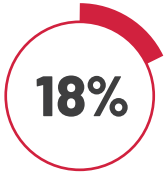


# Sector Workforce Snapshots

## Māori

### Representation



of the sector's workforce

▲ 4%



of people in governance roles

▲ 5%



of paid employees

of people in leadership roles

### Inclusion



**38% have complete trust in their organisation to handle integrity issues appropriately and effectively**

Less likely to



- feel they belong

More likely to



- feel their work contributes to honouring their organisation's Tiriti responsibilities
- feel their organisation gives them opportunities to share and celebrate their culture(s) and language(s)



In the last 12 months, discrimination, harassment or bullying in the workplace has been -

**experienced by 14%** (vs 10% Total Sample), and **observed by 20%** (vs 20% Total Sample).

### Engagement

**88% are satisfied in their current role**

More likely to



See benefit in

- opportunities for professional development
- working with clubs/volunteers
- career opportunities
- location of organisations/roles in the sector

See barriers in

- bias (e.g., based on age, gender, ethnicity, disability, sexual orientation or other)
- Māori cultural knowledge and competency not being valued



**56%** describe their future opportunities as excellent or good  
**9%** are unsure about their future opportunities

### Equity



**\$68,000**

Median annual income - **15%** vs NZ European



**\$35.58**

Median hourly rate - **13%** vs NZ European



Differential in both median income and hourly rate between NZ European and Māori has **increased** between 2020 and 2024



More likely to be offered a role without a formal application process

**25+**

Board members are more likely to have a lengthy tenure (25 years or more)

*Information has been sourced from the 2024 Diversity, Equity and Inclusion Survey, which provides insights on the make-up and experiences of board members and employees working in the play, active recreation and sport sector.*

# 2024