

WELLBEING IN RESIDENTIAL CONSTRUCTION

Measuring & improving the wellbeing of construction workers

August 2024



Live Well, Build Well
Waihangā Ora

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Mental Health Foundation
OF NEW ZEALAND
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BACKGROUND & METHODOLOGY



Background & objectives

Evaluating the first 2 years of *Live Well, Build Well*

This research builds on empirical knowledge gained from *Farmstrong*, a nationwide wellbeing programme for farmers. *Farmstrong* research has demonstrated increases in wellbeing due to engagement on wellbeing topics with the farming/horticultural populations. Farming has some similarities with residential construction in areas such as long working hours, uncertain and volatile market and environmental conditions, mostly owner operators or small businesses, and a high proportion of work revolving around manual/outside tasks. Differences include construction being more urban focussed, more dynamic teamwork on the job, and a very high proportion of male workers. The *Farmstrong* methodology uses social learning approaches. It is based on building the positive social identity of being a farmer, listening to farmer-led wellbeing solutions and focussing on doable and practical psychological skills that help with life in general.

Live Well, Build Well was established late 2022 to adapt the *Farmstrong* learning into the residential construction industry and associated trades. A major part of the programme is to find out from the industry what works for them, and what are the opportunities, motivations, and barriers to wellbeing in the industry. Foundational research by Ipsos in late 2022 also explored these areas. The term 'mental fitness' has been adopted by *Live Well, Build Well* as an umbrella term for the different elements of psychological wellbeing.

In 2023, *Live Well, Build Well* commissioned Ipsos to undertake research to provide a baseline measure of the general wellbeing of those who work in the sector, as well as their behaviours. This 2024 study is a follow-up of that research. It is designed to monitor any changes in the wellbeing of residential construction workers in the last year, as well as to start measuring awareness of *Live Well, Build Well*, people's engagement with the programme, and the impact it has had in its first 2 years. It is intended that a repeat study is conducted next year and in following years for further comparisons and trends, subject to available funding.



Methodology



Fieldwork dates

Ipsos panel fieldwork:

22 May–19 June

Open partner link fieldwork:

3–31 July



Methodology

Online questionnaire

9–11-minute survey

Mix of closed & open-ended questions

Respondents were recruited from reputable online NZ panels & river sampling. An open link was also distributed to partner sector organisations by the *Live Well, Build Well* team



Sample

n=1,122 total respondents

n=350 via Ipsos online panels + river sampling

n=772 via open partner link



Weighting

The data is weighted by gender & construction type to match the NZ residential construction sector population

Disclaimer: Respondents recruited via the open partner link either work in, or belong to, organisations that Live Well, Build Well has worked or have a partnership with. Therefore, this cohort may be more informed around the subject of wellbeing and mental fitness.

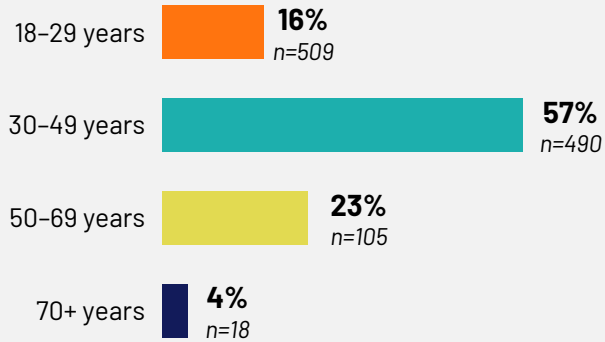
Other notes

- Significant differences are reported at 95% confidence. **Green** indicates that the percentage is significantly higher than the previous survey / total results, whilst **red** indicates it is significantly lower.
- The maximum margin of error, at the 95% confidence level, is $\pm 3.0\%$.
- Where results do not sum to 100 or the 'difference' appears to be + / -1 more / less than the actual, this may be due to rounding, multiple responses or the exclusion of 'don't know' or 'not stated' responses.

Sample information (1)

Total sample: **n=1,122**

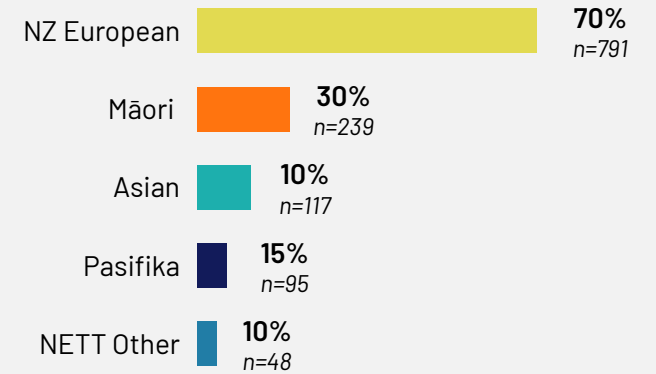
Age group



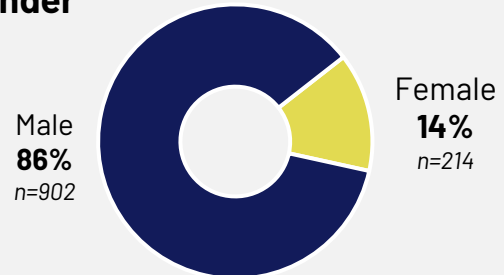
Construction type



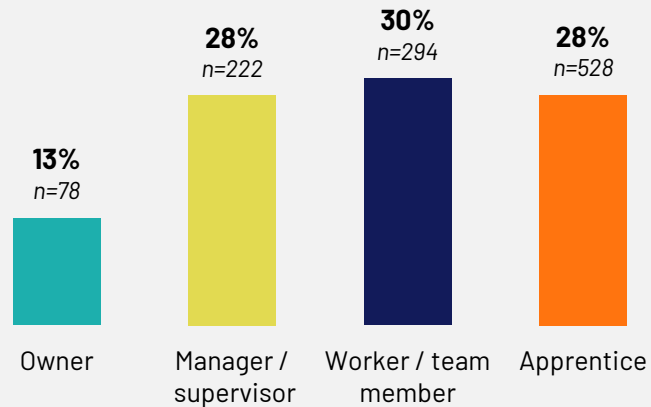
Ethnicity



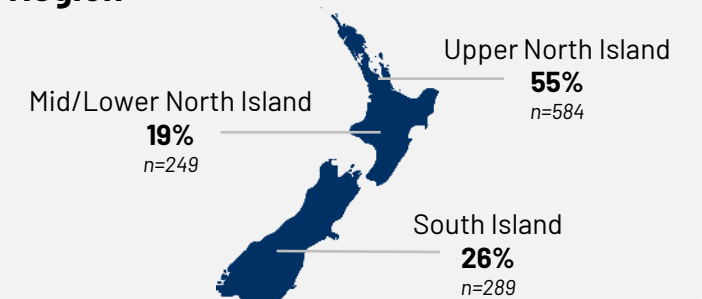
Gender



Role



Region



Sample information (2)

Job types	%	n=		%	n=
House / other residential building construction	37%	504	Plumbing / gasfitting	1%	12
Painting & decorating	11%	41	Electrician / electrical services	1%	8
Full building services	9%	110	Concrete	1%	3
Land development & subdivision	6%	38	Structural steel erection	1%	8
Tiling / carpeting	4%	20	Joinery	1%	2
Plastering & ceiling services	4%	10	Architectural	0.3%	3
Site preparation	4%	19	Roofing	0.3%	3
Carpentry	3%	217	Drainage / drain laying	0.2%	1
Bricklaying	2%	14	Elevators / escalators	0%	0
Glazing services	2%	17	Fire protection	0%	0
Landscape construction	1%	16	Quantity surveying	0%	0
			Other	4%	22



A7a: Thinking about the business that you work for, which of the following best describes the work that it mainly does?

Base: Total sample (2024: n=1,122)



KEY FINDINGS

Key findings (1)

Indications of better general wellbeing among residential construction workers

Compared to 2023, residential construction workers reported being significantly less stressed and lonely. The sector's WHO-5 wellbeing score has also increased by almost 1 point to 16.4 (vs 15.5 in 2023), with significantly fewer people reporting a score that indicates poor emotional wellbeing. There has also been a significant decrease in the proportion of workers who state that they experienced stress *all / most of the time at work* in the last year (15% vs 22% in 2023).

Residential construction workers also appear to be taking more action to maintain or improve their wellbeing. This year, they reported to have done an average of 5.4 general wellbeing activities and 5.6 work-related wellbeing activities in the last 2 weeks, compared to 4.7 in 2023. Importantly, there remains a strong correlation between higher participation in wellbeing activities and feeling well, and the improved wellbeing of workers could arguably be attributed to this increase in wellbeing behaviours.

Despite these increases, however, the wellbeing of those working in the sector remains slightly below that of New Zealanders overall. For example, a smaller proportion of workers reported having *high life satisfaction* (79% vs 85% New Zealanders overall) and feeling lonely *a little or none of the time* (67% vs 86%). Residential construction workers also reported a lower average rating for *sense of control over their lives* (6.9 vs 7.5).

Job satisfaction remains high, but concerns around work-life balance is on the up

The majority (71% – a slight increase from 68% in 2023) of residential construction workers stated that they are highly satisfied with *their job*. However, there has been a significant increase (27%, up from 20% in 2023) in workers' reporting that they are dissatisfied with their *work-life balance*.

