



MIGRANT FILIPINO WORKERS IN THE CONSTRUCTION INDUSTRY

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1. EXECUTIVE SUMMARY

- This research examined the experiences of some Filipino migrant workers in the construction sector in Christchurch and Auckland in 2017 and 2018.
- The aim was to find out what difficulties they encountered and what steps could be taken to improve their experiences in New Zealand.
- A small number of employers from around New Zealand was also interviewed.
- The average hourly pay rate in the construction industry in New Zealand in the first quarter of 2018 was \$29.00. Not one of the Filipino workers interviewed was paid as much as that, despite many of them having years, or decades, of experience in their trades.
- The Filipino migrant construction workers interviewed appeared to the researcher to be significantly underpaid for their experience, and also to be paid less than kiwi workers.
- Most workers interviewed would like to remain in New Zealand and to bring their families here. The cost of the immigration process is a major barrier, particularly because of the migrants' low pay rates.
- Many of the Filipino workers arrived in New Zealand with large debt burdens because they paid companies to arrange their jobs here. They also had numerous deductions taken from their pay, some of which appeared to be illegal.
- Filipino workers commonly lived in houses shared with other construction workers. They sometimes shared rooms and there were up to ten workers renting a five-bedroom house, with each paying \$150 a week in rent.
- The low pay rates for experienced construction workers raised the issue for the researcher, of whether employers bring migrant workers to New Zealand because of a skills shortage here, or whether the primary motivation is to obtain cheap labour. The lack of knowledge of current pay rates here and the uncertainty of their tenure creates a vulnerable workforce in this country.

INTRODUCTION

This research project examined the experiences of some migrant Filipino workers in the construction sector in Christchurch and Auckland in 2017 and 2018. Employers in the construction sector throughout New Zealand were also interviewed. Interviews were conducted by written questionnaire, phone, zoom, in person individually, and in focus groups.

The aim of the research was to find out what difficulties Filipino migrant construction workers faced in New Zealand and what steps could be taken to improve their experiences.

RECOMMENDATIONS

- Statistics NZ verification of pay scales of migrants who have been in New Zealand for five years or less, to ascertain the scale of low payment of migrants.
- Research that compares the pay rates of migrants and kiwi workers with the same years of experience and skills in their trades.
- A Government strategy to address the potentially discriminatory practice of low pay rates for migrants in the construction sector.
- Government-funded research into the experiences of migrant workers in dealing with visas and immigration, in particular, the expense and cost of the immigration process.
- A Government plan to communicate with future migrant workers about the cost of permanent residency and the possibility of family re-unification.
- A Government strategy for quality, affordable housing for migrant workers.
- Publicly-funded programmes to provide practical information and assistance to migrants and their families to support settlement in New Zealand, including English language classes.

KEY ISSUES RAISED BY WORKERS IN THE RESEARCH

The two most common concerns raised by the Filipino migrants interviewed for this research were low pay rates and the complexity and expense of the immigration process.

Low pay rates

The hourly pay rates of the workers interviewed for this research were low.

Stats NZ reported that for the first quarter of 2018, the average hourly earnings for a male in the construction industry were \$29.42.¹ That figure is not broken down into rates for different parts of New Zealand or for years of experience, but it could be expected that pay rates would be higher in Auckland and that those with many years of experience would be paid more.

Many of the Filipino workers who come to New Zealand have many years of experience in their trades and have worked in several different countries. Hourly pay rates were not obtained for all the workers spoken to, but the rates for the Christchurch workers who provided their hourly amounts were provided and are recorded in **Appendix B**. The 28 Filipino construction workers based in Auckland were paid between \$19 and \$26.45 an hour.

Not one of the Filipino construction workers interviewed for this research and who provided his hourly rate was paid as much as the \$29.42 an hour recorded by Statistics NZ as being the average hourly pay rate in the construction industry for the first quarter of 2018. All workers were paid less than that. One worker was paid \$28 an hour, and a few were paid \$27 an hour. Most were paid considerably less than that, despite many of them being extremely experienced.

Expense and complexity of immigration matters

Most Filipino workers interviewed would like to bring their families to New Zealand and remain here permanently. However, the expense of visa and permanent residence applications is a major barrier. Many workers pay thousands of dollars in fees and to immigration advisers. Some respondents said their employers did not want to assist them with placing their immigration status on a more secure footing as they thought this would mean they had to pay the worker more. They preferred them to be on one or three-year visas and to be in an uncertain position. The low hourly pay rates of many Filipino workers mean they cannot apply for permanent residence because they do not meet the income criterion introduced in recent years.

High debt levels on arrival in New Zealand

Many Filipino workers coming to New Zealand pay companies in the Philippines to arrange jobs for them in New Zealand. They borrow money to fund payments to the firms and also to live in Manila for around a month before travelling to New Zealand. They arrive in this country with high debt burdens, meaning they are susceptible to exploitation as they feel immediate pressure to earn money not only to support themselves in New Zealand and to send money to their families in the Philippines, but also to repay their debts.

Deductions from pay

Deductions are made from some Filipino workers' pay. Some of these deductions appear to be illegal.

¹ Stats NZ Earnings and Employment Survey – Table: Average Hourly Earnings by Industry (ANZSICO6) and Sex, Construction, Male, Ordinary Time Hourly, 2018Q1.

Some workers are provided with PPE gear by their employers, but the cost is deducted from their wages. One worker was charged \$50 a week for five weeks for PPE gear. Some workers have deductions taken from their pay for tools.

Companies which provide “Pastoral Care” in the form of practical services when the workers arrive in New Zealand charge for these services. Workers in an Auckland focus group said that deductions were made from their pay for car use, housing, internet and transport from the airport to the place where they would live.

Some workers were charged \$40 a week for a vehicle, whether they used it or not. Five workers were each paying \$40 a week for the use of a vehicle. They were charged \$60 for three months of GPS and \$150 for a driving assessment. Those workers were told there was no placement fee for obtaining jobs, but although they worked a full week in their first week on the job, they received only \$10 in their pay packets because so many deductions were taken. They said that workers had \$400 a week deducted from their pay for three months to cover these charges.

Uncertain work hours and delays in beginning work

Workers sometimes do not start work until after they have been in New Zealand for a month and might not be paid for a further month. This can be irrespective of what their contracts state. Some workers have very uncertain work hours, or very few hours. This is extremely stressful for them and their families. All of the workers spoken to, who did not have their families in New Zealand, sent money back to the Philippines to support their families there.

Restrictions on union membership and other activities

Some worker’s contracts said it was illegal for them to join a union. One company said workers were not to join a union or post pictures on Instagram.

Housing

Many workers rely on housing provided by Pastoral Care companies. There are typically several Filipino workers living in each house, and they may share rooms. One group of workers in Auckland said three of them lived in a sleepout and paid \$150 each a week. Ten more men lived inside and each paid \$150 a week. An advocate working with Filipino construction workers in Auckland said between 16 and 20 workers were placed in a four-bedroom house. Each of them paid a flat rate for a two-person room, but there were more than two men living in each room.

KEY ISSUES RAISED BY EMPLOYERS IN THE RESEARCH

Employers said they brought migrant workers to New Zealand because there were not enough workers here. Others said they hired migrant workers who were already here as that was easier. They said migrant workers needed to have good English.

One employer said he brought in migrant workers as New Zealanders wanted to go to university and looked down on construction work. Others said migrants worked hard, whereas New Zealanders were lazy. One employer stated that *“Migrant workers are better than locals especially when their wives aren’t here to distract them.”*

Some employers provided assistance to migrants with practical matters such as opening bank accounts and obtaining drivers’ licences. Employers do this only sometimes and in an ad hoc way. Most employers said that migrants were able to find these things out for themselves.

Issues raised by employers as problems for migrant workers included

- safety rules
- different eating habits
- immigration and visas
- the climate, and
- work-life balance, as many migrant workers wanted to work excessive hours to earn money to send home to support their families.

One employer said that the experiences of migrant workers could be improved by employers assisting with visa applications, fair rates of pay and inclusion.

RESEARCH PROPOSAL

The research funding application proposed the following:

- a phone survey of workers with the aim of gaining 200 responses from 400 calls
- a written survey of employers with follow-up with 25 employers
- three focus groups with a total of 18 people across three centres, and
- a workshop in Christchurch with a total of 40 workers and family members.

RESEARCH METHODOLOGY

The research carried out differed from that set out in the funding application, due to practical considerations. These considerations included the difficulty of persuading workers and employers, who were extremely busy, to answer questions. There was also a language barrier. Most of the workers spoke extremely good English but interpreters from the Philippines were used in most cases to enhance communication and to make workers feel more at ease in answering questions.

The phone survey of workers yielded 72 responses, rather than the 200 originally envisaged. That was due to some contact numbers being out of date, and workers being extremely busy with work and sometimes not being available to answer questions. Some workers were also concerned about repercussions if they made negatives statements.

I travelled to Christchurch in December 2017 for a workshop on Saturday afternoon. Workers attending were due to finish work at 1pm and then attend the workshop. However, they were advised that they were required to work until 5pm. Accordingly, a workshop could not be held and instead some individual interviews and a focus group took place.

The research comprised the following –

Worker interviews

- Telephoning 200 workers and obtaining 82 responses to questions from 82 workers
- Discussion in Christchurch in person on 1 December 2017 with immigrant from Philippines who works with Filipino migrant workers
- Interview with one Filipino construction worker in Christchurch on 1 December 2017
- Focus group of four Filipino construction workers in Christchurch on 1 December 2017 with interpreter present
- Discussion by zoom in February 2018 with two Filipino construction workers and one partner based in Christchurch, with interpreter present
- Discussion by zoom in February 2018 with one Filipino construction worker based in Christchurch, with interpreter present worker based in Christchurch, with interpreter present
- Discussion by zoom in February 2018 with one Filipino construction worker based in Christchurch, with interpreter present
- Discussion by zoom in February 2018 with one Filipino construction worker based in Christchurch, with interpreter present
- Discussion by zoom in February 2018 with one Filipino construction worker based in Christchurch, with interpreter present
- Discussion by zoom in February 2018 with one Filipino construction worker based in Christchurch, with interpreter present
- Discussion by zoom in February 2018 with one Filipino construction worker based in Christchurch, with interpreter present
- Discussion by zoom in February 2018 with one Filipino construction worker based in Christchurch, with interpreter present

- Discussion by zoom on 25 February 2018 with one Filipino construction worker based in Christchurch, with interpreter present
- Discussion by zoom in February 2018 with one Filipino construction worker based in Christchurch, with interpreter present
- Discussion by zoom in March 2018 with one Filipino construction worker based in Christchurch, with interpreter present
- Discussion by zoom in March 2018 with one Filipino construction worker and his partner based in Christchurch, with interpreter present
- Discussion in person in Auckland in April 2018 with one migrant worker from Sri Lanka
- Discussion in person in Auckland in April 2018 with one migrant worker from South Africa
- Discussion in person in Auckland in April 2018 with one migrant worker from Niue
- 28 migrant workers from the Philippines and based in Auckland completed a written questionnaire in July 2018
- Three focus groups with the migrant workers who had completed the written questionnaires were held in Auckland on 8 July 2018. There were 11 workers in the first focus group; ten in the second and six in the third
- A focus group of two workers was held in Auckland on 15 July 2018

Employer interviews

- Short interviews in person at a conference in Wellington in 2017 with 23 construction industry employers
- A 45-minute telephone discussion with human resources employee in construction company in 2018
- Four written questionnaires completed by employers in 2018

A full write-up of the results from the interviews with both workers and employers is set out later in this report.

PREVIOUS RESEARCH AND MEDIA REPORTS ABOUT MIGRANT WORKERS' EXPERIENCES

Research relating to the experiences of migrant workers in New Zealand has been carried out and this section is not a comprehensive list of those studies but mentions some of this earlier work.

- A. MBIE in 2013 published a paper titled *The rise of temporary migration in New Zealand and its impact on the labour market*.² The study noted that the decade to 2011 had seen a considerable growth in the use of temporary migrants, including international students, in the New Zealand labour market. That growth had coincided with a period of strong economic growth and associated skills shortages.

In the 2001 tax year, temporary migrants worked around one per cent of the months worked for wages and salaries in that year in New Zealand. Although the months worked by temporary migrants declined from a high of 4.6 per cent in 2009, in 2011 temporary migrants still worked 4.3 per cent of the months worked in that year.

While the employment of migrants in the labour market tested Essential Skills Policy had declined considerably since 2009, employment of workers in other categories had been more static. That raised the question of whether the employment of temporary migrants might have had, or be having, negative effects on the employment opportunities available to New Zealanders.

The researchers said it was difficult to identify a consensus from the large body of international and New Zealand literature that had looked at the labour market impacts of immigration. Nevertheless, in general, the impacts of immigration on the wages and employment of existing workers were estimated to be small at worst. Negative impacts might be more evident for certain groups of the population, such as youth, or when the economy was in decline.³

The study concluded that it had been unable to find any evidence that temporary migrant employment had adverse consequences for the employment of New Zealanders overall. However, the analysis in the study had largely been undertaken over a period of economic growth, and the possibility of negative impacts in future should not be discounted, particularly if temporary immigration settings were relaxed.

There was also evidence of negative impacts related to one policy category – the employment of temporary migrants approved through the family category had a small negative impact on the employment of New Zealanders aged over 25 – and negative impacts might also exist in specific industries and regions.⁴

- B. Another paper, titled *Labour Market Outcomes of Recent Migrants to New Zealand*, was also published by MBIE in 2013.⁵ The purpose of the study was to establish and report on baseline measures for reporting of recent migrants' labour market outcomes in New Zealand.

² McLeod, K and Mare, D – The rise of temporary migration in New Zealand and its impact on the labour market, MBIE, 2013, Wellington <http://www.mbie.govt.nz/publications-research/research/migrants---economic-impacts/rise-of-temporary-migration-in-NZ-and-its-Impact-on-the-Labour-Market2013.pdf>.

³ Ibid, p v.

⁴ Ibid, p vii.

⁵ Merwood, P – Labour Market Outcomes of Recent Migrants to New Zealand, MBIE, 2013, Wellington <http://www.mbie.govt.nz/publications-research/research/migrants---settlement/recent-migrants-nz.pdf>.

The document said that New Zealand, like other OECD countries, had seen a marked growth in temporary migration. The share of New Zealand's working age population born overseas was 27 per cent. In March 2011, 10.8 per cent of the working age population was in New Zealand on a temporary visa or had been granted a resident visa within the past five years.⁶

Auckland received a significant share of recent migrant labour. Nearly half of jobs held by recent migrants in March 2007 were in Auckland, although this number fell somewhat by March 2011 as gains were made elsewhere in New Zealand. The share of wage and salary jobs held by recent migrants in Auckland was 13.6 per cent.⁷

By 31 March 2011, one in ten wage and salary jobs was held by a recent migrant. Recent residents worked across a broad range of industries, with the largest sectors being health care and social assistance, manufacturing and the retail trade. Temporary migration was more concentrated – 40 per cent of temporary migrant jobs were in three sectors: agriculture, forestry and fishing; accommodation and food services; and administrative and support services.⁸

The report highlighted the growing reliance on migrant labour in some industries, particularly seasonal labour in the main horticulture and viticulture regions of Hawke's Bay, Nelson, Marlborough and the Bay of Plenty.

