 2023. The most notable rise occurred among Pacific peoples, with the percentage reporting they had enough or more than enough money to meet daily needs increasing from 28.2% in 2018 to 49.3% in 2021, then dropping slightly to 46.4% in 2023. In comparison, the increase for Māori was more modest, rising from 50.3% in 2018 to 55.2% in 2021, and then slightly decreasing to 53.9% in 2023. For people of European ethnicity, the rate initially increased from 69.5% in 2018 to 73.2% in 2021, but then fell to 66.0% in 2023. Asian individuals also saw a decline, with the percentage remaining steady at 55.7% in both 2018 and 2021, but dropping to 51.0% in 2023 (GSS 2018, 2021, 2023).

Notably, only 44.2% of disabled people reported having enough or more than enough income to meet everyday needs in 2023 – a significant drop from 61.7% of the disabled population in 2021 (GSS 2021, 2023).

Additional data from the Household Economic Survey reveals similar trends in reported income adequacy as seen in the GSS. It also shows an increase followed by a decline for MELAA ethnic groups, with the percentage rising from 50.9% in 2019 to 58.2% in 2021, before decreasing to 50.2% in 2023 (HES 2019, 2021, 2023).

The proportion of people who reported cutting back on fresh fruit or vegetables to save costs has risen substantially – more than doubling from 23.3% in 2018 to 47.7% in 2023 (GSS 2018, 2023). Two out of three Pacific people (67.3%) reported doing so in 2023, as did over half of Māori (55.0%) and Asian people (59.3%), and two in five people of European ethnicities (42.3%). Furthermore, for families composed of one parent with child/ren, this rate increased from 40% in 2018 to 61% in 2023.

When asked what other measures people had taken to keep costs down in the previous twelve months to 2023, over half of the population also reported spending less on hobbies or other special interests and doing without or cutting back on visits to local places, including shopping (GSS 2023).

While the proportion of the general population reporting that they put up with feeling cold has not increased as dramatically as other measures in recent years, half of the Pacific population (49.4%) indicated having done so, as did over one third of disabled (36.0%), Māori (36.5%), and Asian individuals (41.7%). In comparison, only one in five people of European ethnicity reported doing this as a cost-cutting measure (22.0%) (GSS 2023).

Table 12: Proportion of people reporting cost-saving measures in the previous twelve months, in 2014, 2016, 2018, and 2023

Cost-saving measures	2014	2016	2018	2023
Spent less on hobbies or other special interests	53.1%	49.4%	59.7%	58.5%
Done without or cut back on trips to shops or other local places	42.5%	38.5%	46.0%	56.9%
Gone without fresh fruit or vegetables	19.7%	18.2%	23.3%	47.7%
Put up with feeling cold	23.3%	20.2%	28.1%	28.1%
Delayed replacing or repairing broken or damaged appliances	30.5%	28.0%	36.5%	34.4%
Postponed or put off visits to the doctor	23.5%	21.4%	25.0%	28.0%

Source: GSS 2014, 2016, 2018, and 2023⁶⁶

Furthermore, almost one in five New Zealanders (17.8%) had been late paying electricity, gas, rates, or water bills in the previous 12 months due to a shortage of money (GSS, 2023). This represents an increase of over five percentage points from 2014 (12.5%) (GSS 2014, 2023).

General health

Fewer than half report excellent health, while disabled individuals, Māori, and those with low incomes show higher rates of poor health

In 2023, four out of five New Zealanders (80.8%) reported their health as being good or better. This represents a small decrease from proportions reported in 2021 (83.1%) and 2018 (85.3%) (GSS 2018, 2021, 2023). Additional data available through the New Zealand Health Survey provides a longer-term trend indicating that self-reported health status seems to be on a slow and minimal decline since 2011/2012.⁶⁷

Meanwhile, the percentage of individuals self-reporting fair or poor health has gradually risen, from 14.7% in 2018 to 16.9% in 2021, reaching nearly one in five (19.2%) in 2023 (GSS 2018, 2021, 2023).

⁶⁶ Please note that 2021 GSS data on cost-saving measures is not publicly available.

⁶⁷ Stats NZ. Ngā Tūtohu Aotearoa - Indicators Aotearoa New Zealand: Wellbeing data for New Zealanders. [statisticsnz.shinyapps.io/wellbeingindicators/_w_ac39452f/?page=indicators&class=Social&type=Health&indicator=Self-reported health status: adult](https://statisticsnz.shinyapps.io/wellbeingindicators/_w_ac39452f/?page=indicators&class=Social&type=Health&indicator=Self-reported%20health%20status%3Aadult)

Disabled individuals aged 15 and over were over three times more likely to report fair or poor health than their non-disabled peers, and rates were also higher for Māori and Pacific peoples. Additionally, those with a household income under \$30,000 were around twice as likely to report fair or poor health than those with an income over \$150,000 (GSS 2023).

Table 13: Proportion of people's self-rated general health status in 2023, by demographic group

Demographic group	Fair/poor	Good	Very good	Excellent
Asian	16.0%	36.7%	31.4%	16.0%
European	18.5%	32.2%	35.5%	13.8%
Pacific peoples	24.6%	37.7%	25.5%	12.3%
Māori	25.3%	36.6%	28.3%	9.8%
Non-disabled	15.8%	33.9%	35.5%	14.8%
Disabled (ages 15+)	50.6%	31.3%	14.9%	3.1%
Household income over \$150K	14.5%	32.6%	36.8%	16.1%
Household income under \$30K	29.6%	32.6%	27.4%	10.5%
Total population	19.2%	33.7%	33.4%	13.7%

Source: GSS 2023

The majority of young people (85.5%) rated their health as good, with young males more likely to report this (91.2%) than young females (81.1%), young people with disabilities (70.2%), and rainbow young people (71.7%). Rates also differed slightly for different ethnicities, including Asian (88.8%), European (85.0%), MELAA (83.9%), Pacific (83.4%), and Māori young people (81.8%) (whataboutme? 2021).

Mental wellbeing

Older people and recent migrants are experiencing higher rates of mental wellbeing than the general population

In 2023, 26.4% of people self-reported their mental wellbeing as being poor (vs. 28.2% in 2021 and 22.3% in 2018) (GSS 2018, 2021, 2023).

Additional data available through the New Zealand Health Survey demonstrates a steady but substantial rise in the percentage of people who report high or very high levels of psychological distress – up to 11.9% in 2022/23, from 4.6% in 2011/12. Rates were particularly high for Māori (18.2%) and Pacific peoples (17.3%), especially compared to people of Asian (10.0%) and European/Other (11.5%) ethnicities (NZ Health Survey 2011/12, 2022/2023).⁶⁸

⁶⁸ Stats NZ. Ngā Tūtohu Aotearoa – Indicators Aotearoa New Zealand: Wellbeing data for New Zealanders. [statisticsnz.shinyapps.io/wellbeingindicators/_w_ac39452f/?page=indicators&class=Social&type=Health&indicator=Self-reported health status: adult](https://statisticsnz.shinyapps.io/wellbeingindicators/_w_ac39452f/?page=indicators&class=Social&type=Health&indicator=Self-reported%20health%20status%3Aadult)

The WHO-5 Wellbeing Index asks people to reflect on the last two weeks, and score on a scale 0 (at no time) to 5 (all of the time) the following five questions:

- I have felt cheerful and in good spirits
- I have felt calm and relaxed
- I have felt active and vigorous
- I woke up feeling fresh and relaxed
- My daily life has been filled with things that interest me.

The raw score is calculated by totalling the scores on each of the five questions, and ranges from 0 (worst possible mental wellbeing) to 25 (best possible mental wellbeing). Based on this index, scores were highest for people aged 65-75+ and recent migrants and significantly lower for transgender and disabled people (GSS 2023).

Table 14: WHO-5 Wellbeing Index mean scores in 2023, by demographic group

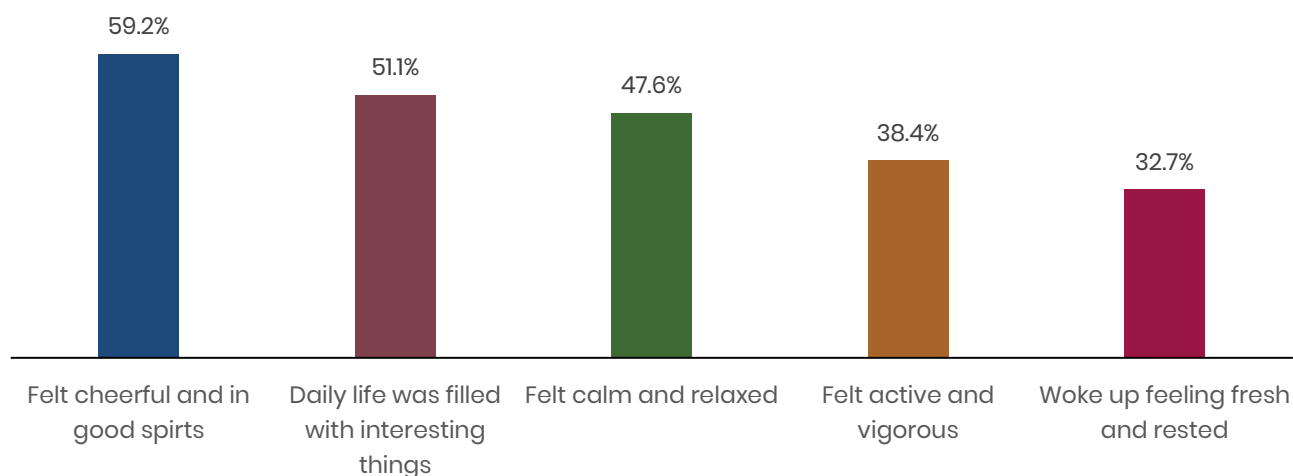
Demographic group	WHO-5 Wellbeing Index Mean Score
Asian	15.7
Pacific people	15.5
European	14.9
Māori	14.9
Ages 15-24	15.2
Ages 25-34	14.9
Ages 35-44	14.7
Ages 45-54	14.8
Ages 55-64	14.8
Ages 65-74	16.3
Ages 75+	16.1
Cisgender	15.2
Transgender	11.7
Disabled	12.3
Non-disabled	15.5
Recent migrant	17.0
Long-term migrant	15.2
Born in NZ	15.0
Total population	15.1

Source: GSS 2023

Overall, New Zealanders reported the following (GSS 2023):

- Over half felt cheerful and good spirits all or most of the time in the last two weeks
- Around half felt calm and relaxed and that daily life was filled with interesting things all or most of the time in the last two weeks
- Around a third felt active and vigorous and woke up feeling fresh and rested all or most of the time in the last two weeks.

Figure 6: Proportion of 'all of the time' or 'most of the time' responses on WHO-5 Wellbeing Index measures



Source: GSS 2023

People, families, whānau and communities are recognised for who they are and respect others

This outcome area means that people:

- are connected to and find it easy to express their full selves (including language, cultural practices, faith, sexual orientation) and are valued for who they are
- are free from discrimination
- feel safe
- accept and value diversity
- are willing to engage with others who have different views to them and people feel they can disagree respectfully.

