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# ETHNIC PERSPECTIVES IN POLICY

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## Appendix One: More about Ethnic Communities

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The following information about the ethnic sector is additional to the material provided in Part 1, Section 1.5 “About Ethnic Communities”. Further information from the 2001 Census will be made available as it is analysed, and can be viewed online through the Office of Ethnic Affairs website ([www.ethnicaffairs.govt.nz](http://www.ethnicaffairs.govt.nz)).

Appendix Two lists further sources of information that may be useful.

### Size and composition of the ethnic sector

The 2001 Census shows twice as many of the population identified with the ethnic sector compared with the 5% recorded in the 1991 Census. This confirms trends identified from immigration statistics and the 1996 Census. Regardless of the rate of future migration, people from different ethnic backgrounds and their descendants will continue to represent a significant proportion of the New Zealand population.

### Diversity

Table 2 below shows the 50 largest ethnic groups based on total responses recorded by New Zealand residents in the 2001 Census. This gives an illustration of the diversity within the ethnic sector. There are four broad groupings:

- Continental European – includes all European groups except those from Great Britain and Ireland
- South East Asian – includes Filipino, Cambodian, Vietnamese, and “other” South East Asian
- Asian – includes Chinese, Indian, Korean, Japanese, Sri Lankan, and “other” Asian
- The Middle East, Africa, and Latin America.

It is important to acknowledge this diversity and not assume that the sector, or even parts of the sector, is all the same.

Similarly, diversity can occur in other ways, e.g. in a geographic location, length/status of residence, and religion.

### Geographic location

Census 2001 data confirms the 1996 trend for most of the growth in ethnic communities to be centred in the urban areas, predominantly in the north.

The ethnic composition of regions was:

- 17.5% of the Auckland region’s population
- 5.2 % of the Waikato region’s population
- 10.8% of the Wellington region’s population
- 6.7% of the Canterbury region’s population
- 5.6% of the Otago region’s population.

In all other regions the ethnic sector made up less than 5% of the population.

Each ethnic community tends to have a unique distribution pattern e.g. the Auckland region has the majority of Chinese and Asians (66% of Asians live in Auckland). Similarly, more than 50% of recent migrants lived in Auckland. The other main centres for recent migrants are Hamilton, Wellington and Christchurch.

**Table 2 Census 2001 Top 50 Ethnicity Categories at Level 4 of the Classification**

2001 Categories	1991	1996	2001	Percentage of Change		
				1991-1996	1996-2001	1991-2001
New Zealand European	2,618,445	2,496,552	2,696,724	-4.7	8.0	3.0
Māori	434,847	523,374	526,281	20.4	0.6	21.0
Samoan	85,743	101,757	115,017	18.7	13.0	34.1
Chinese nfd	44,136	78,663	100,680	78.2	28.0	128.1
Indian nfd	29,820	40,404	60,210	35.5	49.0	101.9
Cook Island Māori nfd	37,233	46,092	51,486	23.8	11.7	38.3
Tongan	23,175	31,392	40,719	35.5	29.7	75.7
English	53,325	281,895	35,082	428.6	-87.6	-34.2
Dutch/Netherlands	24,732	47,571	27,504	92.3	-42.2	11.2
European nfd (incl Other European nfd and European nec)	11,934	3,009	23,598	-74.8	-40.4	97.7
Australian	23,967	53,625	20,784	123.7	-61.2	-13.3
Niuean	14,427	18,474	20,148	28.1	9.1	39.7
Korean	930	12,753	19,026	1271.3	49.2	1945.8
British nfd	16,659	729	16,572	-95.6	2173.3	-0.5
South African	2,007	6,762	14,913	236.9	120.5	643.0
Scottish (Scots)	14,094	107,007	13,785	659.2	-87.1	-2.2
Irish	7,392	73,047	11,706	888.2	-84.0	58.4
Filipino	4,917	8,190	11,091	66.6	35.4	125.6
Japanese	2,970	7,458	10,023	151.1	34.4	237.5
German	4,611	13,410	9,057	190.8	-32.5	96.4
American (US)	6,663	7,977	8,472	19.7	6.3	27.2
Fijian (except Fiji Indian/Indo-Fijian)	5,100	7,695	7,041	50.9	-8.5	38.1
Tokelauan	4,146	4,917	6,204	18.6	26.2	49.6
Sri Lankan nfd	2,406	4,077	6,042	69.5	48.2	151.1
Khmer/Kampuchean/Cambodian	4,320	4,407	5,268	2.0	19.5	21.9
Thai/Tai/Siamese	1,047	2,838	4,554	171.1	60.4	335.0
Canadian	4,239	4,932	4,392	16.3	-11.0	3.6
Asian nfd	495	1,998	3,930	303.6	96.8	693.7
Taiwanese Chinese		2,721	3,768		38.6	
French	1,400	5,886	3,516	308.8	-40.3	144.1
Vietnamese	2,673	2,886	3,462	8.0	20.0	29.5
Welsh	2,781	9,963	3,414	258.3	-65.8	22.7
Russian	480	2,190	3,141	356.3	43.6	554.6
Italian	1,542	4,914	2,955	218.7	-39.9	91.6
Arab	177	1,725	2,859	874.6	65.6	1514.1
Croat/Croatian	171	3,897	2,505	2178.9	-35.7	1366.1
Swiss	1,671	3,747	2,346	124.2	-37.3	40.5
Greek (incl Greek Cypriot)	2,100	3,564	2,283	69.7	-36.0	8.6
Iranian/Persian	984	1,650	2,160	67.7	30.9	119.5
Iraqi	246	966	2,145	292.7	122.4	772.4