- C. Dr Alice Cleland and Virginia Burns in July 2015 presented an Inland Revenue Te Tari Taake paper titled *Christchurch Rebuild Workforce: A baseline measure of their characteristics* to the Pathways, Circuits and Crossroads Conference.⁹ Their study involved in-depth interviews with 17 industrial relations subject matter experts and 17 members of the Canterbury community, as well as a telephone survey of 1000 business owners and employees based in Canterbury.¹⁰

The study recorded that 37 per cent of workers had work to residence visas; 14 per cent had essential skills visas; 14 per cent were on the working holiday scheme; and 11 per cent had permanent residence.¹¹ Half of the firms considered themselves to be businesses in the mature phase. 33 per cent did not operate in Christchurch before the earthquakes.¹² 27 per cent of firms did not provide employees with written employment agreements. 16 per cent of employees worked without payment, and five per cent of employees were asked to pay their own ACC levies.¹³

A construction sector interviewee said that new migrants had no idea of what to expect. *"They are very subservient to they're not used to the answering back and giving each other a hard time. So they take a while to adjust... You being the boss you're right and whatever you say*

⁶ Ibid, p viii.

⁷ Ibid, p x.

⁸ Ibid, p x.

⁹ Cleland, A and Burns, V – Christchurch Rebuild Workforce: A baseline measure of their characteristics, Pathways, Circuits and Crossroads Conference, Inland Revenue Te Tari Taake, July 2015
<http://www.caddanz.org.nz/massey/fms/caddanz/Alice%20Cleland%20Christchurch%20Rebuild%20Workforce%20-%20Jul%2015%20Pathways%20Presentation1.pdf?9ED272BE93166621BD84E8C2750D9EF3>.

¹⁰ Ibid, p 3.

¹¹ Ibid, p 13.

¹² Ibid, p 18.

¹³ Ibid, p 23.

is right and I'm just going to do it, because they do not want to go home early. No, and if they do something wrong they're absolutely horrified."¹⁴

An immigration consultant said that one of the problems with the Christchurch rebuild was that it was very stop-start.

*"[S]o often companies are vying for particular contracts. If they win that contract they suddenly need a lot of people. They need a lot of bodies to complete the work. It's quite dangerous for a company to take on too many employees because if they can't get enough work, they've got difficulty offloading them because the employment laws here are very strong."*¹⁵

Immigration consultants interviewed for the study also talked about the difficulties for migrants in dealing with their immigration status in New Zealand. One interviewee said that migrants who did not speak English were particularly vulnerable as they did not know how to obtain visas themselves and therefore might leave it too late.

"They try and put an application in themselves, because a lot of them will be at the minimum wage so they can't afford an advisor. And then they don't do it right so it gets returned to them, and then they go unlawful because they've passed the deadline."

*"Generally you'd be looking at your Asians and your Filipinos and your Indians and your Islanders, because they don't know and they don't have the English language skills to be able to figure out what on earth's going on."*¹⁶

Another respondent said that migrants were extremely vulnerable. Often, because their visas were linked to their jobs, they had to be very careful what they said to their employers.

"We've heard of people especially in the 90 day rule period being told to get out if they don't do what they're told."

*"We've come across a big company last year where five staff had said after a 60 day week they'd been asked to work the weekend and they said no we need a break and so they were told to pack their bags, get out."*¹⁷

A settlement support interviewee said that some Filipino workers paid up to \$10,000 for help in obtaining jobs in New Zealand. They paid that money back in the Philippines.

*"So it's a huge amount to pay back and they feel if they complain they may lose their jobs and be kicked out of the country, and they have to return to this debt which they have no way of paying."*¹⁸

The study concluded that there was a perception of a population in flux, but there was a stable base. The stop-start nature of the rebuild created labour supply issues. There was some poor business practice, with specific risks for international migrants.¹⁹

- D. The Human Trafficking Research Coalition in December 2016 published a study by Dr Christina Stringer titled *Worker Exploitation in New Zealand: A Troubling Landscape*.²⁰ The paper

¹⁴ Ibid, p 14.

¹⁵ Ibid, p 20.

¹⁶ Ibid, p 24.

¹⁷ Ibid, p 25.

¹⁸ Ibid, p 26.

¹⁹ Ibid, p 28.

²⁰ Stringer, C – Worker Exploitation in New Zealand: A Troubling Landscape, The Human Trafficking Research Coalition, December 2016 <http://hagar.org.nz/files/Worker-Exploitation-in-New-Zealand.pdf>.

identified cases of worker exploitation in several key industry sectors and predominantly labour-intensive industries.

Dr Stringer noted that accounts of worker exploitation in the construction sector had emerged since the Christchurch earthquake rebuild began. In 2011, it had been estimated that 30,000 to 35,000 workers would be needed over a five to ten-year period for the reconstruction of Christchurch, with 50 per cent of them being migrant workers.

“Filipinos are the number one source of labour. Accounts have emerged of Filipino workers paying exorbitant recruitment fees (between \$3000 to \$15,000 each) to immigration agencies in the Philippines to obtain work in Christchurch. The promise of employment in Christchurch and relatively high wages of between \$18 to \$25 an hour are seen by many to be life changing and subsequently many entered into debt bondage in order to obtain employment. The reality for some is that they end up being exploited by recruitment agencies and/or their employers in New Zealand.”²¹

The study reported that some migrants were being charged fees by other migrants for the opportunity to work. There were networks in some migrant communities whereby migrants would pay employers for jobs. They paid their employers in cash and the money was then paid back through formal channels as wages.

“In some cases, the employer will make a nominal contribution of \$5 an hour with the cash provided by the employee making up the difference. The system is viewed by some as being normalised. There is also a cash for partner visa scheme whereby migrants will pay New Zealand citizens/residents to be in a partner relationship in order to obtain residency.”²²

The study said that temporary migrant workers depended on their employers for their work visas. Accordingly, some felt unable to complain to authorities about their treatment. That was particularly the case for those seeking permanent residence.

“Some employers threaten workers with dismissal or that they will report them to Immigration New Zealand in order to control them. Some migrants feel disconnected from family support and will turn to their migrant communities for help only to become vulnerable to exploitation within their communities. A number of migrants feel trapped by the lack of job opportunities in New Zealand, particularly in regards to what was promised them by agents in their home country.”²³

Dr Stringer said that the research had found that non-compliance with employment legislation was common, particularly in the horticulture and hospitality industries. Further, there were troubling accounts of poor treatment of employees. Many temporary migrants tolerated exploitation so they could qualify for permanent residence or because they were coerced and/or deceived by their employers.

“They may also tolerate the situation because of power imbalances (perceived or actual) or because of limited options available to them. Some pay their own salaries to obtain residency. Worker exploitation is widespread in terms of industry sectors and/or visa categories, with much of it remaining hidden. The findings of this report, which highlight and uncover areas of significant concern, deserve urgent attention.”²⁴

- E. My 2017 report, *Wage Theft in Aotearoa – How employers are stealing millions from workers and how to fix it*, detailed cases of failures by employers to comply with minimum employment standards such as paying the minimum wage, providing copies of employment agreements,

²¹ Ibid, p vi.

²² Ibid, p ix.

²³ Ibid, pp ix, x.

²⁴ Ibid, p x.

keeping records, and providing holiday pay.²⁵ The paper was a non-exhaustive list of cases in which action was taken by MBIE. Many of the employees were migrant workers.

- F. The New Zealand media also regularly reports on the experiences of migrant workers in this country.

On 9 May 2018 *Newshub* journalist Michael Morrah reported that a group of 16 Filipino carpenters, welders and steel fixers brought to New Zealand to assist with Auckland's construction boom by Allied Workforce (AWF) – one of this country's largest labour hire firms – had barely worked in the three months they had been here. One steel fixer said he had not picked up his tools since arriving in late January.²⁶ The story said that as many as 24 men were crammed into a four-bedroom house, which one migrant described as *"like a prison cell."*²⁷

On 16 May, Mr Morrah reported that his investigation into migrant workers brought to this country to help with Auckland's construction boom had led to the resignation of a manager at one of the country's biggest labour hire firms. AWF's divisional manager, Kurt Reed, stepped down after signing part of an employment contract which was illegal.²⁸

The report said that a group of workers arrived from the Philippines in January 2018, but many had had only one or two days' work since coming to New Zealand. 99 workers were believed to have signed an illegal contract stating that their contracts would be terminated if they engaged with unions.

On 18 July, Mr Morrah reported that the number of foreigners coming to New Zealand to work in construction had reached a new record. Workers from the Philippines comprised the largest number of migrants. Figures released under the Official Information Act showed that, in the year to May 2018, 8089 work visas for construction jobs were approved.²⁹ 2231 work visas were approved for carpenters; 2195 for scaffolders; and 1192 for steel fixers. 304 visas were granted to riggers; 276 to painters; 264 to wall and floor tilers; 198 to brick layers and 189 to plumbers. 4608 of the construction work visas were granted to Filipino workers, while 798 were approved for workers from Great Britain, 618 from China and 252 from Ireland.

²⁵ MacLennan, C – Wage Theft in Aotearoa – How employers are stealing millions from workers and how to fix it, 2017 <http://www.standagainstslavery.com/wage-theft-in-aotearoa-new-zealand/>.

²⁶ Morrah, M – Migrant construction workers languishing in crowded Auckland houses on illegal contracts *Newshub*, 9 May 2018 <https://www.newshub.co.nz/home/new-zealand/2018/05/exclusive-migrant-construction-workers-languishing-in-crowded-auckland-houses-on-illegal-contracts.html>.

²⁷ *Ibid*, p 2.

²⁸ Morrah, M - Labour hire firm employee resigns after migrant worker investigation, *Newshub*, 16 May 2018 <https://www.newshub.co.nz/home/new-zealand/2018/05/labour-hire-firm-employee-resigns-after-migrant-worker-investigation.html>.

²⁹ Morrah, M - Number of foreigners in NZ construction industry reaches record high, *Newshub*, 18 July 2018 <https://www.newshub.co.nz/home/new-zealand/2018/07/number-of-foreigners-in-nz-construction-industry-reaches-record-high.html>

Appendix A: Research data

A. Worker interviews

1. TELEPHONE INTERVIEWS WITH CONSTRUCTION WORKERS NATIONWIDE IN 2017

Construction workers were telephoned from a list provided by union E tū. 82 responses were obtained. The following questions were asked –

- Where do you come from ?
- How long have you been in New Zealand ?
- Where are you based in New Zealand ?
- Have you brought your family here ?
- Are you doing the work you are qualified for ?
- What company are you working for ?
- How long have you been working there ?
- Have you been offered training or any kind of qualification in New Zealand ?
- Do you feel informed about your rights as a worker ?
- Do you feel represented at your workplace and in general ?
- Have you ever felt unsafe at work ?
- Do you have a supportive community ?
- Are you satisfied with your housing situation ?
- Would you like to stay in New Zealand ?
- Are you involved in any community or faith groups ?
- Would you be interested in networking with other migrant members of E tū for mutual support ?

Due to language difficulties and the time pressures of the migrants' work, responses were not obtained to all questions. This is a summary of responses -

- 78 of the respondents were male and four were female;
- 46 workers were from the Philippines; nine from India; four from Samoa; five from South Africa; one from the Pacific; one from Zimbabwe; four from Tonga; one from Tokelau; two from China; one from Niue; one from Singapore; one from Indonesia; one from Slovenia; four from Fiji and one from Burma;
- 38 respondents lived in Auckland; 31 lived in Christchurch; two in Whangarei; three in Hamilton; two in Hawke's Bay; one in Wellington; one in Queenstown and one in Rotorua;
- The respondents had been in New Zealand between one and 36 years;
- 48 workers had brought their families to New Zealand and 34 had not;
- 71 workers were doing the work they were qualified for; eight were not; one was self-employed and one was doing an apprenticeship;
- The industries in which the respondents worked included building and construction; air conditioning, heating and refrigeration; fire and security systems; glazing services; furniture; heavy engineering and fabrication; joinery; packaging; painting and decorating; timber – pulp and paper, panels and solid wood processing;
- 48 workers had been offered training. This included health and safety training, office training, apprenticeships, first aid and security training
- 58 respondents felt informed about their rights as workers; three people answered "50/50"; 13 said no; the remainder were unsure;
- 61 felt represented in their workplaces and in general, with unions being mentioned as providing representation;
- 64 workers said they had never felt unsafe at work; six said they had felt unsafe and two replied "sometimes";
- 63 people said they had supportive communities;
- 67 respondents said they were satisfied with their housing situations. The remainder said they were not. However, some people who replied that they were satisfied also commented that housing was "expensive" or "not affordable";
- 75 workers wanted to stay in New Zealand;

- 48 respondents said they were involved in community or faith groups and mentioned church, temple, Philippines' organisations or organisations representing other nationalities, soccer club, or sports organisations;
- 33 people said they would be interested in networking with other migrant members of E tū for mutual support.

2. INTERVIEWS IN PERSON WITH CONSTRUCTION WORKERS FROM THE PHILIPPINES IN CHRISTCHURCH ON 1 DECEMBER 2017

1 Discussion with a Filipino worker support person in Christchurch.

- Workers pay high rent - 40 per cent of their income.
- There is not much Filipino food.
- There is a cultural gap – Filipinos are very close to their families and live in isolation when they come here, which is why they want to bring their families.
- Health insurance – workers and their families should have it. Some had to pay hospital bills. She said they only get a health subsidy if they are here on a two year work visa but most are only on a one year visa. They have ACC but then they get sick, so most don't see the doctor as it costs \$40 and that is too expensive. It's only when they are really sick that they will see a doctor.
- The workers send money home – 70 per cent of what they earn. The support worker sends 70 per cent of her pay home - \$1000 a month. For special occasions, such as birthdays or Christmas, she and the workers send extra money. She says it is the normal thing to do – part of the culture. Filipinos value family more than they value themselves;
- If the workers can eat noodles and vegetables to save money they will do so – they can't afford to buy beef.
- Culturally they like technology – cars, shoes, computers, watches – anything that can be seen as that's face value.
- \$1.45 billion is sent home from Filipino workers all over the world;
- New Zealand is really like a dream – the country is the last paradise on earth.
- They don't understand tax and don't know they have to pay tax unless the employer or the agency explains this clearly.
- They are not aware of subsidised medical care.
- They are not aware of how much rents are – sometimes employers rent them large houses;
- Filipinos are very resilient as they are used to surviving typhoons, but the language, socialising and the economy in New Zealand are hard.
- When workers arrive in New Zealand, other Filipinos help with bank accounts, licences and other issues even if they don't know the new arrivals. They also invite them to their homes to make sure they are looked after. Even if they understand English, Filipinos won't ask outsiders.
- Health and safety training – there is no interpreter. People just want to get through the training. It's 8 hours. The presenters delivering the training were hard to understand. It is not interactive. It is one-sided. The support worker queried whether there was any follow-up or on-site training. There is a questionnaire but the Filipinos just tick everything. She said that, in the United States, when Mexican workers are hired, there has to be a translator for health and safety training. She said there were other languages used for training, but not the Filipinos' language. Some workers get health and safety training in the Philippines before they come to New Zealand, but it is in English.
- Filipinos don't argue or complain. It is not their culture. Also, they are scared.
- The support worker said she contacted ACC and was told there had been a 30 per cent increase in accidents among foreign construction workers in Christchurch since 2014.
- Some companies have weekly follow-ups to discuss health and safety.
- Construction work is very tiring and the workers don't have time to talk about it.
- Most people don't want to report accidents. They are worried they will lose their visas if they report accidents or if they get sick.
- There is a cultural belief that when they are working, the hand of God is holding them. The thinking is that accidents are part of the job and God will help them. They don't want to spend money for a doctor.
- Some companies now have cameras on sites covering high-up areas.

