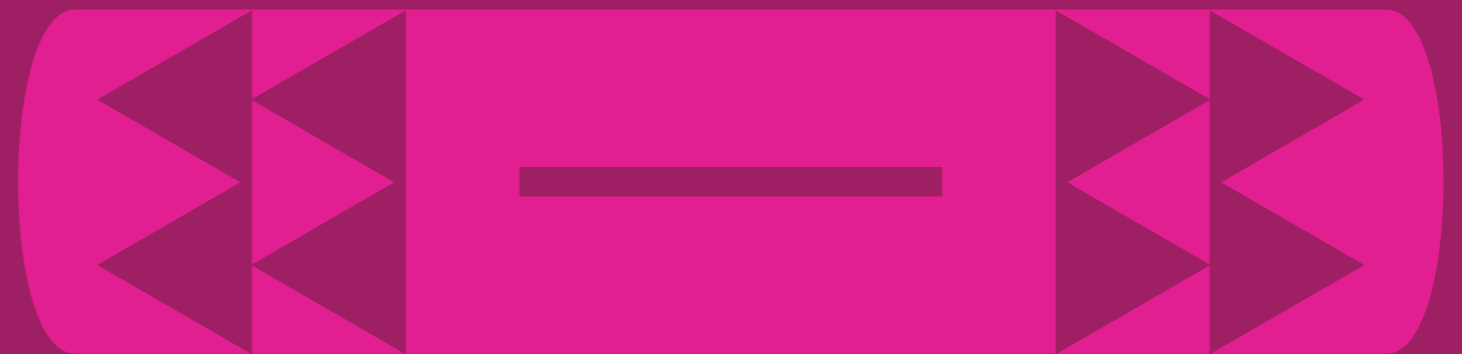


# Te Tangi

## The Call



# Au 'akapapa'anga 'apinga

## Contents

Acknowledgements	3
About this document	4
Introduction	6
A matter of national importance	7
The experience of Pasifika in the workforce is worsening and in crisis	10
Pasifika experience systemic racism and structural discrimination	11
The impact of low income and discrimination	12
The impact of the Covid-19 Pandemic	14
Insights from The Southern Initiative	16
Delivering against strategy	20
Contribution of Uptempo to the Lalanga Fou goals	22
Endnotes	23

# Au tū 'akameitaki'anga

## Acknowledgements

We acknowledge our ancestors, tangata whenua and tangata o le moana whose bravery, knowledge systems and cultural wisdom has shaped the development of Uptempo.

We also thank the Pasifika 'aiga who have courageously shared their lives and experiences with us so we can collectively learn and seed ideas for transformative change.

### Our funder:

Ministry of Business, Innovation and Employment (MBIE)

### Our founding partners:

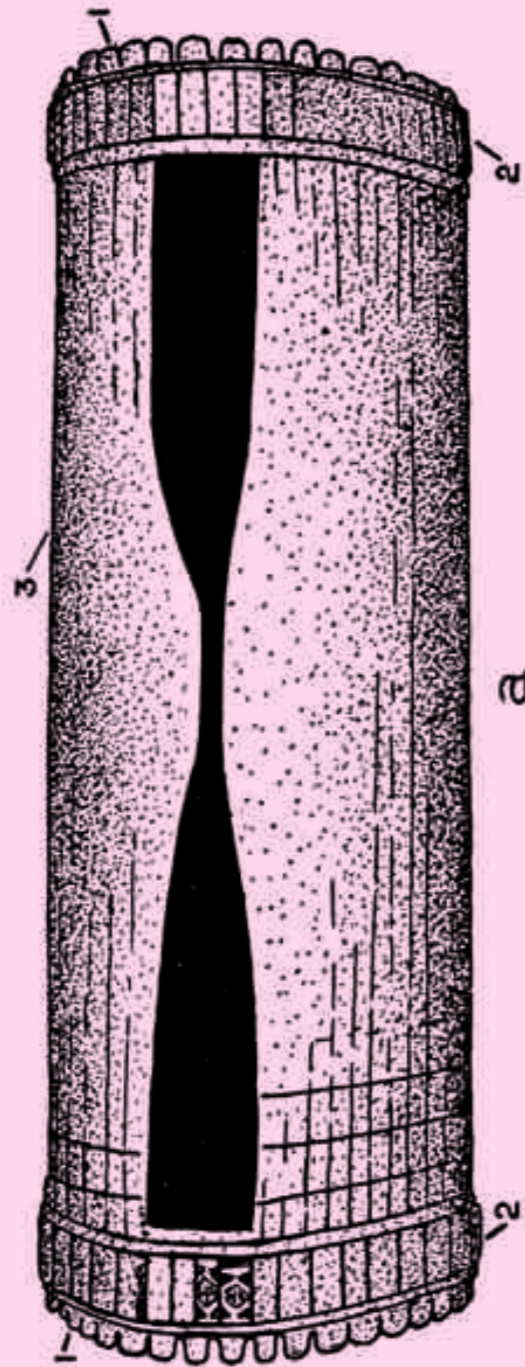
The Southern Initiative (Auckland Council)

Peter McKenzie Project of J R McKenzie Trust

First Union

The Fono

This document has been developed in partnership between Uptempo, SIDA Consulting Ltd and design by Kirsty Harvey.



We use our cultural knowledge to anchor our approach to change and communicate through the ancient art form of music.

# Nō runga i teia putunga peapa pu'apinga

## About this document

This document - Te Tangi, lays out the foundations for Uptempo. It is part of a trio:

Document 1.

### Te Tangi

**The call to action.** Sets out the case for change and demonstrates why Uptempo is important, not just for Pasifika peoples, but for Aotearoa.

Document 2.

### Te Ka'ara

**The drums.** Is our strategic framework, setting out our theory of change and the strategic pillars that will guide us towards achieving change.

Document 3.

### Te Pūnanga Kaveinga

**The movement.** Is our roadmap. It describes the way we will work, our values, the actions we will take and the impact we want to have, as we work towards our goal in the medium term.

The language

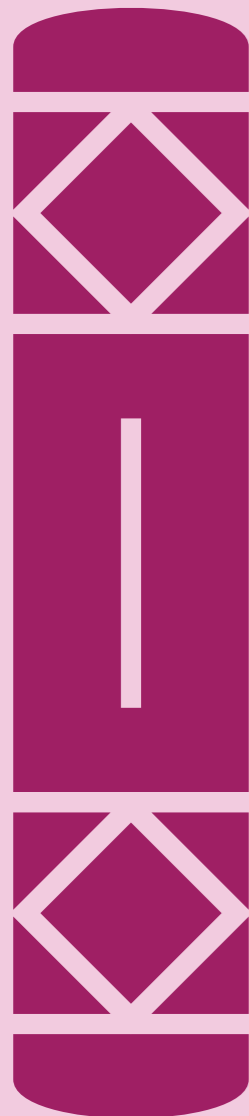
We have used Cook Island Māori and other Pasifika languages throughout this document.



Image credit: Qiane Matata-Sipu

# ‘Aka’ārāvei’anga

## Introduction



**Pasifika peoples are part of a bright future for Aotearoa. They bring a richness of culture, wisdom, and kindness to our communities and society. Their knowledge and skills are the future of our economy and workforce.**

In this document we explore the inequities that Pasifika face, and why it is a matter not just of moral purpose, but one of national importance to nurture the vibrant and rich potential of Pasifika peoples.

This case for change is the foundation for the work of Uptempo—a transformative change programme which is focused on seeding ideas for systems change and removing structural barriers that prevent Pasifika peoples from thriving.

This document - Te Tangi - forms part of a trio: Te Ka’ara, is Uptempo’s strategic framework, setting out its kaupapa and focus areas. Te Pūnanga Kaveinga, describes Uptempo’s approach to transformational approach.

Te Tangi, is a call for change and collective action. It:

- Presents a case for change with detailed evidence and data to provide a snapshot as to the experiences of Pasifika in Aotearoa today.
- Identifies a number of insights from the work of The Southern Initiative which have shaped and informed Uptempo’s approach.
- Demonstrates how Uptempo supports national and local (Auckland) strategic priorities and policy intent.



The full engagement of Pasifika peoples in all areas of the New Zealand economy and society is essential for the development of a robust, sustainable and competitive economy, with strong independent families and communities.<sup>(1)</sup>



## A matter of national importance

A fair and just society is the basis of a modern democracy and economy. The urgency to right the wrongs of inequities experienced by Pasifika is one not just of moral obligation and collective humanity for our fellow citizens.

It is a matter of national importance, that if left neglected threatens the long-term economic prosperity and social stability of the country.

## Pasifika inequality has significant impact on the economic growth and prosperity of the country

The Treasury has acknowledged this in its report assessing the Pacific economy (2). Analysis by the OECD suggests that income inequality has a negative and significant effect on medium-term growth. A 3-point Gini co-efficient rise in equality would reduce economic growth by 0.35% per year. A cumulative loss of GDP of 8.5% over 25 years. Pasifika inequality in New Zealand between 1985 and 2005 is estimated to have cost 13% economic growth by 2010. (3)

## Poverty, lost productivity and income

Research has confirmed the link between poverty and impaired cognitive function and decision-making capacity due to the psychological stresses and 'mental tax' placed on individuals and their families. This has been shown to affect the development of children and educational outcomes.

Emergent research at the intersection between psychology and economics suggests that increased cognitive load as a result of poverty has the potential to affect productivity and earnings. Early field studies indicate that "wherein alleviating financial concerns allows workers to be more attentive and productive at work...if extended to other settings...this implies that reducing volatility or mitigating financial vulnerability could have direct productivity benefits" (4,5)

## Workforce development and labour market supply

Pasifika and Māori are the fastest growth populations in Aotearoa. They make up the largest demographic of young people under the age of 25. As our future workforce Pasifika are strategically important to Aotearoa's economic development and its ability to remain competitive in a global innovation economy.

Yet, structural inequities and discrimination that is resulting in poor educational, employment and well-being outcomes for Pasifika, severely threatens the security of the workforce development pipeline.

A labour market supply deficit increases reliance on skilled migrants. With New Zealand competing with other countries to secure talent, this increases its economic vulnerabilities as seen with the Covid-19 pandemic.

## Cost to the public purse

Maintaining high levels of inequity have significant impact on public expenditure on welfare support, health and crime responses. The Equality Trust in the UK estimates that inequality cost approximately 1.8% of GDP. In a New Zealand context this would equate to around \$5.4bn per year. (6)

The costs of alleviating child poverty in New Zealand are estimated to be in the region of \$6-8bn per year and significant public investment is spent annual on remedial interventions. (7)

"Failure to alleviate child poverty now will damage the nation's long-term prosperity. It will also undermine the achievement of other important policy priorities, such as reducing child abuse, lifting educational attainment and improving skill levels" (8)

However, it is impossible to quantify the cost of intangible impacts of inequality "on our well-being such as loss of trust, community cohesion, and lack of social mobility". (9)

## Democracy undermined

High levels of inequality undermine social solidarity, weakening connection and cohesion between communities. Pitting communities against each other, eroding the shared conception of social good.

This is witnessed now with the varied responses from communities to the Covid-19 pandemic and the fracturing of support along class, geography and race.

Research has shown that high levels of trust reduces transaction costs, requires fewer checks and balances and less resources to fulfil obligations.