Key indicators for this outcome area include:

- connection to identity
- ability to express identity
- experience of discrimination
- perception of discrimination as an issue
- acceptance of diversity
- value of diversity
- willingness to engage with others
- perception that people can disagree respectfully.

Connection to identity

People generally feel a connection to their cultural heritage, and most Māori have explored their whakapapa

As of 2021, young people generally feel positively about having someone to consult regarding their culture, whakapapa, or ethnic identity. On a scale of 0 (disagree) to 10 (agree), the average response was 7.7. Notably, this sentiment was even stronger among Māori (8.4), Pacific (8.7), and Asian (8.3) young people (whataboutme? 2021).

On average, adults in 2021 reported their sense of belonging to their ethnic group as being 7.8 on a scale of 0 (no sense of belonging) to 10 (very strong sense of belonging). This varied by ethnicity, with the highest average ranking for Pacific peoples (8.4), followed by Māori (8.2), Asian ethnicities (7.9), and European ethnicities (7.7) (GSS 2021). Pacific people had the highest percentage of any ethnic group reporting a 9 or 10 on the scale (60.3%), followed by Māori (52.6%), Europeans (48%), and Asians (44%) (GSS 2021).

Recent migrants also had higher average rankings of reported sense of belonging to their ethnic group (8.4) than long-term migrants and people born in New Zealand (7.8) (GSS 2021).

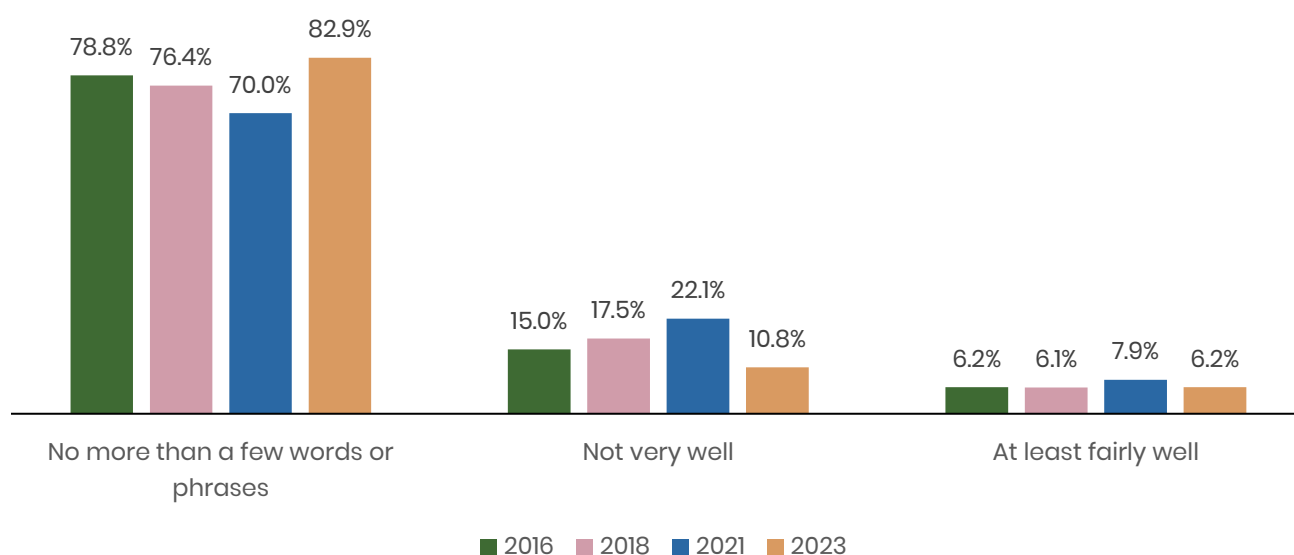
As reported in the previous baseline report, most Māori adults (59.5%) indicated having discussed or explored their whakapapa or family history in the previous 12 months (Te Kupenga, 2018). Similarly, most Māori adults (66.4%) reported knowing their marae tīpuna or ancestral marae, although fewer than half (44.3%) reported having been in the previous 12 months (Te Kupenga 2018). Data for these indicators have not been updated since 2018.

In 2018, over a quarter of Māori adults reported being able to read (26.7%) and understand (30.4%) Te Reo Māori fairly well, with slightly lower rates for speaking (17.9%) and writing (19.1%) fairly well (Te Kupenga 2018). GSS data from 2021 showed that the ability of New Zealanders to speak te reo Māori in day-to-day conversation had been increasing, with almost a quarter of Māori (23%) reporting that they spoke Te Reo Māori as one of their first languages, up from 17% in 2018 (GSS 2018, 2021).

Other available data sources also suggest that the number of Te Reo Māori speakers has been steadily increasing, from 185,955 in 2018 to 213,849 in 2023 – a 15% increase in five years (Census 2018, 2023).

However, for the general population aged 15 and over, those reporting that they are unable to speak more than a few words or phrases in Te Reo Māori increased markedly – up to 82.9% in 2023, from 70% in 2021, 76.4% in 2018, and 78.8% in 2016. Additionally, the proportion of the general population who can speak Te Reo Māori at least fairly well dropped to 6.2% in 2023, down from 7.9% in 2021, and equal to 2016 rates (GSS 2016, 2018, 2021, 2023).

Figure 7: Proportion of people's reported ability to speak te reo Māori in 2016, 2018, 2021, and 2023



Source: GSS 2016, 2018, 2021, and 2023

In 2018, Te Kupenga asked Māori participants to reflect on various types of cultural engagement that they had participated in. While data has not been updated in intervening years, it revealed that, in the previous year:

- 90.2% had used a Māori greeting
- 59.2% had sung a Māori waiata, performed a haka, or gave a mihi or speech
- 51.8% had been to a marae (and 96.6% had been at some time)
- 49.2% had said karakia
- 47.2% had worn Māori jewellery
- 46.2% had taught or shared Māori culture with others
- 41.1% had been to a Māori festival or event.

Ability to express identity

People feel reduced levels of comfort expressing their identity

On the whole, young people in 2021 generally reported that it was easy for them to express their identity, with the mean response of 7.3 on a scale of 0 (disagree) to 10 (agree). Young males and Pacific peoples signalled greatest ease, with 7.7 and 7.6 respectively. On the other hand, some cohorts reported substantially lower scores, including young people of MELAA ethnic groups (6.5), disabled young people (6.2), and – most noticeably – rainbow young people (5.3) (whataboutme? 2021).

However, the overall proportion of people who feel that it is easy or very easy to express their identity in New Zealand has been declining, from 83.8% in 2018, to 80.0% in 2021, and 75.5% in 2023 (GSS 2018, 2021, 2023).

Transgender people are less likely to agree that it is easy for them to express their identity (53.1%), as are Asian people (63.1%), recent migrants (64.2%), and disabled people aged 15 and over (67.8%) (GSS 2023).

Experience of discrimination/Perception of discrimination as an issue

Rates of discrimination are growing

Furthermore, rates of discrimination have gradually increased in recent years. In 2018, 17.4% of people reported having experienced discrimination in the previous 12 months, compared to 20.9% in 2021 and 21.8% in 2023 (GSS 2018, 2021, 2023).

More LGBT+ individuals reported experiences of discrimination in 2023 (44.9%) than they did 2021 (37.9%), and at double the rate of their non-LGBT+ counterparts (20.4% in 2023 and 20.1% in 2021). In particular, almost two thirds of the transgender population reported experiencing discrimination in the previous 12 months (62.7%) (GSS 2023).

Asian (28.2%), Pacific (26.9%) and Māori adults (26.8%) also reported higher rates of discrimination than adults of European ethnicity (20.1%), as did disabled adults aged over 15 years (27.6%) compared to non-disabled peers (21.2%) (GSS 2023).

More specific breakdowns of 2021 GSS data as reported by the Ministry for Ethnic Communities⁶⁹ show slight variation across ethnicities, including for Chinese (28.8%), other Asian (28.6%), Indian (26.3%), MELAA (26.1%), and Southeast Asian people (23.9%) (GSS 2021).

Similarly, the proportion of people who report that racism or discrimination towards particular groups of people has been a problem in their city/local area over the past 12 months increased from 51% in 2020 to 54% in 2022 (Quality of Life Survey 2022).

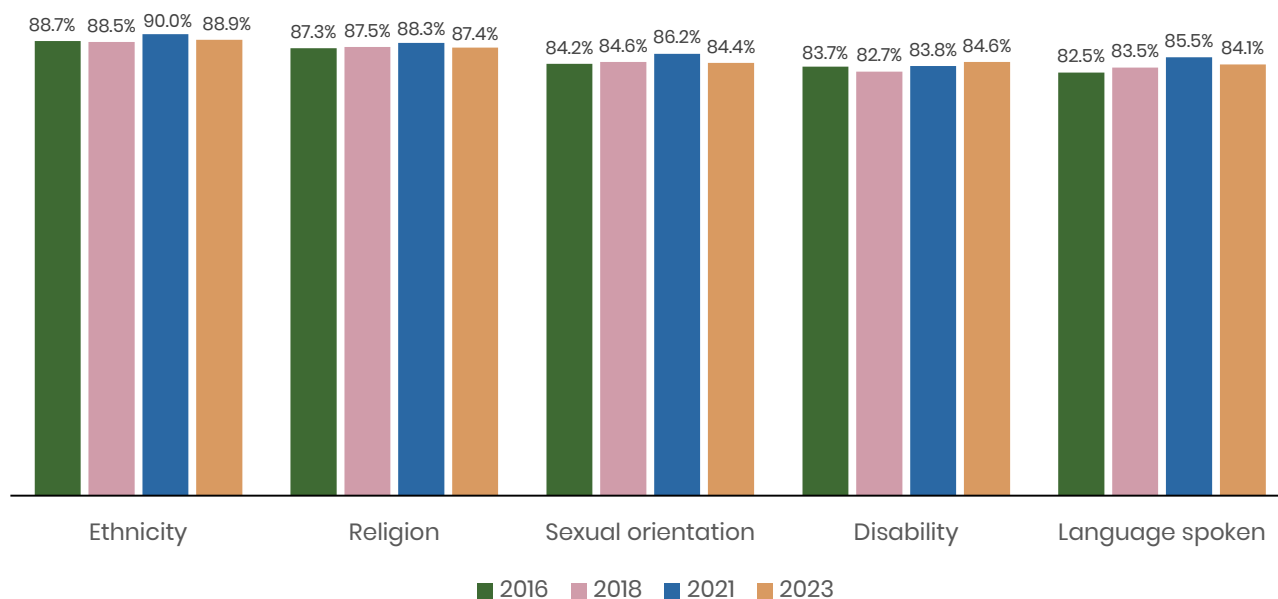
⁶⁹ The Ministry for Ethnic Communities. (2024). Ethnic Evidence: Increasing the visibility and value of New Zealand's diversity. [MECEthnicEvidenceReport2024.pdf](#)

Acceptance of diversity

The majority of people report being accepting of differences

While people self-reported marginally higher levels of acceptance on most fronts in 2021, 2023 rates are generally stable with those reported in 2018 (GSS 2018, 2021, 2023). Despite consistency for most other groups, our self-reported acceptance rates for disabled people have improved in recent years.

