

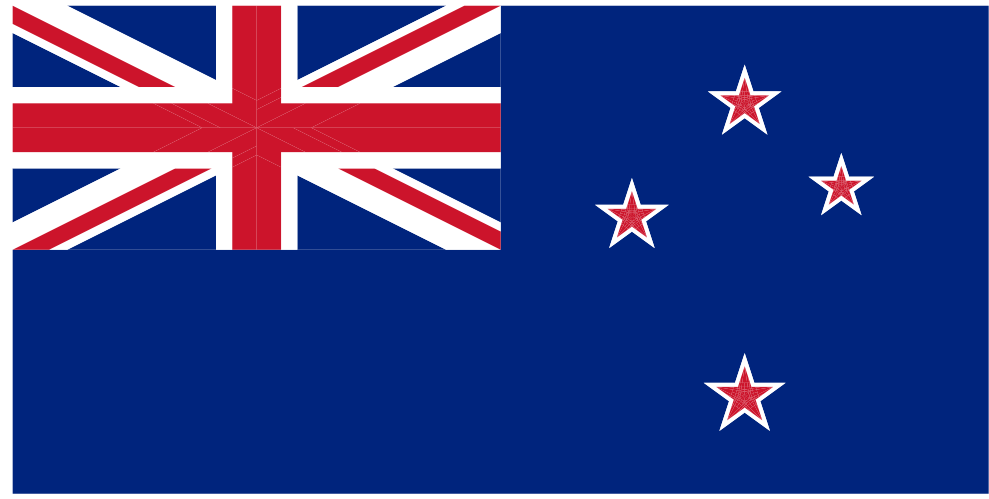
NEW ZEALAND

Country Profiles



This profile is a part of our Leading Multiculturalism: Canada's Impact on Global Diversity Policies series