- Some of the workers are depressed or drink. There is no Filipino saying “I am depressed” but one can see they are sad. They say they are ok – they are just homesick.
- Mental health is not tackled. It is a big taboo. Filipinos do not go to psychiatrists – it is a big stigma. They rely on faith until they break down and can’t give any more;
- It is easier for them to keep in touch with their families at home now there is Skype and Facebook.
- The workers think by being here they can financially support their families and that is their priority. They themselves are not important.
- In the Philippines, construction workers get paid \$10 - \$15 an hour. Here they get paid more;
- She said there needs to be analysis of passport training - *“before people can work in construction, they need to pass 8 year training.”*
- New Zealand has the second-highest occupational training injury and fatality;
- Health and safety laws are different in different countries.
- The workers feel they are men and should be strong. They might already have worked in other overseas countries and are confident they can work here. There need to be translators for health and safety training and it needs to be interactive, or there needs to be a Filipino trainer who already works for the company. Eight hours at once is too long for the training. There should be a lecture, interaction and then an activity.
- The wives may be very depressed because they can’t find jobs because they don’t speak English. The family income may be \$700 for the man, woman and three children and if the wife is not working it is financially disastrous. They owe money for rent and have to save money on food. Most wives don’t get work. Unions should not only help workers, but should help wives to find jobs. Families shouldn’t be brought here unless the wife also gets a job. There should be free language classes for the wives. There are some at the library but they are not intensive enough and they do not operate all the time. The wives go for interviews but don’t get the job because they don’t understand the questions they are asked in the interview.
- One family went home because they couldn’t cope – this meant they significantly lost face. If a family goes home, they will be talked about by the town for a whole year. People in the Philippines think if you work abroad you are rich.
- Filipinos want to come here because of education for their children. The education is very good and is less stressful. The school day is shorter.
- Also New Zealand is not over-populated. There are 100 million people in the Philippines;
- One regret Filipinos in New Zealand have is that they are isolated unless there is a Filipino function – but then they are too tired to go.
- It is part of Filipino culture for people to stick together by sharing houses and it also saves money. There may be four bedrooms with four families in one house. In one house, the woman’s children are always sick. They are sleeping on the floor. The walls are not insulated. It’s very cold. One place the support worker went to there was no fire, only one heat pump. A lot of glass is not double-glazed. A child was sick with asthma and the support worker told the family they needed to move. When she opened a cupboard, there was mould underneath. The family did not want to move as they were only paying \$120. The husband and wife and two children were sleeping in one bed. They all wear jackets inside the house;
- The support worker tried to tell them their rights but they didn’t listen because they can’t afford to. They said they could cope but she told them New Zealand was a cold country.
- If they want to renew their visas, they have to pay and renew every year. It is expensive. They have to get a medical.
- Maybe more accessible, cheap housing needs to be built. Why can’t people pay rent to the Government instead of to a landlord?
- Filipinos should be given proper information about the reality of living here. The support worker has been here 10 years and knows how hard it is. It took five years for her to adjust and now she loves New Zealand.

2 One-on-one discussion with a worker from the Philippines

- He has been in New Zealand for two years. He is 47.
- He worked for a builder in a family-owned business for the first six months he was here and then was made redundant.

- He was then hired as a joiner and cabinet maker. He thought there would be a conflict with his visa as it was for a carpenter but he was told that was all right.
- He has a three-year visa until August 2018.
- A co-worker in Qatar organised for him to work in New Zealand.
- He shared rental housing at first then looked for flatmates in the Filipino community, who are easy to find. Some charge a deposit and some don't.
- His family is still in the Philippines. He wants a further three-year visa renewal so he can earn enough in New Zealand to pay for his youngest daughter to finish college in the Philippines. He will then return to the Philippines. He does not want to remain permanently in New Zealand. When his youngest daughter finishes college he will have done his business as a parent.
- The money to pay for residence is a problem.
- *"It's not really my cup of tea here. In the Philippines, even if we are not in work, we still have food on the table."*
- In all honesty migration is good for business because migrants are being paid low wages. If he upskills he will ask for a pay rise. It's a family-owned business and he doesn't know whether he will be given a pay rise.
- *"In New Zealand I save \$700 - \$800 and it's gone if I have no work"*
- It costs most Filipinos \$3000 for residence – three months' food budget for most Filipinos. You don't get the money back. *"I'm not going to gamble it. At least I will save some money for retirement."*
- He sends \$650 home every month and \$100 extra each week.
- He worked in the Middle East for 12 years but earned barely enough to give his children a good life.
- The fourth month he was in New Zealand, he was able to pay off the loan sharks. It's the first time his family was able to rent its own home. He's been married more than 25 years. He now has been able to buy a dining table; sofa and the kids have their own beds. *"At least it's a change in life for my kids."*
- He has worked overseas for most of his children's lives. He had three months in the Philippines before he came to New Zealand. *"It's part of being a responsible father. You have to be responsible enough to look for their needs. You earn good money but you go through hardships. But if you see your children on skype or social media, they have a good life and you are happy."*
- He says the other day he got his orders for Cookie Time treats to send to his children in the Philippines. He sends boxes with chocolate, clothes and shoes. *"Everything I can find here in New Zealand that they'll be happy about. But it's going to cost me more than \$700. But maybe next year I can earn that. To see the look on their faces when they open it, it's priceless."*
- *"Sometimes being a migrant there are hardships but you have to live with it. Discrimination [about] ethnicity. Discrimination mostly with work. When I started work as a builder, normally they give us jobs the kiwis won't do. We are both carpenters, but they give us the odd jobs. We don't mind. We get paid. At least we have work, the main thing."*
- At a site we were told there was no carpentry and we had to do demolition. We made scaffolding in a hurry. It was wobbly. The boss told us we had to fill three skips a day. It was really hard. *"I could hear other guys joking around doing nothing but when the boss gets there they are busy and when the boss goes they slack off. That's our life. As long as we get paid, that's fine. We're privileged. We have work."*
- He was paid \$24 an hour previously but now is paid \$21. The boss said he was new to New Zealand and wanted to pay him less. Said he didn't know joinery. He would not survive on \$18 an hour. He said he would be happy if he was paid \$22. The boss said he paid his son \$21. *"I won't get rich but my dignity and my name is clear. I have a work ethic."*
- His boss used to pay him \$30 for spending three hours on Saturdays cleaning the workshop. Henry stopped doing it after six months because if he made any small mistake his boss called him stupid. *"You would be called an idiot, stupid. I don't mind about being paid \$30 as long as I don't have dignity [impaired] by being called that."*
- He said if he talked to his boss about upskilling his boss would know it was for residency. That wouldn't be beneficial to his boss.
- His boss charges Canterbury DHB for 20 hours' work when it only takes the worker 14 to 16 hours to do the job. The boss charges out the work at \$25 an hour. The kiwi joiners are paid \$25 to \$26 an hour.
- He asked his boss for certification saying he had worked for him for years and he would go to another country.

- *“Before I came here I had big dreams. People said with the points system you can bring your family, but the politics changed. There was not much restriction and lots more work. Now most people are heading to Auckland.”*
- Most Filipinos here have to get separate visas once their children turn 18. The cost is staggering. Have to pay school/college. That’s giving me second thoughts.
- He has \$1500 in the bank. It goes up and down. He has to save \$1800 as his visa expires in 2018 and he has to pay the immigration agent \$1800. *“If I can get my daughter here, maybe I will gamble it. They say the denial rate for residency is much higher [in 2017] than last year. There’s no refund on the application – maybe part refund. It’s too much. You gamble three months of your food budget.”* He said there was also a visa lodging fee in the Philippines and people had to get medicals. *“It’s a huge amount of money. If I was earning \$24 or \$26 [an hour] I would think of taking the gamble but I don’t want to quit my present job and waste weeks looking for another job.”*
- He said one colleague had arrived in Auckland a month ago and was being paid \$19 an hour. He paid 250,000 pesos to an agency. He thought the employer was supposed to pay. The agency sends people to loan sharks which the agency part-owns. Every week the workers have to send money to pay off their loans.
- *“I have no qualms about being paid \$21. Be thankful for what you have because you are privileged to be earning that. There are other guys who are not as lucky as you. That will be the crowning glory for me – to see my daughters finish school. If I can get my family here it will be much better. Who wants to stay away from their family? Everyone wants to get their families here – especially Filipinos because we are very family-oriented. But it could be difficult for us as parents because the kids might get too used to the culture.”*

2. Discussion with four Filipino workers and an interpreter

- One worker was single. The other workers’ families were in the Philippines.
- They came to New Zealand to work because it is a better place. They can earn more money. They had worked previously in Japan, Saudi Arabia, Libya, and Addis Abba.
- Housing is hard and is getting more difficult. Living with Filipino construction workers – four guys flatting together. Rent is expensive. \$450 a week for a four-bedroom house.
- Everyone is sending money back to their families in the Philippines. Asked if that was why they were in New Zealand they said *“Of course. We have family to support.”*
- They said they would stay in New Zealand for as long as the Government gave them the opportunity to work.
- Any possibility of applying for residence would be nice. They would like to bring their families here. It’s very expensive but they don’t have any choice. Hopefully the Government can make it easier and less expensive for them to bring their families here.
- Difficulties for Filipino workers: in the workplace there is bullying because they know we are not from here. They expect we don’t know anything. The reality is we know more than them. They think Filipinos don’t know as much about work.
- If we had training we could be qualified. That would be great. I’m not really asking about it now. I’m new in Christchurch. I’ve been working in Ashburton.
- The boss is very supportive about that. I asked him once and he said he would help. I haven’t asked again. The only reason New Zealand bosses are asking for Filipinos is because of how we work – our work ethics. He doesn’t want kiwis because they don’t work hard and are always looking at their cellphones and texting at work. Filipinos are always working. For me my job is all right now. Maybe if we have a chance. Another worker said he had talked to his boss about a pay rise and his boss had said in the New Year. The fourth worker said his kiwi boss had said he would give a pay rise, but not for three or four months. The first worker said his boss had said he would give a pay rise in three months but had not done so after six months. The fourth worker said he had not had a pay rise after more than a year.
- The agencies always promise to renew work visas but don’t do anything. They keep saying “later” and people end up flying home. The fourth worker said not all were the same. The new agency needed to renew a visa until 2020 and it had been done.
- All four had Health and Safety training.
- Immigration law keeps changing and fees get higher. It would be good if there was a consistent immigration policy.

- One worker has a GP and life and health insurance. Two workers have no GP. The fourth worker had life insurance but it has been cut. *"If I'm sick I pray."* Workers go to the pharmacy and get medication without a prescription.
- The housing is quite old. One worker is in a three-bedroom house. If there are six people in a three-bedroom house that's too many. Three or four is ok. Now there are three adults and a baby. The second worker – there are kids in the house. The temperature is ok. The house is always messy. Four adults and one child. The third and fourth workers live in a house with four guys living together. The house is almost new.
- Getting a car when they first come here is a problem. Most people only have a one-year visa when they come to New Zealand. They need cars to carry their tools but can't get cars because the loans they would need would take longer than one year to pay off, and they only have a one-year visa. In Ashburton, someone helped the worker to get a car. Another worker got a car because the car company knew his visa would be renewed. The agency helped another worker to get a car and sort out his licence. It was easy but he had to pay more. One of the workers had a company car when he first arrived. After three months he bought a car.
- All four work for labour hire companies. *"They can kick us out any time they want."* They are in the yard at 6.30am. They start work when they arrive on site. Travel time is not counted. They work nine or ten hours a day. Sometimes it is not busy. Last Friday, one of the workers was told there was no work. They ring and say there is no work, but the directly-employed get work.
- The kiwis don't do the hard work. They always pass it to the Filipinos. The first worker said there were six Filipinos in the company and two Irish and a kiwi boss. They work the same hours. The second worker said he gets different hours each week. The highest is 50 and the lowest is 30. The third worker got 40 hours a week last month but 56 hours a week this month because it's Christmas. The fourth worker usually gets 50 hours a week. The agency guarantees at least 30 hours a week.
- One paid for pre-departure orientation in the Philippines.
- The kiwis get paid slightly more. For the same amount of experience, the kiwis get a higher hourly rate and get more hours. It depends on the foreman. The second worker is working fewer hours because the contractor pays the labour hire company at the start of the month and then there is a cut to the workers' pay.
- If you're a qualified carpenter the base pay is \$27. Hawkins pays the labour hire company \$38 or \$45. The labour hire company pays carpenters \$18 or \$19. The first worker is paid \$25; the second \$23; the third and fourth \$25.
- When they work til 8.30pm the supervisor says they will be paid time-and-a-half but the agency pays a flat rate. The third worker complained and got it but lots of people are too scared to complain in case they lose their jobs. They would like to work on Sundays but don't know whether they would get time-and-a-half and don't want to work Sundays unless they get time-and-a-half.
- The third worker wants to stay here and bring his family over. The fourth worker thinks education is good here. He wants his wife to have a job here. If she was on a work visa it would be hard but if she was a resident there would be more options.
- It's hard to apply for residence because of the English proficiency test. Have to pass 6.5 for IELTS plus 160 points re age, qualifications, work experience etc.
- The fourth worker's previous kiwi boss didn't pay them holiday pay and pay was paid in instalments - \$500 instead of \$1000.
- When you apply for residence, you have to reach the salary threshold. If you're paid \$19.95 you can't renew your visa for three years. You need \$23.45 for residence. If the Government could lower that it would be good.

3. DISCUSSIONS BY ZOOM WITH WORKERS AND PARTNERS IN CHRISTCHURCH IN FEBRUARY AND MARCH 2018

1 Discussion with two workers and one wife and one partner zoom

- Both workers are carpenters. One came to New Zealand in July 2016 and the other in November 2017. The wife and the partner both came later. Their children are still in the Philippines.
- The agency found them a house. The four of them live together in the same house.

- The workers have New Zealand drivers' licences but the wife and partner do not. They did not have help to obtain their licences. They sorted out bank accounts themselves but could have asked for help.
- They were not aware of employment law or workers' rights when they arrived. There was no information about employment rights.
- There have been no accidents on work sites since they've been there and no-one has been injured. There are no problems with safety. Nothing needs to be improved.
- The pay is ok and is enough to live on. If they got industry training they would be paid higher. They don't have it. If there was an opportunity, they would like to do it.
- The biggest problem since arriving in New Zealand is communication – they would like to speak English better.
- The wife and partner speak English.
- The wife and partner have found the cold weather difficult and also being away from their children. They see their children by video but the children have not been here to visit and the parents have not been back home. The children are 11 and 9.
- They are working to send money home to the children.
- One of the workers has a plan to get residence and bring his children here but immigration rules are getting harder.
- The hardest thing is how much they are earning – he earns below the financial limit for residence.
- If he could get residence and bring his family here he would like to do that. At this stage he will wait and see what happens. The company told them it would support them to do industry training but they haven't discussed this with the company yet as they haven't had time as they are always on site.
- They need education about New Zealand – the culture; work; how to do your job. The New Zealand standard is different. They did training/orientation in the Philippines before they came here but when they arrived they were amazed at how different it is – the lifestyle, the culture. The training in the Philippines needs to be more accurate about the lifestyle and culture.
- They understand their contracts but not employment law in general. The agency explained their contracts to them. There is no independent person. They don't need more information about employment law and their rights at work.
- They had a Health and Safety briefing. One day. Before they started work. They have enough protective clothing and safety equipment.
- One worker's wife is looking for a job. She has been here for two months. She wanted to settle first before looking for a job. The other worker's partner is working as a cleaner. She has been working for five months. It would be better if they had help finding jobs. A friend helped the partner to get her job. She works full-time.