2001 Categories (cont)	1991	1996	2001	Percentage of Change		
				1991-1996	1996-2001	1991-2001
Indonesian (incl Javanese/Sundanese/Sumatran)	861	1,662	2,073	93.0	24.9	140.9
Malay	1,383	2,937	2,052	112.4	-30.1	48.4
African nfd	429	741	2,013	72.7	172.0	369.2
Danish	1,404	3,507	1,995	149.8	-43.1	42.1
Fijian Indian/Indo-Fijian	783	2,970	1,983	279.3	-33.2	153.3
Somali			1,971			
Tuvalu Islander/Ellice Islander	429	879	1,965	104.9	123.7	358.3
Polish	1,671	3,756	1,956	124.8	-48.0	17.0
Other African nec	273	1,689	1,902	518.7	12.5	597.1
Spanish	543	2,772	1,731	410.5	-37.5	218.8

Notes nec = not elsewhere classified

nfd=not further defined

Variation between 1996 and other Census dates may be attributable to changes in question format

Source Statistics New Zealand report by Kate Lang, February 2002

## Length of residence

The 2001 Census shows that almost 1 in 5 New Zealand residents were born overseas compared with 1 in 6 in 1991.

For policy, there are three useful groupings:

- those who have been born in New Zealand – ‘New Zealand born generations’
- those where were born overseas but who had been in New Zealand for 10 years or more – ‘Established’
- those who have arrived within the 10 years – ‘New’.

The relative percentages of these groups are shown in Table 3 over.

**Table 3 Census 2001 Settlement History by Selected Ethnic Group**

Ethnic Group	% Born in NZ	% Under 10yr residence	% 10yr or more residence	Total Population
Pacific	57.72%	11.62%	25.03%	231,819
British*	16.90%	37.43%	41.78%	124,908
Continental European	29.70%	27.66%	38.47%	92,247
Asian including Middle East	22.13%	53.47%	19.96%	252,036
African	19.11%	63.77%	11.04%	7,257
Latin American	21.03%	48.39%	24.43%	3,267

\* In tables 3-6, British includes people who identify with ethnic groups originating from the British Isles

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The settlement history reflects changes to immigration policy in the 1980s. By 1996 a quarter of the overseas-born population had arrived in the previous five years. This continued a trend apparent from the previous decade, when immigration criteria changed from nationality and culture to meeting labour market demands. During the period 1991 and 1996 the criteria shifted to generally increasing the skills level of the workforce. More recently, this goal has been refined to become one of achieving economic growth.

The government has indicated that it will keep net migration at the levels of 2001, so the trend for the ethnic sector to contain a growing number of “new arrivals” is likely to continue.

### **Religious beliefs**

The importance and diversity of religious beliefs also needs to be considered. Table 4 over shows the religious beliefs indicated by New Zealand residents in the 2001 Census.

