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By Mai Chen

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Superdiversity Stocktake
Implications for Business,
Government and New Zealand

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If you would like to know more about
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Other publications of the Superdiversity
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Superdiversity Stocktake

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Scope

The inaugural edition of the Stocktake will focus on issues of particular relevance to the Asian population and Asian migration. While much has been written on the experience of Māori, and on gender, there is a gap in systematically analysing the experience of Asians, the biggest non-indigenous minority group in New Zealand. The second edition of the Stocktake, to follow periodically, will focus more on the Pacific population and Pacific migration, of which there is also little written. Likewise, I have only touched on the experience of refugees and asylum seekers, which is generally very different from that of other migrants. Rather, the inaugural Superdiversity Stocktake focuses on the majority of migrants – who do not fall into these categories.

Refugees and asylum seekers generally come to New Zealand with few belongings and resources, and they may not have skills and experience that are easily transferable to the New Zealand labour market, in contrast to migrants who come to New Zealand through the skilled migrant, investor and entrepreneur categories. Accordingly, refugees and asylum seekers will generally require additional support services and assistance compared to other migrants in order to integrate successfully into local communities.

The intention is that the information contained in the Stocktake will be reviewed periodically to ensure statistics and material are kept accurate and up to date as further research and initiatives are developed and implemented. This ensures that businesses, departments and New Zealanders wanting to become fit for the future will always have the best information to draw upon, especially as superdiversity is rapidly evolving and changing our country.

If we have omitted any relevant research, surveys, analysis or studies on superdiversity that should have gone into this Stocktake, please get in touch and we will endeavour to ensure it is in the next Stocktake.

The predominant focus of the Superdiversity Stocktake is on the legal, public policy and business challenges of superdiversity and the extent to which government has the capacity to meet those challenges to maximise the benefits of migration and ethnic diversity. A global review of the mainly academic literature on superdiversity indicates that the literature has tended to focus on tracking the demographic and sociological changes of New Zealand's superdiversity, with limited consideration of the implications for public policy makers. Although there has been some consideration of the challenges for ethnic minorities and migrants in the labour market (particularly entrepreneurial migrants), these studies have so far been small scale. The Ministry of Business, Innovation and Employment is also currently doing some important research on investor migrants, the skilled migrant category and the exploitation of migrants in the labour market.⁵

Little has been written on the impact on government. There is also a gap in analysing the legal and business and policy implications of New Zealand's superdiversity. The purpose of the Superdiversity Stocktake is to fill these gaps and set out best practice so that business, government and New Zealand can be fit for the future. The aim is to encourage businesses to leverage off New Zealand's diversity to enhance their business bottom line, to ensure government understands the challenges that superdiversity poses so it can keep social capital high to keep financial capital flowing into New Zealand. The Stocktake does, however, cite the important work on demographic and sociological changes already done. For example, Professor Paul Spoonley has written extensively on the demographic ramifications of superdiversity. Spoonley examined New Zealand's transition to a superdiverse society through a "nation-building project" centred on mass migration and skills-focussed immigration policies, noting that diversity in New Zealand is characterised by a significant indigenous population and increasingly diverse immigration flows.⁶

Several studies have examined public attitudes towards immigrants and diversity. The findings have been mixed, although several studies indicate that on the whole the New Zealand public has a positive attitude towards immigrants.⁷ Earlier surveys revealed negative attitudes towards immigration from non-traditional sources such as Asia and the Pacific Islands.⁸ Attitudes

- • Census also showed that the Asian population in Southland more than doubled from 1.3 per cent in 2006 (1,149 people) to 3.2 per cent in 2013 (2,841 people), and Asian migrants are increasingly working on farms and in the construction sector. Filipinos are the largest group of essential skills category migrants to Christchurch.¹¹⁹
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Long-Term Superdiversity in New Zealand: Demographic Projections to 2038

1.25 Immigration will continue to be determinative of New Zealand's demographic makeup, particularly the Asian population. Migration is projected to account for three-fifths of the Asian population growth in the next 25 years, with natural increase accounting for two-fifths.¹²⁰ While population growth is forecast to drop below 1 per cent in 15 years' time, migration is predicted to have an average net gain of 12,000 people a year.¹²¹ In contrast, the increase in the Māori and Pacific populations will be mainly driven by those groups' high birth rates, natural increase (births minus deaths) and ethnic intermarriage.¹²²

1.26 On 21 May 2015, new ethnic population projections released by Statistics New Zealand indicated that an increasing proportion of New Zealanders are likely to identify with Māori, Asian and Pacific ethnicities.¹²³ Thus, about 51 per cent of New Zealanders are likely to be Asian, Māori and Pacific peoples by 2038 (in 25 years' time) as compared with almost 50 per cent Māori, Asian and Pacific peoples in Auckland now.

1.27 The proportion identifying as Māori is projected to grow from 16 per cent in 2013 to 17 per cent in the mid-2020s, and to nearly 20 per cent in 2038. Those identifying with an Asian ethnicity are likely to grow from 12 per cent in 2013 to 17 per cent in the mid-2020s, and to 21 per cent in 2038. And those identifying with a Pacific ethnicity will likely grow from 8 per cent in 2013 to 9 per cent in the mid-2020s, and to 11 per cent in 2038. Statistics New Zealand has predicted that "the number of people identifying with Asian ethnicities is likely to exceed the number identifying with the Māori ethnicity from the mid-2020s."¹²⁴

1.28 The number of people identifying with a European ethnicity or as a "New Zealander" is projected to increase, but at a relatively slow rate. As a result, the proportion identifying with these ethnicities is projected to drop from 75 per cent in 2013 to 70 per cent in the mid-2020s, and to 66 per cent in 2038. Another 1 per cent of the population currently identify with Middle Eastern, Latin American, or African ethnicities.

1.29 As noted by Statistics New Zealand's Population Statistics Manager, Vina Cullum, the "considerable overlap of these ethnic populations" is because "people can and do identify with multiple ethnicities, especially people aged under 30 years".¹²⁵ This, in turn, can make it difficult to properly measure diversity.¹²⁶ The different projected growth rates reflect a combination of different patterns of fertility (Asians, Māori and Pacific people all have younger populations of childbearing age, as is discussed below at [1.31]), migration patterns, age structure, and ethnic identification.

1.30 At a subnational level, by 2043 the North Island population is predicted to increase from 3.4 million in 2013 to 4.4 million (an average increase of 0.9 per cent each year).¹²⁷ Approximately three-quarters of this growth will be in the Auckland region. The Auckland region is projected to account for three-fifths of New Zealand's population growth between 2013 and 2043, representing about two-fifths of the "European or Other" population growth, and about one-quarter of the Māori population growth in this time.¹²⁸ In contrast, the South Island population is projected to increase at a slower rate of 0.6 per cent per year, growing from 1.0 million in 2013 to 1.3 million in 2043.¹²⁹

Convergence between Age and Superdiversity

1.31 New Zealand's, and predominantly Auckland's, future population will increasingly be younger, and of Asian, Māori and Pacific ethnicity.

1.32 The median age for each of the key ethnic groups in 2013 was:¹³⁰

- European – 41.0 years