2. Discussion with one worker

- Steel fixer with a lot of experience. Has also worked in central Africa and the Philippines. Came to New Zealand in 2013. Is working as a plasterer.
- Was given a house to live in when he arrived but it was very expensive - \$200 a week for a room so he left.
- No injuries or safety problems on the work sites.
- The pay is enough to live on. He sends money to his family in the Philippines. The cost of living is higher every year.
- There is a kiwi first policy and kiwis will lose their jobs if Filipinos can stay here.
- Some companies help people to apply for residence.
- Today we are losing one co-worker who has found another job. Next week another is going. We are all in the same situation. Workers leave because they find another job with a good employer. The main reason they leave is to find an employer who will help them with residence. *"They promised everything even the impossible. Everything, but here nothing is free."*
- The agency in the Philippines promised free accommodation; that the company would help the workers to bring their families to New Zealand within a year; and that the workers would have free plane tickets to New Zealand. None of that was true. He didn't find out until he arrived in New Zealand. That happened to other people as well – not just me. *"My agency in the Philippines before I got here promised me my company would enable us to bring our family here but they were lying. I*

keep asking but nothing happens. I feel sad in myself. My plan with my family is I want to bring them here and apply for residence."

- However, the steel fixer visa is only a one-year visa. He is not paid enough to meet the salary threshold for residence. He's got a Level 4 steel fixing skill but that's not high enough for a three-year visa. Steel fixing is not recognised as a high level skill shortage so he can't apply for residence. That has always been the case so his agency lied to him. Last week he asked his company and union to help him as he heard steel fixers can now apply for residence. He needs to be paid \$25.50 an hour to apply for residence. He is on \$24.53. He wants to be able to include his allowances so he meets the income threshold.
- He has a wife and two daughters in the Philippines. He wants to stay here permanently if he can bring his family here. He wants to bring his family here. *"For me it's the Number One priority in my life. It's very hard to live without them. You're always thinking about it."*
- He was offered a supervisor's job but said no because they wouldn't help him with residence.
- He has had five or six Health and Safety trainings.
- He is going to ask again next week about help with residence. If they refuse he is going to look for another job. He has been offered higher pay, but he is looking for a company that will help him with residence. When he was six months in New Zealand he kept asking about residence. The reason he kept asking was *"after five times asking I say 'Can you give me the truth?' They are always lying about it."*

3. Discussion with one worker

- Carpenter. Class A asbestos removalist. Has worked in Abu Dhabi and Papua New Guinea. Working as a carpenter in New Zealand. Been in New Zealand three years.
- When he was in Abu Dhabi a kiwi friend told him a lot of carpenters were needed in New Zealand.
- They made him read some rules when he applied here. His knowledge is still not enough.
- He has a three-year visa as carpenters are on the skill shortages list.
- He hasn't decided whether he wants to stay in New Zealand. He speaks to his children in the Philippines by video every Sunday. They want to stay in the Philippines. He hopes they will change their minds as he would like them to experience life in Christchurch. He is separated from his wife. His children are 21, 16, 10 and six.
- His first boss did extortion. His second boss helped him find another job. He is working for a third boss now. He wasn't paid overtime.
- Most workers in the company are supervisors. The Filipinos are not supervisors. The Filipinos have the same qualifications. The kiwis are paid more. He works mainly with Tongan and Maori workers. The company pays the Filipinos lower. The lowest rate for kiwis is \$35. Many get \$35 to \$40. He gets \$27. *"That is not a big deal to me. The kiwis get paid more for doing the same job."* They have promised to pay him more since the time he signed the contract.
- When he arrived here he didn't have help. He sorted things out for himself.
- He would like immigration rules changed so it is easier for Filipinos to stay here.
- He is internationally skilled. There is no law in New Zealand telling employers how much they should pay for that skill. Other Filipinos are getting \$19 and \$22. It's not fair. *"They are international workers with a lot of skill and experience. They have no other choice but just to grab it. Hopefully there will be a law in New Zealand about how much people are paid."* Qualified carpenters should be paid at least \$28 with BCITO. If you're a migrant carpenter you should be paid \$25 as basic pay. Some people are only paid \$18. Other Filipinos accept it because they don't have any choice. They want to stay. He would like a law that people have to be paid a certain amount.

4. Discussion with one worker

- He came to New Zealand in May 2015.
- He is single. His parents are in the Philippines.
- The company had accommodation for him when he arrived. He paid \$161 a week for a bed in a room with three other beds in the room. There was no privacy. He has moved three times.
- He doesn't have any idea about employment law and workers' rights. He is really just working. It would be helpful to know more.

- He is an electrician.
- He is paid \$18 an hour because he is still with an agency.
- Kiwis get paid more but he doesn't really talk with them about their salaries. He was told some were getting \$25. They know he is paid less. They say that is really crappy and it shouldn't be like that.
- He came here on a one-year visa. It has already been renewed for a three-year visa. There is a long-term skill shortage of electricians.
- He hasn't decided whether he wants to stay in New Zealand. His father is in the Philippines and is getting a bit old. It is 50/50 as to whether he wants to stay. He doesn't know whether he could bring his father here. He is 83 and probably couldn't cope with the cold weather. He would be wearing three shirts.
- He is working here on a certificate with a temporary licence. He still has to pass exams. He failed the last one so he has to try again. He has been promised he will be paid more when he passes the exams.
- He sends money back to his brother in the Philippines.
- The hard things to adjust to, were the climate and the language barrier. They talk English Filipinos but the pronunciation is different here. When they sit with kiwi workers, there is not much talking because there is a little bit of a barrier. English lessons for Filipinos would really help. Free lessons or a small fee. The kiwi accent and different words are difficult.
- When he first came here and was paid \$18 an hour it was ok as there was two hours' overtime a day but now there is a slowdown in work so he is feeling his low salary. Basic pay is not really enough on 40 hours.

5. Discussion with one worker

- Carpenter with 25 years' plus experience.
- Came to New Zealand in 2013.
- Three kids and a wife in the Philippines. His children are 19, 30, 32 and 38. He is separated from his wife. His kids would like to come to New Zealand but he needs to figure out the visa.
- The company organised accommodation when he arrived. The company that brought him from the Philippines has its own accommodation business.
- He flats with other Filipino workers.
- Paid \$23.96. He is still on a work visa. He wants residence. He has a three-year visa as carpenters are on the shortage list.
- He understands a bit about employment law and workers' rights but not all of it.
- Had a half day of Health and Safety training when he arrived and sometimes all day. He has been to five Health and Safety trainings. The longest is a day.
- He had an accident. A tiny amount of debris fell into his eye and it got infected. He was off work for two days. It was covered by ACC.
- The pay is ok and enough to live on. He works alongside New Zealand carpenters but doesn't know how much they are paid.
- He sends money to his kids in the Philippines when they need it but not every week.
- He came to New Zealand because he was told by a friend there were jobs here. He learned the rules about bringing family when he arrived here.
- His situation is not like most other Filipino workers because he is single and his kids are grown up.
- He came to New Zealand because he can earn more here than in the Philippines. He worked in Guam for two years.
- He would like residence so he could stay here and the kids could come for longer than on a tourist visa.
- There are sometimes miscommunications with colleagues. They feel superior because they are locals and we are just migrants. He lets it go because he is just a migrant and they are kiwis. Whatever he is told to do he just does it. He doesn't care what other people are doing. If there is teamwork he gets the help he needs.

6. Discussion with one worker

- He is a carpenter. Came to New Zealand in 2013.
- He did not know workers' rights when he came here. He is a union member.

- He understands Health and Safety rules.
- Someone cut a finger with a nail gun.
- He is paid \$27.
- When he came here his contract said \$18 but \$4 an hour was deducted because they said we didn't know how to work.
- He met his partner here and has one child.
- The first company helped him with accommodation. He lived in one room. There were five people in one room paying \$80 each.
- He moved to a different company and was paid \$20. He doesn't know if he's paid the same as New Zealanders. He's the first Filipino worker in his company. He has a three-year visa.
- He would like the Government to allow Filipino workers to stay in New Zealand. He would like to get permanent residence. Once he gets \$26.50 he can apply for permanent residence as he will meet the income criterion. He might apply this year.
- The weather is hard.
- The first company wanted him to work as a painter. He came here as a carpenter but when he got here they asked him to be a painter. He said he didn't know how to do that. They let him work as a carpenter but took \$4 an hour away from him.

7. Discussion with one worker

- He is a scaffolder. He has been working in the industry since 1999.
- He came to New Zealand in October 2015.
- He has two kids and a wife in the Philippines.
- The agency helped him to find accommodation when he arrived.
- He is a union member. He does not need more information about workers' rights.
- There have been no accidents on his work sites.
- He doesn't want his family to come here as there is not much work at the moment.
- He is paid \$26.50.
- He sends money to his family in the Philippines.
- He has a three-year visa that expires in 2019.
- He plans to go back to the Philippines.
- He has also worked in New Caledonia and Africa.
- He works overseas as he can earn more money for the family working in other countries.
- He doesn't get paid the same as New Zealand workers because they have their tickets.

8. Discussion with one worker

- Plasterer and stone worker. Almost 10 years' experience.
- He came here in July 2015.
- He has a wife and one child in the Philippines.
- The agency found him somewhere to live.
- He was paid \$15 an hour when he arrived and is now paid \$23.
- He would like to stay here. He had a one-year visa but now has a two year visa.
- He wants to apply for permanent residence. He is concerned because his wife does not speak English. He would like them to change the process so it is easier. He wants his wife and child to come here.
- He is not paid the same as the kiwi workers in the company. Kiwi workers get paid more for the same work.
- He doesn't know about employment law and workers' rights. He is not in the union.
- He biked to work when he first came here. He would have liked a car when he first came here. It would be helpful if the company picked the workers up and dropped them off at the site.

9. Discussion with one worker Chch zoom 25 February 2018

- From Philippines. Worked in Middle East for six years as a pipefitter and plumber.
- 3 years as plumber in Christchurch.
- Family did not come to New Zealand with him. Wife and two children in Philippines.
- Difficulty understanding kiwi accent when arrived in New Zealand.

- Agency organised accommodation for him when he arrived here. He is still living in the same place. 6 people live there. They pay \$125 rent each a week.
- Does not know employment laws/ workers' rights. Would like more information so understands specifics.
- Understands health and safety rules. Had site safety training for four hours. He is about to renew his site safe training as it expires after three years.
- Paid \$22 an hour. Fine but not enough. He sends money home every week.
- British, Kiwi, Canadian workers in his workplace. As far as he knows, he is paid more than other employees as they are still apprentices. Some are paid \$18 or \$19 an hour. He was paid \$20 an hour when he first arrived in New Zealand. He was employed by an agency when he first arrived here. Then company he now works for took him on and he is paid \$22.
- He has no plans at this stage to bring his family here because it is expensive.
- Immigration – it's hard to get visa. He has a one-year visa. Only one year because of lower skill level.
- He wants to stay in New Zealand if he can get residence. When he came here, the immigration rule was that people on one-year visas had to support their kids. But with a three-year visa his wife could get a job and kids could get a domestic student visa instead of him paying for their education.
- When he arrived here he had no idea it was hard to bring your family. He is more aware of it now because of immigration changes.
- His income is not high enough for residence – need to be paid \$24.60 an hour for skilled migrant category.
- Hard in New Zealand that immigration rules are difficult and expensive. He had to pay an immigration adviser almost \$2000 for advice to sort out his paper work.

10. Discussion with one worker Chch zoom February 2018

- From Philippines. Carpenter. Seven years working in Middle East and one in Philippines as carpenter.
- 3 ½ years in New Zealand.
- Has wife and 2 children in Philippines.
- Living in accommodation organised by company. Paying \$150 a week rent.
- Knows a bit about employment law but would like more information.
- He shot his finger with a nail gun.
- Paid \$28 an hour.
- Sends money home every fortnight.
- Not in union.
- When he came here did not plan to bring family to New Zealand.
- Now he wants to bring his family here as he has realised in past few years that New Zealand is a good country.
- Immigration and finances are what stop him from bringing his family here. He wants to save money so when the opportunity comes he can finance his family to come here.
- He is saving money to pay the immigration adviser.
- Immigration issues are hard to deal with. His company doesn't have a problem supporting him and giving him documentation. He wants to do it himself because it's too expensive to pay an immigration adviser. It's \$2000 to \$5000 for permanent residence. People can apply for residence in several categories. If you apply through the skilled migrant category, it costs \$7000 for the immigration adviser. It's \$5000 to \$6000 for immigration advice and \$2400 for immigration fees. \$8000 for residency in total. If you can apply for residence yourself, it's under \$3000 for the immigration fees.
- He has 2 ½ years left on his visa.
- His wife needs to obtain English proficiency. She needs to pass to come here. She has to study before she takes the test.
- Has had three lots of health and safety training – 2 x 1 day; and site safe training for half a day.

11. Discussion with one worker Chch zoom March 2018

- From Philippines. Worked as carpenter in Philippines and in Japan for four years.
- Four years in New Zealand.
- Partner and two children are in Philippines.

- Worked for sub-contractor when first came to New Zealand and after three years hired by main contractor.
- Company organised accommodation. Pays \$150 for room and power. Five people living there, all workers.
- Knows some employment law. Would like more information.
- Paid \$24.09 an hour. Much better when they get overtime.
- Sends money home to family every week.
- Minor accidents on work sites.
- Would like to stay permanently in New Zealand if can bring kids and partner here.
- Made redundant last Friday. Company restructured two months ago. No overtime since then.
- Had a half day of site safe training and one day of First Aid training.
- Trying to find more job security. Sometimes it's hard having no stability. Looking for long-term job so can have stability in work.
- Three-year visa because carpenter. Second time it's been renewed. Level 3.
- Wants to bring family to New Zealand. Main barrier is cost. It costs a lot of money. It's hard to get them visas and it's expensive. Has to save money.
- He knew when he came here how expensive it would be to bring his family.

12. Discussion with one worker and partner Chch zoom March 2018

- From Philippines.
- In New Zealand four years.
- Union member.
- Wife came here after he'd been here for a year.
- Four children.
- Broker organised accommodation when he arrived here. Agency in Philippines said it would pay the broker but he paid the agency 450,000 pesos.
- Borrowed money to pay agency in Philippines before he came to New Zealand. Repaid it after three months in New Zealand. Got loan from bank after three months.
- Knows some employment law but would like more information.
- Had one day of health and safety training after three months.
- No accidents.
- Working for same company as when arrived here.
- Paid \$24.33 an hour.
- He has permanent residence. Obtained it before immigration changes. Not sure whether he will stay in New Zealand permanently.
- Some of the kiwis he works with are paid more than him.
- Hard thing when arrived here was communicating with kiwis.
- He lived in a five-bedroom house with ten workers when he arrived here.
- Now he is renting a three-bedroom house and only his family lives there.