There has also been a rise in the proportion of workers who identified *inconsistent hours / overtime* as an issue in their current job (6% vs 1% in 2023), and a significant decrease in *avoiding working overtime / after hours* compared to last year (39% vs 46%). Additionally, while nearly everyone (94%) indicated that *having a good work-life balance* is important to them, only two thirds (66%) are satisfied with this aspect of their current job.

Sizeable gaps continue to exist between other aspects identified as important by workers and how satisfied they are with them (including, most notably, *getting regular feedback* and *feeling valued*). However, it is worth noting that those working in the sector are generally more satisfied with most aspects of their careers compared to the previous year.

Key findings (2)

Camaraderie and relationship with colleagues identified as a highlight, while pay remains a key challenge

The *relationship with their team / colleagues* was most frequently reported as the most positive aspect of their job by residential construction workers. Interestingly, *talking to colleagues about things other than work* continues to be the top action taken by workers to maintain or improve their wellbeing.

In addition to their colleagues, those who work in the sector appear to be prioritising personal relationships and social interactions in general, as compared to the previous year, there has been a significant increase in the proportion of workers who said that they have *connected with people* (78% vs 74% in 2023) and *talked to their whānau & friends about work* (56% vs 45%) in the last 2 weeks.

Conversely, *pay* was once again identified as a key issue, though similar proportions of workers identified *pay* both as a positive and a challenge (11% and 10% respectively). Additionally, although not statistically significant, there has been an increase in reporting that work environment has been a challenge (9% vs 7%).

Awareness of *Live Well, Build Well* is relatively low, reflecting that the programme is in its early stages. However, those who have engaged with it are seeing the benefits

Approximately 1 in 3 residential construction workers have at least heard of *Live Well, Build Well*, with 18% stating that they know at least a little bit about the programme.

Of those who aware of the programme, about a third have seen *builders & tradies sharing their mental health & wellbeing stories* and / or attended a *Toolbox Talk session*. Facebook appears to be the main channel through which workers have become aware of *Live Well, Build Well*, followed by word of mouth from colleagues, friends, or family.

While active engagement with the programme is still low, those who state that *Live Well, Build Well* has helped them most frequently reported that it has provided them with the *tools / methods to help themselves and deal with stress*.

WELLBEING, STRESS & FACING CHALLENGES



Life satisfaction

Overall life satisfaction among residential construction workers has remained consistent since 2023. This result, however, is lower compared to New Zealand's general population.

Feel about life as a whole



New Zealanders' life satisfaction

High life satisfaction (7-10)

85% ▲

Average life satisfaction score

7.8 ▲

New Zealand Health Survey 2022/2023
(Base: n=6,799)

▲ Significantly higher than residential construction workers

W1: How do you feel about your life as a whole?

Base: Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'. Note: Numbers on the chart may not add up to 100% due to rounding.

What is the WHO-5 wellbeing index?

W3: Please indicate, for each of the five statements, which is closest to how you have been feeling over the last two weeks.

Over the last 2 weeks:	All the time	Most of the time	More than half of the time	Less than half of the time	Some of the time	At no time
1. I have felt cheerful & in good spirits	5	4	3	2	1	0
2. I have felt calm & relaxed	5	4	3	2	1	0
3. I have felt active & vigorous	5	4	3	2	1	0
4. I woke up feeling fresh & rested	5	4	3	2	1	0
5. My daily life has been filled with things that interest me	5	4	3	2	1	0

The WHO-5 is a self-rated measure of emotional wellbeing.

Respondents are asked to rate the extent to which each of 5 wellbeing indications has been present or absent in their lives over the previous 2-week period.

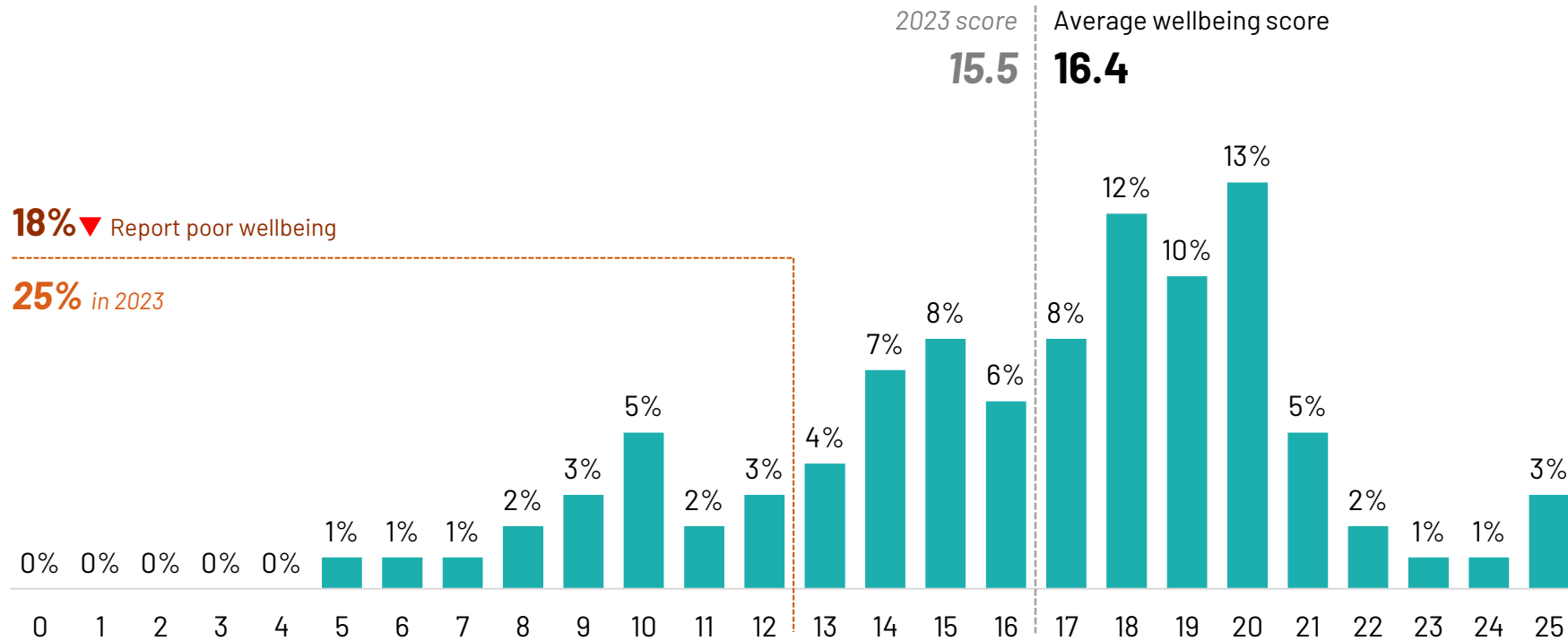
The **raw score** is calculated by **totalling the figures of the 5 answers** for each individual.

The raw score ranges from 0 to 25, with 0 representing the lowest level of emotional wellbeing and 25 representing the highest level of emotional wellbeing.

Scores below 13 (between 0 and 12) are indicative of poor emotional wellbeing and may indicate a risk of poor mental health.

WHO-5 wellbeing index

The wellbeing of residential construction workers has seen an improvement of close to 1 point since 2023. There are also fewer people who report a poor wellbeing score, a decrease of 8 percentage points.



W3: Please indicate, for each of the five statements, which is closest to how you have been feeling over the last two weeks.
Base: Total sample (2023: n=422, 2024: n=1,122). ▼/▲ indicates significantly lower / higher than 2023.

New Zealanders' mental wellbeing

Average wellbeing score

15.0

Poor wellbeing (0-12)

28.2% ▲

General Social Survey 2021
(Base: n=3,484)

▲ Significantly higher than residential construction workers

Group differences

Female construction workers report significantly poorer wellbeing than males (14.2▼ vs 16.8).