Figure 8: Proportion of people who would feel comfortable with a new neighbour who is different to them in 2016, 2018, 2021, and 2023



Source: GSS 2016, 2018, 2021, and 2023

Value of diversity

Almost three quarters of people value diversity in New Zealand

People also report valuing diversity within the country, though ethnic groups report differing rates of agreement depending on the measure.

While data has not been updated in subsequent years, in 2016 the majority of people (73.6%) reported feeling that Māori culture and cultural practices were important characteristics when defining New Zealand. This was reported at varying rates for different ethnicities, with 91.2% of Māori agreeing and 84.4% of Pacific peoples. However, people of Asian and European ethnicities indicated valuing Māori culture and practice to a lesser degree – reporting rates of 77.0% and 70.3% respectively (GSS 2016).

A similar rate of the general population (73.8%) agreed that multiculturalism and ethnic diversity were important characteristics when defining New Zealand. Once again, this was reported differently depending on ethnicity. For this measure, 89.8% of Asian individuals and 89.7% of Pacific people agreed. However, agreement was lower for Māori (78.8%) and people of European ethnicities (69.0%) (GSS 2016).

Current gaps in indicator areas

There are currently no measures identified for use against two indicator areas – willingness to engage with others, and the perception that people can disagree respectfully.

People, families, whānau and communities trust each other and institutions

This outcome area means that people:

- have high levels of trust in others
- feel like they are represented in decision making positions
- feel like their voice is heard
- feel they are treated fairly
- believe services will meet their needs
- have confidence that issues will be addressed.

Key indicators for this outcome area include:

- trust in others
- perception of representation
- perception that voice is heard
- trust in institutions
- perception of fair treatment.

Trust in others

Most people feel trust for other New Zealanders, with Asian people and recent migrants reporting higher rates of trust

In 2023, 58.9% of the population agreed that they held trust for people in New Zealand, reporting a mean response of 6.5 on a scale of 0 (no trust) to 10 (complete trust). This is a smaller proportion than previous years (65.9% in 2018 and 64.2% in 2021). Additionally, mean responses have marginally declined over this time period, from 6.8 in 2018 and 6.7 in 2021 (GSS, 2018, 2021, 2023).

Table 15: Proportion of people who hold trust in people in New Zealand and mean score in 2023, by demographic group

Demographic group	Percentage of trust held for people in New Zealand scores of a 7 or higher	Mean trust held for people in New Zealand score
Asian	68.9%	7.1
Māori	39.5%	5.7
Disabled (ages 15+)	43.2%	5.7
Recent migrants	76.1%	7.5
Sole parents	40.9%	5.6
Total population	58.9%	6.5

Source: GSS 2023

Compared to the general population, rates of trust in 2023 were higher for Asian people and recent migrants. Conversely, rates were lower for sole parents, Māori, and disabled people aged 15 and over.

Perception that voice is heard

Most people do not feel that their voice is heard in politics

On the whole, people do not perceive themselves as having much political sway. In 2022, just over a quarter of Quality of Life Survey participants (28%) felt that the public has influence on the decisions their council makes – a reduction from 31% in 2020 (Quality of Life Survey 2020, 2022).

Trust in systems

Trust in New Zealand's institutions has declined in recent years, including trust in parliament, health and education systems

Trust in New Zealand parliament is low. As of 2023, 30.4% of New Zealanders signalled trusting parliament, marking a significant decline from previous years – 41.5% in 2021 and 41.3% in 2018. Average trust levels have also dropped, with the mean score falling from 5.7 on a scale of 0 (no trust) to 10 (complete trust) in both 2018 and 5.6 in 2021, down to 4.9 in 2023 (GSS 2018, 2021, 2023).

Notably, a higher percentage of the Māori population (53.7%) indicated no to low trust in parliament,⁷⁰ while only 17.2% of the Asian population reported the same. Disabled people also reported no to low trust in parliament (50.2%) at much higher rates than non-disabled people (35.6%).

Rates varied across other aspects of the wider system, with just over half of New Zealanders trusting the courts (55.3%), the education system (52.3%), the health system (51.0%), and almost three quarters trusting the Police (73.6%). However, far fewer trusted the media (21.3%) (GSS 2023).

⁷⁰ This measure is for those reporting 0–4 out of 10.

Most notably, trust in institutions has decreased considerably since 2018. As demonstrated in the table below, scores have declined consistently for all institutions during this period, but more markedly between 2021 and 2023. Levels of trust in the education and health systems have undergone those largest decrease (GSS 2018, 2021, 2023).

Table 16: Mean trust in New Zealand institutions scores in 2016, 2018, 2021, and 2023 ⁷¹

	2016	2018	2021	2023
Police	7.8	7.9	7.7	7.4
Courts	6.8	6.9	6.8	6.4
Education system	7.0	7.0	6.8	6.3
Health system	7.0	6.9	6.6	6.1
Parliament	5.4	5.7	5.6	4.9
Media	4.8	4.9	4.7	4.3

Source: GSS 2016, 2018, 2021, and 2023

Similarly, less than half of the population (47%) trusted the private sector brand in June 2024, down also from March 2022 (49%) (Kiwis Count survey March 2022, June 2024).

Responses varied for different demographic groups. Māori were over twice as likely to report low to no trust in Police (21.3%) than Europeans (9.2%), and one quarter of Māori (25.1%) signalled having low to no trust for the education system compared to less than one fifth (18.2%) of the general population. Disabled people also reported higher rates of low to no trust in the health system (36.1%) than non-disabled people (22.4%).

Conversely, rates of trust in the system were consistently higher for Asian individuals than the general population, with only 6.9% reporting low trust in courts (vs. 17.7%), and 8.1% for the education system (vs. 18.2%)

Nevertheless, New Zealand ranks quite highly on the corruption perception index score, with a 2023 average of 85 on a scale of 100 (very clean) to 0 (highly corrupt). This score is slightly lower than the 2021 score of 88, suggesting a marginal reduction in the level of trust in the public sector (Transparency International Corruption Perception Index 2021, 2023).

Furthermore, although GSS data shows declining trust, New Zealand still generally rates our trust in our institutions higher than other OECD populations. Additional available data demonstrates that, in 2023, 46% of people in New Zealand reported high or moderately high trust in the central government, above the OECD average of 39% (OECD, 2024).⁷² We were also more likely to agree that information in administrative procedures is easy to find (76% vs. OECD average of 67%) and that our application for government benefits would be treated fairly (61% vs. OECD average of 52%).

The two sectors of the public service which New Zealand ranks lower than the OECD average were:

- satisfaction with the healthcare system (46% vs. OECD average of 52%)
- satisfaction with the education system (55% vs. OECD average of 57%).

⁷¹ The trust in institutions score responses range from 0 (no trust) to 10 (complete trust).

⁷² OECD. (2024). OECD Survey on Drivers of Trust in Public Institutions 2024 Results – Country Notes: New Zealand. [OECD Survey on Drivers of Trust in Public Institutions 2024 Results – Country Notes: New Zealand | OECD](#)

The places people live, work, play and learn are safe, inclusive and supportive

This outcome area means our built, natural and online environments:

- are physically, culturally, and spiritually safe
- are inclusive and accessible to individuals, whānau and communities with different needs
- support community and whānau-building activities
- support positive interactions between different communities.

Key indicators for this outcome area include:

- perceived safety where people live
- physical safety where people work
- physical safety where people play
- physical safety where people learn
- victimisation
- cultural safety
- spiritual safety
- inclusion and accessibility where people live
- inclusion and accessibility where people work
- inclusion and accessibility where people play
- inclusion and accessibility where people learn
- supportive environments where people live
- supportive environments where people work
- supportive environments where people play
- supportive environments where people learn.

Perceived safety (where people live, work and learn)

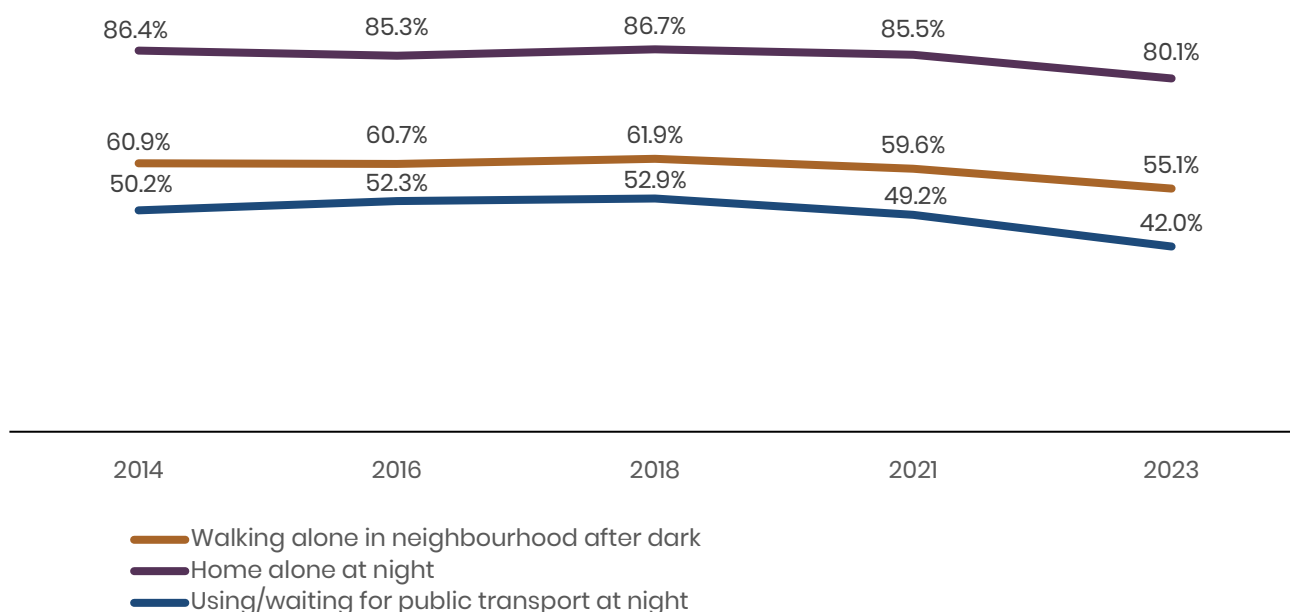
People feel less safe in the places that they live

While in 2023 the majority of people felt safe home alone at night (80.1%), this proportion has decreased from 85.5% in 2021 and 86.7% in 2018.

Just over half (55.1%) felt safe walking alone in their neighbourhood at night, which again represents a reduction from 59.6% in 2021 and 61.9% in 2018.

Only 42.0% of people felt safe using or waiting for public transport at night – a decrease of about 10 percentage points from rates reported in 2018 (52.9%) (GSS 2018, 2021, 2023).

Figure 9: Proportion of people who feel safe in different situations where they live in 2014, 2016, 2018, 2021, and 2023



Source: GSS 2014, 2016, 2018, 2021, and 2023

As demonstrated 2023 data in the table below, women reported far lower rates of perceived safety than men. Most notably, only one in four women felt safe using or waiting for public transport alone at night, and just more than one in three felt safe walking in their neighbourhood alone at night (GSS 2023).

Perceived safety was fairly comparable for Māori and people of European ethnicity, though lower for people of Pacific and Asian ethnicities. LGBT+ identified people also reported feeling lower levels of safety than their non-LGBT+ peers (GSS 2023).