Partner

- In New Zealand three years. Two children are here. Two are back in Philippines. One daughter is married in the Philippines.
- Has full-time job mushroom picking.
- Hard to get job. She was a cleaner at first.
- Not too hard when she arrived in New Zealand as her partner had already been here for a year and he know how to do things and where to go.
- Children 14 and 22 came to New Zealand a year ago.
- Not sure about long-term plans – depends on partner.
- Partner has permanent residence. Friend helps them with immigration applications so they only have to pay immigration fees.
- It was good that her partner came to New Zealand first as he obtained residence and settled in and obtained information about how to bring them over. He was also able to save money to bring them here.

4. DISCUSSIONS WITH AUCKLAND CONSTRUCTION WORKERS IN PERSON IN APRIL AND MAY 2018

1. Discussion with one worker in person Auckland April 2018

- From Sri Lanka. In New Zealand since 2006.
- Came to New Zealand after long war in Sri Lanka. Both he and his wife held very high positions in Sri Lanka. He was an engineering manager and his wife was in a senior position at one of the largest hospitals in Sri Lanka.
- He has worked as electrical engineer and electrician since 1985. Trained in Germany before coming to New Zealand. Also has experience in the United Kingdom, Ukraine and Singapore;
- Family came here after he had been in New Zealand for a year and was settled and confident he could look after them.
- Wife and two children – now 23 and 25.
- Came to New Zealand through an agent, who organised accommodation. He lived with other men at first.
- Now he has a place with his wife and kids.
- He did not receive any help re opening bank accounts, obtaining a driver's licence etc. He arranged these things himself.
- He did not have a job when he first arrived.
- He came as a visitor and had to wait 3 ½ months to get a job.
- Now he and his family are all citizens.
- The cost of citizenship was ok. The first time he did an immigration application the agent helped him but after that he did it himself. *"Some of the people they are sucking the blood" re charges for immigration applications. So he downloaded the application and studied it and completed it himself."*
- No serious accidents where he's worked – only minor mishaps.
- Not sure whether he is paid the same as kiwi workers – paid a bit more because of his practical experience.
- His manager identified he had more competencies than were being used. He an electrical engineer but working as an electrician.
- Was paid \$22.50 an hour when arrived in 2006. Increased to \$55,000 after 3 months and then \$68,000.
- Sometimes sends moneyback to family members in Sri Lanka for tuition fees for sister's children.
- Wife found it hard to get a job in New Zealand. Did not get one until 2011. She tried to get any job when she first arrived, despite her qualifications and experience. Had a 5-day trial at Subway but then given the job. Worked for IDEA services as support worker for two years. By that time her husband was established and working double shifts. He saved so wife could go to Australia to study for ILTS. Did test three or four times before passing. Then went back to Australia for more training. Now works at Auckland Health Centre as doctor. Took three or four years before wife could work as doctor here. She suffered a lot. We knew she could not work here as a doctor without obtaining registrations. *"She was like a queen in Sri Lanka – very high position as senior doctor. She came here and became a housewife and support worker and cleaned toilets. I bought a BMW and said 'In our house you are a queen'."*
- Now we are happy. We have a five-bedroom house and the girls are still studying;
- Most migrants are misled by many people. Students come and work as temps. When I talk to them I feel very sad. I tell them to go to the NZ Immigration website and read it.
- I'm helping a migrant – an electrician from Sri Lanka. He completed 80% of NZ exam before coming here but running out of money. I spoke to someone at an electrical shop who agreed to give him an opportunity. The employer led the man on and kept saying he would give him a contract when he had no intention of doing so. He kept holding out a carrot. The man was in tears. The man goes to supermarkets at 11pm to change light bulbs. I went to the employer and spoke to him and said the man was suffering. He was only eating once a day and his family in Sri Lanka was suffering because he wasn't making enough money to support himself and them. The day after I spoke to the employer, the contract was released. The employer was hanging onto it because he wanted to get a payment from the man. The man agreed to pay 8 weeks' pay. The employer wanted more. The man was worried about being a burden to me. I told him he was not a burden. The man worked then as a part-time cleaner and studied. He has to complete one more exam to obtain New Zealand registration. The man kept doing more and more voluntary work in the hope of getting a paid job. I understand he was

going to suck his blood really. His family in Sri Lanka was suffering as he was not sending enough money back.

- I'm worried a migrant will commit suicide because of the pressure. I know about the pressure and psychological detriment my wife suffered. When I came here I did not have anybody but for my luck I found a very good place. Sam exploitation happened to my wife with Subway.
- There needs to be an organisation to help and guide migrants. An organisation that is not just religious. Have some knowledge of immigration; merging migrants into New Zealand society. If an organisation could be set up, it would be a very good help. I know there are workers coming here with very good experience. Need help with English lessons and help for wives to get jobs. Need help with English to integrate into New Zealand society. The main problem for migrants is they don't know how to merge into society. When I came here and looked at the white faces, I thought they would hate us because we were brown. I learnt that was not in New Zealand. After a while I learnt it was a mixed society in New Zealand. I see some bosses have brown faces. Migrants should be told they are not alone. Their question is who is going to help them if they are in trouble.
- Migrants need help with learning to drive and road safety. They need to learn New Zealand road etiquette. I tell people don't go a long distance in the night. Don't do eye contact much to rough people. Just walk because sometimes it can go wrong.
- My girl was studying at High School and I got a call from the school that she was feeling suicidal.
- Migrants need help finding places to live. A distant relation came to Wellington in 2011 to study. He could not get accommodation because of his brown skin. Now he has long hair and looks Brazilian because he does not want to look as though he is from India.
- Migrants should be told about crime in New Zealand. A friend's car was stolen. People need to be warned it is not safe here.

2. Discussion with one worker in Auckland in person on 21 April 2018

- He came to New Zealand in 2007.
- Carton maker by trade. Working in manufacturing and packaging.
- 38 years' experience.
- Came here for job. Friend from South Africa let me know about a job. The company couldn't get anyone to fill the position. They waited for me from October until January. The calibre of young people is not high.
- I came here for adventure, not because of crime in South Africa. Crime is more of a problem in Johannesburg than in Cape Town where I am from.
- I was qualified and had my trade paper when I arrived here.
- My brother was already here. He took me to the bank. I sorted out my driver's licence myself. I had an international driver's licence.
- The company organised accommodation for me. I came first for four months with my wife and then went back to South Africa and packed up and came back here. Our children are grown up.
- My wife and I are citizens now.
- My wife got a job in the first four months we were here. She had four job offers. She works in an office. In South Africa she was a dispatcher for technicians in the truck rental business. Here she is a dispatcher for a plumbing business.
- The big issue for immigrants is communication skills - particularly on the phone. A Filipino worker in our company has problems because of his lack of language skills. New Zealand immigrants are from many different countries. Everyone has different accents. We are not very accommodating about that in respecting people.
- The initial issue I had was that I was not paid as much as others. I think they brought us over not with the same rate of pay as other qualified people here because we're so eager. I and another South African came over and did a lot of overtime. My colleague was not happy with the basic rate we were paid. He found out what the other workers were paid and thought it was not fair. The manager increased our pay by quite a bit to rectify. We were paid \$6- \$8 less an hour than the kiwi workers at the start. It took four months to sort it out. We worked heaps of overtime at the start – 12 hours on Sundays. There was so much work so we could make up the money by working longer hours.
- We had safety training in the workplace. It's not a mickey mouse company. Very conscious of health and safety in the factory. One accident – an apprentice got his finger caught in a machine.
- I haven't had any negative issues with workers' rights.

- I'm now in a supervisory role.
- My wife spoke English so it was easy for her to adapt to living here. Speaking on the phone was harder. She is working for a utility company now and a man rang and wanted to speak to a New Zealander.
- I came with a work visa for two years and immediately applied for permanent residence. I spent money in South Africa to make sure everything was in order.
- The immigration process is ok. It's not cheap. It cost a chunk.
- We didn't know we should apply for permanent residence straight away. We had to pay a lot extra because our daughter came over and we had to pay for here as an international student - \$8500.
- I came for the adventure. You don't want to abuse anything. I'm grateful for being here and always will be. Don't abuse it – social services.
- There is a lot of fraud going on with certificates and trade papers.
- You shouldn't be paid top dollar until they see you can do the job. You will be assessed in the proper way and as time goes by we check your attitude and performance and increase your pay if it's ok. Maximum of a year.
- In certain cases people need assistance with language. You will work towards immigration. Everyone has a different experience. It's all about making a sacrifice for your family. You can't expect it to be easy. Just bite the bullet and it will work out.
- My qualifications were recognised in New Zealand.
- I'm not in the union any more as I'm a supervisor.
- Unions could provide help to workers re communication. Have sessions with them to check how people are settling in, how they are getting on. Refer them to more help.
- Get in touch with people from South Africa who have been here for a while. It helps. All those things are relevant to coming to New Zealand.
- Something that frustrates me living here is people's driving habits. I feel all immigrants should go for practical driving test when they renew their licences. Should have to do a practical driving test every five years. People don't have good driving skills. The number of people using the roads has increased so much.
- Nine months after my son and his wife came here they went back to South Africa. His wife couldn't get a job here. She worked in the Justice Department in South Africa for many years but couldn't get a job here.
- The only negative thing for us is family. Family issues can be hard.

3. Discussion in person Auckland with one worker

- From Niue. Been in New Zealand since 1976.
- Assistant machine operator – folding and gluing cartons; packaging.
- Arrived Saturday night. Rested on Sunday. Had a job interview on Monday. Started work on Tuesday.
- NZ Railways – inwards and outwards goods.
- Older brother was already in New Zealand when he arrived.
- His brother worked for the railways for 47 years.
- Worker was single when he came.
- He is now paid \$20.55 an hour.
- Worker did not have much English when he first came to New Zealand – enough to get by. He picked it up.
- Lived at brother's place when he first arrived. Then flat with friend. Then lived with sister and brother-in-law.
- No safety training when he first started work. Just came to work on first day and shown around and then immediately started work.
- Has seen minor accidents at work.
- Knows a little bit about employment law. Joined union when started current job.
- Now has partner and two children and six grandchildren.
- Workers from South Africa, India, Cook Islands, Tonga, Samoa, Niue and kiwis in his workplace.
- He likes it in New Zealand. The only thing he misses about Niue is the weather.
- Been machine operator on other jobs but machines in current workplace are different.
- He struggled to get pay rises at the other places he worked at.

- Current workplace gave a pay rise straight away.
- Current employer prefers to train and promote younger people. *“That’s ok. To me that’s good for young people. Give young people a chance. I’m close to retirement.”* Means he won’t advance from assistance machine operator to machine operator.
- The union is doing a good job in his workplace.
- Only one meeting about a pay rise was held and then it was sorted out very quickly. *“We were all happy when that happens.”*
- We knew what it was like under the former company owner – picketing and talk about striking. Lots of meetings and no pay rise.
- Good workplace. When there is not so much work we have easy days. When the orders pick up, it’s flat out. The bosses come down and hang out and talk to us about rugby and fishing when the orders are quiet.

5. WRITTEN QUESTIONNAIRE RESPONSES BY WORKERS IN AUCKLAND IN JULY 2018

The workers completed a written questionnaire and then four focus groups were held. 28 workers completed or partially completed the questionnaire and attended the focus groups.

1. Worker One

- From Philippines. Came to New Zealand in November 2014.
- Steel fixer
- Wife and two children with him in New Zealand
- Could speak English when arrived here.
- Company helped find accommodation. It was satisfactory.
- Kiwi co-worker helped him obtain driver’s licence.
- Knows something about workers’ rights in New Zealand but would like more information.
- Understands health and safety rules and has good quality health and safety equipment.
- No accidents at work site.
- Pay is enough to live on. Sometimes sends money back to Philippines.
- Spouse speaks English but has found getting a job difficult.
- Spouse would like help to get a job.
- Will stay in New Zealand as long as able to.

2. Worker Two

- From Philippines. Been in New Zealand since November 2014.
- Construction industry qualifications
- Spouse is in New Zealand.
- Spoke English when arrived here but English has also improved since then.
- Co-workers helped him find a place to live and to obtain a driver’s licence.
- New Zealand pronunciation was hard to understand when he arrived in New Zealand.
- Knows a little about workers’ rights but would like to know more.
- Does not have enough protective clothes and other equipment. It is not in good condition.
- Someone suffered a broken ankle at work.
- He cut off a wire at work.
- The workplace could be made safer by not hurrying.
- Biggest problem he has faced since arriving here is how to protect himself and know his rights.
- Pay is enough to live on. He sends money to his family in the Philippines.
- Partner speaks English.
- She has found it hard to find a job and would like help to obtain a job.

3. Worker Three

- From Philippines
- 7 years’ experience in construction industry.
- Came to New Zealand in February 2017.
- Has New Zealand drivers’ learner licence.

4. Worker Four

- From Philippines
- Working in construction here since July 2013.
- Spoke English when arrived here but has learnt more since then.
- Company organised somewhere to live.
- No help with obtaining driver's licence.
- Understands some employment law but would like more information.
- Does not have enough protective clothes and other equipment and safety gear is not good quality and not in good condition.
- Someone at work suffered a broken ankle.
- Interviewee was injured at work when he stubbed his hands cutting wire.
- Not hurrying would make the work site safer.
- Biggest problem since arriving in New Zealand has been communication.
- Pay is enough to live on and worker sends money back to family.
- Spouse has found it hard to get work. Would like help with her obtaining a job.

5. **Worker Five**

- From Philippines
- Working in construction in New Zealand for 3 years and 7 months
- Did not bring children or spouse here.
- Spoke English when arrived here but has learnt more English since then.
- Company found somewhere for him to live.
- Does not have a New Zealand driver's licence.
- Knows workers' rights but would like more information about them.
- Understands health and safety rules but does not have enough protective clothing and safety equipment and it is not in good condition.
- Someone suffered a broken ankle at work.
- He was injured when he cut wire.
- Biggest problem he has faced in New Zealand is communication.
- Pay is enough to live on and he send money back to his family in the Philippines.
- Spouse speaks English.
- Would like help for her to find a job.
- Would like to stay permanently in New Zealand.

6. **Worker Six**

- From Philippines
- Construction worker
- 6 years' experience in construction.
- Came to New Zealand in April 2017.
- Working as steel fixer.
- Family is not in New Zealand.
- Spoke English when he arrived here but has learnt more since then.
- Has obtained driver's licence since arriving here but did not have help to do so.
- Needed help with opening bank account and signing employment agreement when arrived here.
- Knows something about workers' rights but would like more information.
- Understands health and safety rules and has enough protective clothes and safety gear in good condition.
- No accidents in workplace.
- Workplace could be made safer by applying all safety rules.
- Pay is enough to live on and he sends money back to his family.
- Spouse speaks English (is not in New Zealand).
- Would like to remain here permanently.

7. **Worker Seven**

- From Philippines
- Construction worker with 5 years' experience.

- Came to New Zealand in May 2017.
- Working as steel fixer.
- Family is not here.
- Spoke English when arrived but has learnt more since being here.
- Doesn't have a New Zealand driver's licence.
- Would have liked more help with opening bank accounts and signing an employment agreement.
- Knows something about workers' rights but would like to know more.
- Has not been injured and no injuries in his workplace.
- Biggest problem since arriving in New Zealand is applying safety rules.
- Pay is enough to live on and he sends money back to his family.
- Spouse speaks English (is not in New Zealand).
- Would like to remain here permanently.