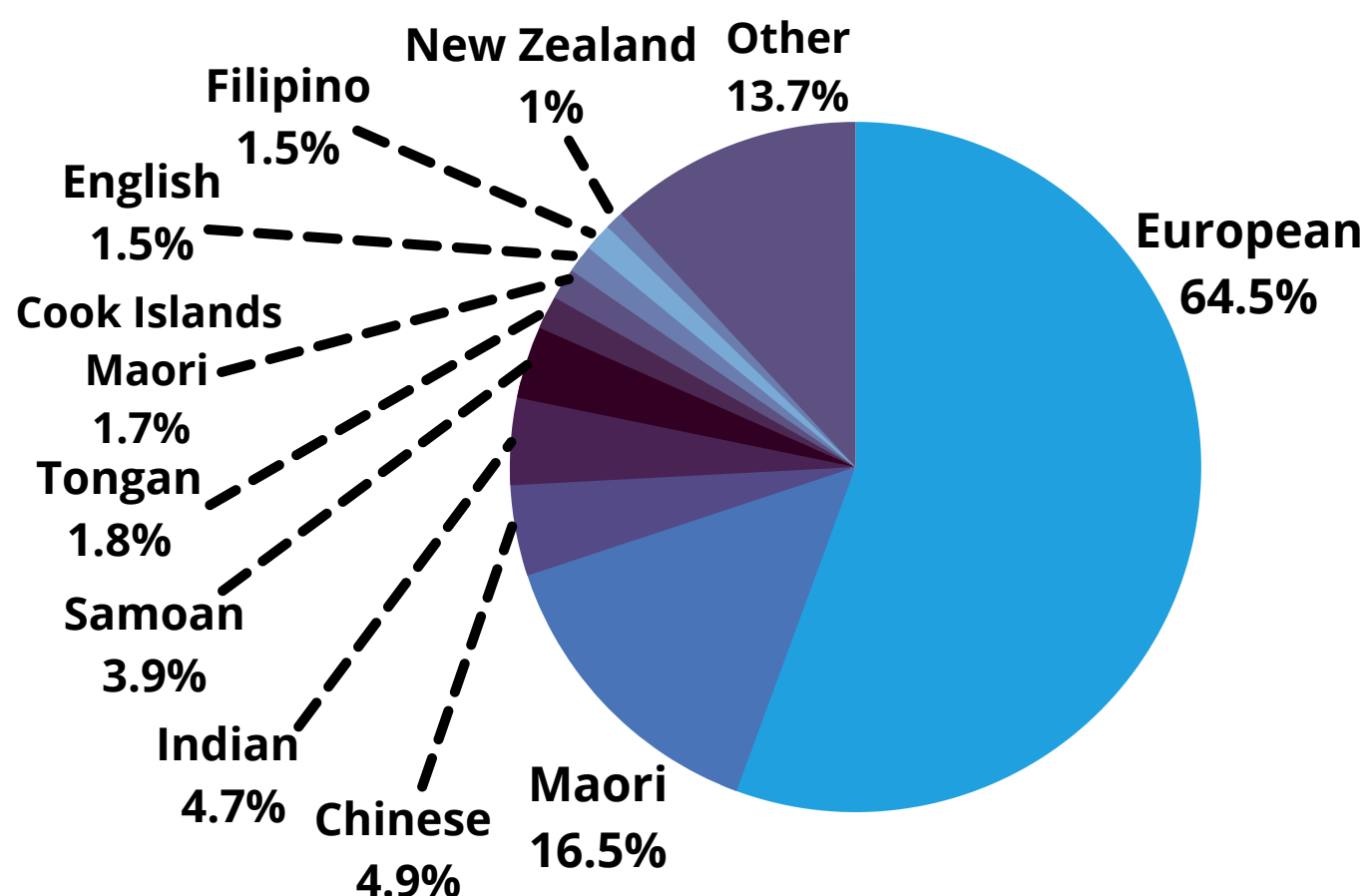
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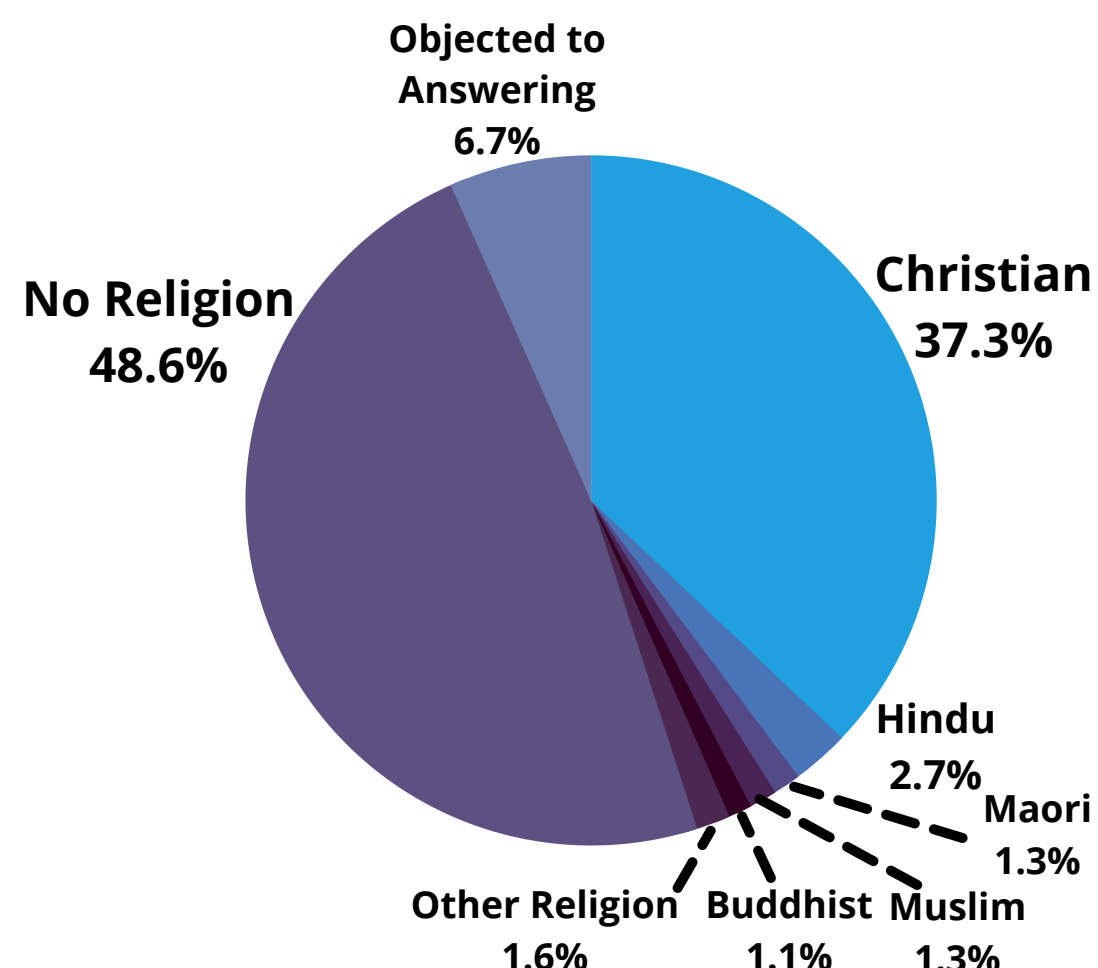
HISTORICAL CONTEXT

A majority of New Zealanders are settlers with the largest minority group being the Indigenous Māori communities who have a strong influence on the country's social, cultural and political affairs. Most government legislations and policies draw from the Treaty of Waitangi between the Māori and the Pakeha (white New Zealanders of European ancestry).