Table 17: Proportion of people who feel safe in different situations where they live in 2023, by demographic

Demographic group	Walking alone in neighbourhood after dark	Home alone at night	Using/waiting for public transport at night
Māori	57.2%	81.5%	46.9%
European	56.3%	82.4%	41.3%
Asian	50.5%	74.3%	40.6%
Pacific peoples	49.4%	72.1%	38.2%
Male	71.7%	87.7%	58.0%
Female	37.3%	72.8%	25.2%
Disabled (ages 15+)	45.4%	71.6%	34.1%
Non-disabled	56.0%	81.1%	42.7%
Non-LGBT+	55.6%	80.8%	42.5%
LGBT+	50.6%	75.5%	38.8%
Total population	55.1%	80.1%	42.0%

Source: GSS 2023

Additional data available through the New Zealand Crime and Victims Survey demonstrates that Chinese people report particularly high levels of personal unsafety to crime – with 30.8% of the population feeling this in 2023. This represents a notable difference to rates reported by all Asian people (21.9%), Pacific people (10.8%), Māori (15.2%), and people of European ethnicities (13.7%) (New Zealand Crime and Victims Survey 2022–2023).

Young people generally feel safe where they live, work and learn, though rainbow and disabled young people report lower levels

Young people generally reported a sense of safety in the communities that they lived, with a mean response score of 7.9 on a scale of 0 (unsafe) to 10 (completely safe). Young people also reported feeling a sense of emotional and physical safety at work (with a mean score of 8.1) and at school (7.7).

Rainbow young people reported the lowest score of perceived safety in all environments, closely followed by disabled young people (whataboutme? 2021).

Table 18: Young people's mean scores of perceived safety in various locations in 2021

Demographic group	Where they live	In the community where they live	At work	At school
European	8.8	7.9	8.2	7.6
Pacific	8.7	8.0	8.2	7.8
Asian	8.7	8.0	8.1	7.9
Māori	8.6	7.6	7.9	7.3
MELAA	8.3	7.4	7.4	7.2
Rainbow	7.8	6.9	7.4	6.8
Disabled	7.9	7.0	7.5	6.7
Total	8.8	7.9	8.1	7.7

Source: whataboutme? Survey 2021

Physical safety (where people play)

Concern about aspects of online safety are generally lower than in recent years, but still higher than pre-pandemic levels

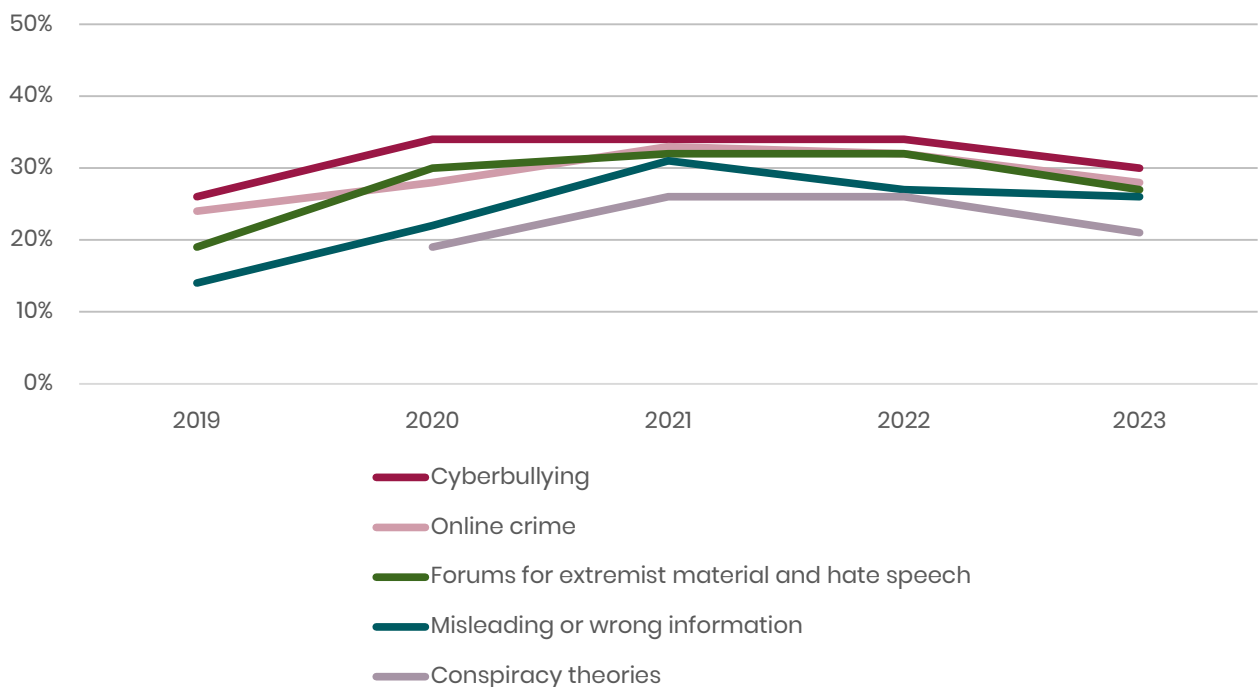
Rates of extreme concern regarding different aspects of the internet appear to have peaked in 2021 and have subsequently reduced again to 2023.

When thinking about the following aspects of the internet, extreme concern appears to have reduced slightly since 2020:

- Cyber-bullying (35% in 2020 vs. 30% in 2023)
- Online crime (29% in 2020 vs. 28% in 2023)
- Forums for extremist material and hate speech (31% in 2020 vs. 27% in 2023).

However, there does seem to be a considerable increase in the proportion reporting that they were very or extremely concerned about misleading or wrong information, rates increased from 48% in 2019, to 56% in 2020, and 65% in 2023. The proportion of people reporting that they were very or extremely concerned about online conspiracy theories rose drastically from 2020 (42%), peaking in 2021 (58%), and since lowering again to 2023 (52%) (New Zealand's Internet Insights Survey 2018, 2020, 2023).

Figure 10: Aspects of the internet that people are extremely concerned about from 2019 to 2023



Source: New Zealand's Internet Insights Survey 2023

Victimisation

One in three New Zealanders have been victims of crime in the past year

In the year to November 2023, almost one third of New Zealanders aged 15 years of older (31.5%) reported having had a crime committed against them in the previous 12 months. This proportion represents a marginal increase from the year to November 2021 (29.0%) (New Zealand Crime and Victims Survey 2020–2021, 2022–2023).

While rates have stayed fairly stable with this timeframe for Māori (34.1% in 2021 and 33.6% in 2023), Pacific people (24.9% in 2021 and 26.2% in 2023) and Europeans (30.7% in 2021 and 33.3% in 2023), there has been a larger increase for Asian individuals – from 23.1% in 2021 to 30.4% in 2023 (New Zealand Crime and Victims Survey 2020–2021, 2022–2023).

Police developed the category of ‘hate crime’ following the 2019 Christchurch terror attacks, and their logged data reveals 21,068 incidents had been flagged for hate crime from August 2019 until June 2024. Of these offences, 67.8% (14,286) were tagged as having occurred based on race/ethnicity, and 7.4% based on sexual orientation.⁷³ While total rates of reporting for hate crimes have increased since the category was introduced (from over 1,300 in 2020 to almost 6,400 in 2023), Police caution that this increase should be interpreted as the result of greater awareness, and improved reporting and recording of these crimes.⁷⁴

Inclusion and accessibility (where people live)

Those outside of urban locations find it more challenging accessing public facilities, and cost is an increasing barrier to healthcare

In 2018, most people found it easy or very easy to access the following key public facilities (GSS):⁷⁵

- Nearest supermarket or dairy (92.1%)
- Doctor (87.3%)
- Public transport (67.2%).

However, as shown below, difficulty accessing these services differed significantly depending on whether people lived in urban or rural areas. Three quarters of those living in rural locations reported that it was difficult or very difficult to access public transport – almost 12 times the rate of those living in major urban areas (GSS 2018).

73 New Zealand Police. (2024). NIA data on offences and non-criminal incidents flagged for perceived hate-motivation. [nia-data-on-offences-non-criminal-incidents-flagged-perceived-hate-motivation.pdf](https://www.police.govt.nz/nia-data-on-offences-non-criminal-incidents-flagged-perceived-hate-motivation.pdf) (police.govt.nz)

74 RNZ. (2024). Police log more than 20,000 hate crimes in NZ since 2020. [Police log more than 20,000 hate crimes in NZ since 2020](https://www.rnz.co.nz/news/national/461111/police-log-more-than-20000-hate-crimes-in-nz-since-2020) | RNZ News

75 Data has not been updated since 2018.

Table 19: Proportion of people who find it difficult to access different public facilities in 2018, by urban-rural profile

Urban-rural profile	Nearest supermarket or dairy	Doctor	Public transport
Urban – major	1.4%	2.4%	6.3%
Urban – large	0.9%	2.7%	9.9%
Urban – medium	1.8%	3.1%	21.9%
Urban – small	1.6%	4.1%	56.7%
Rural	8.1%	9.5%	75.2%

Source: Stats NZ, GSS 2018

More recent NZ Health Survey Data also reveals an increasing proportion of people who had been unable to visit the GP due to cost in the previous year – from 10.2% for the 2020/2021 year, to 12.9% for the 2022/2023 year.

Cost was a barrier for over one fifth (21.4%) of disabled adults, compared to 12.0% of non-disabled adults. It was also a barrier for 15.1% of women, compared to 10.5% of men (NZ Health Survey 2022/2023).

In 2021, 18.3% of young people also reported that there were unable to see a doctor, nurse or other health care worker at a time of need in the previous year (whataboutme? 2021). The Ministry for Ethnic Communities reported on more specific breakdowns of 2021 whataboutme? data,⁷⁶ demonstrating that rates varied slightly (though not significantly) by ethnicity for young people, including for:

- Māori (24.6%)
- Pacific people (19%)
- Asian (18.2%)
- European (17.2%)
- MELAA (16.8%).

Inclusion and accessibility (where people work)

Most staff agree that the public service provides an inclusive work environment

While not asked since the 2021 Public Service Census, most public servants (78%) then felt that their agency supported and promoted an inclusive workplace (Public Service Census 2021).