8. Worker Eight

- From Philippines
- Construction worker
- Arrived in New Zealand 3 months ago.
- Working as steel fixer and pre-caster.
- Family is not in New Zealand. Children are at school in Philippines.
- Spoke English when arrived here. Has not learnt more since arriving.
- Friends helped him find somewhere to live.
- Does not have a New Zealand driver's licence.
- Knows something about workers' rights but would like to know more.
- Has enough protective clothes and safety equipment and it is in good condition.
- No accidents on work site.
- Sends money back home to family.
- Spouse speaks English.
- Would like to obtain residence in New Zealand.

9. Worker Nine

- From Philippines
- Came to New Zealand on 30 January 2017.
- Working as steel fixer.
- Plans to bring wife and children here. They have 3 children;
- Was not fluent in English when arrived but has learnt more English since came here;
- Planning to obtain a New Zealand driver's licence;
- Needed more help with health and safety induction when arrived;
- Knows workers' rights but would like more information;
- Has enough safety gear and it is in good condition;
- No accidents on work site;
- Work site could be made safer with more tool box meetings;
- Biggest problem since arriving here has been not enough work and not enough pay;
- Sends money home to family in Philippines but only a small amount for food;
- Spouse would like to work in New Zealand;
- The weather is hard;
- Needs a work to residence visa;
- "I love to stay forever".

10. Worker Ten

- From Philippines;
- In New Zealand 1 year;
- Working as carpenter;
- Family is not here;
- Spoke English when arrived;
- Friend helped him find somewhere to live;

- Would have liked more help with opening a bank account and signing an employment agreement;
- Doesn't know about workers' rights in New Zealand. Would like information;
- Does not understand health and safety rules;
- Does not have enough health and safety gear and it is not in good condition;
- No accidents on work site;
- Sends money home to family;
- Spouse speaks English;
- Would like help to pay for visa to come here;
- Plans to stay in New Zealand for 3 years;
- Filipino workers need help with accommodation when they arrive here.

11. Worker Eleven

- From Philippines;
- Construction industry worker;
- In New Zealand since October 2017;
- Working in water proofing;
- Family is in Philippines;
- Spoke English when arrived here but has learnt more since then;
- Knows something about workers' rights but would like more information;
- Has enough safety gear and it is in good condition;
- No accidents in his workplace;
- The work site would be safer if people obeyed safety rules;
- Pay is enough to live on;
- He sends money home;
- Spouse speaks English;
- Would like to stay in New Zealand permanently.

12. Worker Twelve

- From Philippines;
- In New Zealand 9 months;
- Working as carpenter;
- Family is not in New Zealand;
- Spoke English when arrived but has learnt more since being here;
- Would have liked more help with opening a bank account and signing an employment agreement;
- Does not know workers' rights in New Zealand. Would like more information;
- Has enough safety gear and it is in good condition;
- No accidents in workplace;
- Pay is not enough to live on. He sends money home to his family;
- Plans to stay in New Zealand for 3 years;
- Workers from Philippines would like help with accommodation when they arrive in New Zealand.

13. Worker Thirteen

- From Philippines;
- Steel fixer;
- Arrived in New Zealand 6 months ago;
- Family is not here;
- Spoke English when arrived but has learnt more since then;
- Pastoral Care helped him find somewhere to live;
- Place he is living is not very satisfactory;
- Does not have New Zealand driver's licence;
- Knows something about workers' rights in New Zealand but would like more information;
- Understands health and safety rules at work and has adequate safety gear;
- No accidents where works;
- Workplace would be safer if site safe rules were followed;
- Biggest problem since arriving in New Zealand has been lack of work and salary;

- Pay is not enough to live on. He sends money back to his family;
- Spouse speaks English;
- Would like to stay permanently in New Zealand if permanent residence granted;
- Understanding workers' rights and avoiding exploitation would help other workers from the Philippines when they come to New Zealand;
- Community as a whole needs help to avoid workers being exploited and deprived of their rights.

14. Worker Fourteen

- From Philippines
- Has worked in construction for 5 years.
- In New Zealand since July 2017.
- Working as a carpenter.
- Family is not in New Zealand.
- Co-worker and friends helped him find somewhere to live.
- Has a New Zealand driver's licence. Did not have help to obtain it.
- Would have liked help with issues such as opening bank accounts and signing employment agreements when arrived here.
- Knows something about workers' rights but would like more information.
- Has enough safety gear and it is in good condition.
- No accidents on work sites he has been on.
- Work site would be safer by applying what he has learnt about safe site.
- Pay is not enough to live on. He sends money back to his family.
- Spouse speaks English.
- He would like a partnership visa.
- Higher pay would help.
- It would help if people arriving here had help with accommodation and were given orientation about New Zealand rules.
- Filipinos need permanent residence.

15. Worker Fifteen

- From Philippines
- Came to New Zealand 2 years ago.
- Steel fixer
- Family is in Philippines.
- Spoke English when came here and has learnt more since arrived.
- Had help to find accommodation and place he is living in satisfactory.
- Had help to obtain New Zealand driver's licence.
- Would have liked more help with issues such as opening bank accounts and employment agreements.
- Understands workers' rights in New Zealand.
- Has enough protective gear and it is in good condition.
- No accidents in workplace.
- Pay is enough to live on and he sends money back to his family.
- Partner speaks English.
- Climate is difficult.

16. Worker Sixteen

- From Philippines
- Came to New Zealand in May 2017.
- 3 years' construction experience.
- Working as carpenter.
- Family is not in New Zealand.
- Spoke English when arrived here and has learnt more since then.
- Friends helped him find somewhere to live.
- Place he is living is satisfactory.
- Would have liked more help with issues such as opening bank accounts and employment agreements.

- Understands workers' rights in New Zealand but would like more information.
- Has enough safety gear and it is in good condition.
- No accidents at work.
- Work site could be made safer if all safety rules were applied.
- Pay is enough to live on and he sends money home to his family.
- Spouse speaks English.
- Would like to remain permanently in New Zealand.

17. Worker Seventeen

- From Philippines.
- In New Zealand 3 months.
- Rebar works
- Family is not here.
- Spoke English when arrived here. Has not learnt more.
- Place he is living is not satisfactory. He had help from NZAS or Working in Resourcing to find it.
- Knows something about workers' rights in New Zealand but would like more information.
- Does not understand all the health and safety rules where he works.
- Does not have enough protective clothes and equipment.
- Some accidents on work sites but only minor such as skin scratches.
- Biggest problems since arriving in New Zealand are the settlement costs and lost time pay.
- Sending money home to family.
- Does not yet know whether pay is enough to live on.
- Spouse speaks English.
- Needs help with labour law.
- Wants to stay in New Zealand for as long as possible.
- It would be helpful to other Filipino workers coming here to be given information on how to be a migrant worker in New Zealand.

18. Worker Eighteen

- From Philippines
- Arrived here in February 2017.
- Working as steel fixer.
- Spoke English when arrived here.
- Has a New Zealand driver's licence.

19. Worker Nineteen

- From Philippines
- Here since February 2017.
- Working as steel fixer.

20. Worker Twenty

- From Philippines
- 5 ½ years' experience as steel fixer.
- Arrived in New Zealand in July 2015.
- Family is not here.
- Spoke English when arrived but has learnt more since being here.
- Company helped him find somewhere to live.
- It is satisfactory.
- Has a New Zealand driver's licence. Listened to others to find out how to obtain it.
- The New Zealand accent is hard to understand.
- Doesn't know much about workers' rights in New Zealand. Would like more information.
- Understands health and safety rules.
- Does not have enough protective gear and it is not in good condition.
- There have been accidents in his workplace. Someone was carrying too much weight and slipped and broke an ankle.

- The work site would be safer with work quality and not hurrying.
- Biggest problem he faced when he arrived in New Zealand was how to protect himself because he didn't know his rights.
- Sends money home to family.
- Spouse speaks English.
- Has been hard to adapt to the climate.
- Would like help with finding work and with knowing his rights.
- Would like to stay in New Zealand for 10 years.
- What would help other Filipino workers coming to New Zealand would be to *"Treat them a[s] brothers, talk [to] them nicely."*

21. Worker Twenty-One

- From Philippines
- In New Zealand 1 year.
- Working as carpenter digger, roller and welder.
- Family is not here.
- Spoke English when arrived here but has learnt more.
- Co-worker and friend helped him find somewhere to live.
- Place he is living is satisfactory.
- Has a New Zealand driver's licence. Organised it himself.
- Would have liked more help with practical matters when he arrived here.
- Knows about workers' rights but would like more information.
- Understands health and safety rules and has enough protective clothes and equipment. They are in good condition.
- No accidents at work.
- Following safety rules would make the work site safer.
- Biggest problems since arriving in New Zealand have been the weather and wages.
- Pay is not enough to live on.
- He sends money home to his family.
- His spouse speaks English.
- The help he would like is higher pay.
- A guide to the lifestyle would help other people from the Philippines who come to New Zealand.
- The Filipino community in New Zealand needs help to avoid worker exploitation and avoid people being deprived of their rights.

22. Worker Twenty-Two

- From Philippines.
- Building carpenter.
- 15 years' experience.
- Arrived in New Zealand in July 2017.
- Doing timber framing; gibbing and ceiling panels.
- Spoke English when arrived here but has learnt more since then.
- Would have liked more help with practical matters when arrived here.
- Knows about workers' rights in New Zealand but would like more information.
- Understands health and safety rules and has enough protective clothing and equipment.
- Sends money home to family.
- Spouse speaks English.

23. Worker Twenty-Three

- From Philippines
- Steel fixer
- Arrived here in January 2018
- Family is not here.
- Spoke English when arrived here.
- Place he is living is satisfactory.

- Does not have New Zealand driver's licence.
- Would have liked more help with practical matters when he arrived.
- Understands health and safety rules at work.
- Has enough protective clothes and equipment.
- No accidents on work site.
- Sends money home to family.
- Spouse speaks English.
- Plans to stay in New Zealand 6 years.

24. Worker Twenty-Four

- From Philippines
- Arrived January 2018.
- Steel fixer
- Family is not here.
- Spoke English when arrived.
- Has learnt more English since been here.
- Pastoral Care helped him find somewhere to live.
- Does not have New Zealand driver's licence.
- Received some cuts in accident at work.
- Biggest problem since arriving in New Zealand has been lack of work – for 1 or 2 months.
- Plans to stay in New Zealand maybe for a long time.

25. Worker Twenty-Five

- From Philippines
- Steel fixer
- Came to New Zealand in January 2018.
- Family is in New Zealand
- Spoke English when arrived here and has learnt more since then.
- Does not have New Zealand driver's licence.
- Would have liked more help with practical matters such as opening bank accounts.
- Knows about workers' rights in New Zealand.
- Understands health and safety rules at work.
- Has enough health and safety gear and it is in good condition.
- No accidents on work site.
- Sends money home to family.
- Spouse speaks English.
- Plans to stay in New Zealand for a long time.

26. Worker Twenty-Six

- From Philippines
- Steel fixer
- 7 years' experience
- In New Zealand since February 2017.
- Family is not here.
- Spoke English when arrived here but has learnt more since then.
- Workmates helped him find somewhere to live.
- Does not have New Zealand driver's licence.
- Understands workers' rights in New Zealand but would like more information.
- Understands health and safety rules where he works.
- Has enough safety clothing and equipment and it is in good condition.
- No accidents.
- Sends money home to family.
- Would like to stay in New Zealand permanently.

27. Worker Twenty-Seven

- From Philippines.

- Machine operator/ woodworking.
- 17 years' experience in job.
- Came to New Zealand one week ago.
- Family is not in New Zealand.
- Speaks a little English.
- No New Zealand driver's licence.
- Would like help with practical issues.
- Would like more information about workers' rights.

28. Worker Twenty-Eight

- From Philippines
- Skilled tradesman
- 18 years' experience

6. FOCUS GROUPS HELD IN AUCKLAND ON 8 AND 15 JULY 2018 WITH THE ABOVE WORKERS WHO COMPLETED INDIVIDUAL QUESTIONNAIRES AS WELL AS ATTENDING FOCUS GROUPS

1. Focus Group One, 8 July 2018 – Eleven workers

- 10 workers are here without their families
- Would like to bring their families but it's very expensive
- Length of time in New Zealand – between 1 and 3 years
- Everybody would like to stay permanently in New Zealand and have their children educated here as the education system is good.
- Cost for immigration lawyer is \$6000 - \$6100.
- Immigration issues take a long time.
- Pay rates between \$19 and \$26.45 an hour. When they arrived, some were paid between \$18 and \$20 an hour.
- Overtime is paid at the same rate as ordinary hours.
- They feel safe in their workplaces.
- Rent is \$150 or \$160 a week for a room in a house with 4 or 5 workers.
- The company finds the houses.
- The New Zealand company helped them with opening bank accounts.
- They studied by themselves for their drivers' licences.
- They and their wives all speak good English.

2. Focus Group Two, 8 July 2018 – Ten workers

- All 10 workers are here without their families.
- It's very expensive to bring their families here.
- The New Zealand Government requires them to have permanent residence to bring their families.
- Everyone would like to bring their families to New Zealand.
- 6 of the workers have 3-year work visas. The others have 1-year work visas.
- The agency arranged the visas. Renewing them costs \$298.
- It would be good if the New Zealand Government could help them to bring their families here and provide immigration advice.
- Workers on 1-year visas are considered low-skilled and it is difficult for them to bring their families.
- People who come here as migrant workers face exploitation, especially if they don't know their rights.
- One worker was a victim of this. He was only given 30 hours of work a week. That is very cruel as the pay is not enough to send money home to the Philippines.
- Asked "Who else has been exploited?" the response was "*I think everybody.*"
- Pay rates – 3 workers are paid \$19 an hour; 1 \$20; 1 \$21; 3 \$22; 1 \$23; and 1 \$26.45.
- They work with kiwi workers but don't know how much kiwi workers get paid. They don't ask how much the kiwi workers get paid. "*It's an awkward type of question.*" Sometimes the kiwi workers ask them personally. They would like to be paid the same as the kiwi workers. "*We do the same job and sometimes the hardest job.*"

- They are planning to get work to residence visas.
- Everyone sends money home to their families each week.
- They have debts in the Philippines to pay as well because they had to borrow money in the Philippines to pay the agency to organise for them to come here. The agency organised loans for them and they are paying them back at \$100 a week.
- Pastoral Care takes a lot of deductions from their pay – for car use; house; internet; transport from the airport to the house - everyone has \$400 a week deducted for 3 months. They were told there was no placement fee but their first pay packet was only \$10 even though they worked a full week because so many deductions were taken.
- They had to take out loans in the Philippines to support their families while they were waiting to come here.
- The agency also told them to come with \$500 as they would not be working for the first month after they arrived. They arrived in January and were inducted in February and received their first salary in the first week of March. They don't get paid for a month after starting work. They need to get paid straight away.
- They pay 20 per cent interest on their debts.
- One worker's employer was shocked as the employer said he had paid a lot of money to arrange for the worker and the worker should not be paying money as well.
- Some employers do not follow the contract the workers signed. A worker was supposed to get his first salary when he arrived in New Zealand but did not receive it for a month.
- In some contracts it says it is illegal to join the union (2 workers).
- AWF said it was illegal to join the union and said workers were not to post pictures on Instagram etc;
- A worker who was told this has already moved to a new company. *"I'm not sure if any company is good."*
- They work 40 to 45 hours a week. One worker's company guarantees him 40 hours a week but he works more than 55 hours. Another worker is guaranteed 30 hours a week. One worker had no work at all one week.
- One worker has a carpenter's visa but there is no carpentry work so he is doing other work.
- One worker signed a contract in the Philippines to be paid \$23 an hour. His pay has not gone up after a year.
- Not getting a pay slip. Money is paid directly into bank account.
- They pay \$40 a week for a vehicle whether they use it or not. 5 workers are each paying \$40 a week for one vehicle. They are charged \$60 for 3 months of GPS. They pay \$150 for a driving assessment – it is a compulsory deduction.
- They mostly have 1-year visas. They think employers prefer them as they are concerned people will move to other jobs if they have the security of a 3-year visa.
- They sign contracts with Pastoral Care in New Zealand.
- One of the workers is paid \$19 an hour. He wants to bring his family here. He has a low skill visa. He would like the Government to ensure companies pay Filipino workers the same as they pay kiwi workers so they can get residence visas. The income requirement is a barrier.
- Visas are a significant problem for migrant workers. They worry about them.
- Only having a 1-year visa also affects access to health care. *"When I get sick on a 1-year visa I have to pay myself and it is higher than on a 3-year visa. If you're on a 1-year visa you pay \$50-\$60. If you're on a 3-year visa you pay only \$7. We're covered by the Government if we're on a 3-year visa. I speak because I don't want other Filipinos coming to New Zealand [to have the same] happen to them."*
- If the Government has to bring workers from other countries, it should explain their rights in New Zealand to them.
- In the worst cases migrant workers are deprived of their rights.
- *"Filipino workers who plan to come to New Zealand I don't want them to suffer that kind of exploitation. It was very hard."*
- The Government should change the rules about pastoral rights so workers do not have all these deductions made from their pay.
- It's very difficult for new migrant workers. *"He expects it to be good but it is not. Sometimes we live here 8 months and have to pay debts in the Philippines."*