"Countries with high social capital levels, which is strongly correlated with trust, have more efficient financial and labour markets." (10)

With wealth comes privilege and a voice. People living in poverty are excluded from democratic processes, their voices reduced.

Marginalised within structures and systems, lacking bandwidth, trust, networks, and resources they are unable to effectively advocate for themselves about their needs and challenge inequities.

When only some voices matter, it erodes the foundations of our democratic society and perpetuates inequality.







**Failing to protect and lift up our Pasifika 'aiga and reverse the impact of inequality risks destabilising our social fabric.**



### **Increased risk of social instability**

Sustained inequality not only weakens social cohesion and democracy it threatens our social and economic stability.

For example, the World Economic Forum highlighted youth disillusionment and disengagement as one of the biggest neglected global risks for countries in 2021. Which not only has catastrophic impacts for each young person but has significant impacts for our social, economic and labour market systems. (11)

As we have said, Pasifika are one of the fastest growing population groups in Aotearoa. The median age for a Pasifika is 23.4 years compared with 41.4 years for European. Approximately 50% of the Pasifika population are under the age of 25 years. (12)

If we fail to protect and lift up our Pasifika 'aiga and reverse the intergenerational impact of inequality, we run the risk of destabilising our social fabric.

### **Responding to a climate emergency**

Pacific Island nations are highly susceptible to climate induced displacement.

New Zealand is committed to fighting the impact of climate change and is contributing internationally and domestically with its 2019 Zero Carbon Act. It has been actively working with Pacific Island communities, providing adaption and mitigation programmes for several years.

However, as the pressures of climate change begins to mount, it is predicted that 50,000 Pasifika could lose their homes each year, due to increasing frequency and severity of extreme climate-related natural disasters. This is likely to result in significant climate induced migration.(13)

As home to the largest Pasifika diaspora in the world, Aotearoa is likely to be a natural destination for Pasifika climate refugees and migrations.

The anticipated increase in Pasifika population accelerates the need to address the issues of inequity, poverty and discrimination.

### **Failure to do so continues to weaken our social fabric and cohesion, lost economic growth opportunity and significant cost to the public purse**

Rather, this represents an opportunity to build sound social and economic platforms which embrace Pasifika communities and those of future migrants. By valuing their knowledge, skills and contribution we create opportunities for individuals, 'aiga, communities and NZinc.



# The experience of Pasifika in the workforce is worsening and in crisis



**Pasifika workers experience reduced access to secure and stable employment, low paid occupations, and discriminatory workplace practices in recruitment, pay, retention and progression.<sup>(14)</sup>**



Employment opportunity and income are one of the most fundamental determinants of wealth and well-being.

Yet, despite more Pasifika entering the work force, they are experiencing higher levels of unemployment and lack of opportunities to access decent quality work.

## Unemployment is increasing

Whilst Pasifika labour market participation rate increased to 66.3% in December 2020, this was down 1% from a year ago.

The unemployment rate for Pasifika increased by 2.4% in the year to December 2020 to 9.6%. This was the highest for all ethnic groups and compares to a national average of 4.9% for the same period.

Young people aged 15–24 were particularly affected with 18.8% unemployed compared to 13.8% nationally.

Pasifika in South and West Auckland experienced significant employment drops. 11.2% or 55,000 Pasifika workers in South Auckland lost their jobs. This was 7.8% in West Auckland.

More Pasifika young people are Not in Education, Employment or Training (NEET). The NEET rate grew from 15.7 per cent to 19.2 per cent over the year to December 2020. About 15,100 Pasifika youth were NEET (15).

## Pasifika are over represented in low-skilled, low-pay roles.

Whilst over the last 20 years gains have been made in high skilled occupations. Pasifika are one and half times more likely to be employed in “low skilled labour roles in manufacturing, transport, warehousing and logistics; and Pasifika women are largely employed in healthcare, social assistance, manufacturing and retail”.

AUT found strong correlations between the highest rates of in-work poverty in labourers and occupational groups encompassing community and personal services works, and in the accommodation, food services, agricultural, forestry and fishing sectors (16).

## Pasifika workers earn the lowest wages in Aotearoa

The Pasifika median income is \$24,300, with only 5.3% of the Pasifika population earning an income between \$70,000–\$100,000.

This is compared with a median income for European New Zealanders of \$34,600. (17).

In 2019, the gap between the average hourly earnings of a Pacific worker and a New Zealand European worker was \$7.48, or 23% (18).

## Pasifika women are disproportionately affected.

The unemployment rate for Pasifika women grew. In December 2020, a further 1700 pacific women were unemployed. An increase on 2% from the previous year. Men increased by 2.8% to 9.4%. This is below total female unemployment of 9.8%.

The number of Pasifika women experiencing NEET grew by 5.1% to 22.1% over the year (19).

Pasifika woman earn on average 25% less than Pākehā men. Effectively working for free for a quarter of the year (20).

# Pasifika experience systemic racism and structural discrimination

The right to an adequate standard of living, equitable wages and working conditions is a human right.

Yet Pasifika have been subjected to inequitable treatment, systemic racism and structural discrimination.

The New Zealand Human Rights Commission found that this is a significant concern for Pasifika people and has impacted on their well-being and human rights.

## Pasifika are repeatedly discriminated against in the workplace

“Communities told us that outside of community settings, their knowledge is disregarded and at times ridiculed. Workplaces were repeatedly described as places where Pacific workers were overlooked for job advancement through training and promotions. Often, workplace discrimination was unreported due to fears of reprisal or victimisation” (21).

The New Zealand Commissioner of Equal Employment Opportunities has launched an inquiry into Pacific Peoples employment and pay inequalities. The inquiry will report in 2022 making recommendations on policy, legislation and regulations (22).

“People from Pacific communities have told us about workplace and labour practices that inhibited their access to decent work and an adequate standard of living... In addition, they were vulnerable to both unemployment and under-employment, which further impacted their ability to manage financially” (23).

## Pasifika are suffering from historical racist policies that continue to reverberate today

Structural discrimination experienced by Pasifika in New Zealand such as dawn raids, violence, and dispossession, has caused trauma, scaring and damaged their mana, psychological safety and well-being to such an extent that some Pasifika will sacrifice their basic needs, avoiding state interaction due the harm experienced and the need to preserve a sense of control and dignity (24).

## Pasifika are regularly targeted for racist abuse and discrimination

The Covid-19 Pandemic has highlighted the ongoing negative racist attacks against pacific communities and their families.



# The impact of low income and discrimination

Low income and poverty has a debilitating effect on people's quality of life, living standards, executive function, and health.

When combined with structural inequity, it causes long lasting intergenerational harm. This prevents Pasifika from having equity of access to services, benefits and opportunities, plunging many into crisis.

It can last for generations and stifle the future life chances and opportunities of children and young people.

## Pasifika experience the highest levels of in-work poverty

Research shows that working households with at least one Pacific adult experience the highest rates of in work poverty (9.5%) in New Zealand (compared with New Zealand European Households 5.9%) (25).

This is compounded by larger numbers of people living in these households "suggesting household income may be stretched to support a larger number of household members" (26)

"The average size of in-work poor households of New Zealand European ethnicity is 2.84 individuals...[this figure is] 5.14 for Pacific people's households" (27).

## Pasifika children are more at risk of poverty

The latest available figures (June 2020) continue to show that Pacific children were more likely to live in households with low income or material hardship compared with European children.

19.1% of Pacific children are living in households with less than 50% of the median equivalised disposable household income (before housing costs are deducted).

26.2% of Pacific children were living in households that experienced material hardship (28).

The full extent of the impact of the Covid-19 pandemic is not fully yet realised in the current reported figures.

The UN Commission for Children's Rights has raised deep concerns about the enduring high prevalence of poverty among children in Aotearoa.

"The effect of deprivation on children's right to an adequate standard of living and access to adequate housing, with its negative impact on health, survival and development and education. It is particularly concerned about the continuing disparities faced by Maori and Pasifika children with regard to the enjoyment of these rights... it remains seriously concerned about the structural and systematic disadvantages Māori and Pasifika children face" (29).

## Children growing up in poverty are more likely to experience long term negative outcomes

The stress of poverty and economic processes damages family resilience, health and stability.

It reduces a person's cognitive load. Leading to depleted reserves, poor mental health, impaired executive function and decision making

This can affect the quality of inter-familial relationships and have long term consequences for the cognitive and behavioural development of children and young people (30).

In doing so, it creates a negative cycle of simultaneous reinforcement, trapping people in a cycle of intergenerational poverty.





**Only 15% of Pasifika have Bachelors or higher qualification. <sup>(31)</sup>**

**Higher educational attainment directly correlates with earning potential and wealth.**



### **Poverty and inequity affect levels of educational attainment and attendance**

“Socio-economic advantage has a stronger impact on achievement in New Zealand than many OECD countries. There is a larger difference in achievement between students from advantaged and disadvantaged backgrounds in New Zealand compared to the OECD average” (32).

More Pasifika are gaining a school qualification but the education gap remains between the total population and at degree level.

70% of Pasifika in 2020 had a school qualification. This is significantly lower than the total population at 85%. Only 15% of Pasifika have bachelors or higher qualification. This figure is 35% for the total population (33).

The outcomes of higher educational attainment directly correlate with earning potential and wealth.

“The median net wealth of individuals with no qualification is just \$50,000, compared with more than \$150,000 for individuals with a level four to six qualification. Post graduate qualification holders have a median net worth of more than \$200,000” (34).

### **Pasifika had the lowest net worth of all ethnic groups**

On average they have 80% less than the national average in Aotearoa. This was due to lower equity held in owner-occupier homes, lower savings, Kiwisaver and other managed funds (35).

### **Pasifika have borne the brunt of the housing crisis**

Many Pasifika are experiencing housing insecurity; overcrowding; and poor quality accommodation. Unable to afford warm and dry homes that meet their needs.

There is a strong relationship between poor quality housing and poverty. Lower income families are more likely to be living in rental accommodation, offering less security and stability. The impact of poor housing on well-being and health is well documented

A report by the Salvation Army found that Pacific New Zealanders were 10 times more likely to be homeless than European New Zealanders. Approximately 27% of Housing New Zealand tenants were Pacific. For Auckland this was estimated at 40%.

Census data indicates that more than 70% of Pacific people in Auckland were renting.

This corresponds with a significant decline in Pasifika homeownership. Dropping by more than 35% from 1986–2013 (36).

### **Pasifika living and household costs have increased.**

Inflation rose by 1.1% (June 2021) for all households affecting low to middle-income earners.

Transport costs rose 3.1% for lowest spending groups associated with petrol and public transport. Food prices increased 1.5%.

Māori households and beneficiary households, who are spending almost a third of their income on rent. Given that Pacific outcomes are closely aligned with Māori, it is likely that such increases will be experienced by Pacific households (37).

Families can be left making difficult choices about paying the rent, feeding the family or heating the house in winter. Shocks to the budget can push families further into cycles of poverty and debt.

# The impact of the Covid-19 Pandemic

**Covid-19 has accelerated and deepened an existing crisis and is having a 'multiplier effect' compounding existing health, well-being and economic inequities. This reinforces the need for radical change.**

Whilst the true effects of the Covid-19 pandemic on Pasifika peoples have yet to be fully realised, early evidence is beginning to highlight some of the known consequences.