With increasing diversity within the sector, most public servants also reported:

- they could be themselves at work (82%)
- they were comfortable working with people from background other than their own (96%)
- they had access to employee-led networks that were relevant to them (72%).⁷⁷

⁷⁶ The Ministry for Ethnic Communities. (2024). Ethnic Evidence: Increasing the visibility and value of New Zealand's diversity. [MECEthnicEvidenceReport2024.pdf](#)

⁷⁷ Te Kawa Mataaho Public Service Commission. (2021). Diversity in Public Service workforce is building. [Diversity in Public Service workforce is building - Te Kawa Mataaho Public Service Commission](#)

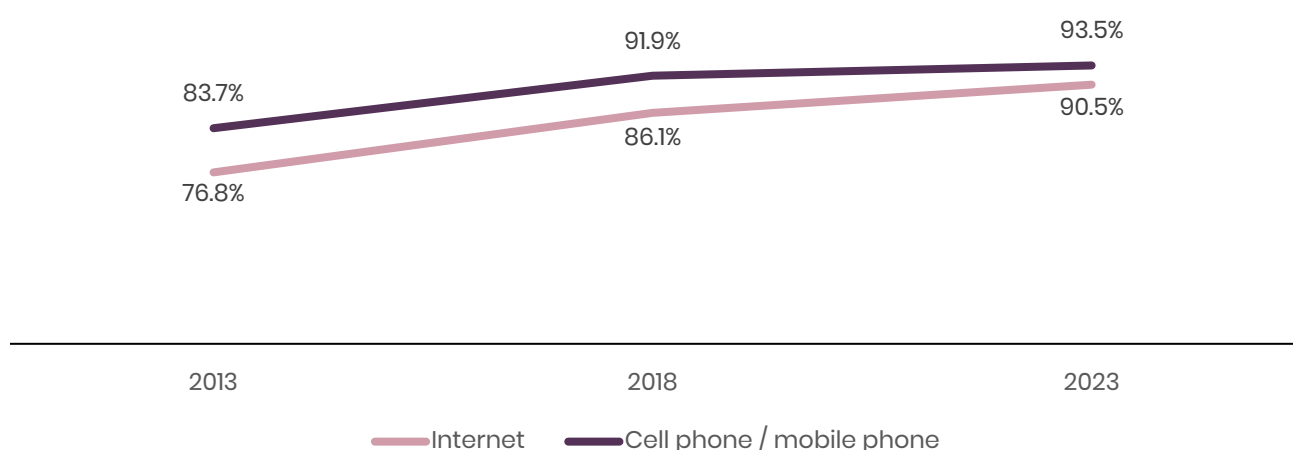
Inclusion and accessibility (where people play)

Digital inclusion is steadily increasing

Digital inclusion and accessibility appear to be improving, with the proportion of households who report having access to telecommunication systems steadily increasing over the past decade.

Access to the internet rose from 76.8% of households in 2013, to 86.1% in 2018, and 90.5% in 2023. Similarly, access to a cell phone rose from 83.7% of households in 2013, to 91.9% in 2018, and 93.5% in 2023 (Census 2013, 2018, 2023).

Figure 11: Proportion of households in New Zealand with access to telecommunication systems in 2013, 2018, and 2023



Source: Census 2013, 2018, and 2023

Supportive environments (where people live)

People feel reduced pride in areas in which they live

The proportion of people reporting a sense of pride in their area decreased between 2020 and 2022. In 2020, 63% of people signalled that they were proud of how their city or local area looked and felt. This proportion lowered to 55% in 2022.

Furthermore, 83% of people perceived their city or local area to be a great place to live in 2020, which decreased to 77% in 2022 (Quality of Life Survey 2020, 2023).

Current gaps in indicator areas

There are currently no measures identified for use against one indicator area – physical safety where people work.

Institutions and sectors are fair, responsive and accountable

This means that institutions and sectors:

- reflect the diverse make-up of Aotearoa New Zealand (including at decision-making levels),
- develop policies, services and practices that are accessible and effective in meeting diverse community aspirations and needs,
- undergo meaningful and effective consultation processes,
- collect diverse data to inform decision-making,
- develop policies and processes that are clear, transparent, and reliable.

Key indicators for this outcome area include:

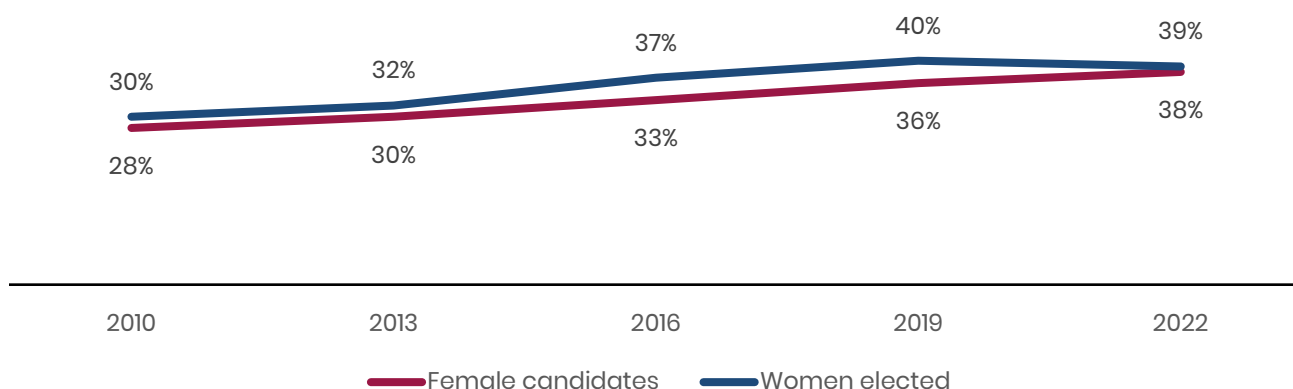
- representation
- accessibility and effectiveness
- meaningful consultation
- inclusive data collection practices
- transparency
- accountability.

Representation

Local elections are seeing more women elected as members, but ethnic diversity across MPs dipped slightly between the 2020 and 2023 General Elections

In the 2019 local government elections, 36% of candidates and 40% of elected members across the country were women. These proportions remained stable with 2022 local government election rates, for which 38% of candidates and 39% of elected members were women. Overall, this represents a continuation of a gradual upward trend since 1989 of more women standing for and being elected to local councils (Electoral Commission – Local Authority Election Administrative Data 2019, 2022).

Figure 12: Proportion of female candidates and women elected (councils, mayors, local boards and community boards) in 2010, 2013, 2016, 2019, and 2022



Source: Electoral Commission – Local Authority Election Statistics 2022

Since the introduction of the Mixed-Member Proportional (MMP) voting system in 1996, ethnic diversity in parliament has steadily grown. In the 1993 General Election (the final First Past the Post election), only eight MPs identified as Māori – a number that rose to 27 by 2023. Prior to MMP, there had been no Asian MPs and only one Pacific person.⁷⁸

The 2020 General Election saw a record number of women elected to central government – 58, almost half of all elected MPs (Electoral Commission – Local Authority Election Administrative Data 2020). Internationally, this level of representation of women in parliament placed New Zealand in 5th place, up from 17th place in 2017. One in five MPs elected were Māori, and almost one in ten were Pacific. The median age of elected MPs was 48.0 years. Just over one in ten MPs (10.8%) publicly identified as LGBTQIA+.

As of the 2023 General Election, there were slightly fewer women and Pacific peoples elected to parliament. However, a greater proportion of MPs elected were Māori, and the proportion of MPs of Asian and MELAA ethnicities remained the same (Electoral Commission – Local Authority Election Administrative Data 2023).⁷⁹

Table 20: Composition of parliament as at 2020 and 2023 General Elections, by demographic group

Demographic group	2020	2023
European	Not reported	65%
Māori	20.8%	27%
Asian	6.7%	6.6%
Pacific peoples	9.2%	5.7%
MELAA	1.6%	1.6%
Male	51.7%	56.0%
Female	48.3%	44.0%

Source: Electoral Commission – Local Authority Election Administrative Data 2020 and 2023

The public sector is becoming more diverse in general, though rates are still lower for the senior management workforce

Ethnic diversity has increased within the public service over the past two decades, even though the composition of the public sector stayed fairly stable between 2021 and 2024, as indicated in the table below (Public Service Workforce Data 2021, 2024). While Europeans make up the highest proportion of the general workforce, there was a drop between 2021 and 2024, demonstrating the steady trend of increasing diversity within the public sector.

Furthermore, there was a slight increase in the proportion of public servants of Asian ethnicity between 2021 and 2024. The overall growth in the number of Asian and Pacific staff in recent years is especially notable in Auckland, where they made up 24.9% and 23.5% of the city's Public Service workforce in 2021.

78 Te Ara: The Encyclopedia of New Zealand. (2015). Ethnic diversity of MPs. [Ethnic diversity of MPs – Parliament – Te Ara Encyclopedia of New Zealand](#)

79 New Zealand Parliament. (2023). The 54th Parliament. [election-23-54th-parliament-infographic.pdf](#)

Table 21: Composition of the public sector workforce in 2021 and 2024, by demographic

Demographic group	2021		2024	
	General workforce	Senior management workforce	General workforce	Senior management workforce
European	66.1% ⁸⁰	80.1%	62.2%	78.5%
Māori	16.4%	13.5%	16.7%	17.1%
Asian	12.5%	2.9%	15.9%	3.3%
Pacific peoples	10.2%	4.3%	11.0%	5.3%
MELAA	1.8%	(Not reported)	2.3%	(Not reported)
Female	61.8%	53.5%	61.9%	56.7%
Male	37.9%	46.3%	37.2%	43.0%
Another gender	0.5%	(Not reported)	0.3%	(Not reported)
Disabled ⁸¹	5.5%	(Not reported)	(Not updated)	(Not reported)
Mental health condition	17.9%	(Not reported)	(Not updated)	(Not reported)
Affiliated with a religion	46.7%	(Not reported)	(Not updated)	(Not reported)

Source: Public Service Workforce Data 2021 and 2024

Information from the Te Taunaki Public Service Census showed that those of another gender or multiple genders made up 0.5% of the Public Service workforce in 2021 – a greater proportion than previously shown in Workforce Data, although this figure continues to increase slowly, now up to 0.3% in 2024 (compared to 0.1% in 2021).

Unfortunately, these rates of ethnic diversity within the general workforce are not necessarily reflected in ethnicity rates for senior leadership positions within the public sector. A greater proportion of staff within the top three tiers of senior management is European, but there has been an increase in representation of Māori at these levels since 2021. While Pacific and Asian managers continue to remain under-represented, there has also been improvement in representation, especially looking more widely to trends over the past five years (Public Service Workforce Data 2021, 2024).⁸²

Transparency

New Zealand ranks well for low perceived corruption

In 2023, the global average corruption index score for 2023 was 43, with lower scores indicating higher perceived public sector corruption. New Zealand's average corruption index score for 2023 was 85/100 ranking as the country with the third highest score. This 2023 score is a slight decrease from the 2021 score of 88/100 where New Zealand was ranked joint first with two other countries (Transparency International's Corruption Perceptions Index).

⁸⁰ Please note that this differs from data reported in the baseline report, which erroneously reported on the proportion of the workforce in tiers 1–3, as opposed to across all tiers.

⁸¹ Data on disability, mental health condition and religion was collected via the Public Service Census, which was last undertaken in 2021. Data is not available on these measures for more recent years.