3. Focus Group Three, 8 July 2018 – six workers

- None of the workers has family in New Zealand.
- 3 have been here for a year; 2 for 2 years and 1 for 3 years.
- All 6 would like to stay permanently in New Zealand.
- All 6 want to bring their families here.
- They need to save money to bring their families.
- 2 are paid \$19 an hour; 1 is paid \$20; 2 \$21; and 1 \$22.
- *"I don't ask about the salaries of kiwi workers."*
- Most of them have loans to the agency in the Philippines – 100,000 pesos.
- They have to bring money to New Zealand. Some of them are not from Manila and it costs a lot to rent a house in Manila for maybe a month to get ready to come to New Zealand. They are taught about New Zealand.
- 3 workers are in a union; 3 are not.
- The Government must take measures about ensuring migrant workers have housing and rights. It must be fair. We get help from another company about housing.
- The housing is crowded. 3 of them live in a sleepout and pay \$150 each a week. 10 more men live inside and pay \$150 each. The Government should organise better and cheaper housing.
- Deductions are taken from their pay for tools.
- The company paid for PPE.
- One worker was charged \$50 a week for 5 weeks for PPE.

4. Focus Group Four, 15 July 2018 – two workers

- One worker has been here for a month and one for 2 weeks.
- One has started work as a carpenter and cladder. The other worker expects to start maybe tomorrow as a machine operator and wood worker.
- Their families are not here. The worker who has been here for a month would like his family to come here but he has to get permanent residence for that to happen. He doesn't know how long that will take and how much it will cost.
- The worker who has been here for a month is being paid \$25 an hour; the other worker will be paid \$18. He has a 1-year contract. He has 17 years' experience as a machine operator – 14 years in the Philippines and 4 years in Saudi Arabia.
- The other worker has 18 years' experience as a carpenter.
- He works with kiwi workers but doesn't know how much they are paid. He has asked them many times how much they are paid but they don't tell him. They say *"We are getting paid enough for our family."*
- An agency organised for him to come here and a friend found him somewhere to live. He is living with other Filipino workers and kiwis. He pays \$200 a week for a cabin. The place was a big house and 50 people live there. Each person has a separate room.
- The other worker is living with a friend. The house has 5 rooms and he is sharing a room. He pays \$140.
- The worker who has been here for 2 weeks would like to be able to renew his visa and stay here.
- One worker was provided with PPE. The other was provided with PPE but the cost of it will be deducted from his pay.
- The worker who has been here for a month is not in a union. Filipino workers are setting up their own organisation to represent them.
- There have not been any accidents in the workplace.
- The weather is difficult.
- Would like to know more about employment law and workers' rights.
- Would like help with permanent residence so can stay here.
- If the pay rates can be increased so they can afford to live in New Zealand and bring their families here.

B. EMPLOYER INTERVIEWS

1. INTERVIEWS IN PERSON BY E TU EMPLOYEE WITH CONSTRUCTION INDUSTRY EMPLOYERS AT CONFERENCE IN WELLINGTON IN 2017

1. Discussion with Christchurch employer

- Business does roofing and light units, garages etc.
- Six employees.
- Three migrants.
- All New Zealand employees are relatives.
- Never brought migrant workers to New Zealand. Hired workers who already here. It's easier.
- Migrants tend to have good qualifications, mainly British.
- Workers need good language skills. That's why I mainly stick to British and Irish.
- I know many migrants want to stay but all my current lads say they will go home. One is going back in six months, after two years.
- I put them in touch with people about accommodation but it's informal.
- Only two of my migrant workers over the last few years have brought their families.
- We use proper Worksafe materials for Health and Safety training.
- We get workers to sign off on the materials we use.
- I provide all the PPE.
- Employees only provide sun protection. I provide the rest.
- The Government should make it easier to bring in building workers, or do more to train up locals.

2. Discussion with Auckland employer

- We build houses.
- 12 employees – six migrants and six New Zealanders.
- Brought 8 migrant workers to New Zealand. They work in carpentry, labouring, bricklaying and plastering.
- They are fully qualified and experienced.
- We bring migrant workers because we have too much work on.
- We bring them to Auckland.
- Their English needs to be good.
- I think most want to stay in New Zealand.
- Most remain here permanently.
- We have assisted with practical things like opening bank accounts and obtaining licences.
- Those with families bring them to New Zealand.
- We do full site inductions re Health and Safety.
- They understand safety practices.
- We provide all the protective gear etc.

3. Discussion with Christchurch employer

- Housebuilding business.
- Six employees – four are migrants.
- Has brought three migrant employees to New Zealand. The rest were recruited locally.
- Employees work in carpentry; plastering and painting.
- The workers brought here have the equivalent of BCITO.
- Brings migrant workers to New Zealand because they are better – harder working.
- Need to have good English. I mostly hire Brits.
- Most want to stay long term and most remain here permanently.

4. Discussion with Wellington employer

- Housebuilding.
- Ten employees – six migrants.
- Has brought quite a few migrant workers to New Zealand over the years.
- Employees work in carpentry; tiling; painting and decorating.
- Migrants workers are better than locals especially when their wives aren't here to distract them.
- I require English language proficiency.

- Most migrant workers want to stay in New Zealand.
- My wife helps them with practical things like bank accounts and licences.
- I had a lot of French workers for a while.
- Eventually they all bring their families to New Zealand.
- We do on site inductions re Health and Safety.
- It is important to check they understand Health and Safety.
- I think it's pretty easy for migrant workers to adapt to New Zealand.

5. Discussion with Kaikoura employer

- Residential construction work, painting and decorating.
- Two employees. One migrant. His son is the New Zealand employee.
- The employees work in plastering.
- The migrant worker is from Spain and has polytechnic level qualifications.
- I couldn't recruit locally.
- I require English language proficiency.
- The migrant worker is on a two-year visa and plans to go home after that.
- We put him up.
- His family is not here.
- We've talked about Health and Safety.

6. Discussion with Auckland employer

- Commercial interiors work.
- Five employees – four migrants. The New Zealand worker is my nephew.
- The employees work in carpentry and plastering.
- The employees I bring here have good formal qualifications.
- I bring migrant workers to New Zealand because there is too much work.
- I require good English.
- I think most want to stay long term and most do stay.
- Sometimes I help with practical things if they get stuck. Mostly the wives do it.
- The Filipinos all speak English.
- The Filipinos bring their families to New Zealand. The Europeans are more mixed.
- We do proper Health and Safety training on site on the first day.
- You can soon see warning signs if they don't understand and follow safety practices.

7. Discussion with Invercargill and Dunedin employer

- Commercial and residential refurbishments mainly.
- Two permanent employees, five fixed term.
- All five fixed term employees are migrants.
- The two permanent employees are New Zealanders.
- I've brought eight migrant workers to New Zealand, although all my current migrant workers were already here.
- Tilers, painters, decorators, carpenter, roofer.
- Most have formal qualifications from home.
- There just aren't enough locals. We're a small country.
- They need to have good English and understand our culture, not just convos at work.
- I've got an Italian who just wants to do a year in New Zealand at most. Most want to stay and move to Christchurch. Most in the end stay, I think.
- We put them up as we have a self-contained unit in the back. We charge enough to cover costs.
- We have helped with practical things. We've used a handout the Government did on the basics a few years ago.
- We don't have any Filipino workers.
- Quite a few of the workers are young and single when they get here.
- We explain the basics of Health and Safety.
- On small sites you can soon tell if they don't understand Health and Safety. Language isn't the issue. Common sense is.

- The Government should make it easier to bring in building workers or do more to train up locals.

8. Discussion with Christchurch employer

- Residential flooring
- Four employees – three migrants
- I've brought two migrant workers to New Zealand. The current ones were all here already.
- Floorers.
- They have the relevant qualifications in flooring though you do wonder sometimes when they come from the Third World.
- Can't recruit locally.
- English needs to be good.
- I think most want to stay. We had an Iraqi who just wanted to get to Australia. Quite a few remain here permanently but they move on so it's hard to tell.
- The ones who stay here longer bring their families – maybe half.
- Site inductions on Health and Safety.
- You watch them at work to check they understand Health and Safety.

9. Discussion with Auckland employer

- Shopfitting
- 70 employees
- Over 60 migrant workers
- Brought at least ten migrants to New Zealand but most have been here already.
- Carpentry, all rounders, plastering, painting and decorating.
- They have training and qualifications from their own countries.
- I bring migrant workers because local people want to go to university and look down on building work.
- They all speak pretty good English.
- They are here for a year to permanently. I'm not sure how many stay here permanently.
- I'm not sure how many bring their families.
- I give them basic introductory stuff on Health and Safety.

10. Discussion with Christchurch employer

- Property management
- Five employees – four migrants
- New Zealand employee is my son.
- I normally recruit migrants who are already here.
- Plumbing, electricians, carpentry
- They all need good certificates and I ring for references as well. I've been stung before.
- All the locals are too expensive.
- I require good English – mostly Brits or Irish.
- Most seem to be here two to four years.
- A few remain permanently.
- We chat about them settling in and I sometimes provide accommodation.
- Most of mine don't bring their families.

11. Discussion with Christchurch employer

- Residential, repairs
- 12 employees – six migrants
- Generally use migrants who are already here.
- Carpentry, plastering, roofing, bricklaying, flooring.
- Normally go on references.
- Tough getting enough trained locals.
- They need good English – they need to be able to understand what is happening.
- They all want to stay. Hard to know if they do as they go to other jobs.
- Most have their families or bring them over.

12. Discussion with Christchurch employer

- Residential, repairs
- Five – all migrants
- Probably brought 20 migrants to New Zealand over the years.
- Carpentry, flooring, plastering
- Not enough locals. Would prefer to use them if available.
- They all speak good English anyway – lots of Brits, Irish, Europeans.
- They stay long term.
- Most have their families or bring them over.
- I think there are some good migrant Filipino organisations in the city.
- I don't have contact with them.

13. Discussion with Christchurch employer

- Domestic new builds and repairs
- Seven – all migrants
- Brought at least 20 migrant workers to New Zealand.
- Carpenters, roofers, floorers, all trades
- I make sure they have the right qualifications. It's tough when it's Asians but you can tell if they're really qualified after an hour or two on the job. Never been an issue.
- Locals are too lazy and there's not enough.
- They should be good at English.
- They mostly want to stay.
- I don't have the resources to help them settle.
- I have put them up myself for the first couple of months.
- Easily most of them want to bring their families.
- It is most common for them to bring their families.

14. Discussion with Christchurch employer

- House building
- Nine employees. all fixed term or casual. One migrant. Had more previously.
- Have brought five migrants to New Zealand since 2010.
- Carpenters, bricklayers, painters and plasterers.
- They have the equivalent of good local qualifications.
- Demand exceeds supply so I bring migrants.
- Needs to be decent English. That's why British and Irish are best.
- They stay long term but I'm not sure as they go on to other jobs.
- The Filipinos speak ok English.
- We explain the basics of Health and Safety.
- I watch them myself to check they understand.

15. Discussion with Christchurch employer

- Residential repairs
- Six employees – two migrants
- Brought 15 migrants in past three years.
- All the usual trades
- I check they have the equivalent of NZQA.
- Tough to get locals.
- I've recruited from everywhere. They have all spoken good English.
- Some decide it's not for them. Most want to stay.
- I help them with paperwork.
- I have assisted with accommodation by writing reference letters to landlords.
- I point them to websites for other help.
- When I have more than one migrant they tend to be from the same place and know each other. You can get them as a set.

- At least 90 per cent bring their families.

16. Discussion with Christchurch employer

- Houses
- Five employees – all migrants
- Have brought a few migrants to New Zealand – most are here already
- Plasterers; painters and decorators, carpenters
- The workers I bring have good qualifications.
- Too much work. Not enough locals.
- They need good English – they need to be safe.
- They all want to stay. As far as I know they all stay permanently.
- Most of them bring their families after a year.
- My wife likes helping them settle.

17. Discussion with Christchurch employer

- Carpentry
- Four employees – three migrants
- Probably brought 20 migrants to New Zealand.
- Carpentry
- They all have good level qualifications.
- Not enough locals.
- They need to speak good English.
- They mostly want to stay.

18. Discussion with Christchurch employer

- Residential
- I have anything from none to ten employees depending on the time of year.
- At the moment I have four – all migrants.
- I have brought loads over the years.
- Carpentry, roofing, plastering, bricklaying
- They generally have the equivalent of local qualifications.
- Not enough good locals.
- Mine are mostly British or via Australia.
- They all want to stay or say they do.
- I have helped with paperwork for immigration.
- We chat about practical things.
- Most want to bring their families.
- I give them basic introductory stuff about Health and Safety.

19. Discussion with Christchurch employer

- Scaffolding
- 18 employees – 16 migrants
- I hire through an agency specialising in migrants.
- Scaffolders
- The agency checks qualifications.
- I bring migrant workers because of the earthquake.
- They need to speak good English. I don't care where they're from.
- They mostly want to stay.
- The agency helps them with everything – including bringing their families over, finding accommodation, I think even schools etc.
- All of them want to bring their families.

20. Discussion with Auckland employer

- Commercial
- Nine employees – most born overseas but only two recent migrants.

- Seven are citizens or residents
- Flooring and related
- They are both studying for BCITO certificate in flooring.
- Couldn't recruit locally.
- English needs to be reasonable.
- I think they want to stay here permanently.
- I sit them through practical things in their first week. It's time-consuming – I couldn't do it if I had more workers.
- One worker is currently bringing his family over from the Philippines.
- I've written a letter in support but they seem to know where to get help.
- I give a full Health and Safety induction. I use Worksafe materials.
- We keep an eye out to check they understand Health and Safety.
- It would be good to have more support from the Government.

