

2024 Survey of kaimahi Māori in the family violence and sexual violence workforce

Background

In 2024, family and sexual violence workforces were surveyed on training, relationships, and the sustainability of the workforce. The survey was the first of its kind and received 396 responses, which limits the generalisability of the findings. We intend to grow the survey response over time to address this. Though limited, the survey did produce some interesting insights into the three topics surveyed, which are presented here.

Groupings

In the analysis of the survey, respondents were categorised into two groupings:

- A **specialist** respondent is someone who said their work focuses primarily on preventing or responding to family violence and/or sexual violence .
- A **generalist** respondent is someone who said their work involves promoting wellbeing, health, and/or equity and may encounter people who've been impacted by violence.

Relationships

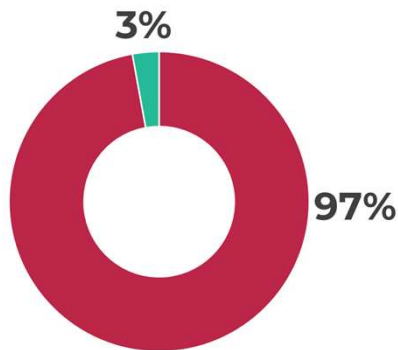
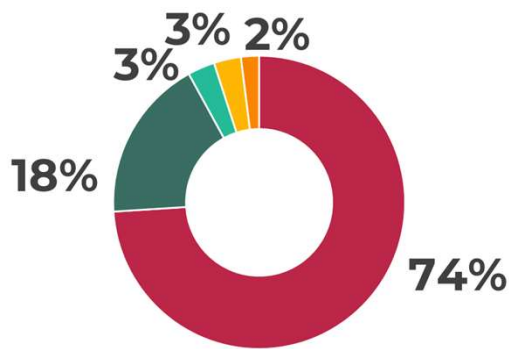
Over half of respondents have positive relationships with government

70% of frontline kaimahi Māori rated local government relationships positively, and 58% joined advisory groups. While iwi ties were less common overall, 67% of kaimahi Māori had professional iwi relationships - higher than the workforce average of 57%.

Sustainability of the workforce

Employment conditions less stable for NGO respondents

18% of NGO respondents were on fixed-term contracts and 8% in other non-permanent roles, compared to just 3% in government—showing lower job stability in NGOs, which affects their ability to attract kaimahi Māori and sustain the workforce.

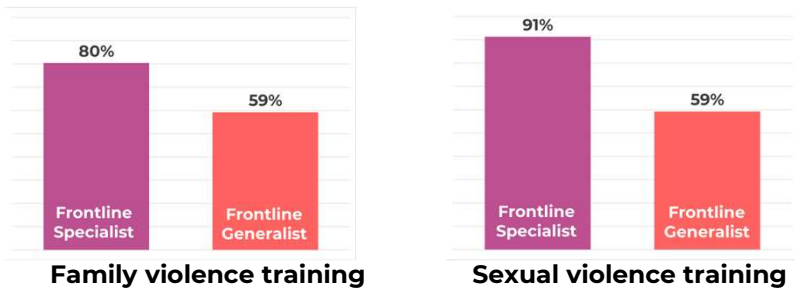


■ Permanent employee ■ Fixed Term contract
■ Other ■ Voluntary or unpaid role
■ Casual employee

Training

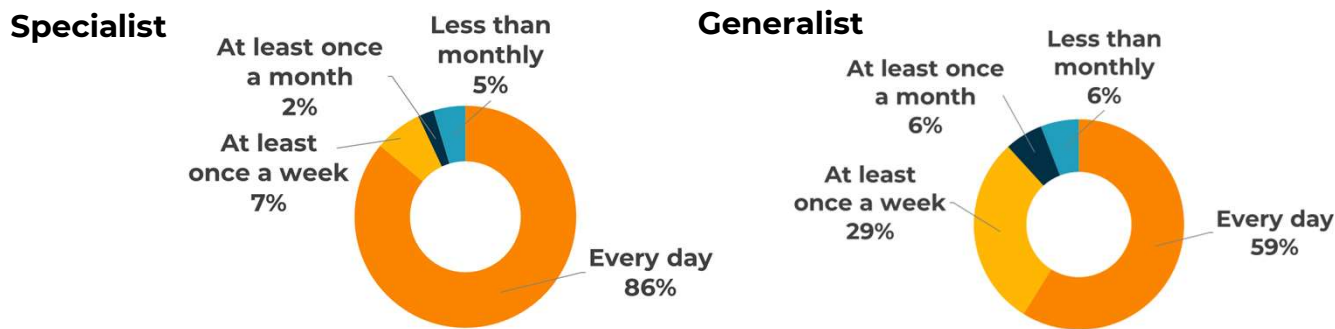
Family and sexual violence training is common and relevant but gaps in more specific training remain

The majority of frontline specialist kaimahi Māori respondents reported having received family violence and sexual violence training. Reported training among frontline generalist kaimahi Māori respondents was lower, with 59% reporting having received training on family violence, and or sexual violence.



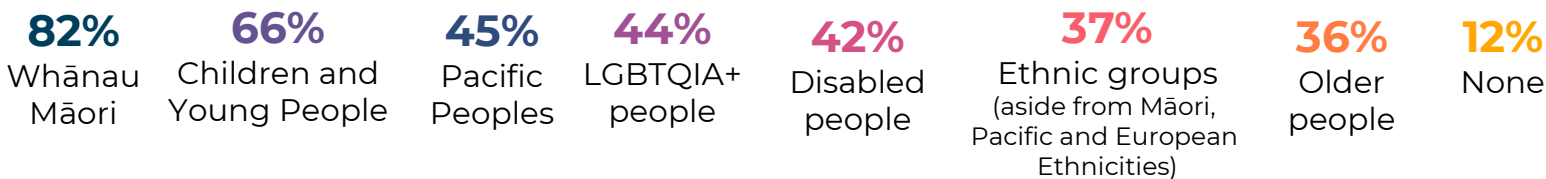
Frontline respondents reported using their training regularly

Of frontline respondents who reported they had received training, 93% of specialist and 88% of generalist respondents reported they use their training at least weekly, highlighting the value in training both specialist and generalist workforces.



Frontline respondents reported low levels of training to work with specific groups

Most frontline respondents received training to work with whānau Māori (82%) and youth (66%), but fewer than half—only 36% in some cases—had training to support highly victimised groups in family violence and sexual violence contexts.



Survey limitations reduce the findings' reliability, but if representative, they highlight the need for more stability in the NGO sector and targeted training for specific communities.