DEMOGRAPHICS



RELIGION



MULTICULTURALISM POLICY

- **Term:** "cultural sector", "biculturalism"
- **Approach:** Top-down constitutional protections

DOMESTIC

- Constitutional and legal provisions exist for the protection of equal rights and biculturalism.
- The Ministry for Culture and Heritage offers a connected culture for New Zealand by advising government legislation on the arts, broadcasting and sports.
- No mention of "culture", "diversity", "language" or "ethnicity" in New Zealand's Constitution of 1852.
- The New Zealand School Curriculum notes "Cultural Diversity" and "Inclusion" as its driving principles.
- Affirmative action policies have been noted as insufficient and improperly implemented

INTERNATIONAL

Treaties

- ✓ International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)
- ✓ International Covenant on Civil and Political Rights (ICCPR)

Promotion on international scale

- Not extensively

New Zealand

Backgroundⁱ

- Population: 4.9 million (July 2020 est.)
- Demographics: European 64.1%, Maori 16.5%, Chinese 4.9%, Indian 4.7%, Samoan 3.9%, Tongan 1.8%, Cook Islands Maori 1.7%, English 1.5%, Filipino 1.5%, New Zealander 1%, other 13.7% (2018 est.)
- Languages: English (de facto official) 95.4%, Maori (de jure official) 4%, Samoan 2.2%, Northern Chinese 2%, Hindi 1.5%, French 1.2%, Yue 1.1%, New Zealand Sign Language (de jure official) .5%, other or not stated 17.2% (2018 est.)
- Religion: Christian 37.3%, Hindu 2.7%, Maori 1.3%, Muslim, 1.3%, Buddhist 1.1%, other religion 1.6%, no religion 48.6%, objected to answering 6.7% (2018 est.)
- Term: “cultural sector”ⁱⁱ, “biculturalism”ⁱⁱⁱ
- Top Down or Bottom Up: Top-Down

Similar to Canada, New Zealand has an ethnically diverse community comprising of Indigenous and settler communities. A majority of New Zealanders are settlers with the largest minority group being the Indigenous Māori communities who have a strong influence on the country’s social, cultural and political affairs. Thus, most government legislations and policies draw from the Treaty of Waitangi which aims at promoting social cohesion through biculturalism, not multiculturalism.^{iv} . Biculturalism refers to coexistence of two cultures, which in New Zealand’s case include the Māori (the aboriginal communities) and the Pakeha (white New Zealanders of European ancestry). Multiculturalism refers to cultural pluralism within nations involving numerous “ethnic groups and cultural traditions, indigenous or otherwise”.^v In recent years, there has been a bottom up push by non-governmental organizations and activist groups to promote multiculturalism in the country to allow for the inclusion of recent influx of immigrants from Asia, Pacific, and the Middle East.^{vi}

New Zealand has ratified a series of international conventions and agreements to promote diversity including the Universal Declaration of Human Rights^{vii}, the Convention on the Protection and Promotion of the Diversity of Cultural Expressions^{viii}, and the Convention on the Protection of the World Cultural and Natural Heritage^{ix}. However, active international promotions and programming for multiculturalism remains largely absent. Affirmative action policies in the country for disadvantaged minorities, recent immigrants and refugees has been noted to be insufficient and ineffectively implemented.^x

Comparative Analysis: Domestic Legal

Approach

Government-led. Top down for biculturalism; Bottom up for multiculturalism.