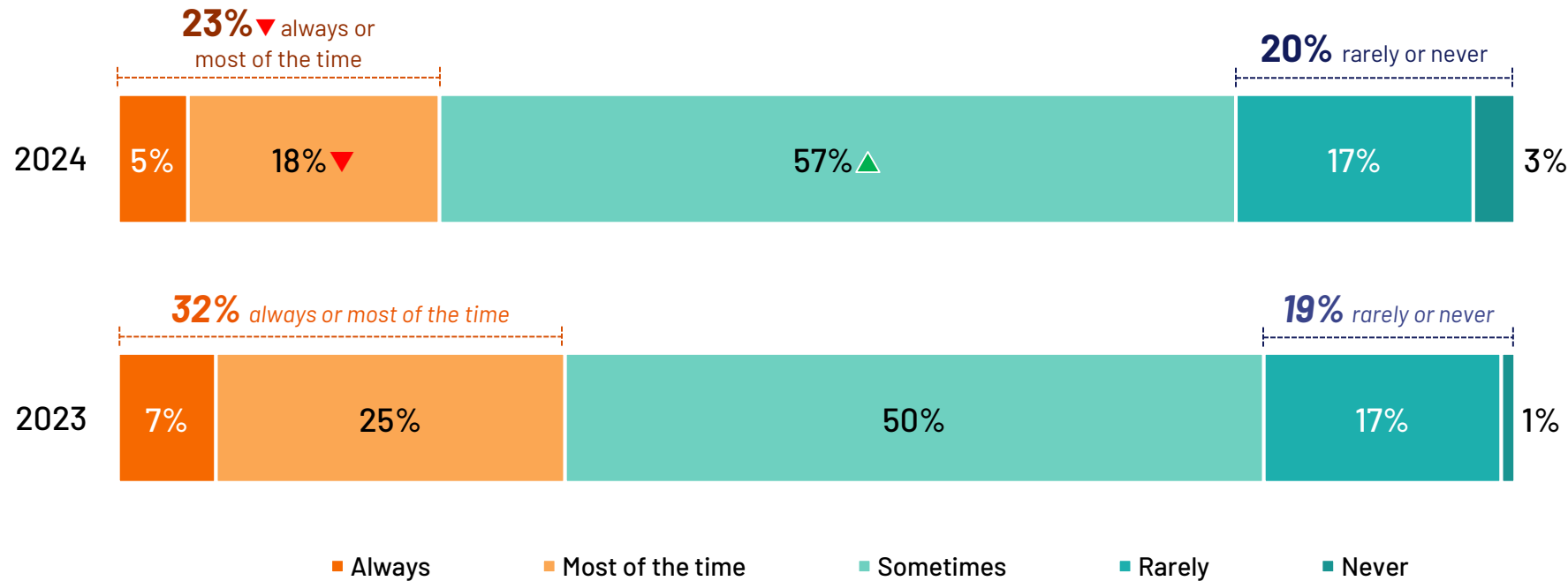
Apprentices tend to report a higher wellbeing (16.6) than workers / team members (15.9), while managers / supervisors report the highest (16.9).

▼ Significantly lower than 2024 total

Stress

Significantly fewer residential construction workers report frequent experiences of stress than in 2023. Interestingly, this is accompanied by a significant increase in the number of workers who reported experiencing stress *sometimes*.

Stress in the past 12 months



New Zealanders' experiences of stress

Rarely or never experience stress with negative effects
22%

Experience stressed most of the time or always
27%

Quality of Life Survey 2022

Survey sample comprising residents living within areas governed by Auckland Council, Hamilton City Council, Tauranga City Council, Hutt City Council, Porirua City Council, Wellington City Council, Christchurch City Council, Dunedin City Council, and Greater Wellington Regional Council

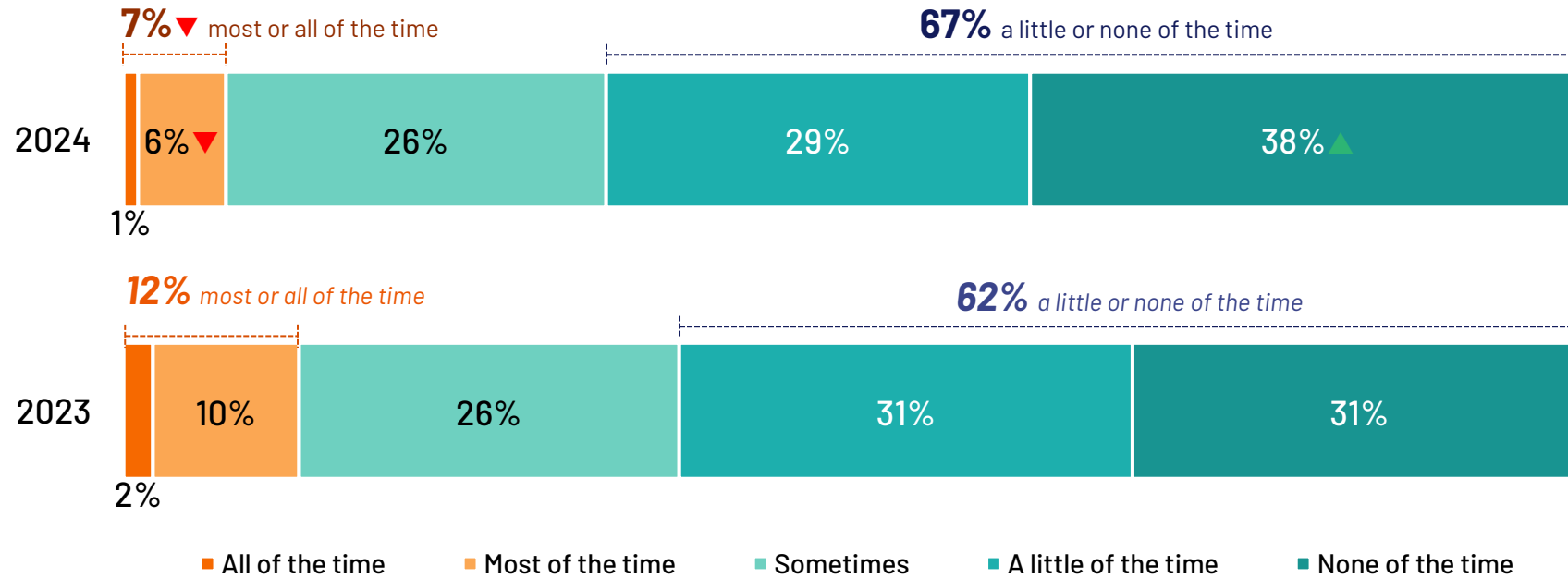
W4: Which statement below best applies to how often, if ever, over the past 12 months you have felt stressed? **Base:** Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'.

Note: Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than 2023.

Loneliness

Compared to 2023, significantly fewer residential construction workers report that they feel lonely *most or all of the time*. They are also much more likely to report that they *never* feel lonely.

Loneliness in the last 4 weeks



W5: In the last 4 weeks, how often have you felt lonely? **Base:** Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'.

Note: Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than 2023.

New Zealanders' feelings of loneliness

Feel lonely most or all of the time

4.4% ▼

Feel lonely a little or none of the time

86.4% ▲

New Zealand Health Survey 2022/2023
(Base: n=6,799)

▼ / ▲ Significantly lower / higher than residential construction workers

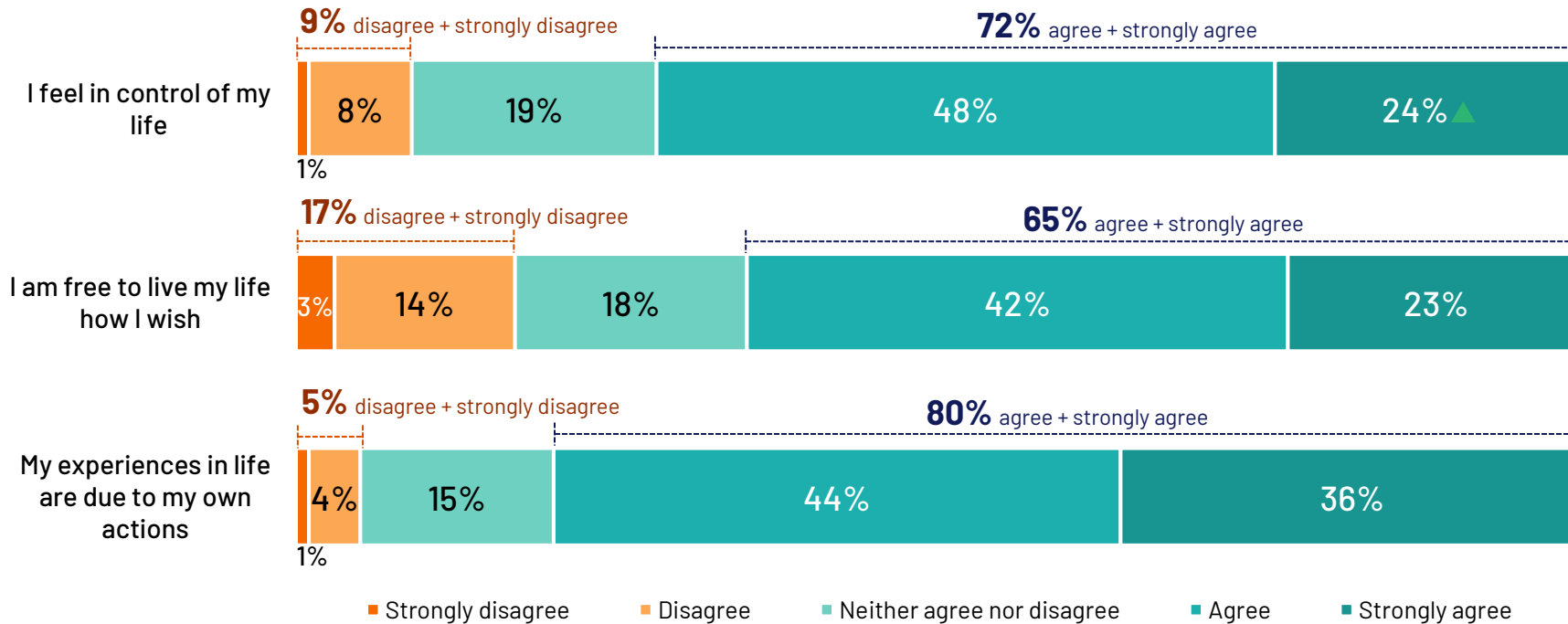
Group differences

Female workers are more likely to have experienced loneliness *most or all of the time* (14% ▲)

▲ Significantly higher than 2024 total

Sense of control

Most residential construction workers feel that they are in control of their life & that their experiences are due to their own actions. However, close to 1 in 5 report that they feel they are not free to live their lives the way they wish to.