Some interesting points to note are:

- since 1996, at least 50% more people indicated a religion that was Hindu, Buddhist or Islam
- non-Christian religions were often specific to particular ethnic groups
- ethnic people were more likely to state a religious affiliation than the average New Zealander
- there is also religious diversity within most ethnic groups.

### **Tables**

Tables 4 to 7 are set out on the following pages.

**Table 4 Census 2001 Ethnic Group and Religious Beliefs**

Ethnic Group	No religion	Buddhist	Christian	Hindu	Islam/Muslim	Other Religions	Not stated outside scope, object or don't know	Total People
NZ European	31.15%	0.36%	58.03%	0.13%	0.10%	1.38%	10.74%	2,696,727
British	23.57%	0.64%	60.53%	0.47%	0.28%	2.89%	13.71%	124,908
Pacific	10.99%	0.26%	77.19%	0.23%	0.25%	1.77%	11.00%	231,819
Māori	28.90%	0.32%	47.33%	0.16%	0.13%	12.22%	14.16%	526,281
Continental European	25.39%	0.68%	58.71%	0.25%	0.73%	2.53%	13.95%	92,247
Asian (incl Middle East)	26.90%	11.85%	28.23%	14.03%	6.85%	3.70%	10.12%	252,036
African	9.05%	0.50%	47.91%	0.74%	32.04%	2.11%	9.88%	7,257
Latin American	18.37%	0.83%	65.11%	0.18%	0.28%	2.11%	14.78%	3,267
Other	27.50%	2.50%	36.00%	0.50%	0.00%	16.00%	25.00%	600
Total Ethnic Responses	28.49%	1.15%	56.57%	1.10%	0.65%	2.87%	11.11%	3,586,734
Not Elsewhere Included	4.08%	0.37%	9.82%	0.16%	0.29%	0.83%	85.07%	150,546
<b>Total Population</b>	<b>27.51%</b>	<b>1.11%</b>	<b>54.69%</b>	<b>1.06%</b>	<b>0.63%</b>	<b>2.79%</b>	<b>14.09%</b>	<b>3,737,280</b>

**Table 5 Census 2001 Ethnic Group Employment and Labour Force Participation**

<b>Ethnic Group</b>	<b>Total Labour Force</b>	<b>Total Ethnic Group</b>	<b>Employment Rate</b>	<b>Unemployment Rate</b>	<b>Labour Force Participation Rate</b>
NZ European	1,432,974	2,104,668	94%	6%	68%
British	71,988	102,951	94%	6%	70%
Pacific	92,277	141,672	84%	16%	65%
Māori	223,320	329,799	83%	17%	68%
Continental European	47,784	74,214	92%	8%	64%
Asian (incl Middle East)	108,564	191,901	86%	14%	57%
African	2,850	4,701	82%	18%	61%
Latin American	1,542	2,451	84%	16%	63%
Other	291	429	88%	12%	68%
Total Ethnic Responses	1,848,783	2,766,624	93%	7%	67%
Not Elsewhere Included	18,393	122,910	88%	12%	15%
<b>Total Population</b>	<b>1,867,179</b>	<b>2,889,537</b>	<b>93%</b>	<b>7%</b>	<b>65%</b>

*Note Employment and Unemployment Rates are percentages of the labour force (people 15 years and older)  
Labour force participation is a percentage of the labour force to the total group population*