## **Pasifika are more likely to be classed as essential workers**

This is given their dominance in low paid and low skilled jobs, particularly in the care and personal services, food production, logistics and retail. This has increased their risk of exposure to the virus.

## **Pasifika are more at risk of job losses and under-utilisation during the pandemic**

A survey of 500 pasifika from South Auckland found that 18% of Pacific households had lost half or more of their income; 25% had someone who had reduced pay or house; and 13% someone who had lost their job post March 2020. (38)

## **Pasifika households are struggling financially**

Over 38% had struggled to pay for basic costs and 57%, where income had reduced by half, struggled to pay their bills on time. They are struggling to pay for utilities such as power and heating in winter. (39)

## **Food insecurity has increased.**

Reduced hours, lost income, and self-isolation has increased food insecurity, and access to supplies. Leaving many vulnerable and feeling embarrassed about asking for food parcels.

In parallel, services are struggling to keep with up demand. (40)

## **Pasifika are disproportionately contracting the virus**

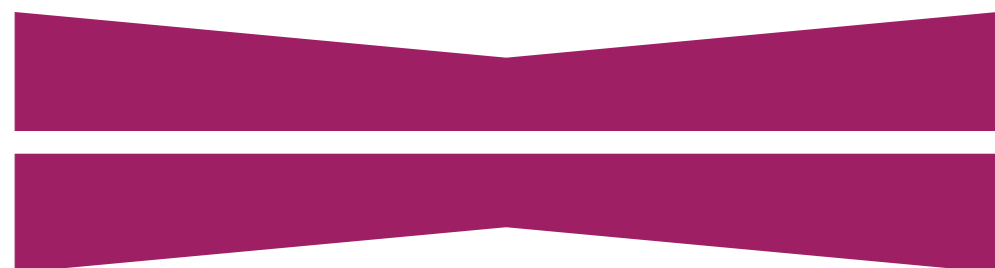
Pasifika are experiencing some of the highest rates of infection of Covid-19. 68% of the August 2021 community cluster have been Pacific peoples. They are also experiencing higher hospitalisations due to Covid. 30 of 34 hospitalisations (reported 28 August) where Pacific. (41,42,43)

## **Pasifika have experienced ongoing discrimination and racism**

The August 2021 outbreak saw pacific communities in South Auckland targeted by threats and racism in the mainstream and social media.

Households that experienced income loss are less likely to access health support they need.

23% of those whose income has been affected did not get mental health support and 20% did not get the healthcare they needed compared with the rest of the pacific population. (44)





**18% of South  
Auckland  
Pasifika households  
lost half or more of  
their income.**



### **Technology inequity is further reinforcing negative outcomes for Pasifika**

Many Pasifika families do not have access to technology devices or internet, or these are shared across a number of household members.

As a result, Pasifika are excluded from access to online services and education. This is impacting on their ability to participate effectively in classes, book appointments, use the Covid-19 tracking app, obtain information etc...Pasifika are increasingly marginalised in a digital world. (45)

### **There is mixed support for vaccine roll out in some Pasifika communities**

Pasifika service providers, health agencies and community groups are working hard to vaccinate Pasifika peoples. However, deliberate misinformation and conspiracy theories on social media are "cultivating a fear and mistrust in church communities and young people towards their decision to get vaccinated." (46)

### **The stress of the pandemic is leaving Pasifika communities depleted**

The cumulative impacts of economic vulnerability, poverty and racism have been compounded by the pandemic and lockdowns. This has depleted the reserves of the Pacific community and prevented people from coming together to connect socially and spiritually.

The Southern Initiative is observing fractures in the community self-support systems of Pasifika and it is becoming increasingly difficult for them to subsume the impacts and be responsive to their aiga and people.

Many community service providers are over stretched, under resourced and funded. Trust has been broken between the community and some mainstream agencies due to lack of follow through on support packages. (47)

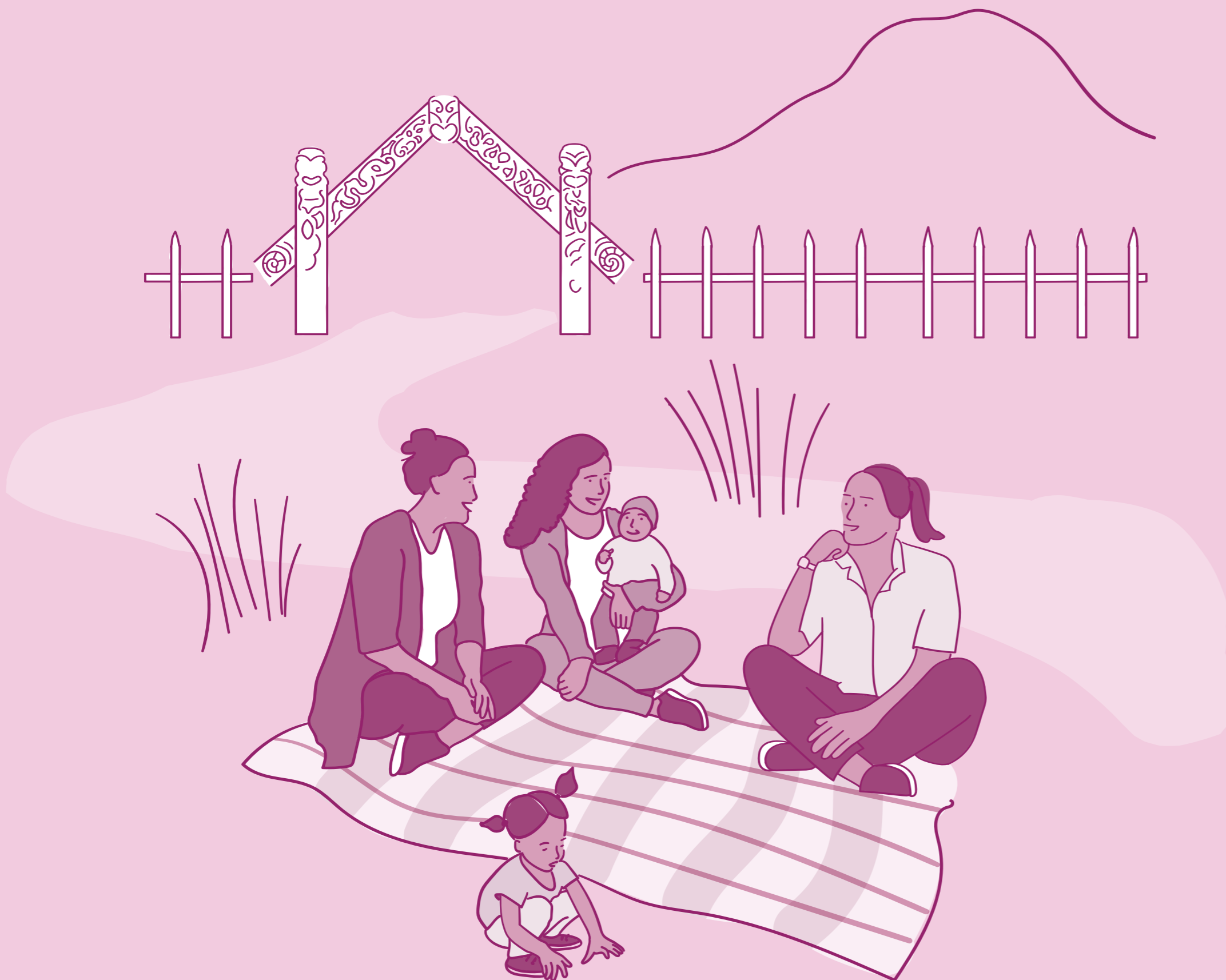
### **Recovery from lockdowns is slower in South Auckland resulting in greater social costs**

Analysis of the impact of lockdowns by Auckland Council suggests that recovery will be slower in South Auckland where Māori and Pasifika populations have been disproportionately affected with high unemployment, greater likelihood of further job losses due to business restructuring and disengagement from education and learning. (48)

### **Covid 19 has amplified existing labour market and economic disparities for Pasifika.**

Research is ongoing as to the full impact, but initial findings suggest that that disparities have deepened in 2021, particularly for Pasifika women and those aged 20-29 years.





## Insights from The Southern Initiative

For the last eight years, The Southern Initiative has been working deeply with communities in South Auckland to understand the issues explored affecting them and co-design solutions together.

Through this work we have gained deep insights about the challenges and the shifts required to tackle inequity and transform systems.

Here we share some of the insights that have helped to inform our approach to Uptempo. As we continue in our work, new insights will emerge which will further build our practice.





The Lab and TSI JVFV Future Vision, 2019  
(inspired by insights from the Pacific Workforce Challenge)

### Quality work matters—and pay is only part of that

Security, flexibility, personal development, and fulfilment are important to many people.

“Work is strongly related to the quality of an individual’s life and their well-being...low quality work can push people out of the labour market or into work which does not fully utilise their skills and experience, reducing well-being and productivity...[it] can affect worker health”(49).

### Enabling progression in work is an important part of tackling poverty

Our practice and evidence tells us that moving an experienced worker from a low wage job that barely pays the bills to a quality job with higher income and security provides a foundation for accelerated transformational economic outcomes.

Traditional policies have focused on unemployment and entry to employment to tackle poverty. However, a greater focus is on progression is being emphasised (50).

Improving incomes and job security is essential for “those on lower incomes [to] have routes to progress in work, have the opportunity to boost their earning power, and are treated with respect and decency at work” (51).

### Employers play a vital role

Research has shown that in-work progression initiatives must address the supply and demand side of the labour market.

This includes employer support: working to identify and enhance opportunities for workers; create employer networks; and support businesses who wish to make changes. (52)

“Investing in provision of affordable, accessible and inclusive cultural competency-based training, advice and support for employers to give them an opportunity to gain insight into Pacific drivers and values and develop strategies for creating organisations that are culturally supportive.” (53)



### Future proofed skills training and on-the-job support helps workers progress and improves their job security

“Traditional active labour market policies that only focus singularly on employment...have limited success... Evidence suggests that...unless linked to future proofed skills training and on the job support, they will be low wage and temporary, and may not contribute to much long-term career development, job prospects or financial resilience”. (54)

Our work has highlighted that providing dedicated career advancement support for “Pasifika who have been in the workforce for at least five years and earning between minimum and living wage is essential to supporting them to transition to high income roles in new sectors.” (55)

### 'Aiga are a key driver for success and decision making for Pasifika peoples

Individuals are part of families, and their challenges and successes are interdependent. Achieving positive employment goals requires the support of all family members and early intervention support for children.

Collective values determine that employment decisions are not made independently. For Pasifika, the health and well-being of the family and community is a consideration.