⁸² Te Kawa Mataaho Public Service Commission. Workforce data – Senior manager composition. [Workforce data – Senior manager composition](#) – Te Kawa Mataaho Public Service Commission

Accountability

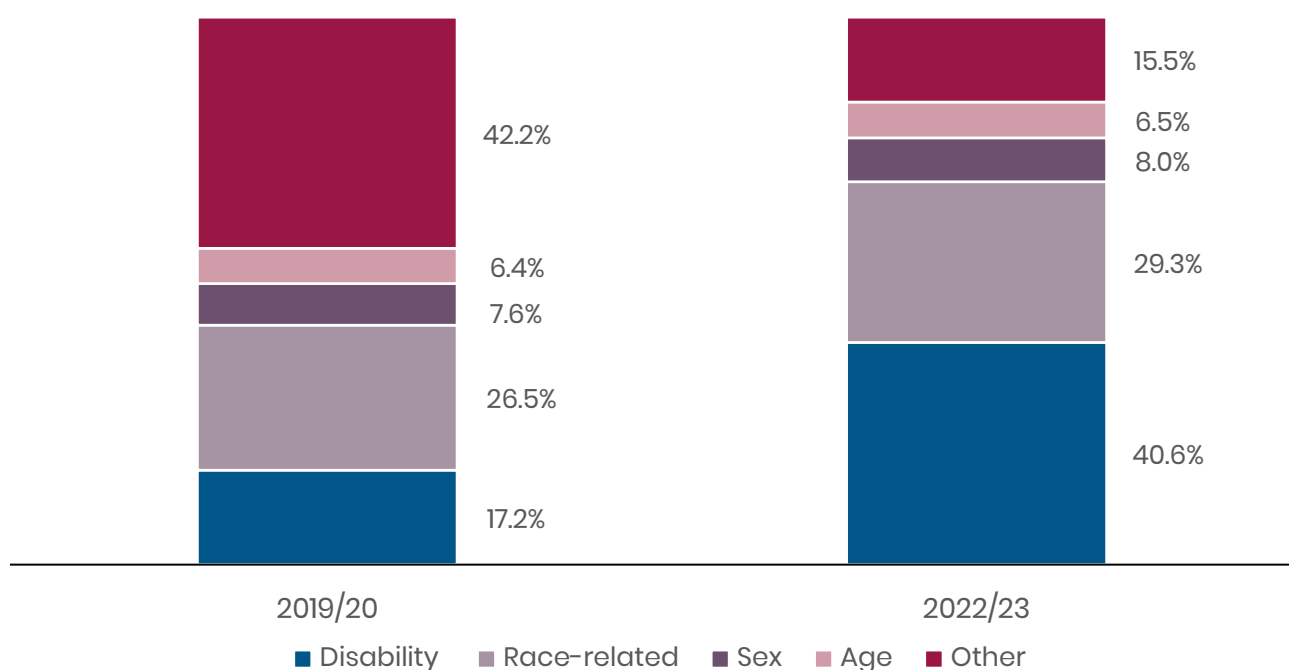
The number of Human Rights Commission complaints appears to be decreasing slightly, and a higher proportion of people are satisfied with the ensuing mediation process

In the 2022/23 financial year, the Human Rights Commission received 5,619 enquiries and complaints from people believed they have been discriminated against under the Human Rights Act. This represents around 300 fewer than the number received in the 2019/20 (5,915) (Human Rights Commission Annual Report 2019/20, 2022/23)

Of these, 887 in 2022/23 and 1,445 in 2019/20 were complaints of alleged discrimination. The grounds upon which this alleged discrimination was based include race, disability, sex, age, and other.

Complaints of discrimination based on race and age decreased from the 2019/20 – 2022/23 financial years. However, there was a significant increase in the number of disability-related occurrences during this time (Human Rights Commission Annual Report 2019/20, 2022/23).

Figure 13: Alleged unlawful discrimination complaints and enquiries by type⁸³



Source: Human Rights Commission Annual Report 2019/20 and 2022/23

In general, the majority of people felt satisfied by the resolution of their complaints and enquiries. In the 2022/23 financial year, 82% of customers signalled satisfaction with their mediation process – an increase from 2019/rates (77%) (Human Rights Commission Annual Report 2019/20, 2022/23).

⁸³ This figure shows the breakdown of what the 1445 of 2020/21 and 887 of 2022/23 unlawful discrimination complaints were citing.

More people are submitting complaints to the Health and Disability Commission, but the majority are satisfied with the complaints management process

In 2021, 2,721 complaints were received by the Health and Disability Commission and 2,675 by the Advocacy Service. However, rates for complaints received in 2023 were notably higher, with 6,210 overall – 3,353 for HDC and 2,857 for the Advocacy Service (Health and Disability Commission Annual Report 2021, 2023).

Table 22: Number of complaints received and resolved by the Health and Disability Commission and Advocacy Service in 2021 and 2023

Year	HDC		Advocacy Services		Total	
	Complaints received	Complaints resolved	Complaints received	Complaints resolved	Complaints received	Complaints resolved
2021	2,721	2,404	2,675	2,570	5,396	4,974
2023	3,353	3,048	2,857	2,980	6,210	6,028

Source: Health and Disability Commission Annual Report 2021 and 2023

In 2021, 88.3% of complaints received by the HDC were subsequently resolved. This rate of resolution increased marginally to 90.9% in 2023. A greater proportion of complaints received by the Advocacy Service were resolved.

The majority of clients and providers reported satisfaction with the resolution process. In 2021, 90% of consumer and 94% of providers reported being satisfied or very satisfied. These increased to a satisfaction rate of 95% for both consumers and providers in 2023 (Health and Disability Commission Annual Report 2021, 2023).

Appendix 1: Outcome overview

People, families, whānau and communities are connected and feel like they belong

Key indicators	What we can measure	Data source
Social contact	Proportion of people who have weekly face-to-face contact with family and friends	General Social Survey
	Mean rating – connection with people in neighbourhood	General Social Survey
Access to support systems	Proportion of people reporting it would be easy or above easy to get help if they were going through a difficult time	General Social Survey whataboutme? Survey
Isolation and loneliness	Proportion of people who felt isolated and lonely	General Social Survey
Positive meaningful social connections	Proportion of people reporting the amount of contact with family and friends is about the right amount of contact	General Social Survey
	Proportion of young people who feel they get enough time to spend with their friends	whataboutme? Survey
Sense of belonging to community	Proportion of people who feel a sense of belonging to their family	General Social Survey
	Proportion of people who feel a sense of belonging to their marae	General Social Survey
	Proportion of people who feel a sense of belonging to their religion	General Social Survey
	Proportion of people who feel a sense of belonging to their place of employment	General Social Survey
Sense of belonging to place	Proportion of people who feel a sense of belonging to their neighbourhood	General Social Survey
	Proportion of people who feel a sense of belonging to their region	General Social Survey
	Proportion of people who feel a sense of belonging to NZ as a whole	General Social Survey
	Proportion of Māori who feel strongly or very strongly connected to their tūrangawaewae	whataboutme? Survey Te Kupenga

People, families, whānau and communities are willing and able to participate

Key indicators	What we can measure	Data source
Solidarity/ reciprocity	Proportion of people who consider that it is important to them to feel a sense of community with people in their neighbourhood	Quality of Life Survey
Unpaid contributions/ volunteering	Proportion of people who volunteered formally (for an organisation) or informally (direct help for people who don't live with them)	General Social Survey
Club/association membership	Proportion of people who belong to a group, club or organisation	General Social Survey
	Proportion of young people who are part of groups, clubs and teams	whataboutme? Survey
Sports/cultural participation	Proportion of people who participate in sports and recreational activities	General Social Survey
	Proportion of people who participate in cultural activities	General Social Survey
Employment	Labour Force Participation Rate (number of persons who are employed and unemployed but looking for a job divided by the total working-age population)	Household Labour Force Survey
Education and training	Proportion of people aged 15–24 years who are not in employment, education or training	Household Labour Force Survey
Civic participation – local	Proportion of enrolled voters who vote in a local government election	Electoral Commission – Local Authority Election Administrative Data
	Proportion of Māori who are registered with their iwi, are eligible to vote in the last iwi elections and voted in an iwi election in the last three years	Te Kupenga
Civic participation – central	Proportion of people who voted in the last general election	Electoral Commission administrative data

People, families, whānau and communities are included and experience equity

Key indicators	What we can measure	Data source
Life satisfaction	Distribution of self-rated life satisfaction scores across demographic groups	General Social Survey whataboutme? Survey
Sense of purpose	Distribution of self-rated life worthwhile scores across demographic groups	General Social Survey whataboutme? Survey
Hope for future	Distribution of self-rated future life satisfaction scores across demographic groups	General Social Survey
Family and whānau wellbeing	Distribution of self-rated family wellbeing scores across demographic groups	General Social Survey whataboutme? Survey
Financial wellbeing	Distribution of self-rated financial wellbeing scores across demographic groups	General Social Survey
General health	Distribution of self-rated health scores across demographic groups	General Social Survey
Mental wellbeing	Distribution of self-rated mental wellbeing scores across demographic groups	General Social Survey

People, families, whānau and communities are recognised for who they are and respect others

Key indicators	What we can measure	Data source
Connection to identity	Mean rating – young people have someone they can ask about their culture, whakapapa, or ethnic group	whataboutme? Survey
	Proportion of young people who can have a conversation in the language of their ethnic or cultural group	whataboutme? Survey
	Proportion of Māori who have discussed and explored their whakapapa or family history in the previous 12 months	Te Kupenga
	Proportion of Māori adults who have been to a marae in the previous year and know their ancestral marae	Te Kupenga
	Proportion of Māori adults who can speak, understand, read or write Te Reo Māori fairly well	Te Kupenga
	Proportion of Māori who engaged in cultural practice in the previous 12 months	Te Kupenga
Ability to express identity	Proportion of people who felt it was easy or very easy to express their identity in NZ	General Social Survey whataboutme? Survey

Key indicators	What we can measure	Data source
Experience of discrimination	Proportion of people who experienced discrimination in the last 12 months	General Social Survey
Perception of discrimination as an issue	Proportion of people who consider racism or discrimination towards particular groups of people has been a problem in their city/local area over the past 12 months	Quality of Life Survey
Acceptance of diversity	Proportion of people who are accepting of others based on ethnicity, religion, sexual orientation, disability, or language spoken	General Social Survey
Value of diversity	Proportion of people who felt that Māori culture and practices were important characteristics when defining NZ	General Social Survey
	Proportion of people who felt that multiculturalism and ethnic diversity were important characteristics when defining NZ	General Social Survey
Willingness to engage with others	Current gap identified	
Perception that people can disagree respectfully	Current gap identified	

People, families, whānau and communities trust each other and institutions

Key indicators	What we can measure	Data source
Trust in others	Mean rating - trust held for others	General Social Survey
Perception of representation	Current gap identified	
Perception that voice is heard	Proportion of people who feel the public has influence on the decisions their Council makes	Quality of Life Survey
Trust in institutions	Mean trust rating in parliament	General Social Survey
	Mean trust rating for Police, the education system, courts, and the health system	General Social Survey
	Mean trust rating for the media	General Social Survey
	Mean trust rating in the private sector brand	Kiwis Count survey
	Average corruption perception index score	Transparency International Corruption Perception Index
Perception of fair treatment	Current gap identified	