**Table 6 Census 2001 Age Composition and Dependency**

Ethnic Group	Child	Youth	Young Adult	Adult	Semi Retired	Retired	Dependency Ratio	Total Group Population
NZ European	7.0%	14.9%	12.6%	51.6%	7.3%	6.6%	0.56	2,696,724
British	5.3%	12.2%	9.2%	62.0%	6.7%	4.6%	0.41	124,908
Pacific	14.1%	24.7%	17.8%	40.0%	2.3%	1.0%	0.73	231,819
Māori	12.8%	24.5%	17.4%	41.96%	2.5%	0.9%	0.69	526,281
Continental European	6.6%	13.0%	11.7%	54.4%	9.5%	4.9%	0.51	92,244
Asian (incl Middle East)	7.7%	16.1%	21.2%	50.8%	2.9%	1.2%	0.39	252,036
African	13.0%	22.2%	18.0%	45.1%	1.0%	0.7%	0.58	7,254
Latin American	10.2%	14.7%	21.7%	51.6%	1.6%	0.4%	0.37	3,267
Other	11.4%	16.9%	18.9%	49.8%	2.0%	0.0%	0.44	603
Total Ethnic Responses	7.3%	15.6%	13.5%	51.6%	6.6%	5.4%	0.53	3,586,731
Not Elsewhere Included	6.5%	11.9%	13.0%	54.7%	7.2%	6.8%	0.48	150,546
<b>Total Population</b>	<b>7.2%</b>	<b>15.4%</b>	<b>13.5%</b>	<b>51.8%</b>	<b>6.6%</b>	<b>5.5%</b>	<b>0.53</b>	<b>3,737,277</b>

**Note Definitions used in Table above**

Child	Usual residents aged 0-4 years
Youth	Usual residents aged 5-14 years
Young Adult	Usual residents aged 15-24 years
Adult	Usual residents aged 25-64 years
Retired	Usual residents aged 75 years and over
Total	Single counts of usual resident population
	Semi retired
	Working age Population
	Usual residents aged 65-74 years
	Usual residents aged 15-64 years
	Dependency Ratio
	The sum of the population aged 0-14 and 65 years and over divided by the working age population

**Table 7 Summary of languages spoken and language support**

The Office of Ethnic Affairs has prepared these language statistics based on Statistics New Zealand's 2001 Census figures. Please note all figures have been rounded to the nearest 100.

Language	Total no. of speakers	No. of speakers who can't speak English	Proportion of total speakers who are non English speaking %
Māori	160,500	6,800	4
Cantonese	52,600*	12,600*	24
Mandarin	33,900*	6,800*	20
Korean	15,900	4,600	29
Samoan	81,000	11,400	14
Tongan	23,000	3,200	14
Arabic	8,000	900+	11
Hindi	22,700	1,600	7
Cambodian/Khmer	5,000	1,500	30
Vietnamese	3,400	1,100	32
Somali	1,600	500	31
Assyrian	1,500	400	27
Kurdish	600	200	33
Amharic	500	150	30
Thai	4,600	600	13
Lao	1,400	300	21
Russian	5,600	500	9
Serbo-Croat	6,000	400	7
Punjabi	5,500	1,500	27
Gujarati	11,100	1,200	11
Bengali	1,500	150	10
Urdu	2,900	300	10
Niuean	5,500	400	7
Tokelauan	2,800	200	8
Tuvaluan	1,400	200	15
Cook Island Māori	9,400	500	5

\* People who did not specify which Chinese language they spoke have been assigned to these categories in proportion to the size of each Chinese language category specified.

+ Use by interpreting services indicates much higher demand than this Census figure which may underestimate the number of refugees and migrants from many different countries who speak Arabic for religious purposes e.g. Muslim, or as an official language as well as their community languages.



## Appendix Two: Selected References

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## Appendix Three: New Zealand Legislation and International Obligations

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The following is a brief outline of key legislation and international obligations related to human rights relevant to ethnic people.

### New Zealand Statutes

#### New Zealand Bill of Rights Act 1990

This act exists to “affirm, protect, and promote human rights and fundamental freedoms in New Zealand” as well as to “affirm New Zealand’s commitment to the International Covenant on Civil and Political Rights 1966”.

Section 19 (1) on freedom from discrimination, gives everyone “the right to freedom from discrimination on the ground of colour, race, ethnic or national origins, sex, marital status, or religious or ethical belief”. Subsection (2) allows that “Measures taken in good faith for the purpose of assisting or advancing persons or groups of persons disadvantaged because of colour, race, ethnic or national origins, sex, marital status, or religious or ethical belief do not constitute discrimination”.

Section 20 on the rights of minorities states that “A person who belongs to an ethnic, religious, or linguistic minority in New Zealand shall not be denied the right, in community with other members of that minority, to enjoy the culture, to profess and practise the religion, or to use the language, of that minority”.

