

Participant Information Sheet

05 May 2025

Project title: Boosting Productivity Growth by Creating Equal Workplace Opportunities for All

Mālo ni, Fakaalofa lahi atu, Kia orāna Tāalofa lava, Mālō e lelei, Talofa, Noa'ia, Ni sab ula Vinaka, Mauri, Tēnā koutou katoa and warm Pacific greetings.

My name is Dr Betty Ofe-Grant, and I am inviting you to take part in this study about helping people in New Zealand work better by giving everyone the same job opportunities.

What is the purpose of this research?

Pacific peoples in New Zealand face job and money struggles. Many work in low-paid, unstable jobs in manufacturing, construction, and hospitality, with little chance of getting higher-paying or skilled jobs. Low reading and math skills and the high cost of living make it harder to find better jobs. Also, during economic downturns, Pacific workers are more likely to lose their jobs. These problems lead to job insecurity, housing difficulties, health issues, and lower quality of life, making it even harder for Pacific peoples to get ahead.

This study looks at how workplace diversity policies affect the work performance and economic success of Pacific employees in New Zealand. The goal is to find practical ways to improve workplace diversity and productivity.

The findings of this research will be used for academic publications and presentations, *fono* presentations, radio and television presentations, to help inform government, organisations and institutions, and Pacific peoples of alternative ways to boost Pacific productivity in the New Zealand labour-force.

Also, this research is part of a larger study that looks at how workplace diversity can help businesses, and the economy do better. To grow New Zealand's economy, we need to use people's skills and talents well and keep up with new technologies.

In New Zealand, many women, ethnic minorities and Pacific peoples work in low-paid jobs, and this creates pay gaps that affect people's income, health and family life. Overall, this study will help improve government policies and workplace practices, so everyone has fairer chances at work.

This study is funded by the Ministry of Business, Innovation and Employment and managed by the New Zealand Policy Research Institute.

How was I identified and why am I being invited to participate in this research?

You either responded to an advertisement or were found through public sources (such as LinkedIn) or professional networks as a 'Pacific business leader'.

'Pacific' means that you identify with and have ancestry, culture, and language from one of these Pacific nations: Samoa, Tonga, Niue, the Cook Islands, Fiji, Tuvalu, Tokelau, Rotuma and Kiribati. 'Business leader' means that you will have special business knowledge, expertise, skills and experience that represent Pacific views in the workplace and reflect your culture'. Therefore, you are identified and invited to participate because of the unique business skills, knowledge, expertise and leadership including Pacific cultural knowledge which are important regarding boosting Pacific productivity in New Zealand.

Also, you are aged 18 years or older and have worked in New Zealand in a senior leadership position. Only people who meet these requirements can take part in the study.

How do I agree to participate in this research?

Joining this study is voluntary (it is your choice) and whether you choose to participate will neither advantage nor disadvantage you. If you agree to take part in the study, please contact Dr Betty Ofe-Grant ([betty.ofe-](mailto:betty.ofe-@aut.ac.nz)

grant@aut.ac.nz) who will email a Participant Information Sheet and Consent Form for you to review. You can give your consent in hard-copy format or scanned and emailed to the research team. You may also provide oral consent directly to any member of the research team. Anyone who chooses not to provide consent will be excluded from the study.

You can withdraw from the study at any time by informing the Researcher. If you do withdraw from the study, you can ask for your information identifiable as belonging to you be removed or allow it to continue to be used. But once the results have been produced, this may not be possible.

What will my participation involve?

There are two options for you to choose from:

(1) *Talanoa Focus Groups*: You will attend a *talanoa* meeting (focus group) with a small group of other Pasifika business leaders at a local business venue. Four Research Assistants and I will be present at the focus groups.

(2) *One-on-one interview*: You will meet with the researcher using Microsoft Teams or Zoom, or at a public café. You can also have your interview via phone.

There, you will be asked some questions and share your experiences and perspectives on the following themes:

- DEI policies that support and promote Pacific leadership
- the role of employment contracts and collective agreements for ensuring fair pay and job security for Pacific employees and
- what workplace initiatives can be introduced to recognise and celebrate Pacific cultural identity, such as language, traditions, and leadership styles.

These themes will also be provided on the 'Indicative Questions' sheet that will be attached to the Consent form. It would be helpful for you to reflect on your experiences and perspectives regarding these themes before you attend the *talanoa*. The length of the session is about an hour and will be digitally recorded. After the session, we invite you to stay for a shared lunch.

What are the benefits?

By sharing your stories and recommendations, you will help guide policy-makers, businesses, and organisations create fairer and more inclusive workplaces in New Zealand. Your insights could lead to positive changes in workplace policies, fairer pay, and better job opportunities for Pacific workers. As a token of appreciation for your time and sharing your stories, you will receive a \$100 Countdown supermarket voucher.

What are the costs?

There is no cost for you to participate in this study.

Will the results of the study be published?

The research findings will be widely shared through journal articles, reports, conference, industry and community presentations, both in NZ, and internationally, helping to raise awareness and drive meaningful change.

You will not be identifiable in any publication. If we use any quotes from the participants, we will not use your real name or any information that could show who you are. Instead, we will use pseudonyms (made-up name) or assign a participant number.

What are the discomforts and risks?

We do not expect that you will experience any notable risks or discomfort from your participation in this study. That being said, you may experience some minor discomfort when recalling and sharing your personal experiences.

What will happen to information about me?

If you join a *talanoa* meeting (focus group), other people in the group will know your first name because it is a group setting and we will be introducing ourselves to each other. However, everyone will be asked to keep the discussion content and the identities of other participants confidential and avoid naming their employees or organisations.

Your comments (which will be digitally recorded) will be given a number instead of your name to keep your information private. Therefore, you and your information will not be identifiable. Only the research team will have access to the research documents, and they will keep them safe with passwords and security measures.

If someone is hired to type out the interviews (transcribers) or translate the interviews (from a Pacific language to English), they will sign a Confidentiality Agreement' to protect your information.

All research materials (e.g., Consent forms, digital recordings, transcriptions) will be stored in either a locked drawer at AUT (Dr Betty Ofe-Grant's office) and/or AUT's drives, OneDrive for six years following completion of the study. After six years, these research materials will be shredded, deleted, destroyed and removed from AUT's OneDrive.

What opportunity do I have to consider this invitation?

You have four weeks to review the forms and consider the invitation to participate in this study.

Will I receive feedback on the results of this research?

If you would like a summary of the research at the end of the study, please tick the box on the Consent Form and provide your email address so that I can email the findings to you.

What do I do if I have concerns about this research?

Any concerns regarding the nature of this project should be notified in the first instance to the Project Supervisor, Dr Betty Ofe-Grant, betty.ofe-grant@aut.ac.nz, 09 921 9999 ext 6871.

Concerns regarding the conduct of the research should be notified to the Executive Secretary of ATEC, ethics@aut.ac.nz, (+649) 921 9999 ext 6038.

Who do I contact for further information about this research?

Please keep this Information Sheet and a copy of the Consent Form for your future reference. You are also able to contact the research team as follows:

Project Supervisor/Researcher Contact Details:

Dr Betty Ofe-Grant

Betty.ofe-grant@aut.ac.nz

09 921 9999 ext 6871

Approved by the Auckland University of Technology Ethics Committee on 5 May 2025, ATEC Reference number 25/74