"I had a great opportunity overseas with awesome money but I didn't want to leave my Mum"

"I wanted to go back to study but I know that I am the eldest and I just need to support my family"



**"I wanted to go back to study but I know that I am the eldest and I just need to support my family"**

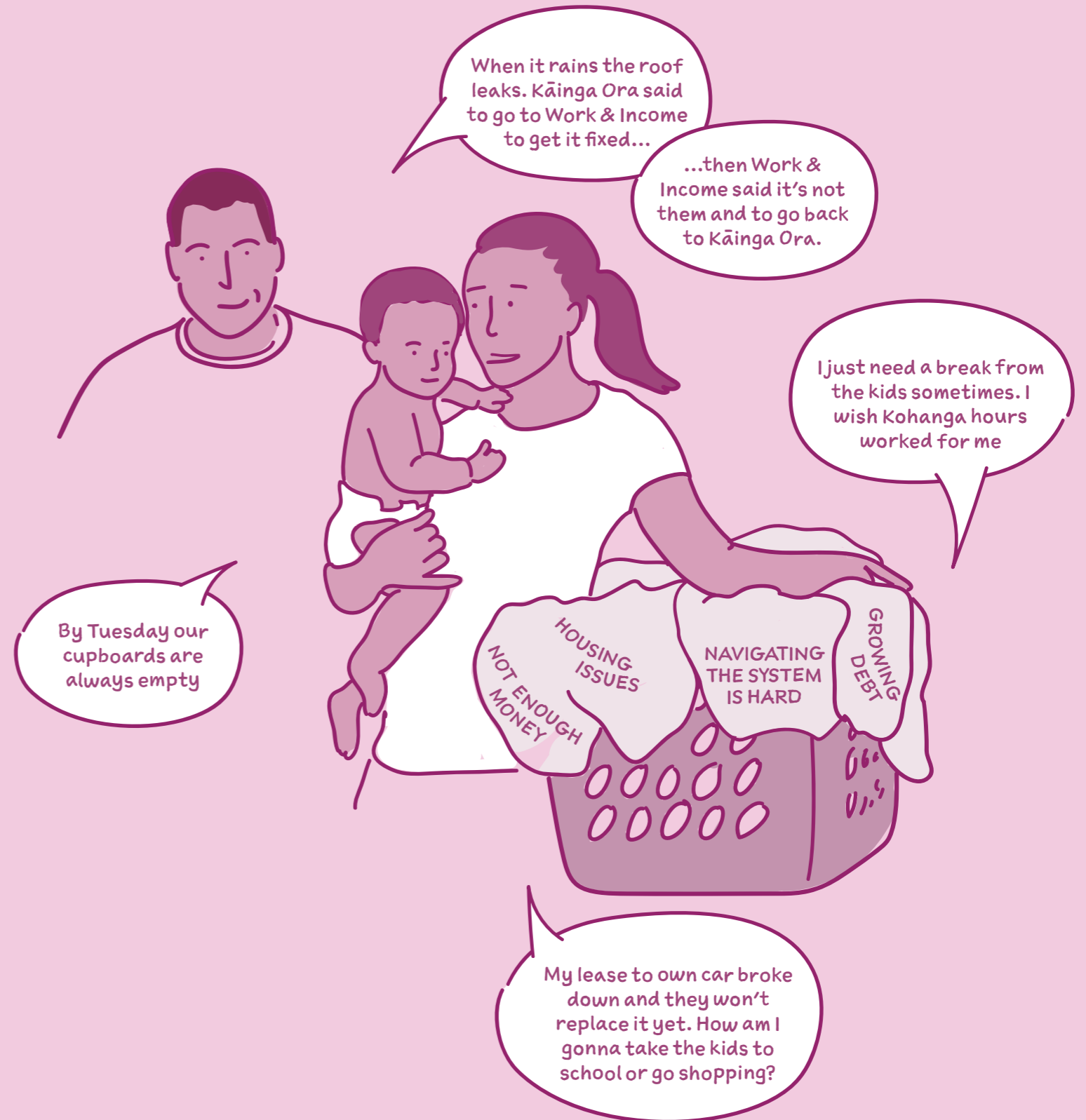


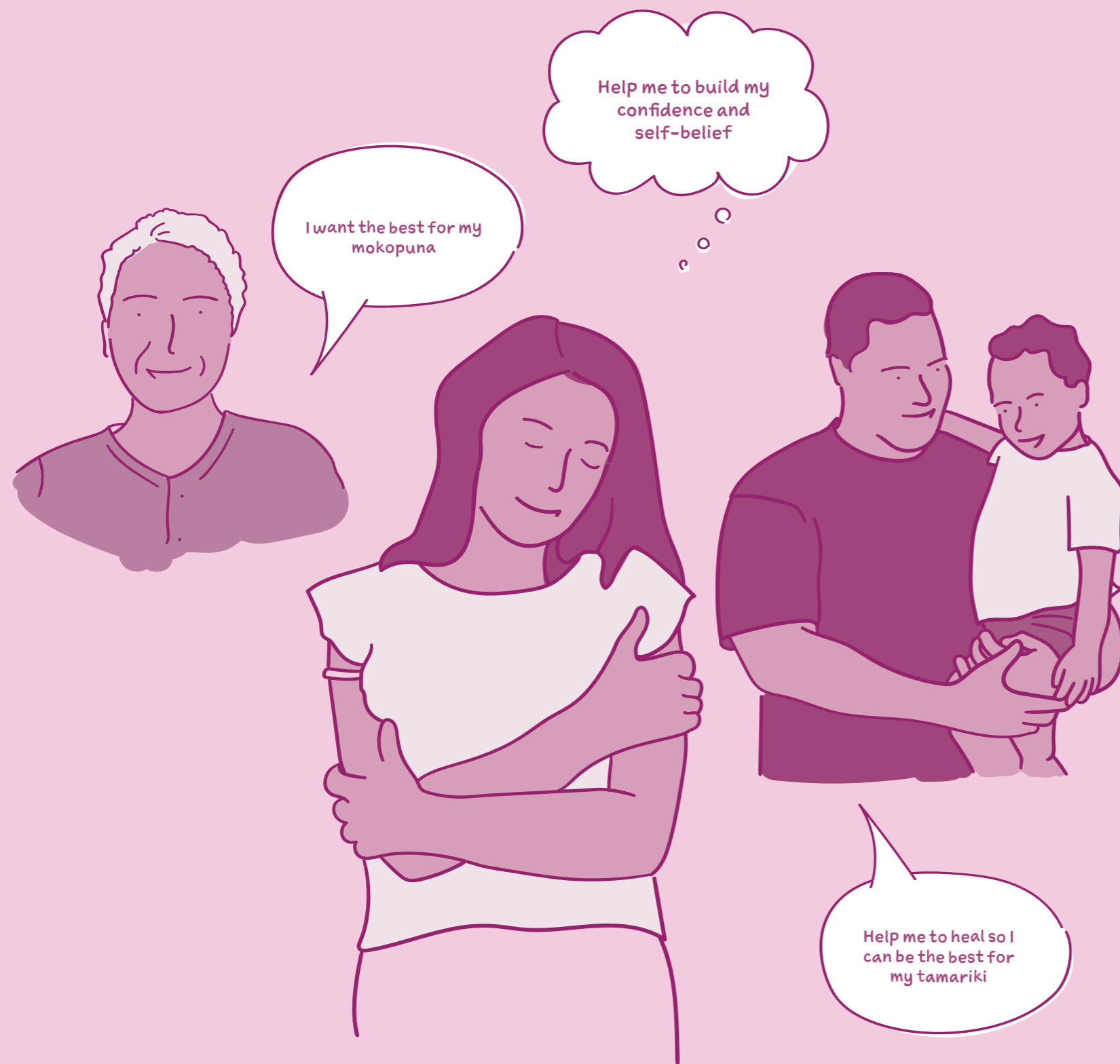
### Families experiencing poverty and the stress that comes with it lack the capacity to focus on employment

When labour market programmes do not address basic needs, individuals may struggle to maintain the cognitive bandwidth and lack the capacity to participate effectively. Stress and worry about resource scarcity and mental processing can turn their focus away from employment (56).

### Structural factors prevent progression

Enabling Pasifika families to go from surviving to thriving requires redress of the structural factors preventing progression; changes within the labour market; and social welfare support systems (57)





### Being deeply connected to culture and family is intrinsic to Pacific wellbeing

It is a protective factor that is a source of strength for Pasifika people and communities and leads to improved outcomes.

Physical, spiritual and mental wellbeing relates to respect, self-respect and power through the relational space of the va.



### Healing and restoration are essential

Re-designing systems for equity and intergenerational wellbeing must focus on healing and strengthening Pasifika people, aiga and communities.

This includes addressing the intergenerational harm and trauma caused by colonisation and discrimination; adopting indigenous customary practices and knowledge; and investing in the conditions and protective cultural factors that enable Pasifika to thrive.

# Delivering against strategy

Uptempo is well placed to support the strategic primary outcomes for Pasifika at national and local policy levels. Here we summarise the key strategic 'touchpoints' that are relevant to Uptempo.

As a incubator for change, Uptempo will seek to demonstrate what it takes to implement positive actions against these strategic priorities.

We will provide clear and tangible recommendations to inform future policy and strategy, so as to positively influence change at system level for Pasifika people's in Aotearoa.

## Lalanga Fou

The All of Government Pacific Well-Being Strategy, Lalanga Fou is a cross agency strategy to support a thriving Pasifika in Aotearoa (58).

It sets out four interconnected goals for Pacific peoples:

- **Thriving pacific languages, cultures, and identities**
- **Prosperous communities**
- **Resilient and healthy pacific people**
- **Confident, thriving and resilient Pacific young people**

This is the founding strategy which all agencies must incorporate into their strategic policies and demonstrate progress towards delivery of the identified goals and outcomes.

Developed after extensive engagement with the pacific community, and in recognition of the need to take a more collaborative leadership and joined up partnership across Government to transform the system.

There is shared aspiration to support pacific people to have access to sustainable employment and economic security.

Underpinning this is a commitment to work with families and communities to address the needs of pacific peoples, through deeper engagement, regular fono, and co-design of innovative solutions and practices.

**“Pasifika communities need to actively design and lead their own innovative solutions to the challenges they face. It recognises that Pacific people need to be at the decision-making table to drive change”<sup>(59)</sup>**

This requires a shift from government led to Pacific-led solutions so that Pasifika can be authors of their own innovative solutions that are grounded in pacific values, practices and knowledge.

Significant budget provisions have been made in the 2021 Recovery Budget to support Lalanga Fou, which reinforces a commitment to “supporting Māori and Pacific peoples, particularly in housing and health, to develop solutions that are driven by Māori and Pacific communities.” (60)

## Prosperous Pacific Communities

The Ministry of Business, Employment and Innovation is responsible for leading the contribution towards the 'prosperous Pacific communities' goal with a particular focus on Pacific workforce development, improved career pathways, and STEM training.

It is committed to: *"Supporting innovation capability for Pasifika enterprises, collectives and communities and increasing collaboration across government systems to support the delivery of pacific centric economic interventions"*

As well as focusing on: *"Coordinating to develop targeted interventions promoting digital access, knowledge and skills".(61)*

At the time of writing a Pacific People's Employment Action plan is in development. (62,63)

It is intended that this will emphasise the need for Government to take a new approach by investing and working together with Pacific communities to better address Pacific employment and focus on:

- **Diversification of Pacific workforce into a broader range of sectors and industries as a priority of STEM;**
- **Improving pacific people's participation in the labour market and addressing structural discrimination in the workforce**
- **Supporting Pacific owned businesses and entrepreneurs**

## Pacific Prosperity Strategy

Ministry of Social Development (MSD) has launched the Pacific Prosperity Strategy to support its Te Pae Tawhiti Futures Strategy.

It is the Ministry's first Pacific Strategy and action plan at a national level and commits to supporting "pacific peoples, families and communities to thrive and flourish in Aotearoa" so they can prosper, succeed and advance towards being independent.