W8a: To what extent do you agree / disagree with the following statements? **Base:** Total sample (2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'.

Note: New question asked in 2024. Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than 2023.

Rating of control over one's life

Average score among residential construction workers

6.9/10

W8: How much control do you feel you have over the way your life turns out?

Average score among New Zealanders

7.5/10

General Social Survey 2021
(Base: n=3,484)

Group differences

Pasifika workers have a significantly lower average score of control over life than total (6.3 ▼), while workers aged 18-29 have a significantly higher average score (7.2 ▲)

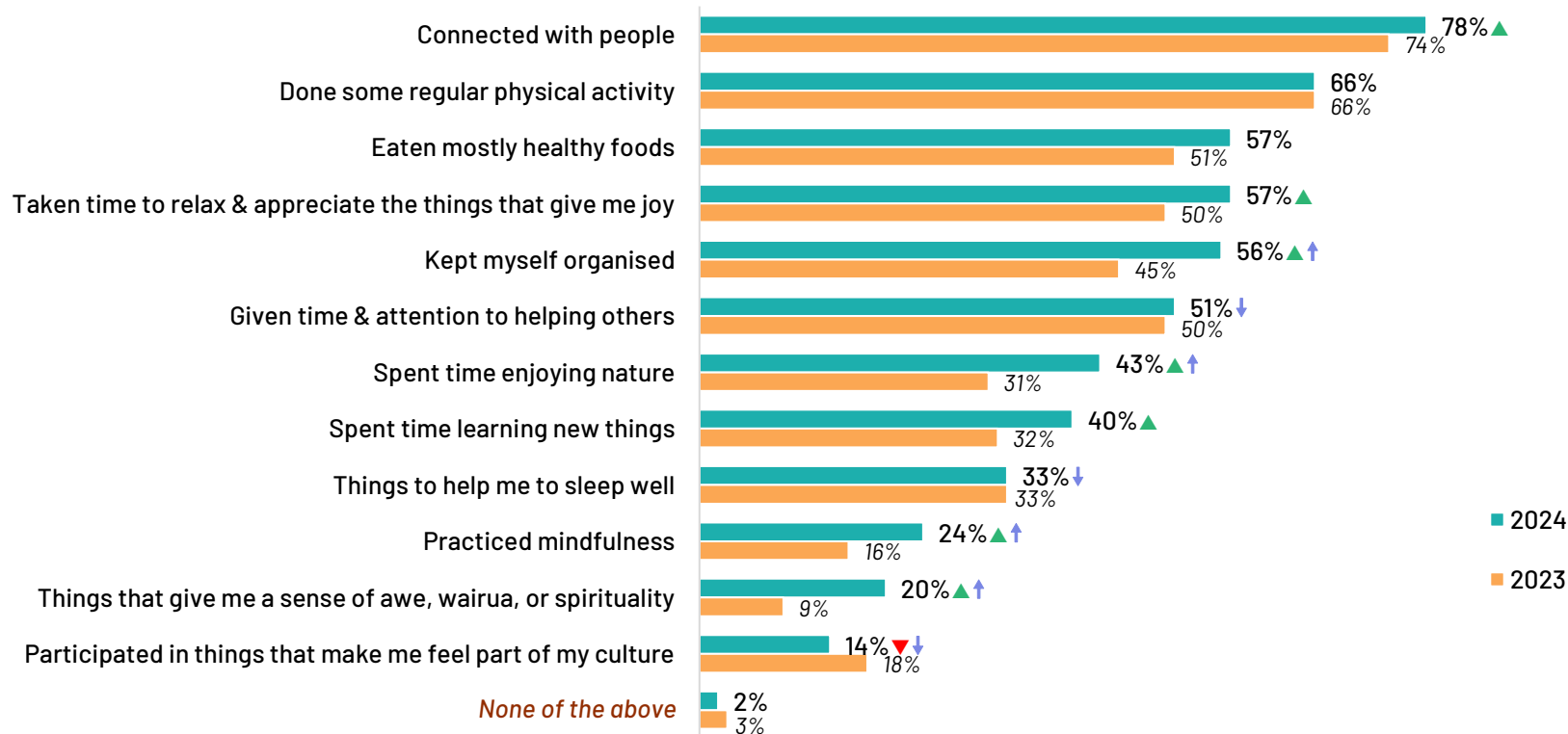
Female workers are significantly less likely to agree / strongly agree to all statements (63% ▼, 58% ▼, 71% ▼)

▼ / ▲ Significantly lower / higher than 2024 total

Wellbeing behaviours

On average, respondents do 5–6 wellbeing-enhancing actions in a fortnight – a notable increase from 2023.

Wellbeing activities / behaviours in the last 2 weeks



WB1: Which of the following have you done in the last two weeks? **Base:** Total sample (2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'.

▼ / ▲ indicates significantly lower / higher than 2023. ↑ / ↓ indicates increase / decrease in rank since 2023.

Number of wellbeing actions taken

Average number of wellbeing actions taken in the last 2 weeks

5.4 ▲

Compared to
4.7
in 2023

Group differences

Pasifika workers do fewer wellbeing-enhancing activities (4.3 ▼) than other ethnicities.

Owners do more wellbeing-enhancing activities (6.1 ▲) than other roles.

▼ / ▲ Significantly lower / higher than 2024 total

Impact of wellbeing behaviours

Similar to what was seen in 2023, across the board, those who frequently perform wellbeing enhancing actions have more positive outcomes. Likewise, performing less than 3 or no wellbeing actions results in worse wellbeing & life satisfaction, as well as higher stress & loneliness.

Wellbeing metrics by number of wellbeing enhancing behaviours

	WHO-5 score	High life satisfaction	Stressed most / all of the time	Lonely most / all of the time
<i>Overall</i>	16.4	79%	23%	7%
0-3 actions	14.6 ▼	68% ▼	32% ▲	11% ▲
4-6 actions	16.0	83%	24%	8%
7-12 actions	18.3 ▲	88% ▲	14% ▼	2% ▼

WB1: Which of the following have you done in the last two weeks?

Base: Total sample (2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'. ▼ / ▲ indicates significantly lower / higher than total.

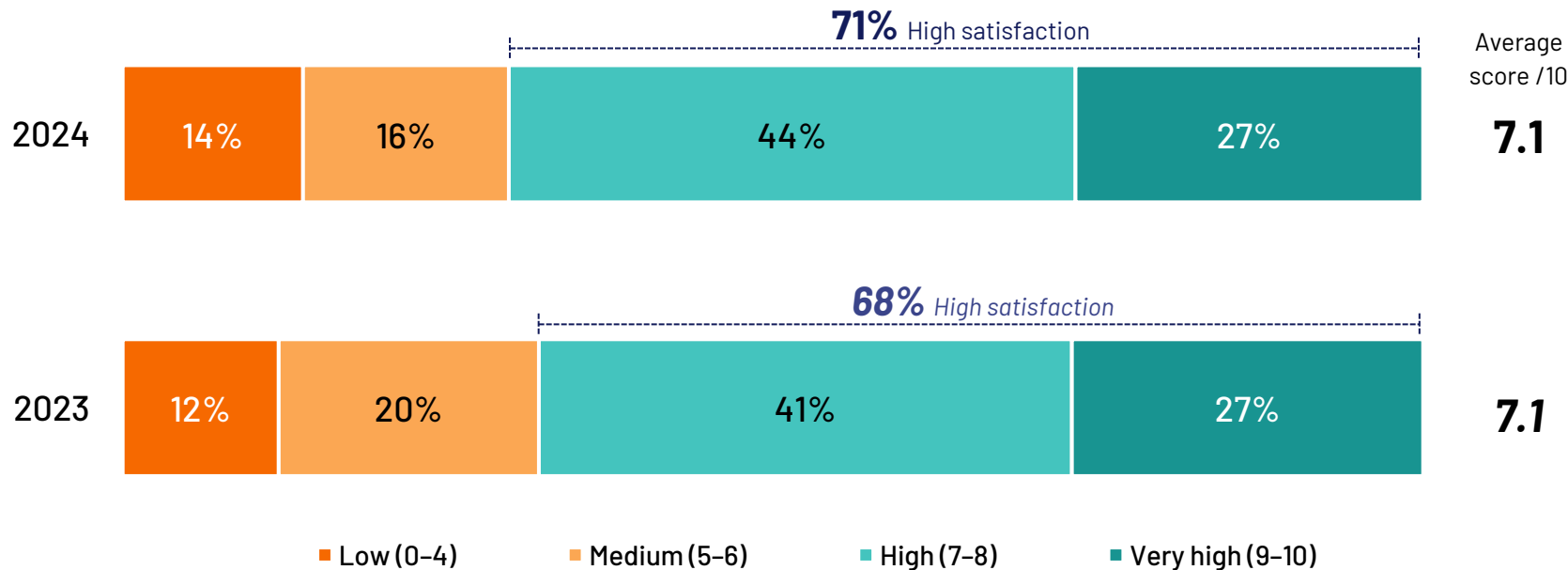
WORKING IN CONSTRUCTION



Job satisfaction

Job satisfaction among residential construction workers has seen a slight increase since 2023, though there have been no significant changes. However, there has also been a small increase in the percentage of respondents who have low satisfaction.