The places people live, work, play and learn are safe, inclusive and supportive

Key indicators	What we can measure	Data source
Perceived safety (where people live)	Proportion of people who feel safe walking alone in their neighbourhood at night/if home alone at night/if using or waiting for public transport at night	General Social Survey
Physical safety (where people work)	Current gap identified	whataboutme? Survey
	Mean rating – young people feel safe at work	
Physical safety (where people play)	Current gap identified	
	Proportion of people who are extremely concerned about the following aspects of the internet: cyberbullying, online crime, forums for extremist material and hate speech, misleading or wrong information and conspiracy theories	New Zealand's Internet Insights Survey General Social Survey
Physical safety (where people learn)	Mean Rating – young people feel safe at school	whataboutme? Survey
Victimisation	Percentage of New Zealanders aged 15 years and older who said they had a crime committed against them in the last 12 months	New Zealand Crime and Victims Survey
Cultural safety	Current gap identified	
Spiritual safety	Current gap identified	
Inclusion and accessibility (where people live)	Proportion of people who find it easy or very easy to access key public facilities (including nearest doctor or medical centre, nearest supermarket or dairy, and public transport)	General Social Survey
	Proportion of people who were unable to visit the GP due to cost in the past 12 month	NZ Health Survey
	Proportion of people who experienced discrimination at any stage during school, trying to get a job, at work, trying to get housing or a mortgage, dealing with the Police or courts, trying to get medical care, trying to get service in a shop or restaurant, on the street or in a public place	General Social Survey
Inclusion and accessibility (where people work)	Proportion of public servants who feel their agency supports and promotes an inclusive workplace	Te Taunaki – Public Service Census
Inclusion and accessibility (where people play)	Proportion of people who have access to telecommunication systems, such as a cell phone or mobile phone, a landline telephone, or the internet	Census
Inclusion and accessibility (where people learn)	Current gap identified	

Key indicators	What we can measure	Data source
Supportive environments (where people live)	Proportion of people reporting a sense of pride in their area	Quality of Life Survey
	People's perception of city as a great place to live	Quality of Life Survey
Supportive environments (where people work)	Current gap identified	
Supportive environments (where people play)	Current gap identified	
Supportive environments (where people learn)	Current gap identified	

Institutions and sectors are fair, responsive and accountable

Key indicators	What we can measure	Data source
Representation	Demographic breakdown of elected government members (local and general elections) compared to demographic make-up of New Zealand	Electoral Commission – Local Authority Election Administrative Data
	Demographic make-up of the public sector workforce (ethnicity, gender, disability, age and religion) compared to the overall New Zealand population	Te Taunaki – Public Service Census Public Service Workforce DatPublic
	Diversity in public sector senior leadership positions (Tiers 1-3)	Service Workforce Data
Accessibility and effectiveness	Current gap identified	
Meaningful consultation	Current gap identified	
Inclusive data collection practices	Current gap identified	
Transparency	Average corruption index score	Transparency International Corruption Perceptions index

Key indicators	What we can measure	Data source
Accountability	Number of complaints to the Human Rights Commission, including the nature of complaints and proportion resolved	Human Rights Commission Annual Report
	Proportion of people who are satisfied with the human rights complaint mediation process	Human Rights Commission Annual Report
	Number of complaints to the Health and Disability Commission, including the nature of complaints and proportion resolved	Health and Disability Commission Annual Report
	Proportion of people who are satisfied with the HDC advocacy service complaint mediation process	Health and Disability Commission Annual Report

Appendix 2: Previous baseline vs. updated data

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
People, families, whānau and communities are Connected and feel like they Belong				
Social contact	Proportion of people who have weekly face-to-face contact with family and friends	Family: 60.2% Friends: 73.7% (2018)	Family: 63.3% Friends: 69.6% (2021) Family: 58.4% Friends: 64.9% (2023)	General Social Survey
	Mean rating – connection with people in neighbourhood	5.6 (2018)	No updated data available	General Social Survey
Access to support systems	Proportion of people reporting it would be easy or above easy to get help if they were going through a difficult time	If urgently needing a place to stay: 76.1% (2018)	If urgently needing a place to stay: 69.8% (2021) If urgently needing a place to stay: 75.7% (2023)	General Social Survey
			If feeling down or depressed and needing to talk to someone: 67.3% (2023) ⁸⁴ Mean rating – how easy for youth to ask others for help if going through a difficult time: 6.6 (2021)	whataboutme? survey
Isolation and loneliness	Proportion of people who felt isolated and lonely at least a little of the time	39.0% (2018)	43.4% (2021) 43.8% (2023)	General Social Survey

⁸⁴ In the 2023 General Social Survey the question of social support had an additional question added of having someone to talk to if feeling down or depressed.

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Positive meaningful social connections	Proportion of people reporting the amount of contact with family and friends is about the right amount of contact	N/A	74.8% (2023)	General Social Survey
	Mean rating – young people feel they have enough time to spend with friends	N/A	7.7 (2021)	whataboutme? survey
Sense of belonging to community	Proportion of people who feel a sense of belonging to their family	93.9% (2016)	93.1% (2021)	General Social Survey
	Proportion of people who feel a sense of belonging to their marae	N/A	59.2% (2021)	General Social Survey
	Proportion of people who feel a sense of belonging to their religion	89.0% (2016)	85.4% (2021)	General Social Survey
	Proportion of people who feel a sense of belonging to their place of employment	82.4% (2016)	78.2% (2021)	General Social Survey

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Sense of belonging to place	Proportion of people who feel a sense of belonging to their neighbourhood	55.8% (2016)	57.3% (2021) Mean rating – how much youth agree with the statement “I feel like I belong in a community where I live”: 7.2 (2021)	General Social Survey whataboutme? Survey
	Proportion of people who feel a sense of belonging to their region	73.4% (2016)	74.3% (2021)	General Social Survey
	Proportion of people who feel a sense of belonging to New Zealand as a whole	88.5% (2016)	88.0% (2021) 83.4% (2023)	General Social Survey
	Proportion of Māori who feel strongly or very strongly connected to their tūrangawaewae	Consider marae tipuna as tūrangawaewae: 73.5% (2018) Feel very strongly connected (if considers marae tipuna as tūrangawaewae): 41.0% (2018)	No updated data available	Te Kupenga
People, families, whānau and communities are willing and able to Participate				
Solidarity/ reciprocity	Proportion of people who consider that it is important to them to feel a sense of community with people in their neighbourhood	70% (2020)	70% (2022)	General Social Survey
Unpaid contributions/ volunteering	Proportion of people who volunteered formally (for an organisation) or informally (direct help for people who don't live with them)	49.8% (2016)	50.5% (2021)	General Social Survey

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Club/association membership	Proportion of people who belong to a group, club or organisation	58.0% (2016)	62.0% (2021)	General Social Survey
Club/association membership	Proportion of young people who are part of groups, clubs and teams	N/A	64.7% (2021)	whataboutme? survey
Sports/cultural participation	Proportion of people who participate in sports and recreational activities	79% (2016)	79.7% (2021)	General Social Survey
	Proportion of people who participate in cultural activities	78% (2016)	36.7% (2021)	General Social Survey
Employment	Labour Force Participation Rate (number of persons who are employed and unemployed but looking for a job divided by the total working-age population)	70.9% (March 2022)	71.5% (March 2024)	Household Labour Force Survey
Education and training	Proportion of people aged 15–24 years who are not in employment, education or training	11.7% (March 2022) ⁸⁵	12.1% (March 2024) ⁸⁶	Household Labour Force Survey
Civic participation – local	Proportion of enrolled voters who vote in a local government election	42% (2019)	41% (2022)	Electoral Commission – Local Authority Election Statistics
	Proportion of Māori who are registered with their iwi, are eligible to vote in the last iwi elections and voted in an iwi election in the last three years	<p>Registered with iwi: 46.9% (2018)</p> <p>Of those registered, eligible to vote: 77.7% (2018)</p> <p>Of those eligible, proportion who voted in iwi election in the last 3 years: 51.8% (2018)</p>	No updated result available	Te Kupenga

⁸⁵ In the 2022 Baseline Report Summary the result was 12%, as there has been a change in the way Stats NZ finds NEET rate with seasonal adjustment we have updated this result for a more accurate comparison.

⁸⁶ March 2024 was chosen to enable a year-on-year comparison.

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Civic participation – central	Proportion of people who voted in the last general election	81.5% (2020)	77.5% (2023)	Electoral Commission – Administrative Data
People, families, whānau and communities are included and experience Equity				
Life satisfaction	Distribution of self-rated life satisfaction scores across demographic groups	81.2% (2018)	81.1% (2021) 78.8% (2023) Mean rating – how satisfied youth feel about their life in general: 6.8 (2021)	General Social Survey whataboutme? survey
Sense of purpose	Distribution of self-rated life worthwhile scores across demographic groups	85.9% (2018)	85.2% (2021) 83.5% (2023)	General Social Survey whataboutme? survey
Hope for future	Distribution of self-rated future life satisfaction scores across demographic groups	N/A	87.5% (2021) 84.5% (2023)	General Social Survey whataboutme? survey
Family and whānau wellbeing	Distribution of self-rated family wellbeing scores across demographic groups	82.6% (2018)	81.3% (2021) 77.9% (2023) Mean rating – Youths perception on how well their family is doing in general: 7.4 (2021)	General Social Survey whataboutme? survey
Financial wellbeing	Distribution of self-rated financial wellbeing scores across demographic groups	62.8% (2018)	67.1% (2021) 60.9% (2023)	General Social Survey whataboutme? survey
General health	Distribution of self-rated health scores across demographic groups	85.3% (2018)	83.1% (2021) 80.8% (2023) Proportion of youth who say their general health is good, very good, or excellent: 85.5% (2021)	General Social Survey whataboutme? survey

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Mental wellbeing	Distribution of self-rated mental wellbeing scores across demographic groups	22.3% (2018)	28.2 % (2021) 26.4 % (2023)	General Social Survey

People, families, whānau and communities are Recognised for who they are and Respect others

Connection to identity	Mean rating – young people have someone they can ask about their culture, whakapapa, or ethnic group	N/A	7.7 (2021)	whataboutme? survey
	Proportion of young people who can have a conversation in the language of their ethnic or cultural group	N/A	N/A	whataboutme? survey
	Proportion of Māori who have discussed and explored their whakapapa or family history in the previous 12 months	59.5% (2018)	No updated result available	Te Kupenga
	Proportion of Māori adults who have been to a marae in the previous year and know their ancestral marae	Been to a marae: 51.8% (2018) Know marae tipuna: 66.4 % (2018) Been to marae tipuna in previous 12 months: 44.3% (2018)	No updated result available	Te Kupenga
	Proportion of Māori adults who can speak, understand, read or write Te Reo Māori fairly well	Speaking: 17.9% (2018) Understanding: 30.4% (2018) Reading: 26.7% (2018) Writing: 19.1% (2018)	No updated result available	Te Kupenga
	Proportion of Māori who engaged in cultural practice in the previous 12 months	N/A	N/A	Te Kupenga

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Ability to express identity	Proportion of people who felt it was easy or very easy to express their identity in NZ	83.8% (2018)	80.0% (2021) 75.5% (2023) Mean rating – youths perception on how easy it is for them to express their identity: 7.3 (2021)	General Social Survey whataboutme? survey
Experience of discrimination	Proportion of people who experienced discrimination in the last 12 months	17.4% (2018)	20.9% (2021) 21.8% (2023)	General Social Survey
Perception of discrimination as an issue	Proportion of people who consider racism or discrimination towards particular groups of people has been a problem in their city/local area over the past 12 months	51% (2020)	54% (2022)	Quality of life survey
Acceptance of diversity	Proportion of people who are accepting of others based on ethnicity, religion, sexual orientation, disability, or language spoken	Ethnicity: 88.5% Religion: 87.5% Sexual orientation: 84.6% Disability: 82.7% Language spoken: 83.5% (2018)	Ethnicity: 90.0% Religion: 88.3% Sexual orientation: 86.2% Disability: 83.8% Language spoken: 85.5% (2021) Ethnicity: 88.9% Religion: 87.4% Sexual orientation: 84.3% Disability: 84.6% Language spoken: 84.1% (2023)	General Social Survey

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Value of diversity	Proportion of people who felt that Māori culture and practices were important characteristics when defining NZ	73.6% (2016)	N/A ⁸⁷	General Social Survey
	Proportion of people who felt that multiculturalism and ethnic diversity were important characteristics when defining NZ	73.8% (2016)	No updated result available	General Social Survey
Willingness to engage with others	Current gap identified	N/A	N/A	
Perception that people can disagree respectfully	Current gap identified	N/A	N/A	
People, families, whānau and communities Trust each other and institutions				
Trust in others	Mean rating - trust held for others	6.8 (2018)	6.7 (2021) 6.5 (2023)	General Social Survey
Perception of representation	Current gap identified	N/A	N/A	
Perception that voice is heard	Proportion of people who feel the public has influence on the decisions their Council makes	31% (2020)	28% (2022)	Quality of Life Survey

⁸⁷ Updated data on proportion of people who felt that Māori culture and practices were important characteristics when defining NZ was not available as this question has not been asked again in subsequent General Social Survey iterations.