It is committed to developing long term relationships and investments that *"support the long term social and economic development' of pacific peoples to achieve prosperity and self-sufficiency."*

It will partner for greater impact, and co-design with pacific peoples, families and communities.

MSD is an important support partner for Uptempo. It provides financial assistance and benefits, as well as employment and housing support services, capacity building and community services such as victim support and family violence. (64,65,66)

## Action Plan for Pacific Education

In the Action Plan for Pacific Education 2020–2030, Ministry of Education, has a vision for diverse Pacific learners and families are safe, valued and equipped to achieve their education aspirations'. It identifies five key shifts that have been prioritised by pacific communities and focus on removing barriers to education, quality culturally appropriate provision and education that is relevant now and in the future.

A key objective is to develop educational opportunities in partnership with families, leaders and educational professionals that supports their aspirations for learning and employment. (67)

What this illustrates is a broad commitment across Government to the goals of Lalanga Fou and collective action towards a vision that enables *"pacific peoples, families and communities to thrive and flourish in Aotearoa"(68).*

With a focus on well-being, economic prosperity, and a respect of Pacific values and knowledge with a commitment to co-design with Pasifika, Uptempo is deeply aligned with these goals both in terms of its purpose, objectives and approach.

## Auckland Plan 2050

At a local level, Uptempo is supportive of the Auckland Plan 2050's opportunity and prosperity outcome. Through this there is a specific focus on fuelling growth and advancing opportunities for Pasifika including, employment, education and training (Focus Area 5: Increase educational achievement, lifelong learning and training)

This includes support for enabling opportunities for life long learning to build soft skills; supporting education to work pathways; retraining opportunities and providing new approaches to education infrastructure (69).

**Auckland Unlimited** has a key role to play in delivering this objective and as a sister partner in the Auckland Pacific Skills Shift initiative will be working to support Pacific workforce development through the delivery of micro-credential training for Pacific people in employment (70).

Uptempo is identified as a critical initiative in enabling the priorities of the The Auckland Economic Development Action Plan 2021–2024 particularly under its 'skilled Tāmaki Makaurau supporting quality jobs and skills' objective that specifically recognises Pasifika as a priority group (71)

# Contribution of Uptempo to the Lalanga Fou goals

FOUR GOALS OF LALANGA FOU	KEY SHIFTS FOR PACIFIC PEOPLES (MPP STATEMENT OF INTENT)	SUPPORTED BY UPTEMPO	UPTEMPO CONTRIBUTION
<b>Thriving Pacific languages, cultures and identities</b>	More Pacific peoples are speaking their own languages	●	Uptempo is culturally grounded in Pasifika world view. It uses Pasifika values, knowledge and ways of being to shape how we develop, deliver and communicate our activities.
	Pacific languages and cultures are valued and recognised as an asset in Aotearoa	●	Uptempo works with employers to develop approaches that recognise the value of Pasifika culture in their workforce.
	Diverse Pacific identities are accepted, recognised and celebrated in Aotearoa	●	We seek to create culturally safe spaces in which Pasifika can be supported, developed and promoted free from discrimination and prejudice.
	Faith, and the role of churches amongst Pacific communities, is recognised as a valuable resource		
<b>Prosperous Pacific communities</b>	Pacific peoples' participation in the labour market improves	●	The Uptempo broker and coaching service supports and connects Pasifika to employment opportunities in future focused sectors which offer greater security, career and training development and sustained income increases.
	More suitable housing for Pacific peoples		Helping pacific people and their families develop the skills they need to get quality well paid jobs with career progression opportunities through the development of micro-credentials skills programmes and training.
	More successful and sustainable Pacific entrepreneurs and Pacific-owned businesses	●	Building strategic partnerships with employers to remove barriers Pacific people's progression, decent working conditions and fostering organisations which value and respect pacific culture and language.
	Pacific volunteer contribution to Aotearoa is recognised and valued	●	
<b>Resilient and healthy Pacific peoples</b>	Improved preventative care and integrated primary health and social services for Pacific families		We work in partnership with First Union and The Fono to help families better access the culturally appropriate services, healthcare, benefits and support they need so they can become happy and thriving families, children and young people.
	Pacific peoples' values and experiences are reflected in the design and delivery of health and wellness services	●	We intentionally focus on families that include children under five, helping them access additional benefits, childcare and parenting support and improved employment opportunities through our brokering service.
	Pacific mental health and wellness are better supported with services that use Pacific cultural frameworks	●	Our aiga led innovation lab focuses on ensuring that the values and experiences of pacific peoples are reflected in the design and delivery of services. We work with families to surface insights and develop prototypes to remove barriers, improve access to opportunity, build resilience and develop services that support pacific cultural frameworks.
	Pacific parents are supported to provide the best start in life for their children	●	
<b>Confident, thriving and resilient Pacific young people</b>	Pacific young people are confident in their identities		Our training, coaching and brokering services are available to young people in our Pacific families that are part of Uptempo. They can access support and mentoring, career advice, and opportunity to participate in schemes such as the Maori and Pacific Trades Training Initiative and micro-credentials.
	Pacific young people have improved experiences in education	●	
	Pacific young people have better pathways available to them from education to employment in a broad range of careers	●	
	Pacific youth mental health and resilience are strengthened		

# Endnotes

(1) **New Zealand Treasury (2018)** *The New Zealand Pacific Economy*. Source: <https://www.treasury.govt.nz/sites/default/files/2018-11/nz-pacific-economy-nov18.pdf> p21

(2) **IBID**

(3) **Berl (2020)** *Inequality and New Zealand*. Accessed 8.10.21 Source: <https://berl.co.nz/our-pro-bono/inequality-and-new-zealand>

(4) **NBER (2021)** *Does Poverty Lower Productivity*. Accessed 8.10.21 Source: [www.nber.org/programs-projects/projects-and-centers/7122-does-poverty-lower-productivity?page=1&perPage=50](http://www.nber.org/programs-projects/projects-and-centers/7122-does-poverty-lower-productivity?page=1&perPage=50)

(5) **CEGA Berkeley University (2019)** *Does Poverty Lower Productivity. Psychology and Economics of Poverty Convening May 2019*. Accessed 08.10.21. Source: [https://cega.berkeley.edu/wp-content/uploads/2019/05/Kaur\\_PEP2019.pdf](https://cega.berkeley.edu/wp-content/uploads/2019/05/Kaur_PEP2019.pdf)

(6) **Salvation Army (2019)** *Progress Towards Equality*. Source [https://www.salvationarmy.org.nz/sites/default/files/files/%5Bfile\\_field%3Atype%5D/20191203\\_sppu\\_towardsequality\\_report.pdf](https://www.salvationarmy.org.nz/sites/default/files/files/%5Bfile_field%3Atype%5D/20191203_sppu_towardsequality_report.pdf)

(7) **Children's Commissioner (2012)** *Child Poverty in New Zealand evidence for action*. P1. Source: <https://www.occ.org.nz/assets/Uploads/EAG/Final-report/Final-report-Solutions-to-child-poverty-evidence-for-action.pdf>

(9) **Salvation Army IBID**

(10) **Salvation Army IBID**

(11) **World Economic Forum (2021)** *Pandemics: Youth in an Age of Lost Opportunity* (Global Risk Report 2021)

(12) **Stats NZ (2018)** *2018 Census by ethnic group*. Source: <https://www.stats.govt.nz/tools/2018-census-ethnic-group-summaries/European>

(13) **Ghosh R C, Orchiston C, NZAIA (2020)** *Climate Induced Migration in the Pacific: The Role of New Zealand*. Source: [https://www.nzaia.org.nz/uploads/1/2/3/3/12339018/ghosh\\_and\\_orchiston.pdf](https://www.nzaia.org.nz/uploads/1/2/3/3/12339018/ghosh_and_orchiston.pdf)

(14) **New Zealand Human Rights Commission. (2020)** *Talanoa: Human Rights issues for Pacific Peoples in Aotearoa New Zealand*. (p25) Source: [https://www.hrc.co.nz/files/6316/0695/6263/Talanoa\\_-\\_Human\\_rights\\_issues\\_for\\_Pacific\\_people\\_in\\_Aotearoa\\_New\\_Zealand.pdf](https://www.hrc.co.nz/files/6316/0695/6263/Talanoa_-_Human_rights_issues_for_Pacific_people_in_Aotearoa_New_Zealand.pdf)

(15) **MBIE (2021)** *Pacific Peoples Economic Prosperity*. Source: <https://www.mbie.govt.nz/dmsdocument/12512-mbie-and-pacific-peoples-economic-prosperity>

(16) **Plum, A., Pacheco, G., & Hick, R. (2019)**. *In-Work Poverty in New Zealand*. AUT. Source: [https://workresearch.aut.ac.nz/\\_\\_data/assets/pdf\\_file/0009/326709/In-work-Poverty-in-NZ\\_PDF.pdf](https://workresearch.aut.ac.nz/__data/assets/pdf_file/0009/326709/In-work-Poverty-in-NZ_PDF.pdf)

(17) **Statistics NZ (Census 2018)** *Ethnic Groups – Pacific Peoples*.

Accessed 17.08.21. Source: <https://www.stats.govt.nz/tools/2018-census-ethnic-group-summaries/pacific-peoples>

(18) **New Zealand Human Rights Commission. (2020)** *Talanoa: Human Rights issues for Pacific Peoples in Aotearoa New Zealand*. (p25) Source: [https://www.hrc.co.nz/files/6316/0695/6263/Talanoa\\_-\\_Human\\_rights\\_issues\\_for\\_Pacific\\_people\\_in\\_Aotearoa\\_New\\_Zealand.pdf](https://www.hrc.co.nz/files/6316/0695/6263/Talanoa_-_Human_rights_issues_for_Pacific_people_in_Aotearoa_New_Zealand.pdf)

(19) **MBIE (2020)** *Pacific Peoples in the Labour Market – December 2020 Quarter (unadjusted)* <https://www.mbie.govt.nz/dmsdocument/13562-pacific-peoples-in-the-labour-market-december-2020-quarter-unadjusted>

(20) **IBID**

(21) **New Zealand Human Rights Commission. (2020)** *Talanoa: Human Rights issues for Pacific Peoples in Aotearoa New Zealand*. (p14) Source: [https://www.hrc.co.nz/files/6316/0695/6263/Talanoa\\_-\\_Human\\_rights\\_issues\\_for\\_Pacific\\_people\\_in\\_Aotearoa\\_New\\_Zealand.pdf](https://www.hrc.co.nz/files/6316/0695/6263/Talanoa_-_Human_rights_issues_for_Pacific_people_in_Aotearoa_New_Zealand.pdf)

(22) **Stuff (19 August 2021)** *'Basic racism': Pacific workers struggle to get training and promotions*. Accessed 19.08.21. Source: <https://www.stuff.co.nz/business/industries/126114744/basic-racism-pacific-workers-struggle-to-get-training-and-promotions>

(23) **IBID p27**

(24) **The Southern Initiative (2020)** *Rapid Literature Review informing Pacific workforce development* p7

(25) **Plum, A., Pacheco, G., & Hick, R. (2019)**. *In-Work Poverty in New Zealand*. AUT. (p25) Source: [https://workresearch.aut.ac.nz/\\_\\_data/assets/pdf\\_file/0009/326709/In-work-Poverty-in-NZ\\_PDF.pdf](https://workresearch.aut.ac.nz/__data/assets/pdf_file/0009/326709/In-work-Poverty-in-NZ_PDF.pdf)