#### Human Rights Act 1993

Section 21 lists the prohibited grounds of discrimination. These include: (c) Religious belief, (d) Ethical belief, which means the lack of a religious belief, whether in respect of a particular religion or religions or all religions: (e) Colour, (f) Race, and (g) ethnic or national origins, which includes nationality or citizenship.

#### Race Relations Act 1971

This act provides sanctions against racial discrimination and promotes racial harmony.

### International Obligations

New Zealand is also signatory or party to a number of international conventions and protocols. The most important in terms of our policies for ethnic people are:

#### The Universal Declaration of Human Rights 1948

This United Nations Declaration proclaims that “everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status”.

#### International Covenant on Civil and Political Rights (ICCPR) 1966

Ratified by New Zealand in 1978, this treaty binds states to uphold a wide range of rights, e.g. right to freedom from torture, slavery, inhuman or degrading treatment or punishment or from arbitrary arrest or detention; freedom of thought, conscience and religion, right to life, fair trial etc.

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### **International Covenant on Economic, Social and Cultural Rights (ICESCR) 1966**

Ratified by New Zealand in 1978, the rights covered in this treaty are viewed as equal and interdependent with civil and political rights. States are committed to their progressive implementation eg right to education, health, work, freedom to join trade unions, adequate standard of living, participation in cultural life.

### **International Convention on the Elimination of All Forms of Racial Discrimination (CERD) 1965**

Ratified by New Zealand in 1972, this Convention binds states to eliminate racial discrimination within their jurisdictions and to ensure that all civil, political, economic, social and cultural rights are accorded without discrimination.

### **International Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979**

Ratified by New Zealand in 1985, this convention defines discrimination against women as “any distinction, exclusion or restriction made on the basis of sex which nullifies or impairs women’s human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field”. States are bound to eliminate such discrimination as well as take measures to promote equality of women with men in their social, public and political life.

### **UN Convention on the Rights of the Child (UNCROC) 1989**

Ratified by New Zealand in 1993, UNCROC is the most universally ratified of all the UN human rights instruments. Children are defined as those 0-18 years of age. Article 30 has specific relevance proclaiming *In those States in which ethnic, religious or linguistic minorities or persons of indigenous origin exist, a child belonging to such a minority or who is indigenous shall not be denied the right, in community with other members of his or her group, to enjoy his or her own culture, to profess and practice his or her own religion, or to use his or her own language*

A motive behind the adoption of UNCROC was the view that unless the rights of children are specified, general human rights instruments may not be enough to safeguard them. UNCROC states parties undertake to give effect to a broad range of rights applicable to children, under the guiding principles of the paramountcy of the best interests of the child; non-discrimination; and respect for the views of the child.

### **The 1951 Convention and 1967 Protocol relating to the Status of Refugees**

This Convention sets the minimum standards of treatment of refugees, including the basic rights to which they are entitled. It also establishes the juridical status of refugees and contains provisions on their rights to gainful employment and welfare and such rights as access to courts, education, social security, housing, and freedom of movement. The 1967 Protocol extended the application of the Convention to the situation of new refugees, persons who, while meeting the Convention definition, had become refugees as a result of events that took place after 1 January 1951. As of 1 April 1992, 111 states were party to the 1951 Convention and/or the 1967 Protocol.

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### **The Agenda for Protection 2002**

The Agenda covers a range of measures not addressed by the 1951 Convention and 1967 Protocol, such as preventing gender or sexual-based violence, improving the protection of women and children, maintaining the civilian character of refugee camps, clarifying responsibilities for refugee protection during rescues at sea, and strengthening asylum systems and procedures that are often prone to abuse.



# Appendix Four: Key Government Goals to guide the Public Sector in Achieving Sustainable Development

September 2002

- **Strengthen National Identity and Uphold the Principles of the Treaty of Waitangi**

Celebrate our identity in the world as people who support and defend freedom and fairness, who enjoy arts, music, movement and sport, and who value our diverse cultural heritage; and resolve at all times to endeavour to uphold the principles of the Treaty of Waitangi.
- **Grow an Inclusive, Innovative Economy for the Benefit of All**

Develop an economy that adapts to change, provides opportunities and increases employment, and while reducing inequalities, increases incomes for all New Zealanders. Focus on the Growth and Innovation Framework to improve productivity and sustainable economic growth.
- **Maintain Trust in Government and Provide Strong Social Services**