Office of Ethnic Communities is the government's principal advisor and is responsible for upholding and promoting ethnic diversity in New Zealand.^{xi}

The Ministry for Culture and Heritage offers a connected culture for New Zealand by advising government legislation on the arts, broadcasting and sports.^{xii}

Māori (1987) and New Zealand Sign Language (2006) are the two legally official languages. Although English is the de facto official language.^{xiii}

Constitutional Protections

New Zealand does not have a single codified constitutional document and instead derives its constitutional protections from a series of treaties, bills and government documents.^{xiv}

No mention of “culture”, “diversity”, “language” or “ethnicity” in the Constitution of 1852 (Amendments through 2014).^{xv}

Part 2, Subpart 1, Article 13 and 15: allows everyone the right to freedom of religion and practice in public and private^{xvi}

The Bill of Rights Act 1990, Article 20: Freedom to minority groups to practice their language and religion.^{xvii}

The Treaty of Waitangi upholds the needs of both cultures (The Crown and the Māori) to ensure mutual advantage and promote biculturalism.^{xviii}

Explicit Recognition of Multiculturalism

There is no explicit recognition

Comparative Analysis: Domestic Practical

Valuing and Active Promotion of Diversity

The Connecting Diverse Communities report was established to recognize the ways of promoting diversity and inclusion. It noted the following:

- importance of promoting multiculturalism for social cohesion^{xix}
- Promoting multiculturalism over biculturalism for enhancing inclusivity^{xx}

The New Zealand School Curriculum notes “Cultural Diversity” and “Inclusion” as its driving principles.^{xxi}

Multiculturalism as a Means to Integration

Is lacking in New Zealand as the policies are more oriented towards biculturalism.^{xxii}

Affirmative Action Policies

Non-governmental organization *Diversity Works* notes that affirmative action policies have been insufficient and improperly implemented in New Zealand.^{xxiii}

New Zealand Human Rights Act and Bill of Rights Act 1990 recognize the importance of affirmative action policies or “positive actions” to overcome discrimination and promote equity however they do not make provisions to actualize them.^{xxiv}

Comparative Analysis: International

International Treaties

New Zealand is signatory to the International Covenant on Civil and Political Rights (ICCPR) in 1968.^{xxv}

New Zealand is signatory to the Universal Declaration of Human Rights^{xxvi}

The UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expressions was entered into force in New Zealand in 2008.^{xxvii}

New Zealand ratified the International Covenant on Economic, Social and Cultural Rights (1966) (ICESCR) in 1968^{xxviii}

New Zealand is signatory to the Convention on the Protection of the World Cultural and Natural Heritage (1972)^{xxix}

New Zealand is signatory to the International Convention on the Elimination of All Forms of Racial Discrimination (1966).^{xxx}

International Promotion of Multiculturalism

New Zealand works bilaterally with various international organizations for matters of multiculturalism^{xxxi}, refugee resettlement, and border security^{xxxii}.

No extensive promotional efforts were found.

ⁱ “New Zealand,” The World Factbook, Central Intelligence Agency, accessed March 07, 2021, <https://www.cia.gov/the-world-factbook/static/ef5bdd392b200974a51693e748b2d303/NZ-summary.pdf>

ⁱⁱ “General Directions of cultural policy” in *Cultural Policy in New Zealand*, Ministry of Culture and Heritage, Updated February 22, 2021, accessed March 08, 2021, <https://mch.govt.nz/cultural-policy-new-zealand/1-general-directions-cultural-policy>

ⁱⁱⁱ “The New Zealand Curriculum”, Ministry of Education, 2015, accessed March 07, 2021 <https://nzcurriculum.tki.org.nz/The-New-Zealand-Curriculum>

^{iv} Guillermo Merelo, “Workplace diversity case model”, Diversity Works New Zealand, 2019, pg. 21 accessed March 07, 2021, https://diversityworks.nz/media/3663/dw-case-model_web.pdf

^v David Pearson and Patrick Ongley, “Multiculturalism and Biculturalism: the recent New Zealand experience in comparative perspective,” *Journal of Intercultural Studies*, May 04, 2010, pg. 5-7, <https://doi.org/10.1080/07256868.1996.9963430>

^{vi} “Connecting Diverse Communities- Report on 2007/08 public engagement”, Ministry of Social Development and the Office of Ethnic Affairs, August 2008, pg. 111, accessed March 08, 2021, <https://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/research/connecting-diverse-communities/cdc-public-engagement-2007.pdf>

^{vii} 'Universal Declaration of Human Rights', Ministry for Culture and Heritage, August 20, 2021, accessed March 08, 2021, <https://nzhistory.govt.nz/politics/universal-declaration-of-human-rights>

^{viii} “United Nations Educational, Scientific and Cultural Organisation Convention on the Protection and Promotion of the Diversity of Cultural Expressions”, New Zealand Treaties Online, accessed March 07, 2021, <https://www.treaties.mfat.govt.nz/search/details/t/3631>