(26) **New Zealand Human Rights Commission. (2020)** *Talanoa: Human Rights issues for Pacific Peoples in Aotearoa New Zealand*. (p23) Source: [https://www.hrc.co.nz/files/6316/0695/6263/Talanoa\\_-\\_Human\\_rights\\_issues\\_for\\_Pacific\\_people\\_in\\_Aotearoa\\_New\\_Zealand.pdf](https://www.hrc.co.nz/files/6316/0695/6263/Talanoa_-_Human_rights_issues_for_Pacific_people_in_Aotearoa_New_Zealand.pdf)

(27) **Plum, A., Pacheco, G., & Hick, R. (2019)**. *In-Work Poverty in New Zealand*. AUT. (p25) Source: [https://workresearch.aut.ac.nz/\\_\\_data/assets/pdf\\_file/0009/326709/In-work-Poverty-in-NZ\\_PDF.pdf](https://workresearch.aut.ac.nz/__data/assets/pdf_file/0009/326709/In-work-Poverty-in-NZ_PDF.pdf)

(28) **Statistics NZ (2020)** *Child Poverty Statistics Year Ended June 2020*. Accessed 17.08.21. Source: <https://www.stats.govt.nz/information-releases/child-poverty-statistics-year-ended-june-2020>

(29) **UN Committee on the Rights of the Child (CRC)** *Concluding observations on the fifth periodic report of New Zealand, 21 October 2016, CRC/C/NZL/CO/5*. (p12-13). Accessed 18 August 2021. Source: <https://www.refworld.org/docid/587ceb574.html>

(30) **Early Intervention Foundation**. Accessed 19.08.21. Source: <https://www.eif.org.uk/why-it-matters/why-is-it-good-for-society-and-the-economy>

[www.eif.org.uk/why-it-matters/why-is-it-good-for-society-and-the-economy](https://www.eif.org.uk/why-it-matters/why-is-it-good-for-society-and-the-economy)

(31) **Education Counts**. *Educational attainment in adult population*. Accessed 20.08.21 Source: [https://www.educationcounts.govt.nz/indicators/main/education-and-learning-outcomes/educational\\_attainment\\_in\\_the\\_adult\\_population](https://www.educationcounts.govt.nz/indicators/main/education-and-learning-outcomes/educational_attainment_in_the_adult_population)

(32) **The Southern Initiative (2020)**. *Kia mārama mai, kia whakapono mai. Know Me. Believe in Me*. (p17). Source: <https://static1.squarespace.com/static/5cf74c8f2829e20001db724f/t/5ef2c45a8dc5576f4ff6434f/1592968521517/Know+Me+Believe+in+Me+Report+Web2020.pdf>

(33) **Education Counts IBID**

(34) **BERL (Dec 2020)** *Inequality and New Zealand*. Accessed 20.08.21. <https://berl.co.nz/our-pro-bono/inequality-and-new-zealand>

(35) **New Zealand Human Rights Commission. (2020)** *Talanoa: Human Rights issues for Pacific Peoples in Aotearoa New Zealand*. (p23) Source: [https://www.hrc.co.nz/files/6316/0695/6263/Talanoa\\_-\\_Human\\_rights\\_issues\\_for\\_Pacific\\_people\\_in\\_Aotearoa\\_New\\_Zealand.pdf](https://www.hrc.co.nz/files/6316/0695/6263/Talanoa_-_Human_rights_issues_for_Pacific_people_in_Aotearoa_New_Zealand.pdf)

(36) **Salvation Army (2019)** *The Housing Crisis Facing Pasifika People in Aotearoa* (p14-25) Source: [https://www.salvationarmy.org.nz/sites/default/files/files/%5Bfile\\_field%3Atype%5D/sppu\\_pasifikahousingcrisis\\_2019.pdf](https://www.salvationarmy.org.nz/sites/default/files/files/%5Bfile_field%3Atype%5D/sppu_pasifikahousingcrisis_2019.pdf)

(37) **Newshub (July 2021)**. *Quarterly inflation rising steadily in New Zealand across the board – Stats NZ*. Accessed 17.08.21. Source: <https://www.newshub.co.nz/home/money/2021/07/quarterly-inflation-rising-steadily-in-new-zealand-across-the-board-stats-nz.html>

(38) **Colmar Brunton (2020)** *The Impact of Covid-19 on Pacific People's Living in South Auckland*. Source: [https://www.health.govt.nz/system/files/documents/pages/impact\\_of\\_covid-19\\_on\\_pacific\\_peoples\\_living\\_in\\_south\\_auckland.pdf](https://www.health.govt.nz/system/files/documents/pages/impact_of_covid-19_on_pacific_peoples_living_in_south_auckland.pdf)

(39) **Colmar Brunton (2020)** *The Impact of Covid-19 on Pacific People's Living in South Auckland*. Source: [https://www.health.govt.nz/system/files/documents/pages/impact\\_of\\_covid-19\\_on\\_pacific\\_peoples\\_living\\_in\\_south\\_auckland.pdf](https://www.health.govt.nz/system/files/documents/pages/impact_of_covid-19_on_pacific_peoples_living_in_south_auckland.pdf)

(40) **Cause Collective (2021)** *Prepare Pacific: Community Support and Insights Report Capturing insights, attitudes and behaviours of South Auckland communities during August 2021 Level 4 Lockdown*.

(41) **Steyn N et al (July 2021)** *Māori and Pacific people in New Zealand have a higher risk of hospitalisation for COVID-19*. *New Zealand Medical Journal*. Vol 134 No 1538: 9 July 2021 Source: <https://journal.nzma.org.nz/journal-articles/maori-and-pacific-people-in-new-zealand-have-a-higher-risk-of-hospitalisation-for-covid-19-open-access>



(42) **Ministry of Health (2021)** *Covid-19 Data and Statistics* Accessed 22.09.21. Source: <https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-data-and-statistics/covid-19-case-demographics>

(43) **Stuff (August 2021)** *Covid-19: 30 out of 34 hospital admissions are Pacific people* Source: <https://www.stuff.co.nz/national/health/coronavirus/126218288/covid19-30-out-of-34-hospital-admissions-are-pacific-people>

(44) **Colmar Brunton (2020)** *The Impact of Covid-19 on Pacific People's Living in South Auckland*. Source: [https://www.health.govt.nz/system/files/documents/pages/impact\\_of\\_covid-19\\_on\\_pacific\\_peoples\\_living\\_in\\_south\\_auckland.pdf](https://www.health.govt.nz/system/files/documents/pages/impact_of_covid-19_on_pacific_peoples_living_in_south_auckland.pdf)

(45) **Cause Collective (2021)** *Prepare Pacific: Community Support and Insights Report Capturing insights, attitudes and behaviours of South Auckland communities during August 2021 Level 4 Lockdown*.

(46) **Cause Collective** IBID

(47) **Cause Collective** IBID p13

(48) **Auckland Council (Sept 2021)**: Briefing to Local Boards on Likely labour market and education effects of the 2021 lockdown period on South Auckland

(49) **The Royal Society of the Arts (2017)** *Good Work: The Taylor Review of Modern Working Practices* <https://www.thersa.org/globalassets/pdfs/reports/good-work-taylor-review-into-modern-working-practices.pdf>

(50) **The Southern Initiative (2018)** *Pacific People's Work Force Challenge 2018* <https://static.squarespace.com/static/5cf74c8f2829e20001db724f/t/5d0dc61017e3300001d3aa5e/1561183812123/Pacific+Peoples+Workforce+Challenge.pdf>

(51) **Greene A, (2016)** *Why in-work progression matters when it comes to tackling poverty*. Accessed 20.08.21. <http://blog.policy.manchester.ac.uk/inclusivegrowth/2016/08/why-and-how-we-should-focus-on-in-work-progression/>

(52) **Institute of Fiscal Studies (2016)** *Living Standards, Poverty and Inequality in the UK: 2016* <https://ifs.org.uk/uploads/publications/comms/R117.pdf>

(53) **The Southern Initiative (2019)** *Accelerating Pacific People's Employment Outcomes: Possible Next Steps*

(53)(54) *The Southern Initiative (2020) Rapid Literature Review informing Pacific workforce development* (p9)

(55) **The Southern Initiative (2019)** IBID

(56) **Brighton and Hove (2018)** *A Whole Family Working*. Accessed 19.08.21 <http://brightonandhovelscb.org.uk/wp-content/uploads/Whole-family-working-strategy.pdf>

(57) **Hick R, (2018)** *Progression from in work poverty*. Accessed 23.08.2021. <https://blogs.lse.ac.uk/politicsandpolicy/progression-from-in-work-poverty/>

(58) **Ministry of Pacific Peoples (2018)** *Pacific Aotearoa Lalanga Fou*. Source: <https://www.mpp.govt.nz/assets/Reports/Pacific-Aotearoa-Lalanga-Fou-Report.pdf>

(59) **Ministry of Pacific Peoples (2019)** *Strategic Intentions 2019 – 2024* (p14) Source: <https://www.mpp.govt.nz/assets/Corporate-Publications/MPP-Strategic-Intentions-2020-2024.pdf>

(60) **Treasury (2021)** *Well-Being Budget 2021 – Securing Our Recovery – Section 4*. Source: <https://www.treasury.govt.nz/publications/wellbeing-budget/wellbeing-budget-2021-securing-our-recovery-html#section-4>

(61) **Ministry of Business, Innovation and Employment (2020)** *Pacific Peoples Economic Prosperity* <https://www.mbie.govt.nz/dmsdocument/12512-mbie-and-pacific-peoples-economic-prosperity>

(62) **Ministry of Business, Innovation and Employment (2020)** *Cabinet Paper: Employment Strategy report-back and proposed engagements on Employment Action Plans for Māori and for Refugees, Recent Migrants and Ethnic Communities*. Source: <https://www.mbie.govt.nz/dmsdocument/11659-employment-strategy-report-back-and-proposed-engagements-on-employment-action-plans-for-maori-and-for-refugees-recent-migrants-and-ethnic-communities-proactiverelase-pdf>

(63) **Ministry of Business, Innovation and Employment (2021)** *Cabinet Paper: Employment Strategy Report Back: Six-Monthly Update* Source <https://www.mbie.govt.nz/dmsdocument/14276-employment-strategy-six-monthly-report-back-proactiverelase-pdf>

(64) **Ministry for Social Development (2019)** *Pacific Prosperity Strategy* Source: <https://www.msd.govt.nz/documents/about-msd-and-our-work/about-msd/strategies/pacific-strategy/pacific-prosperity-our-people-our-solutions-our-future-english-version.pdf>

(65) **Ministry for Social Development** Website: *About MSD and our work*. Accessed 12.08.21 Source: <https://www.msd.govt.nz/about-msd-and-our-work/about-msd/our-purpose.html>

(66) **Ministry for Social Development (2018)** *Statement of Intent 2018-2020*. Source: <https://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/corporate/statement-of-intent/2018/statement-of-intent-2018-2022-online-version.pdf>

(67) **Ministry of Education (2020)** *Action Plan for Pacific Education 2020-2030*. Source: [https://conversation-space.s3-ap-southeast-2.amazonaws.com/Pacific+Education+Plan\\_WEB.PDF](https://conversation-space.s3-ap-southeast-2.amazonaws.com/Pacific+Education+Plan_WEB.PDF)