Maintain trust in government by working in partnerships with communities, providing strong social services for all, building safe communities and promoting community development, keeping faith with the electorate, working constructively in Parliament and promoting a strong and effective public service.
- **Improve New Zealanders' Skills**

Foster education and training to enhance and improve the nation's skills so that all New Zealanders have the best possible future in a changing world. Build on the strengthened industry training and tertiary sectors to ensure that New Zealanders are among the best educated and most skilled people in the world.
- **Reduce Inequalities in Health, Education, Employment and Housing**

Reduce the inequalities that currently divide our society and offer a good future for all by better co-ordination of strategies across sectors and by supporting and strengthening the capacity of Māori and Pacific Island communities. Ensure that all groups in society are able to participate fully and to enjoy the benefits of improved production.
- **Protect and Enhance the Environment**

Treasure and nurture our environment with protection for eco-systems so that New Zealand maintains a clean, green environment and builds on our reputation as a world leader in environmental issues. Focus on biodiversity and biosecurity strategies.



## Appendix Five: New Zealand Federation of Ethnic Council's 2001 Conference Declaration

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The conference, *Vibrant Voices and Visions for ethnic New Zealand*, was held at Massey University, Albany Campus, on 9 to 11 March 2001. It identified a number of key principles, some policy development issues, and some important implications for nation building.

### A: The Principles

- The Conference affirms**
- the importance of the Treaty of Waitangi as New Zealand's founding document
  - the need for positive relationships between the tangata whenua and other established residents and new arrivals to New Zealand
  - the extensive contributions to New Zealand society made by migrant communities
  - the innovative approaches, adaptability and determination evident among migrants to forge a successful new life in New Zealand
  - the need to be vigilant in the creation of a vibrant, multicultural society, and not take it for granted
- accepts**
- that New Zealand's increasing population diversity places considerable demands on all of us to adapt to changing social circumstances
  - that employment is the key to successful integration into, and participation in, all aspects of New Zealand life
  - that all migrants require some levels of assistance to settle effectively into the New Zealand community
- acknowledges**
- the roles of central and local government in assisting migrants to integrate successfully while retaining their own cultures
  - that migrants add strength and diversity to the New Zealand community, making it a more positive and more vibrant place to live
  - the significance of business community commitment to recognising the skills of migrants and providing meaningful work for them
  - the need for an integrated approach to economic, labour market and immigration policy development, supported by co-ordinated service delivery
  - that a number of cross-sectoral issues have been identified – in particular, language barriers, lack of co-ordination, prejudice and discrimination, the need for orientation programmes and resource centres, and the need to expand the economy.

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## **B: The Sector Specifics**

The Conference examined six major areas of social policy, in three plenary sessions. It identified many problems and opportunities and it considered strategies to address these.

### **Employment**

This emerged as the key to successful integration in the New Zealand community. It demands a strategic policy framework supported by co-ordination among the contributing agencies of central and local government and businesses. It is incumbent on the business community to overcome prejudices against those who look and sound different. Migrants are conscious of their own responsibility to contribute to their new communities. They are keen and motivated initially, and then become discouraged by continual refusals. This creates lethargy, despondency and is a waste of skills and personal potential. Cultural diversity in the workplace should be actively promoted.

### **Education**

Access to education and training opportunities represents a critical stepping stone to effective labour market participation and personal growth. Such opportunities should be responsive to the varied needs of specific ethnic communities. English language proficiency is an essential skill and ESOL programmes should be effectively targeted and resourced. Migrants' needs are generally not being met and the social dislocation costs of this neglect are potentially greater than the front end investment needed to get this right. If overseas qualifications are not readily recognised by professional bodies, or if they are under-used because they are not relevant to work currently being done, then retraining should be readily available with funding assistance where needed.

### **Immigration**

A strategic approach to population planning is essential, to ensure that New Zealand is able to attract and retain skilled immigrants. New Zealand should demonstrate its commitment to a humanitarian approach to immigration policy and planning, particularly as regards the unification of families. The need is evident for comprehensive, accurate and practical information about New Zealand, available prior to departure, in the local language, so that prospective migrants can make well-informed decisions about coming to New Zealand. There are significant opportunities for the business community to provide sponsorship for ESOL, job placements and retraining. Economic expansion and the encouragement of small businesses will benefit the commercial sector as a whole. A planned approach to immigration will support economic growth and build a strong social foundation.