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Trust in institutions	Mean trust rating in parliament	5.7 (2018)	5.6 (2021) 4.9 (2023)	General Social Survey
	Mean trust rating for Police, the education system, courts, and the health system	Police: 7.9 Education system: 7.0 Courts: 6.9 Health system: 6.9 (2018)	Police: 7.7 Education system: 6.8 Courts: 6.8 Health system: 6.6 (2021) Police: 7.4 Education system: 6.3 Courts: 6.4 Health system: 6.1 (2023)	General Social Survey
	Mean trust rating for the media	4.9 (2018)	4.7 (2021) 4.3 (2023)	General Social Survey
	Proportion of people who trust in the private sector brand	49% (March 2022)	47% (June 2024)	Kiwis Count survey
	Average corruption perception index score	88/100 (2021)	85/100 (2023)	Transparency International Corruption Perception Index
Perception of fair treatment	Current gap identified	N/A	N/A	

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
The places people live, work, play and learn are safe, inclusive and supportive				
Perceived safety (where people live)	Proportion of people who feel safe walking alone in their neighbourhood at night/if home alone at night/if using or waiting for public transport at night	<p>Walking alone in neighbourhood after dark: 61.9%</p> <p>Home alone at night: 86.7%</p> <p>Using/waiting for public transport at night: 52.9% (2018)</p>	<p>Walking alone in neighbourhood after dark: 59.6%</p> <p>Home alone at night: 85.5%</p> <p>Using/waiting for public transport at night: 49.2% (2021)</p> <p>Walking alone in neighbourhood after dark: 55.1%</p> <p>Home alone at night: 80.1%</p> <p>Using/waiting for public transport at night: 42.0% (2023)</p>	General Social Survey
Physical safety (where people work)	Current gap identified	N/A	N/A	
	Mean rating – young people feel safe at work	N/A	8.1 (2021)	whataboutme? survey
Physical safety (where people play)	Current gap identified	N/A	N/A	
	Proportion of people who are extremely concerned about the following aspects of the internet: cyberbullying, online crime, forums for extremist material and hate speech, misleading or wrong information and conspiracy theories	<p>Cyberbullying: 35%</p> <p>Online crime: 29%</p> <p>Forums for extremist material and hate speech: 31%</p> <p>Misleading or wrong information: 22%</p> <p>Conspiracy theories: 20% (2020)</p>	<p>Cyberbullying: 30%</p> <p>Online crime: 28%</p> <p>Forums for extremist material and hate speech: 27%</p> <p>Misleading or wrong information: 26%</p> <p>Conspiracy theories: 21% (2023)</p>	New Zealand's Internet Insights Survey
Physical safety (where people learn)	Mean rating – young people feel safe at school	N/A	7.7 (2021)	whataboutme? survey

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Victimisation	Percentage of New Zealanders aged 15 years and older who said they had a crime committed against them in the last 12 months	29.0% (2020/21)	31.5% (2022/2023)	New Zealand Crime and Victims Survey
Cultural safety	Current gap identified	N/A	N/A	
Spiritual safety	Current gap identified	N/A	N/A	
Inclusion and accessibility (where people live)	Proportion of people who find it easy or very easy to access key public facilities (including nearest doctor or medical centre, nearest supermarket or dairy, and public transport)	92.1% (2018)	No updated result available	General Social Survey
	Proportion of people who were unable to visit the GP due to cost in the past 12 months	10.2% (2020/21)	12.9% (2022/23)	New Zealand Health Survey
	Proportion of people who experienced discrimination at any stage during school, trying to get a job, at work, trying to get housing or a mortgage, dealing with the Police or courts, trying to get medical care, trying to get service in a shop or restaurant, on the street or in a public place	N/A	N/A	General Social Survey
Inclusion and accessibility (where people work)	Proportion of public servants who feel their agency supports and promotes an inclusive workplace	78% (2021)	No updated result available ⁸⁸	Te Taunaki – Public Service Census

⁸⁸ The question on whether public servants feel their agency supports and promotes an inclusive workplace in the Te Taunaki – Public Service Census has not been featured post 2021.

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Inclusion and accessibility (where people play)	Proportion of people who have access to telecommunication systems, such as a cell phone or mobile phone, a landline telephone, or the internet	Access to the internet: 86.1% Access to cell phone/mobile phone: 91.9% (2018)	Access to the internet: 90.5% Access to cell phone/mobile phone: 93.5% (2023)	New Zealand Census of Population and Dwellings
Inclusion and accessibility (where people learn)	Current gap identified	N/A	N/A	
Supportive environments (where people live)	Proportion of people reporting a sense of pride in their area	63% (2020)	55% (2022)	Quality of Life Survey
	People's perception of city as a great place to live	83% (2020)	77% (2022)	Quality of Life Survey
Supportive environments (where people work)	Current gap identified	N/A	N/A	
Supportive environments (where people play)	Current gap identified	N/A	N/A	
Supportive environments (where people learn)	Current gap identified	N/A	N/A	

Institutions and sectors are Fair, Responsive and Accountable

Representation	Demographic breakdown of elected government members (local and general elections) compared to demographic make-up of New Zealand	Local government <ul style="list-style-type: none"> • Women candidates: 36% • Elected members: 40% Elected MPs <ul style="list-style-type: none"> • Women: 48.3% • Māori: 20.8% • Pacific: 9.2% • Asian: 6.7% • MELAA: 1.6% • Median age: 48.0 • LGBTQIA+: 10.8% (2019/20) 	Local government <ul style="list-style-type: none"> • Women candidates: 38% • Elected members: 39% Elected MPs <ul style="list-style-type: none"> • Women: 44% • Māori: 27% • Pacific: 5.7% • Asian: 6.6% • MELAA: 1.6% • Average age: 49.1 (2022) 	Electoral Commission – Local Authority Election Administrative Data
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Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Representation	Demographic make-up of the public sector workforce (ethnicity, gender, disability, age and religion) compared to the overall New Zealand population	Ethnicity <ul style="list-style-type: none"> NZ European: 66.1% Māori: 16.4% Pacific: 10.2% Asian: 12.5% Gender <ul style="list-style-type: none"> Women: 61.8% Men: 37.9% Another gender or multiple genders: 0.5% Age <ul style="list-style-type: none"> 15–24: 5.3% 25–34: 24.9% 35–44: 22.5% 45–54: 23.8% 55–64: 19.1% 65+: 4.4% Disability <ul style="list-style-type: none"> Indicative disability: 5.5% Indicative mental health condition: 17.9% Other <ul style="list-style-type: none"> Affiliated with a religion: 46.7% (2021) 	Ethnicity <ul style="list-style-type: none"> NZ European: 62.2% Māori: 16.7% Pacific: 11.0% Asian: 15.9% Gender <ul style="list-style-type: none"> Women: 61.9% Men: 37.2% Another gender or multiple genders: 0.3% Age <ul style="list-style-type: none"> 15–34: 29.5% 35–49: 35.0% 50+: 35.5% Disability – No updated result available Other – No updated result available (2024)	Public Service Workforce Data
	Diversity in public sector senior leadership positions (Tiers 1–3)	Ethnicity <ul style="list-style-type: none"> NZ European: 80.1% Māori: 13.5% Pacific: 4.3% Asian: 2.9% Gender <ul style="list-style-type: none"> Women: 53.5% Men: 46.3% (June 2021)	Ethnicity <ul style="list-style-type: none"> NZ European: 78.5% Māori: 17.1% Pacific: 5.3% Asian 3.3% Gender <ul style="list-style-type: none"> Women: 56.7% Men: 43.0% (June 2024)	Public Service Workforce Data
Accessibility and effectiveness	Current gap identified	N/A	N/A	
Meaningful consultation	Current gap identified	N/A	N/A	
Inclusive data collection practices	Current gap identified	N/A	N/A	

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
Transparency	Average corruption index score	88/100 (2021)	85/100 (2023)	Transparency International Corruption Perceptions index
Accountability	Number of complaints to the Human Rights Commission, including the nature of complaints and proportion resolved	<p>Number of complaints:</p> <p>5915 new complaints in 2019/20</p> <p>Nature of complaints:</p> <p>1445 of these new complaints alleged unlawful discrimination. The five main prohibited grounds cited were</p> <ul style="list-style-type: none"> • race-related [383] • disability [249] • sex [110] • age [93] • sexual harassment [69] <p>Proportion resolved:</p> <p>94% of enquires and complaints about unlawful discrimination were closed within 12 months (2019/20)</p>	<p>Number of complaints:</p> <p>5619 new complaints in 2022/23</p> <p>Nature of complaints:</p> <p>887 of these new complaints alleged unlawful discrimination. The four main prohibited grounds cited were</p> <ul style="list-style-type: none"> • disability [360] • race-related [260] • sex [71] • age [58] <p>Proportion resolved:</p> <p>91% of enquires and complaints about unlawful discrimination were closed within 12 months (2022/23)</p>	Human Rights Commission Annual Report
	Proportion of people who are satisfied with the human rights complaint mediation process	77% (2019/20)	82% (2022/23)	Human Rights Commission Annual Report

Key indicators	What we can measure	Previous baseline data (year)	Updated data (year)	Data source
	Number of complaints to the Health and Disability Commission, including the nature of complaints and proportion resolved	Overall Received: 5396 Resolved: 4974 Health and Disability Commission Received: 2721 Resolved: 2404 Advocacy Service Received: 2675 Resolved: 2570 (2021)	Overall: Received: 6210 Resolved: 6028 Received by Health and Disability Commission Received: 3353 Resolved: 3048 Received by Advocacy Service Received: 2857 Resolved: 2980 (2023)	Health and Disability Commission Annual Report
	Proportion of people who are satisfied with the HDC advocacy service complaint mediation process	Consumers satisfied: 90% Providers satisfied: 94% (2021)	Consumers satisfied: 95% Providers satisfied: 95% (2023)	Health and Disability Commission Annual Report