Satisfaction with current job



Group differences

Female workers report a lower job satisfaction (6.8 ▼)

▼ Significantly lower than 2024 total

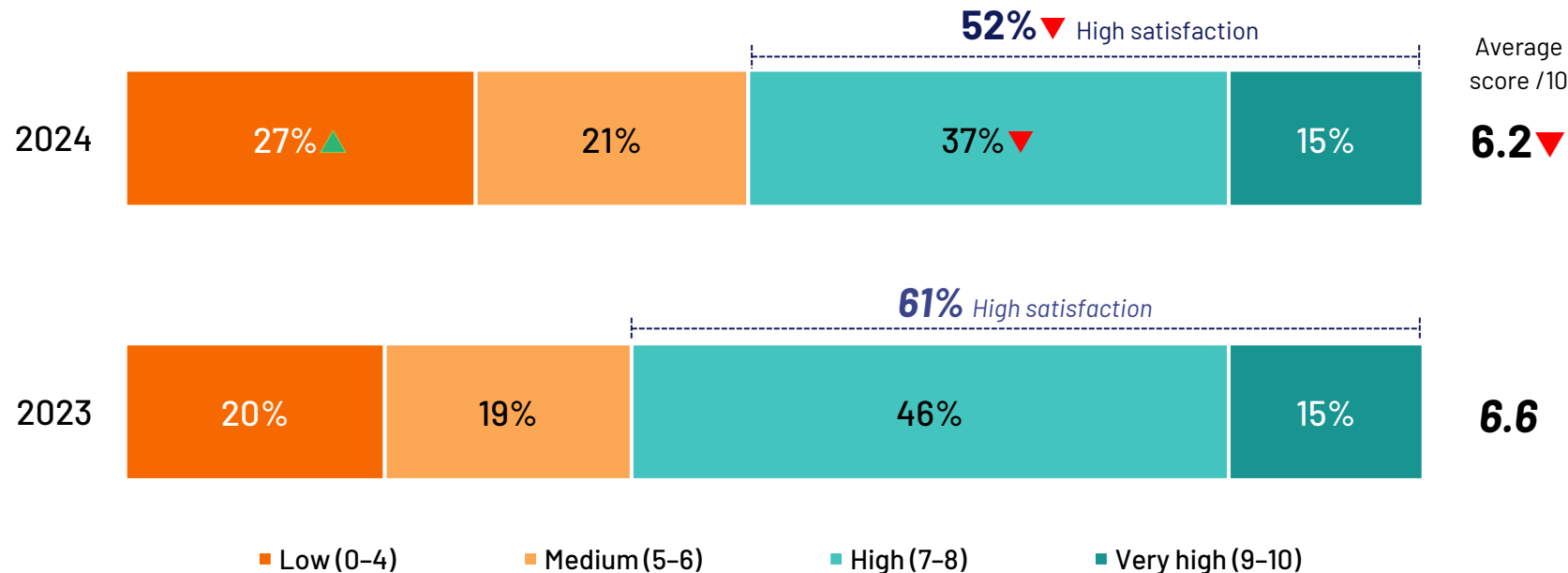
WW1: How satisfied or dissatisfied are you with your current job overall?

Base: Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'. **Note:** Numbers on the chart may not add up to 100% due to rounding.

Work-life balance

There has been a significant increase in those reporting a low satisfaction with their work-life balance. This has driven the average score for work-life balance satisfaction down to 6.24 out of 10 (from 6.60 in 2023).

Satisfaction with work-life balance



Group differences

Pasifika workers report a significantly lower average score of job satisfaction than total (5.6 ▼), while those of Asian ethnicity report a higher score (6.7 ▲).

Apprentices report a lower average score (5.9 ▼), while managers / supervisors have a significantly higher average score (6.7 ▲).

▼ / ▲ Significantly lower / higher than 2024 total

W6: How satisfied are you with the balance between the time you spend on your paid work and the time you spend on other aspects of your life?

Base: Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'. **Note:** Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than 2023.

Importance of career aspects

Most career aspects have seen an increase in perceived importance since 2023. *Good work-life balance, feeling respected & valued, as well as having a sense of pride in their work, clear expectations & opportunities for development* are seen as the most important career aspects.

Important career aspects

Ranked by NETT high importance (somewhat + very important)



Group differences

Workers aged 18–29 rate *being able to learn new things* (98% ▲), *feeling a sense of pride in their work* (96% ▲), and *having a clear career pathway* (88% ▲) as the most important aspects.

Māori workers rate *having a clear career pathway* (90% ▲), *making / creating things* (86% ▲), and *work that keeps them physically fit* (84% ▲) as the most important.

Pasifika workers rate *doing a job that keeps them physically fit* (93% ▲) and *working with like-minded people* (93% ▲) as the most important aspects.

Apprentices rate *having clear expectations* about what they need to do as one of the most important (96% ▲), while owners rate *having control over when & how much they work* (96% ▲) as the most important.

▲ Significantly higher than 2024 total

WW2: Thinking about work in general, how important are the following for you in a job? **Base:** Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'.

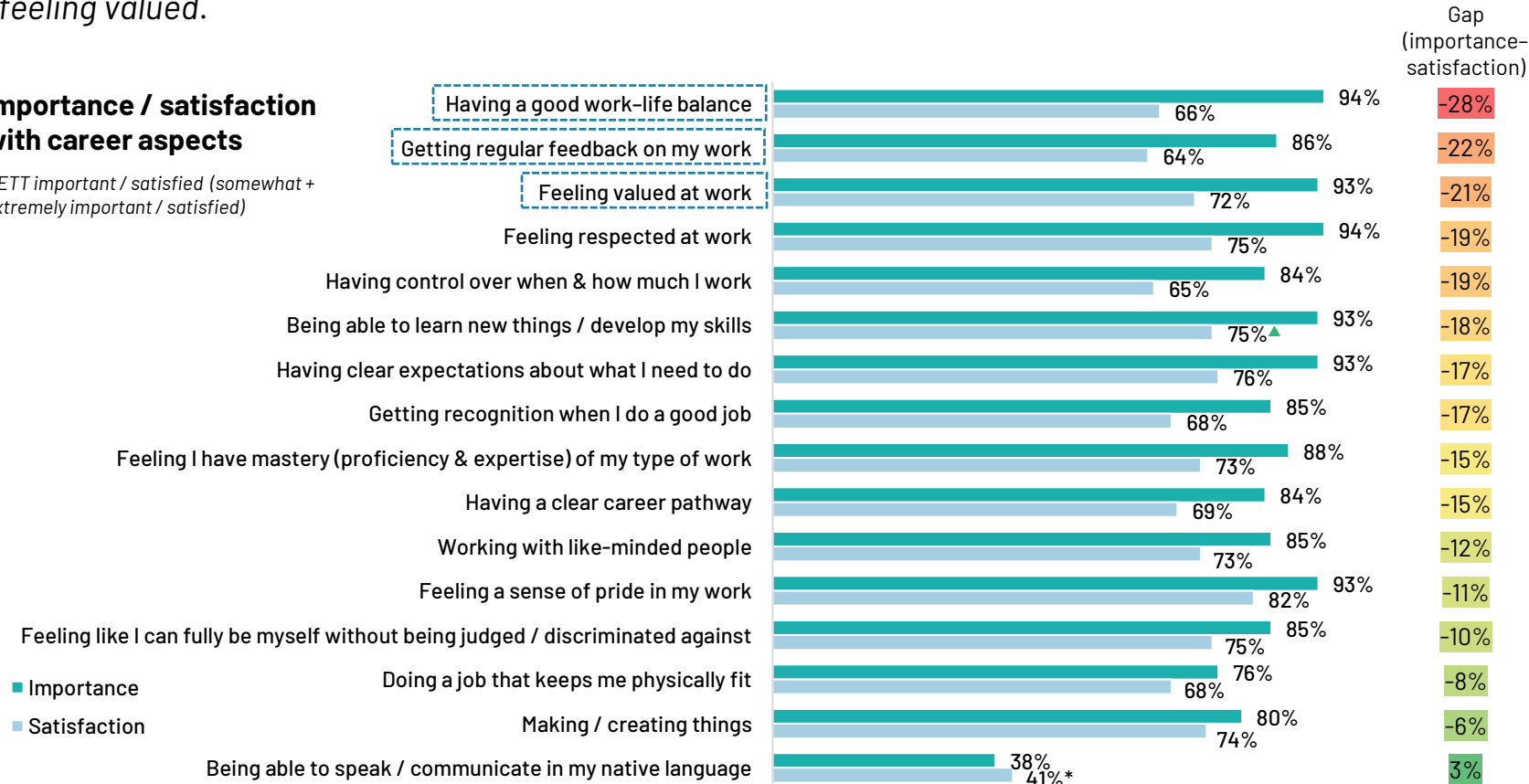
Warning:** low base size (n<100). *Warning:** very low base size (n<10), **indicative results only.** ▼ / ▲ indicates significantly lower / higher than 2023. ↑ / ↓ indicates increase / decrease in rank since 2023.

Importance vs satisfaction with career aspects

Gaps continue to exist between aspects identified as important by residential construction workers & how satisfied they are with them. This is particularly notable around *work-life balance*, *getting regular feedback* & *feeling valued*.

Importance / satisfaction with career aspects

NETT important / satisfied (somewhat + extremely important / satisfied)



Group differences

Female workers are less satisfied with several aspects, such as *having a clear career pathway* (52%▼), *working with like-minded people* (60%▼), *being able to learn new things* (64%▼), and *feeling like they can be themselves without being judged* (66%▼).