(68) **Ministry of Pacific Peoples (2019)** *Strategic Intentions 2019*

– 2024 (p14) Source: <https://www.mpp.govt.nz/assets/Corporate-Publications/MPP-Strategic-Intentions-2020-2024.pdf>

(69) **Auckland Council (2018)** *Auckland Plan 2050: Outcome Opportunity and Prosperity*. Source: <https://www.aucklandcouncil.govt.nz/plans-projects-policies-reports-bylaws/our-plans-strategies/auckland-plan/opportunities-prosperity/Pages/default.aspx>

(70) **Auckland Unlimited (2020)** *Auckland Unlimited Statement of Intent 2020-2023*. Source: [https://drive.google.com/file/d/1iTk3g4cXY\\_RhzWXjInAFhDarHJhYCJC/view](https://drive.google.com/file/d/1iTk3g4cXY_RhzWXjInAFhDarHJhYCJC/view)

(71) **Auckland Council (2021)** *Auckland Economic Development Action Plan 2021-2024* Source: <https://www.aucklandcouncil.govt.nz/plans-projects-policies-reports-bylaws/our-plans-strategies/topic-based-plans-strategies/DocumentsEDAP/economic-development-action-plan-2021-31.pdf>

#### Additional Reading

**Auckland Council (2018)** *Auckland Plan 2050* Source: <https://www.aucklandcouncil.govt.nz/plans-projects-policies-reports-bylaws/our-plans-strategies/auckland-plan/about-the-auckland-plan/Pages/pacific-auckland.aspx>

**Joseph Rowntree Foundation (2016)** *Improving progression from low-paid jobs at city-region level* <https://www.jrf.org.uk/report/improving-progression-low-paid-jobs-city-region-level>

**National Conference of State Legislatures (2018)** *A Whole Family Approach to Jobs Project*. Accessed 19.08.21 <https://www.ncsl.org/research/human-services/a-whole-family-approach-to-jobs-project.aspx>

**Stats NZ (2018)** *2018 Census* Source: <https://www.stats.govt.nz/tools/2018-census-ethnic-group-summaries/pacific-peoples>

**The New Zealand Pacific Economy (2018)**. **NZ Treasury** Source: <https://www.treasury.govt.nz/sites/default/files/2018-11/nz-pacific-economy-nov18.pdf>

**The Royal Society of the Arts (2017)** *Good Work: The Taylor Review of Modern Working Practices* (p11) <https://www.thersa.org/globalassets/pdfs/reports/good-work-taylor-review-into-modern-working-practices.pdf>

# Endnotes

(1) **New Zealand Treasury (2018)** *The New Zealand Pacific Economy*. Source: <https://www.treasury.govt.nz/sites/default/files/2018-11/nz-pacific-economy-nov18.pdf> p21

(2) **IBID**

(3) **Berl (2020)** *Inequality and New Zealand*. Accessed 8.10.21 Source: <https://berl.co.nz/our-pro-bono/inequality-and-new-zealand>

(4) **NBER (2021)** *Does Poverty Lower Productivity*. Accessed 8.10.21 Source: [www.nber.org/programs-projects/projects-and-centers/7122-does-poverty-lower-productivity?page=1&perPage=50](http://www.nber.org/programs-projects/projects-and-centers/7122-does-poverty-lower-productivity?page=1&perPage=50)

(5) **CEGA Berkeley University (2019)** *Does Poverty Lower Productivity. Psychology and Economics of Poverty Convening May 2019*. Accessed 08.10.21. Source: [https://cega.berkeley.edu/wp-content/uploads/2019/05/Kaur\\_PEP2019.pdf](https://cega.berkeley.edu/wp-content/uploads/2019/05/Kaur_PEP2019.pdf)

(6) **Salvation Army (2019)** *Progress Towards Equality*. Source [https://www.salvationarmy.org.nz/sites/default/files/files/%5Bfile\\_field%3Atype%5D/20191203\\_sppu\\_towardsequality\\_report.pdf](https://www.salvationarmy.org.nz/sites/default/files/files/%5Bfile_field%3Atype%5D/20191203_sppu_towardsequality_report.pdf)

(7) **Children's Commissioner (2012)** *Child Poverty in New Zealand evidence for action*. P1. Source: <https://www.occ.org.nz/assets/Uploads/EAG/Final-report/Final-report-Solutions-to-child-poverty-evidence-for-action.pdf>

(9) **Salvation Army IBID**

(10) **Salvation Army IBID**

(11) **World Economic Forum (2021)** *Pandemics: Youth in an Age of Lost Opportunity* (Global Risk Report 2021)

(12) **Stats NZ (2018)** *2018 Census by ethnic group*. Source: <https://www.stats.govt.nz/tools/2018-census-ethnic-group-summaries/European>

(13) **Ghosh R C, Orchiston C, NZAIA (2020)** *Climate Induced Migration in the Pacific: The Role of New Zealand*. Source: [https://www.nzaia.org.nz/uploads/1/2/3/3/12339018/ghosh\\_and\\_orchiston.pdf](https://www.nzaia.org.nz/uploads/1/2/3/3/12339018/ghosh_and_orchiston.pdf)

(14) **New Zealand Human Rights Commission. (2020)** *Talanoa: Human Rights issues for Pacific Peoples in Aotearoa New Zealand*. (p25) Source: [https://www.hrc.co.nz/files/6316/0695/6263/Talanoa\\_-\\_Human\\_rights\\_issues\\_for\\_Pacific\\_people\\_in\\_Aotearoa\\_New\\_Zealand.pdf](https://www.hrc.co.nz/files/6316/0695/6263/Talanoa_-_Human_rights_issues_for_Pacific_people_in_Aotearoa_New_Zealand.pdf)

(15) **MBIE (2021)** *Pacific Peoples Economic Prosperity*. Source: <https://www.mbie.govt.nz/dmsdocument/12512-mbie-and-pacific-peoples-economic-prosperity>

(16) **Plum, A., Pacheco, G., & Hick, R. (2019)**. *In-Work Poverty in New Zealand*. AUT. Source: [https://workresearch.aut.ac.nz/\\_\\_data/assets/pdf\\_file/0009/326709/in-work-Poverty-in-NZ\\_PDF.pdf](https://workresearch.aut.ac.nz/__data/assets/pdf_file/0009/326709/in-work-Poverty-in-NZ_PDF.pdf)

(17) **Statistics NZ (Census 2018)** *Ethnic Groups – Pacific Peoples*.

Accessed 17.08.21. Source: <https://www.stats.govt.nz/tools/2018-census-ethnic-group-summaries/pacific-peoples>

(18) **New Zealand Human Rights Commission. (2020)** *Talanoa: Human Rights issues for Pacific Peoples in Aotearoa New Zealand*. (p25) Source: [https://www.hrc.co.nz/files/6316/0695/6263/Talanoa\\_-\\_Human\\_rights\\_issues\\_for\\_Pacific\\_people\\_in\\_Aotearoa\\_New\\_Zealand.pdf](https://www.hrc.co.nz/files/6316/0695/6263/Talanoa_-_Human_rights_issues_for_Pacific_people_in_Aotearoa_New_Zealand.pdf)

(19) **MBIE (2020)** *Pacific Peoples in the Labour Market – December 2020 Quarter (unadjusted)* <https://www.mbie.govt.nz/dmsdocument/13562-pacific-peoples-in-the-labour-market-december-2020-quarter-unadjusted>

(20) **IBID**

(21) **New Zealand Human Rights Commission. (2020)** *Talanoa: Human Rights issues for Pacific Peoples in Aotearoa New Zealand*. (p14) Source: [https://www.hrc.co.nz/files/6316/0695/6263/Talanoa\\_-\\_Human\\_rights\\_issues\\_for\\_Pacific\\_people\\_in\\_Aotearoa\\_New\\_Zealand.pdf](https://www.hrc.co.nz/files/6316/0695/6263/Talanoa_-_Human_rights_issues_for_Pacific_people_in_Aotearoa_New_Zealand.pdf)

(22) **Stuff (19 August 2021)** *'Basic racism': Pacific workers struggle to get training and promotions*. Accessed 19.08.21. Source: <https://www.stuff.co.nz/business/industries/126114744/basic-racism-pacific-workers-struggle-to-get-training-and-promotions>

(23) **IBID p27**

(24) **The Southern Initiative (2020)** *Rapid Literature Review informing Pacific workforce development* p7

(25) **Plum, A., Pacheco, G., & Hick, R. (2019)**. *In-Work Poverty in New Zealand*. AUT. (p25) Source: [https://workresearch.aut.ac.nz/\\_\\_data/assets/pdf\\_file/0009/326709/in-work-Poverty-in-NZ\\_PDF.pdf](https://workresearch.aut.ac.nz/__data/assets/pdf_file/0009/326709/in-work-Poverty-in-NZ_PDF.pdf)

(26) **New Zealand Human Rights Commission. (2020)** *Talanoa: Human Rights issues for Pacific Peoples in Aotearoa New Zealand*. (p23) Source: [https://www.hrc.co.nz/files/6316/0695/6263/Talanoa\\_-\\_Human\\_rights\\_issues\\_for\\_Pacific\\_people\\_in\\_Aotearoa\\_New\\_Zealand.pdf](https://www.hrc.co.nz/files/6316/0695/6263/Talanoa_-_Human_rights_issues_for_Pacific_people_in_Aotearoa_New_Zealand.pdf)

(27) **Plum, A., Pacheco, G., & Hick, R. (2019)**. *In-Work Poverty in New Zealand*. AUT. (p25) Source: [https://workresearch.aut.ac.nz/\\_\\_data/assets/pdf\\_file/0009/326709/in-work-Poverty-in-NZ\\_PDF.pdf](https://workresearch.aut.ac.nz/__data/assets/pdf_file/0009/326709/in-work-Poverty-in-NZ_PDF.pdf)

(28) **Statistics NZ (2020)** *Child Poverty Statistics Year Ended June 2020*. Accessed 17.08.21. Source: <https://www.stats.govt.nz/information-releases/child-poverty-statistics-year-ended-june-2020>

(29) **UN Committee on the Rights of the Child (CRC)** *Concluding observations on the fifth periodic report of New Zealand, 21 October 2016, CRC/C/NZL/CO/5*. (p12-13). Accessed 18 August 2021. Source: <https://www.refworld.org/docid/587ceb574.html>

(30) **Early Intervention Foundation**. Accessed 19.08.21. Source: <https://www.eif.org.uk/why-it-matters/why-is-it-good-for-society-and-the-economy>

[www.eif.org.uk/why-it-matters/why-is-it-good-for-society-and-the-economy](https://www.eif.org.uk/why-it-matters/why-is-it-good-for-society-and-the-economy)

(31) **Education Counts**. *Educational attainment in adult population*. Accessed 20.08.21 Source: [https://www.educationcounts.govt.nz/indicators/main/education-and-learning-outcomes/educational\\_attainment\\_in\\_the\\_adult\\_population](https://www.educationcounts.govt.nz/indicators/main/education-and-learning-outcomes/educational_attainment_in_the_adult_population)

(32) **The Southern Initiative (2020)**. *Kia mārama mai, kia whakapono mai. Know Me. Believe in Me*. (p17). Source: <https://static1.squarespace.com/static/5cf74c8f2829e20001db724f/t/5ef2c45a8dc5576f4ff6434f/1592968521517/Know+Me+Believe+in+Me+Report+Web2020.pdf>