^{ix} “Convention for the Protection of the World Cultural and Natural Heritage.”, New Zealand Treaties Online, accessed March 07, 2021, <https://www.treaties.mfat.govt.nz/search/details/t/248>

^x Merelo, “Workplace diversity”, Diversity Works, pg. 15, accessed March 07, 2021, https://diversityworks.nz/media/3663/dw-case-model_web.pdf

^{xi} “Who we are”, Office of Ethnic Communities, accessed March 09, 2021, <https://www.ethniccommunities.govt.nz>

^{xii} “An Overview”, Ministry for Culture & Heritage, accessed March 9, 2021, <https://mch.govt.nz/about-ministry/overview>

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- xiii “English and the Official languages of New Zealand”, New Zealand Immigration, accessed March 07, 2021, <https://www.new-zealand-immigration.com/blogs/english-and-the-official-languages-of-new-zealand>
- xiv “Our Constitution”, New Zealand Immigration, accessed March 05, 2021, <https://www.newzealandnow.govt.nz/living-in-nz/history-government/our-constitution>
- xv *New Zealand's Constitution of 1852 with Amendments through 2014*, accessed March 07, 2021, https://www.constituteproject.org/constitution/New_Zealand_2014.pdf?lang=en
- xvi Ibid.
- xvii *New Zealand Bill of Rights Act 1990, 1 July 2013*, <https://legislation.govt.nz/act/public/1990/0109/latest/whole.html>
- xviii “The Principles of the Treaty of Waitangi as expressed by the Courts and the Waitangi Tribunal”, Waitangi Tribunal, pg. 82, accessed March 06, 2021, <https://waitangitribunal.govt.nz/assets/Documents/Publications/WT-Principles-of-the-Treaty-of-Waitangi-as-expressed-by-the-Courts-and-the-Waitangi-Tribunal.pdf>
- xix “Connecting Diverse Communities- Report on 2007/08 public engagement”, Ministry of Social Development and the Office of Ethnic Affairs, August 2008, pg. 07, accessed March 08, 2021, <https://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/research/connecting-diverse-communities/cdc-public-engagement-2007.pdf>
- xx Ibid., pg. 107.
- xxi “The New Zealand Curriculum”, Ministry of Education, 2015, accessed March 07, 2021 <https://nzcurriculum.tki.org.nz/The-New-Zealand-Curriculum>
- xxii Ibid., pg. 111.
- xxiii Merelo, “Workplace diversity”, Diversity Works, 2019, pg. 15, accessed March 07, 2021, https://diversityworks.nz/media/3663/dw-case-model_web.pdf
- xxiv “Positive Actions to Promote Equality”, New Zealand Human Rights Commission, accessed March 08, 2021, <https://www.hrc.co.nz/enquiries-and-complaints/faqs/positive-actions-achieve-equality/>
- xxv “Oceania”, Status of Ratification, *United Nations Human Rights*, accessed March 08, 2021. <https://indicators.ohchr.org>.
- xxvi ‘Universal Declaration of Human Rights’, Ministry for Culture and Heritage, August 20, 2021, accessed March 08, 2021, <https://nzhistory.govt.nz/politics/universal-declaration-of-human-rights>
- xxvii “United Nations Educational, Scientific and Cultural Organisation Convention on the Protection and Promotion of the Diversity of Cultural Expressions”, New Zealand Treaties Online, accessed March 07, 2021, <https://www.treaties.mfat.govt.nz/search/details/t/3631>
- xxviii “International Covenant on Economic, Social and Cultural Rights”, New Zealand Treaties Online, accessed March 07, 2021, <https://www.treaties.mfat.govt.nz/search/details/t/2011>
- xxix “Convention for the Protection of the World Cultural and Natural Heritage.”, New Zealand Treaties Online, accessed March 07, 2021, <https://www.treaties.mfat.govt.nz/search/details/t/248>
- xxx “International Convention on the Elimination of All Forms of Racial Discrimination.”, New Zealand Treaties Online, accessed March 07, 2021, <https://www.treaties.mfat.govt.nz/search/details/t/1363>
- xxxi “Global Impact Visas”, New Zealand Immigration, accessed March 07, 2020, <https://www.immigration.govt.nz/new-zealand-visas/options/start-a-business-or-invest/i-want-to-invest-or-do-business-in-nz/the-global-impact-visa>
- xxxii “International Cooperation”, New Zealand Immigration, accessed March 07, 2020, <https://www.immigration.govt.nz/about-us/what-we-do/international-cooperation>