21. Discussion with Auckland employer

- Commercial mainly
- Six fixed term employees – four migrants
- Most migrants are already here but I did bring some in a few years ago.
- Carpenters, labourers, tilers and plasterers
- Some have decent qualifications from home but I encourage them to do BCITO courses while here;
- Bringing migrants is the only way to keep up with demand.
- Need to have good English – most foreigners are pretty good.
- Most want to stay long term. Most probably remain here long term.
- We answer questions about practical things if asked or if we overhear them talking.
- I've had Filipinos before. They all speak English anyway.
- Most seem to bring their families at some point.
- We do site inductions on Health and Safety.
- You have to watch them to check they understand.
- I don't know migrant organisations in the city but I know the Filipinos and Indians know who to go to.

22. Discussion with Christchurch employer

- Tiling
- Five – all migrants. Brazil, Afghanistan, Britain, Philippines
- Have brought in eight or nine migrants.
- Tiling, plastering
- They have training and qualifications from their own countries.
- Not enough trained workers here.
- They all speak pretty good English.
- They stay here from a year to permanently.
- I'm not sure how many remain here permanently.
- They help each other to settle. I wouldn't know where to begin.
- None of my migrant workers has brought family.

23. Discussion with Christchurch employer

- Three employees – all migrants
- Tend to get migrants when they've been here a year or two.
- Carpenters
- Always check they have UK City and Guilds qualifications that I know are equivalent.
- Not enough locals.
- I like British workers best.
- They mostly want to stay.

2. PHONE CONVERSATIONS WITH HUMAN RESOURCES MANAGER IN LARGE CONSTRUCTION SECTOR COMPANY IN 2018

- Vertical build; large construction projects. We are primarily a project management company. We sub-trades out a lot of migrant workers. We take on risk and sub-let out to tradies.
- 480 employees
- 25 migrants. The migrant workers we have are professionals earning \$80,000 plus. We don't bring in any trade people.
- In ¾ of the cases of migrant employees, we have brought them here.
- Our employees work in project management and quantity surveying; site management.
- We bring migrants because there are not a lot of New Zealanders with experience, who have trades and who are prepared to move construction companies. Their first qualification might be a trade certificate in carpentry – there are a lot of ex-chippies.
- We want to make sure we bring people who are looking to settle here.
- We bring people mainly to Auckland, Wellington and Christchurch at first. Often get really good people moving to Tauranga.
- We probably get more longer-term people coming here with kids.
- On arrival we provide accommodation for two to four weeks and a vehicle for two to four weeks. Not the full remit of hand-holding through the accommodation process. They are grown-ups who are professionals so they don't need that. They are professional people. We send them details about major banks etc.
- Driver's licences – we don't require anyone to drive anything other than a car so they can use overseas driver's licences at first.
- A majority bring their families. If they have family, the family comes. We don't believe it helps them to settle if the family is overseas. Sometimes there is a couple of months delay in the family coming.
- We try and align them with someone from the same country. We don't do anything over and above to help the families settle here. If they are single we try and align them with someone or a family so they can have a barbecue and understand how things work.
- 50 per cent are single; 25 per cent have partners and 25 per cent have partners and children.
- All sites are site safe and a passport is required. They have a full Health and Safety induction. No accidents involving migrant workers. Safety is our Number One priority.
- We provide all site PPE. Employees don't provide anything. Depends on the role but hard hat, high vis, gloves, glasses, steel cap boots.
- We are not involved at all with migrant organisations.
- The main problems they face are settling in and the high cost of living. They are used to earning a significant amount overseas. The pay in New Zealand is significantly lower.
- They love the kiwi lifestyle outdoors, adventure. They settle in quite well.
- After two years earning over \$90,000 they get a residency visa. A lot of people return home because of an ailing family member – that's one of the main reasons we lose people back overseas.
- The families don't face any issues.
- Re getting visas, we are an accredited employer with Immigration New Zealand.
- We're very supportive of the union. We are involved in Maori and Pasifika trade training.
- If we're doing a \$100 million project, there would be 20 of our staff on the job and 300 people altogether. We do only high-level stuff – managing the build. We don't self-perform.
- There is a shortage in the market in Christchurch for quite some time. When we tender we need to know sub-trades have the people to do the work.
- There is a shortage of experienced people in all trades across New Zealand.
- Immigration difficulties re what have to earn to get the right visa – might only get a short-term visa. I heard Filipino workers can't get visas so they can't bring their families. The market can't really pay what it needs to pay to get them across the line like we can with our people. There is a huge gap because so many New Zealanders are not in education, training or work. There is not an experienced workforce in our industry but in New Zealand they are not coming through at the rate they need to so we have no choice but migrant workers. We would love to put all our eggs in one basket and bring through New Zealand people. It would be fantastic. There is great earning potential and they can have their own businesses.

- We are involved with ARA at the airport and showing young people that trades are cool. Kids are being told they must go to university. We need more coming through. Construction management – only a handful of the main contractors need that. We need construction workers.
- About the two year mark migrants decide whether they are going to stay here or whether they will return home. The turning point is very simple because we're an accredited employer but it's whether they want to stay.
- It's the perfect storm to not actually get what the industry needs. So good unions are jumping on board and doing what needs to be done. It's a great industry and there are so many opportunities but New Zealand kids are not seeing what is required out there.
- Filipino workers work their butts off. Auckland and Christchurch are so cosmopolitan, but if they can't stay and they can't bring their families it's no good. The Filipinos we know are not going to be able to settle here as they won't meet the financial threshold.
- Our workforce in Auckland – ten chippies – 19 years is average length of service. When we have union negotiations it's great because they know we are a fair and reasonable employer.
- The unions could play a part by helping us connect people who want to work in our business in places like Wellington. When we advertise for carpenters etc they ask for ridiculous money; .
- For us it's hard to hire people. BCITO doesn't connect the dots by saying "*We have great students. You could hire them.*" There is a real disconnect. Unions could influence the Government to lower the threshold so more people can settle here. It's a Catch 22. Things would grow more if more people could settle here. But it doesn't affect us.
- Immigration could do a lot more to understand the market. Their main focus is on getting New Zealanders jobs before overseas people but if they don't want to work what can you do?
- It's really about if the unions can influence that they support migrant workers into industry as well as supporting locals.
- Problem for sub-trades is they don't have HR people who do recruitment. Could unions help them with recruitment? Unions are not going to get into recruitment but they could be ambassadors for people's businesses by telling workers they are good employers.
- As soon as they arrive they do site safe qualification, passport qualification.

3. WRITTEN SURVEY RESPONSES BY EMPLOYERS IN APRIL 2018

Employer One

- Construction industry
- 14 employees. 13 New Zealanders. One migrant worker
- Quantity surveyors – specialised skills. Migrant worker brought here is quantity surveyor – was brought to New Zealand by another company and was already established in New Zealand before starting work with us. No need for us to assist with accommodation, bank accounts etc; Brought to Auckland.
- We require a high level of English language proficiency.
- The migrant worker is now a resident and will remain here permanently.
- We do not have speakers of different languages to assist migrants as we require English language proficiency.
- The employee came to New Zealand by himself but his sister is now here as well. He is single.
- He is a desk worker so no health and safety training. Basic First Aid knowledge. It is common in the industry for workers to be well-versed in health and safety.
- No accidents with this employee.
- We provide Hi-vis clothing as part of his job spec. Part of his job is to be on construction sites.
- The main problems migrant workers face in adapting to New Zealand are language barriers and lack of New Zealand building knowledge.
- Their families face issues relating to English proficiency.
- They need to attend courses to deal with these issues.
- Sponsors could help them.
- Asked whether trade unions could play a role in supporting the workforce, the answer was that it was not applicable in this case.
- The employer in this case has gone through all channels with sponsorship and supporting staff member to apply for residence as this is the country he wants to settle in.

- N/A for this employer re help to be provided by community and faith groups and migrant groups.

Employer Two

- Our company does interior fit-out and refurbishment.
- We have six employees. No migrant employees. We have not brought any migrant employees to New Zealand.
- The rest of the questions in the survey were not answered as being non-applicable.

Employer Three

- Commercial construction
- 330 employees
- Approximately 100 migrants
- 230 New Zealanders
- Have brought approximately 80 migrant workers to New Zealand.
- The employees are carpenters.
- They are qualified by experience.
- We bring migrant workers to New Zealand as it is difficult to fill trade roles with New Zealand citizens.
- We bring workers to Auckland and Christchurch.
- We require English language proficiency.
- Migrant workers have fixed-term contracts initially for 3 years. Many are still here and now on permanent contracts.
- Only a handful have returned home.
- To help migrant workers settle in New Zealand we have a buddy system, provide visa assistance and there is a specific kiwi employee to provide pastoral care.
- We assist with accommodation, practical things like opening bank accounts and drivers' licences and have Filipino or Tagalong speakers to help new employees.
- Five per cent of workers bring their families to New Zealand with them.
- We assist families with resettlement by helping with visas, providing references to potential landlords. Most workers do not bring partners or children.
- Workers have Site Safe training; health and safety inductions and are given a complete understanding of health and safety requirements in New Zealand.
- We check they understand and follow safety practices by toolbox talks health and safety meetings and committee members.
- Very few accidents with migrant workers.
- All PPE is provided – hard hat, safety glasses, ear muffs, safety shoes etc. Employees do not provide anything themselves.
- We know the main migrant organisations in Auckland and Christchurch and have initial contact with them. We refer new workers to them.
- The main problems migrant workers face in adapting to New Zealand are safety rules; different eating habits; work-life balance – many migrant workers want to work all the time as they send much of their earnings home.
- The main issue for the families is not having the main provider with them.
- They know how to get help from their communities, friends and people who are in the same position. I don't think trade unions could play a role in supporting our workforce.
- The experiences of migrant workers could be improved by employers assisting with visa applications, fair rates of pay and inclusion. Migrant community and faith groups could assist with regular meetings and events. Workers' colleagues could help by understanding language barriers and how different communities are and how difficult it is for non-New Zealanders to adjust to our customs. The Government could provide security with visa applications and immigration support. It could understand that employers need to employ migrant workers as there are not sufficient New Zealand candidates to fill roles and also migrant workers often need to be here as there is no work for them in their home countries.

Employer Four

- Commercial, industrial and agri-business construction

- 395 employees
- 35 migrant workers
- Approximately 250 New Zealand employees
- We have brought 50 migrant workers to New Zealand.
- Workers work in steel, pre-cast and carpentry.
- They don't necessarily have qualifications but have years of experience.
- We brought migrant workers to New Zealand because there was a shortage of labour following the earthquakes.
- We bring people to Christchurch and Dunedin.
- We require a basic level of English but do not have a specific requirement.
- The migrant workers we bring stay in New Zealand for varying lengths of time, from 3 years up.
- Quite a lot have applied for and gained permanent residence – probably about 20 to 25 still have work visas.
- When migrants arrive, we provide housing, transport and help with obtaining drivers' licences and any other settlement support they need.
- We originally assisted with accommodation in Christchurch but they have now all found their own accommodation. In Dunedin we still supply housing for the small number of migrants we have there.
- We assist with practical things like opening bank accounts and obtaining drivers' licences.
- We have two staff who speak Tagalong. Our migrant workers also help new migrants when they arrive.
- About 50 per cent bring their families to New Zealand.
- There doesn't seem to be a need for assistance with family settlement. We do have contact with a Chamber of Commerce that can help the partners of migrant workers look for employment.
- In the beginning most migrants don't bring their families but as some decide to stay longer they bring their families.
- All staff on our sites have health and safety training. We did a translation from Tagalong to English of all the tools and equipment on site. We ask them to repeat back to us so we know they have understood safety practices.
- A few minor accidents and two injuries – one hand injury and one ankle injury.
- We provide hi-vis vests and jackets, wet weather gear, hard hats, safety glasses, gloves, and steel capped boots.
- Employees provide any other clothing they require.
- We used to have contact with the Migrant Centre.
- I was in regular contact with Delia Richards, who organised events for the Filipino community.
- I would refer new workers to them if appropriate, but haven't for a long time as we have not had any new migrant workers for over three years.
- The main problems for migrant workers are the New Zealand climate; our laid-back attitude and the difference in the way we live in our homes.
- The issues for the families are similar – the climate and being so far away from extended family support.
- The Filipino community rallies together to help one another. The Chamber of Commerce also provides information on where to go for help – other organisations and websites.
- For sure trade unions could play a role in supporting our workforce. A few of our migrants join the union.
- The experiences of migrant workers could be improved by employers understanding what migrants require in the way of settlement. Colleagues could slow their speech down while talking to migrant workers and also not use slang – or else explain it.

Appendix B: Christchurch pay rates

- A 47-year-old Filipino carpenter with many years' experience, including 12 years in the Middle East was paid \$21 an hour working in Christchurch. He was paid \$24 an hour when he first came to New Zealand. His boss said he was new to New Zealand and wanted to pay him less. A colleague who arrived in Auckland in November 2017 was paid \$19 an hour.
- Four Filipino workers in Christchurch were interviewed. Three were paid \$25 an hour and one \$23, working for labour hire companies. They said kiwis got paid slightly more for the same amount of experience. The base pay rate for qualified carpenters was \$27 an hour. When they worked until 8.30pm, the supervisor said they would be paid time-and-a-half, but the agency paid a flat rate. One worker complained and got time-and-a-half, but most people were too scared to complain in case they lose their jobs. One man said about the labour hire company: "They can kick us out any time they want." The previous kiwi boss of one of the four did not pay him holiday pay; and, pay was paid in instalments (\$500 instead of \$1000).
- A Filipino steel-fixer working in Christchurch was paid \$24.53 an hour. He had lots of experience – he had also worked in central Africa and the Philippines.
- A Filipino carpenter and Class A asbestos removalist, who had also worked in Abu Dhabi and Papua New Guinea, was paid \$27 an hour in Christchurch. He said Filipino workers were not supervisors, although they had the same qualifications. Filipino workers were paid less than kiwi workers. The lowest rate for kiwi workers was \$35. Many were paid \$35 to \$40. "The kiwis get paid more for doing the same job." His first boss acted extortionately. He was not paid overtime. Other Filipinos were paid \$19 and \$22. *"They are international workers with a lot of skill and experience. They have no other choice but just to grab it. Hopefully there will be a law in New Zealand about how much people are paid."* Qualified carpenters should be paid at least \$28 with BCITO. Migrant carpenters should be paid \$25 as basic pay. Some were paid only \$18.
- A Filipino electrician was paid \$18 an hour in Christchurch.
- A Filipino carpenter with 25 years' plus experience was paid \$23.96 an hour in Christchurch.
- A Filipino carpenter was paid \$27 an hour in Christchurch. He had been in New Zealand for five years. When he arrived, his contract said he would be paid \$18 an hour but \$4 an hour was deducted because they said he didn't know how to work. He moved to another company and was paid \$20.
- A Filipino scaffolder who had been working in the industry since 1999 was paid \$26.50 an hour in Christchurch. He said he did not get paid the same as the kiwi workers as they had their tickets.
- A Filipino plaster and stone worker with almost ten years' experience was paid \$15 an hour when he arrived in New Zealand in 2015 and was paid \$23 in 2017.
- A Filipino plumber with six years' experience as a pipefitter and plumber in the Middle East and three years' work in Christchurch was paid \$22 an hour. He was paid \$20 when he first arrived.
- A Filipino carpenter with over 10 years' experience as a carpenter in the Philippines, the Middle East and New Zealand was paid \$28 an hour.
- A Filipino carpenter with experience in Japan, the Philippines and New Zealand was paid \$24.09 an hour in Christchurch.
- A Filipino worker in Christchurch was paid \$24.33 an hour.