Workers aged 18-29 are less satisfied with *feeling respected at work* (69%▼) and *having control over when & how much they work* (57%▼).

Māori workers feel less satisfied with the *control over when & how much they work* (54%▼) and more satisfied with *feeling that they can be themselves without being judged* (81%▲).

▼ / ▲ Significantly lower / higher than 2024 total

WW3: Thinking about your current job, how satisfied are you with the following aspects of your work?

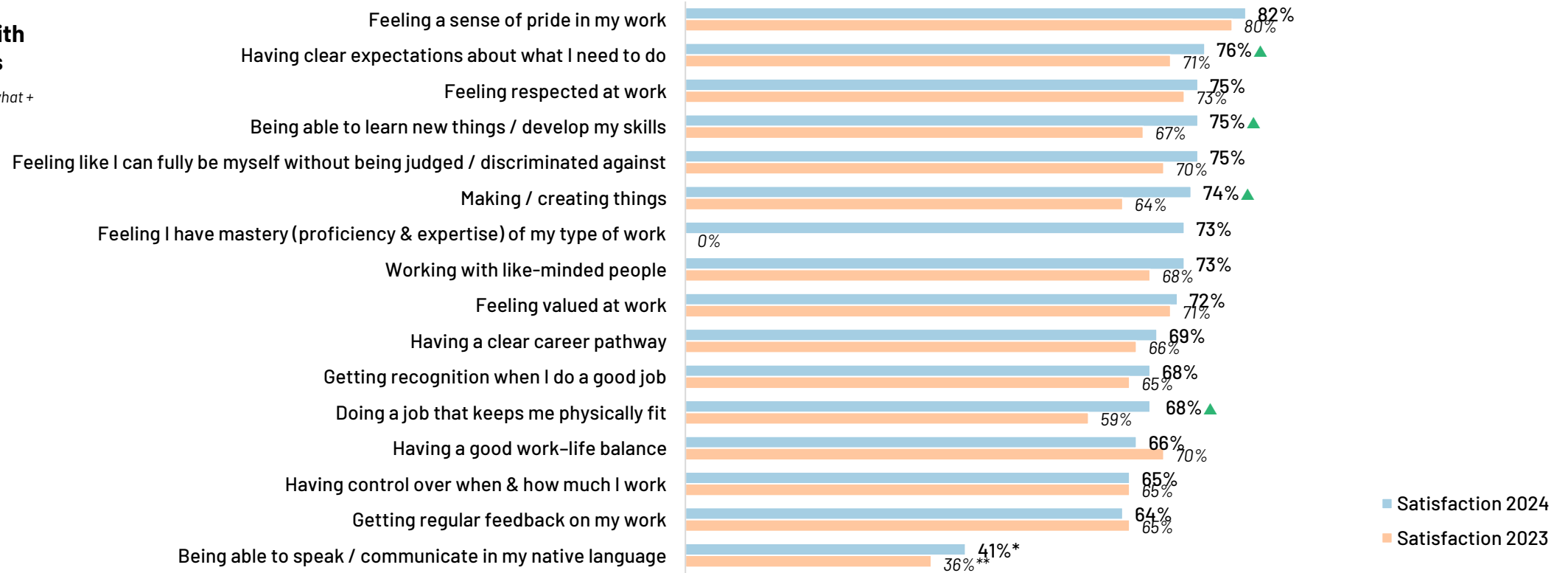
Base: Total sample (2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'. *Warning: low base size (n<100). ▼ / ▲ indicates significantly lower / higher than 2023.

Satisfaction with career aspects

Residential construction workers are more satisfied with most aspects of their careers compared to the previous year, particularly around *having clear expectations, being able to develop new skills & create things & keeping fit*. However, there has been a slight decrease in those reporting satisfaction with their *work-life balance*.

Satisfaction with career aspects

NETT satisfied (somewhat + extremely satisfied)



WW3: Thinking about your current job, how satisfied are you with the following aspects of your work? **Base:** Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'.

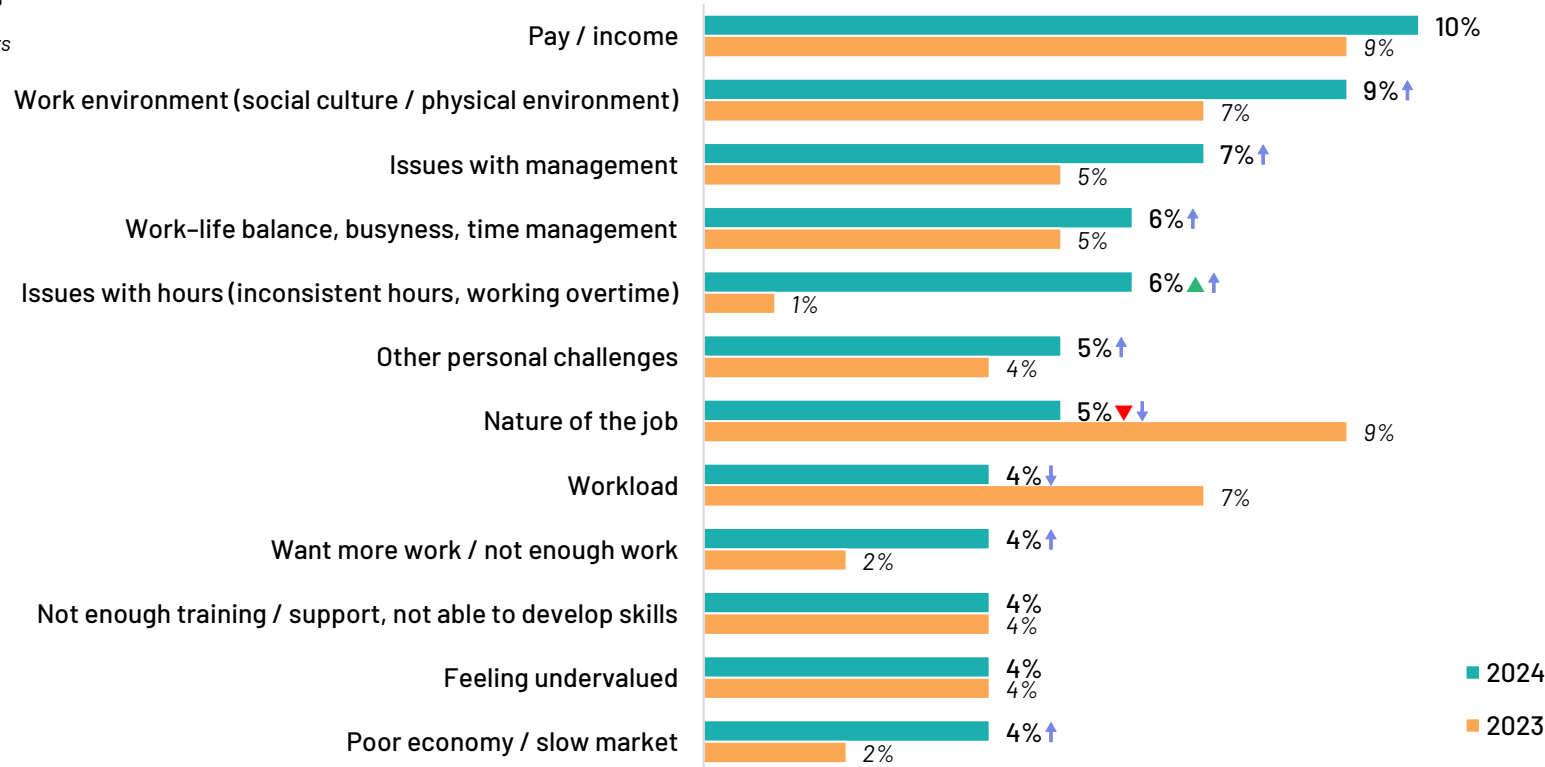
Warning:** low base size (n<100). *Warning:** very low base size (n<10), **indicative results only.** ▼ / ▲ indicates significantly lower / higher than 2023.

Challenges with current job

Pay has remained the most pressing issue for residential construction workers. The second & third most frequently reported issues, *work environment* & *issues with management*, have climbed in ranking since 2023, while *issues with hours* has seen a significant increase; 1 in 5 state they are not facing any challenges.

Job challenges

Coded verbatim answers



None / no challenges:

21%

Group differences

Workers aged 30-49 are more likely to take issue with the work environment (16%* ▲).

Māori workers are more likely to report challenges with the work environment (21%* ▲) and their work-life balance (18%* ▲), while Asian workers are more likely to take issue with pay (20%* ▲).

▲ Significantly higher than 2024 total

*Warning: low base (n<100)

WW4: Thinking about your current job and work, what, if anything, is currently not working well for you? **Base:** Total sample 2023 (n=422), panel respondents only 2024 (n=350). Rebased to exclude 'don't know' and 'prefer not to say'.

▼ / ▲ indicates significantly lower / higher than 2023. ↑ / ↓ indicates increase / decrease in rank since 2023.

Challenges with current job, in their own words...

Pay / income

"Head office is destroying our branch with stupid decisions we have no control over. We have not had pay increases that have kept up with inflation so we are all struggling financially."