(33) **Education Counts IBID**

(34) **BERL (Dec 2020)** *Inequality and New Zealand*. Accessed 20.08.21. <https://berl.co.nz/our-pro-bono/inequality-and-new-zealand>

(35) **New Zealand Human Rights Commission. (2020)** *Talanoa: Human Rights issues for Pacific Peoples in Aotearoa New Zealand*. (p23) Source: [https://www.hrc.co.nz/files/6316/0695/6263/Talanoa\\_-\\_Human\\_rights\\_issues\\_for\\_Pacific\\_people\\_in\\_Aotearoa\\_New\\_Zealand.pdf](https://www.hrc.co.nz/files/6316/0695/6263/Talanoa_-_Human_rights_issues_for_Pacific_people_in_Aotearoa_New_Zealand.pdf)

(36) **Salvation Army (2019)** *The Housing Crisis Facing Pasifika People in Aotearoa* (p14-25) Source: [https://www.salvationarmy.org.nz/sites/default/files/files/%5Bfile\\_field%3Atype%5D/sppu\\_pasifikahousingcrisis\\_2019.pdf](https://www.salvationarmy.org.nz/sites/default/files/files/%5Bfile_field%3Atype%5D/sppu_pasifikahousingcrisis_2019.pdf)

(37) **Newshub (July 2021)**. *Quarterly inflation rising steadily in New Zealand across the board – Stats NZ*. Accessed 17.08.21. Source: <https://www.newshub.co.nz/home/money/2021/07/quarterly-inflation-rising-steadily-in-new-zealand-across-the-board-stats-nz.html>

(38) **Colmar Brunton (2020)** *The Impact of Covid-19 on Pacific People's Living in South Auckland*. Source: [https://www.health.govt.nz/system/files/documents/pages/impact\\_of\\_covid-19\\_on\\_pacific\\_peoples\\_living\\_in\\_south\\_auckland.pdf](https://www.health.govt.nz/system/files/documents/pages/impact_of_covid-19_on_pacific_peoples_living_in_south_auckland.pdf)

(39) **Colmar Brunton (2020)** *The Impact of Covid-19 on Pacific People's Living in South Auckland*. Source: [https://www.health.govt.nz/system/files/documents/pages/impact\\_of\\_covid-19\\_on\\_pacific\\_peoples\\_living\\_in\\_south\\_auckland.pdf](https://www.health.govt.nz/system/files/documents/pages/impact_of_covid-19_on_pacific_peoples_living_in_south_auckland.pdf)

(40) **Cause Collective (2021)** *Prepare Pacific: Community Support and Insights Report Capturing insights, attitudes and behaviours of South Auckland communities during August 2021 Level 4 Lockdown*.

(41) **Steyn N et al (July 2021)** *Māori and Pacific people in New Zealand have a higher risk of hospitalisation for COVID-19*. *New Zealand Medical Journal*. Vol 134 No 1538: 9 July 2021 Source: <https://journal.nzma.org.nz/journal-articles/maori-and-pacific-people-in-new-zealand-have-a-higher-risk-of-hospitalisation-for-covid-19-open-access>

(42) **Ministry of Health (2021)** *Covid-19 Data and Statistics* Accessed 22.09.21. Source: <https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-data-and-statistics/covid-19-case-demographics>

(43) **Stuff (August 2021)** *Covid-19: 30 out of 34 hospital admissions are Pacific people* Source: <https://www.stuff.co.nz/national/health/coronavirus/126218288/covid19-30-out-of-34-hospital-admissions-are-pacific-people>

(44) **Colmar Brunton (2020)** *The Impact of Covid-19 on Pacific People's Living in South Auckland*. Source: [https://www.health.govt.nz/system/files/documents/pages/impact\\_of\\_covid-19\\_on\\_pacific\\_peoples\\_living\\_in\\_south\\_auckland.pdf](https://www.health.govt.nz/system/files/documents/pages/impact_of_covid-19_on_pacific_peoples_living_in_south_auckland.pdf)

(45) **Cause Collective (2021)** *Prepare Pacific: Community Support and Insights Report Capturing insights, attitudes and behaviours of South Auckland communities during August 2021 Level 4 Lockdown*.

(46) **Cause Collective** IBID

(47) **Cause Collective** IBID p13

(48) **Auckland Council (Sept 2021)**: Briefing to Local Boards on Likely labour market and education effects of the 2021 lockdown period on South Auckland

(49) **The Royal Society of the Arts (2017)** *Good Work: The Taylor Review of Modern Working Practices* <https://www.thersa.org/globalassets/pdfs/reports/good-work-taylor-review-into-modern-working-practices.pdf>

(50) **The Southern Initiative (2018)** *Pacific People's Work Force Challenge 2018* <https://static.squarespace.com/static/5cf74c8f2829e20001db724f/t/5d0dc61017e3300001d3aa5e/1561183812123/Pacific+Peoples+Workforce+Challenge.pdf>

(51) **Greene A, (2016)** *Why in-work progression matters when it comes to tackling poverty*. Accessed 20.08.21. <http://blog.policy.manchester.ac.uk/inclusivegrowth/2016/08/why-and-how-we-should-focus-on-in-work-progression/>

(52) **Institute of Fiscal Studies (2016)** *Living Standards, Poverty and Inequality in the UK: 2016* <https://ifs.org.uk/uploads/publications/comms/R117.pdf>

(53) **The Southern Initiative (2019)** *Accelerating Pacific People's Employment Outcomes: Possible Next Steps*

(53)(54) *The Southern Initiative (2020) Rapid Literature Review informing Pacific workforce development* (p9)

(55) **The Southern Initiative (2019)** IBID

(56) **Brighton and Hove (2018)** *A Whole Family Working*. Accessed 19.08.21 <http://brightonandhovelscb.org.uk/wp-content/uploads/Whole-family-working-strategy.pdf>

(57) **Hick R, (2018)** *Progression from in work poverty*. Accessed 23.08.2021. <https://blogs.lse.ac.uk/politicsandpolicy/progression-from-in-work-poverty/>

(58) **Ministry of Pacific Peoples (2018)** *Pacific Aotearoa Lalanga Fou*. Source: <https://www.mpp.govt.nz/assets/Reports/Pacific-Aotearoa-Lalanga-Fou-Report.pdf>

(59) **Ministry of Pacific Peoples (2019)** *Strategic Intentions 2019 – 2024* (p14) Source: <https://www.mpp.govt.nz/assets/Corporate-Publications/MPP-Strategic-Intentions-2020-2024.pdf>

(60) **Treasury (2021)** *Well-Being Budget 2021 – Securing Our Recovery – Section 4*. Source: <https://www.treasury.govt.nz/publications/wellbeing-budget/wellbeing-budget-2021-securing-our-recovery-html#section-4>

(61) **Ministry of Business, Innovation and Employment (2020)** *Pacific Peoples Economic Prosperity* <https://www.mbie.govt.nz/dmsdocument/12512-mbie-and-pacific-peoples-economic-prosperity>

(62) **Ministry of Business, Innovation and Employment (2020)** *Cabinet Paper: Employment Strategy report-back and proposed engagements on Employment Action Plans for Māori and for Refugees, Recent Migrants and Ethnic Communities*. Source: <https://www.mbie.govt.nz/dmsdocument/11659-employment-strategy-report-back-and-proposed-engagements-on-employment-action-plans-for-maori-and-for-refugees-recent-migrants-and-ethnic-communities-proactiverelase-pdf>

(63) **Ministry of Business, Innovation and Employment (2021)** *Cabinet Paper: Employment Strategy Report Back: Six-Monthly Update* Source <https://www.mbie.govt.nz/dmsdocument/14276-employment-strategy-six-monthly-report-back-proactiverelase-pdf>

(64) **Ministry for Social Development (2019)** *Pacific Prosperity Strategy* Source: <https://www.msd.govt.nz/documents/about-msd-and-our-work/about-msd/strategies/pacific-strategy/pacific-prosperity-our-people-our-solutions-our-future-english-version.pdf>

(65) **Ministry for Social Development** Website: *About MSD and our work*. Accessed 12.08.21 Source: <https://www.msd.govt.nz/about-msd-and-our-work/about-msd/our-purpose.html>

(66) **Ministry for Social Development (2018)** *Statement of Intent 2018-2020*. Source: <https://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/corporate/statement-of-intent/2018/statement-of-intent-2018-2022-online-version.pdf>

(67) **Ministry of Education (2020)** *Action Plan for Pacific Education 2020-2030*. Source: [https://conversation-space.s3-ap-southeast-2.amazonaws.com/Pacific+Education+Plan\\_WEB.PDF](https://conversation-space.s3-ap-southeast-2.amazonaws.com/Pacific+Education+Plan_WEB.PDF)

(68) **Ministry of Pacific Peoples (2019)** *Strategic Intentions 2019*

– 2024 (p14) Source: <https://www.mpp.govt.nz/assets/Corporate-Publications/MPP-Strategic-Intentions-2020-2024.pdf>

(69) **Auckland Council (2018)** *Auckland Plan 2050: Outcome Opportunity and Prosperity*. Source: <https://www.aucklandcouncil.govt.nz/plans-projects-policies-reports-bylaws/our-plans-strategies/auckland-plan/opportunities-prosperity/Pages/default.aspx>

(70) **Auckland Unlimited (2020)** *Auckland Unlimited Statement of Intent 2020-2023*. Source: [https://drive.google.com/file/d/1iTk3g4cXY\\_RhzWXjInAFhDarHJhYCJC/view](https://drive.google.com/file/d/1iTk3g4cXY_RhzWXjInAFhDarHJhYCJC/view)

(71) **Auckland Council (2021)** *Auckland Economic Development Action Plan 2021-2024* Source: <https://www.aucklandcouncil.govt.nz/plans-projects-policies-reports-bylaws/our-plans-strategies/topic-based-plans-strategies/DocumentsEDAP/economic-development-action-plan-2021-31.pdf>

#### Additional Reading

**Auckland Council (2018)** *Auckland Plan 2050* Source: <https://www.aucklandcouncil.govt.nz/plans-projects-policies-reports-bylaws/our-plans-strategies/auckland-plan/about-the-auckland-plan/Pages/pacific-auckland.aspx>

**Joseph Rowntree Foundation (2016)** *Improving progression from low-paid jobs at city-region level* <https://www.jrf.org.uk/report/improving-progression-low-paid-jobs-city-region-level>

**National Conference of State Legislatures (2018)** *A Whole Family Approach to Jobs Project*. Accessed 19.08.21 <https://www.ncsl.org/research/human-services/a-whole-family-approach-to-jobs-project.aspx>

**Stats NZ (2018)** *2018 Census* Source: <https://www.stats.govt.nz/tools/2018-census-ethnic-group-summaries/pacific-peoples>

**The New Zealand Pacific Economy (2018)**. **NZ Treasury** Source: <https://www.treasury.govt.nz/sites/default/files/2018-11/nz-pacific-economy-nov18.pdf>

**The Royal Society of the Arts (2017)** *Good Work: The Taylor Review of Modern Working Practices* (p11) <https://www.thersa.org/globalassets/pdfs/reports/good-work-taylor-review-into-modern-working-practices.pdf>