### **Resettlement**

There is a need to implement a more coherent government resettlement policy. Current resettlement programmes appear to assume that all migrants will be economically and socially dependent on arrival. In fact, they have the personal skills to cope effectively, providing the host community is welcoming, supportive, friendly and inclusive. Effective resettlement policy would address the capacity of the host community to provide access to housing, employment and social interaction. Local government has an opportunity to take the lead in providing facilities to assist migrants to settle effectively – such as community social events, venues, resource centres and one stop shops for information provision.

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## Health

A clear relationship was identified between unemployment and poor mental health. Health services are not as accessible as they could be to ethnic minority communities, due to language difficulties and financial constraints. Post-migration experiences in the host community have a greater influence on the health of migrants and refugees, than the circumstances which they left behind. Health services could be targeted more effectively if members of the ethnic communities were involved in policy and service decision making processes.

## Housing

Affordability of housing is a key issue, particularly in the rental sector, for those on low incomes. Private sector rentals are unaffordable for many migrants, and state housing is therefore their most appropriate source of accommodation. It is essential that the housing provided be of acceptable quality as regards construction, insulation and layout. Housing design needs to be more culturally sensitive. There is considerable debate about whether clustering migrants in specific communities is more desirable than integrating or pepper-potting them throughout mainstream communities. The conference endorses recent government policies regarding income related rents and healthy housing design.

## C: In Conclusion

The aim of this conference was to capture the vibrant voices and visions for ethnic New Zealand. The conference, therefore, affirms its commitment to a culturally diverse and inclusive New Zealand society:

- where opportunities, services and resources are readily accessible to all
- where the place of tangata whenua in this land is recognised and respected
- where discrimination on ethnic grounds is simply not tolerated anywhere
- where all our cultures are respected and celebrated
- where everyone is motivated to work towards developing a cohesive and harmonious community which will lay the foundations for future generations to reach their potential
- where calling Aotearoa New Zealand 'our home' evokes a heartfelt and meaningful sense of belonging in all of us, irrespective of how or when we came to be living here.

This is our national challenge. The conference believes that New Zealanders have the energy, commitment, sense of responsibility, drive and potential to achieve it. Ignoring the issues raised during this conference will pose risks for the future of New Zealand.

## D: Recommendation

The conference recommends that the New Zealand Federation of Ethnic Council address the identified policy and service delivery issues with local and central government and the business community as a matter of urgency.



## Appendix Six: About the Office of Ethnic Affairs Te Tari Matawaka

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The Office of Ethnic Affairs *Te Tari Matawaka*, was launched in May 2001, as an organisation within the Department of Internal Affairs, and replaces the Ethnic Affairs Service established in 1992. The Office provides policy advice, information and referral services for government, non-government agencies, ethnic communities and individuals on issues for ethnic people.

### Vision

Helping ethnic people to be seen, heard, included and accepted.

### Purpose

The Office of Ethnic Affairs creates a climate so that people from ethnic communities can fully participate in and contribute to all aspects of New Zealand life.

### We do this by:

- advising government about issues affecting ethnic people
- providing a point of contact between government and ethnic people
- offering an information service for non-government agencies, ethnic communities and individuals so they can get access to government services
- promoting intercultural awareness in New Zealand
- publishing the Ethnic Link newsletter and an Ethnic Calendar\_ (available online, go to: [www.ethnicaffairs.govt.nz](http://www.ethnicaffairs.govt.nz))
- maintaining a database of ethnic people interested in being nominated for positions on boards and committees. Please see our website for more details.

### Who we work with:

- people whose culture and traditions distinguish them from the majority of people in New Zealand. Te Puni Kōkiri and the Ministry of Pacific Island Affairs advise on issues for Māori and Pacific people in New Zealand
- migrants, refugees, long-term settlers and descendants of early settlers
- ethnic community organisations
- government agencies and local authorities
- voluntary and community organisations and service providers
- multicultural centres and migrant and refugee centres.

### How to contact Us

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