"Pay isn't enough to keep on top of the cost of living, so living paycheck to paycheck. Not enough work to keep myself constantly busy."

"Getting paid for work done in a timely manner so bills can be paid."

"I don't earn enough. As a self-employed person everyone gets paid first and we are often left with little profit."

Work environment

"There is a terrible culture, no one really talks about anything other than work and it's frowned upon if you do. We are driven hard for KPIs etc. There is no fun."

"The toxic atmosphere of the staff. So many unhappy employees. Feeling overworked and underpaid."

"Sometimes I feel quite lonely because I am rather introverted, so even during breaks I usually find a small corner to be in."

"The amount of pressure, and working through it even when I'm not feeling well."

Issues with management

"Hitting a ceiling with career progression and not being able to input into the types of projects that I work on. Clash with opinions of management who are quite money over people focused."

"Lack of respect, support, and direction from senior staff, as I work in an all male environment."

"My new manager is not a 'people person' and doesn't promote or give feedback regularly."

"There has been managerial bullying but the organisation swept it under the carpet."

WW4: Thinking about your current job and work, what, if anything, is currently not working well for you?

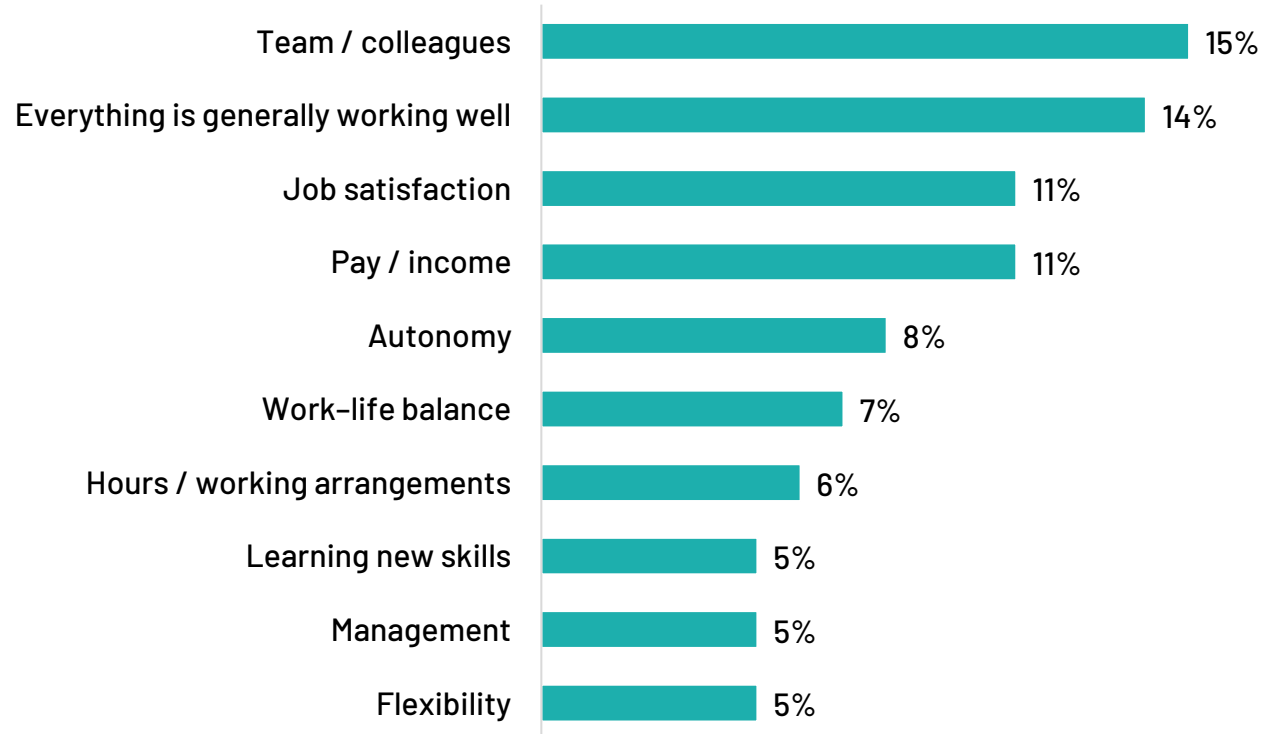
Base: Total sample 2023 (n=422), panel respondents only 2024 (n=350). Rebased to exclude 'don't know' and 'prefer not to say'.

Positive aspects of current job

Relationship with their team / colleagues was most frequently reported as the most positive aspect of the job by residential construction workers. A similar proportion of workers also state that *everything is generally working well*. Interestingly, the proportion of workers who mention their *pay* as a positive is comparable to those who identified *pay* as a challenge.

Job positives

Coded verbatim answers



WW12: And what, if anything, is currently working well for you?

Base: Panel respondents only (n=350). Rebased to exclude 'don't know' and 'prefer not to say'. **Note:** Only responses ≥5% are shown. New question asked in 2024.

Group differences

Female workers are less likely to state that *everything is generally working well* (7% ▼) but more likely to *feel valued* (9% ▲ vs 0% for men).

Older workers (aged 50–69) are more likely to *be happy with their level of autonomy* (16% ▲).

▼ / ▲ Significantly lower / higher than 2024 total

Positive aspects of current job, in their own words...

Team / colleagues

"Good group of work mates, enjoy a lot of the work that I'm doing. There's a clear path forward for me."

"Good people in the company, good culture established from the directors."

"I have an incredible manager and the majority of my team is wonderful to work with. This job has really helped me with lowering my stress."

"The ability to count on (and vent to) a handful of people that I trust and value my efforts."

Job satisfaction

"I do get a sense of satisfaction to see landscapes completed to a good standard."

"I get a good sense of satisfaction in making and creating things that will outlive me, I like working with my hands and being active."

"The sense of accomplishment when things progress on site (visual progress is not possible on every job and I'm grateful)."

"Working well with my team, enjoying my work, happy to have a job at the moment."

Pay / income

"The pay is good, work-life balance, and some of the people I work with."

"Getting paid each week, opportunity for training if required. Stable company therefore good job retention."

"I am paid well for what I do, and have plenty of room to grow in my role."

"My company compensates me well for my efforts."

WW12: And what, if anything, is currently working well for you?

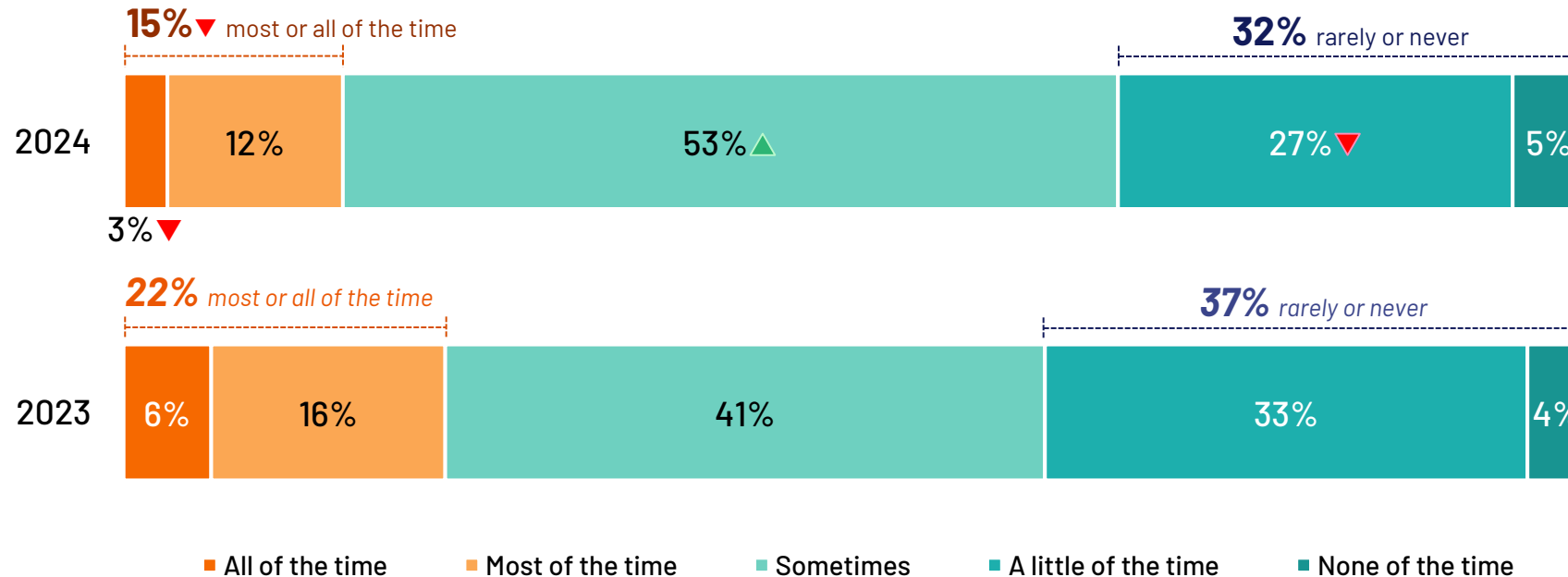
Base: Panel respondents only (n=350). Rebased to exclude 'don't know' and 'prefer not to say'.

KEEPING WELL AT WORK

Stress at the workplace

Compared to 2023, significantly fewer residential construction workers report that they feel stressed at work *most or all of the time*. More than half of respondents report that they feel stressed *sometimes*.

Stress at work in the last 12 months



Group differences

Female workers are less likely to report feeling stressed at work *rarely or never* (20% ▼).

Workers aged 18–29 report that they are *rarely or never* stressed more often than other age groups (37% ▲).

Apprentices also report feeling stressed at work less often, with 39% ▲ stating they *rarely or never* feel stressed.

▼ / ▲ Significantly lower / higher than 2024 total

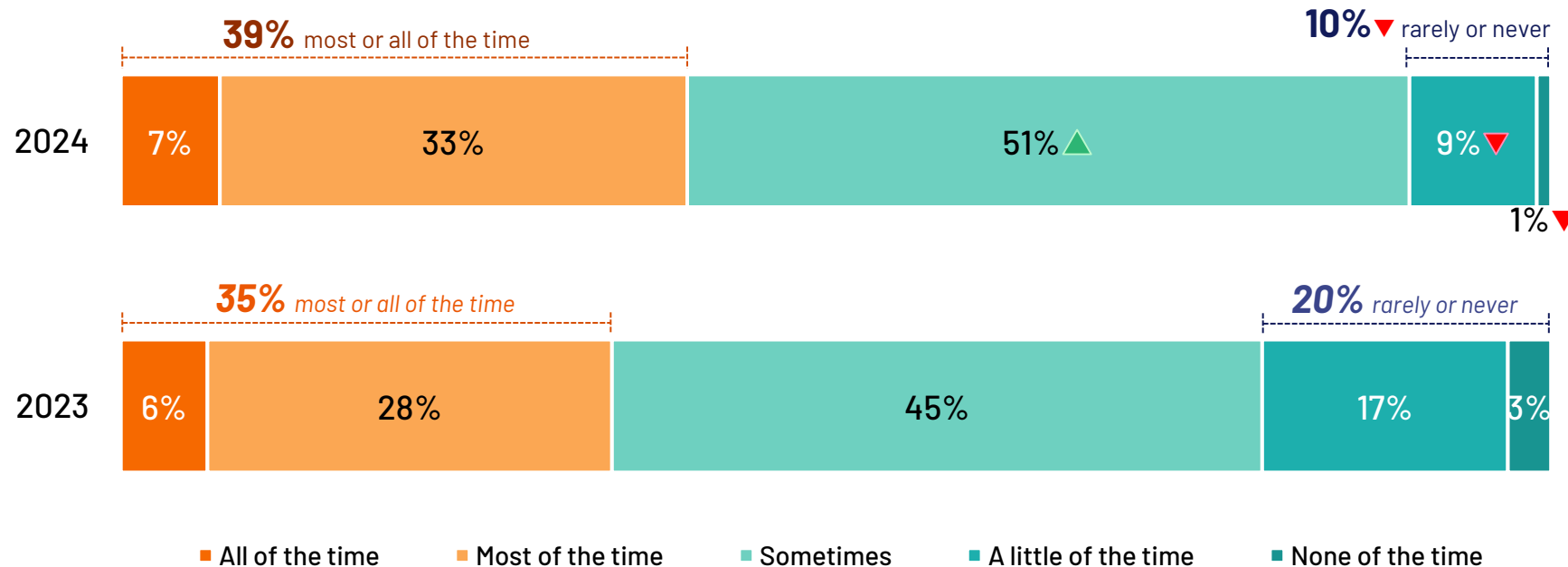
WW10: Which statement below best applies to how often, if ever, over the past 12 months you have experienced stress AT WORK that has had a negative effect on you?

Base: Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'. **Note:** Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than 2023.

Perceived stress in residential construction industry

Compared to their own reported experience, residential construction workers continue to overestimate the amount of stress among those who work in the industry. The perception that people are stressed *most or all of the time* has increased.

Perceived stress in industry



Group differences

Half of female workers believe residential construction workers experience workplace stress *all or most of the time* (50%▲).

Asian workers are more likely to believe that other workers *rarely or never* experience stress at work (26%▲), while Māori workers are more likely to state other workers experience stress *all of the time* (13%▲).

▲ Significantly higher than 2024 total

WW11: Now thinking about the residential construction industry in general over the last 12 months, how often, in general do you think people who work in residential construction experience stress AT WORK that has a negative effect on them?

Base: Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'. **Note:** Numbers on the chart may not add up to 100% due to rounding. ▼/▲ indicates significantly lower / higher than 2023.

Impact of role on wellbeing

Generally, workers in managerial / supervisory roles tend to report better wellbeing & this has remained the case in 2024. Notably, workers across all role types have reported an overall increase in wellbeing & despite their reporting the lowest wellbeing score comparatively, the wellbeing of workers / team members has seen a significant increase in 2024.

WHO-5 wellbeing score by role

	Total	Owner (n=78)	Manager / supervisor (n=222)	Worker / team member (n=294)	Apprentice (n=528)
2024	16.4▲	16.1	17.0	15.9▲	16.6
2023	15.5	16.0	16.3	14.2	15.6*

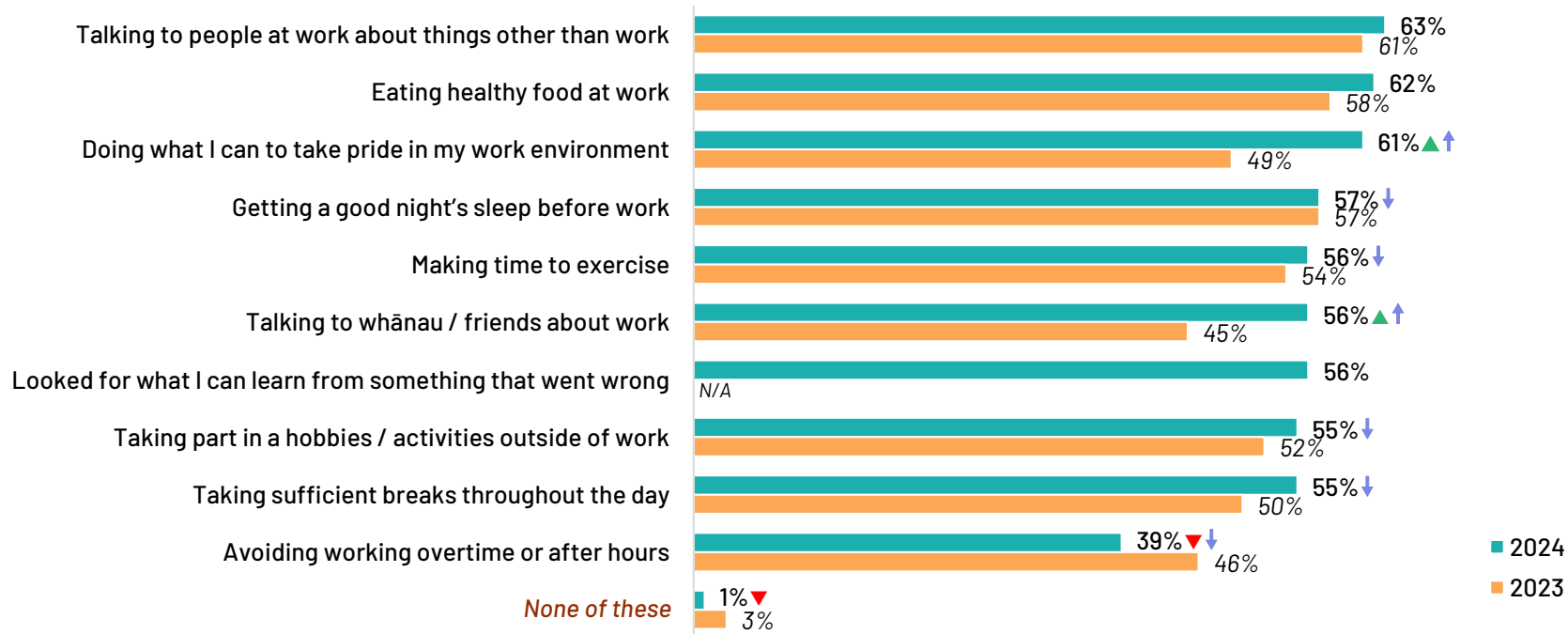
WBI: Which of the following have you done in the last two weeks?

Base: Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'. ▼ / ▲ indicates significantly lower / higher than 2023. ***Warning:** very low base size, **indicative results only** (n<50).

Positive actions in the workplace

On average, residential construction workers do 5–6 of the below positive actions at work in a fortnight. Much like wellbeing behaviours performed outside of work, *interacting with others & eating healthy* are some of the most frequently reported actions. Notably, since 2023 there has been a significant increase in *talking to whānau / friends about work & doing what I can to take pride in my work*.

Positive actions at work in the last 2 weeks



WW9: Which, if any, of the following, have you done over the last two weeks?

Base: Total sample (2023: n=422, 2024: n=1,122). Rebased to exclude 'don't know' and 'prefer not to say'. ▼ / ▲ indicates significantly lower / higher than 2023. ↑ / ↓ indicates increase / decrease in rank since 2023.

Number of positive actions at work

Average number of wellbeing actions taken in the last two weeks

5.6 ▲

Compared to

4.7

in 2023

Group differences

Pasifika (4.8 ▼) and Asian (5.1 ▼) workers do fewer activities compared to residential construction workers overall

▼ Significantly lower than 2024 total

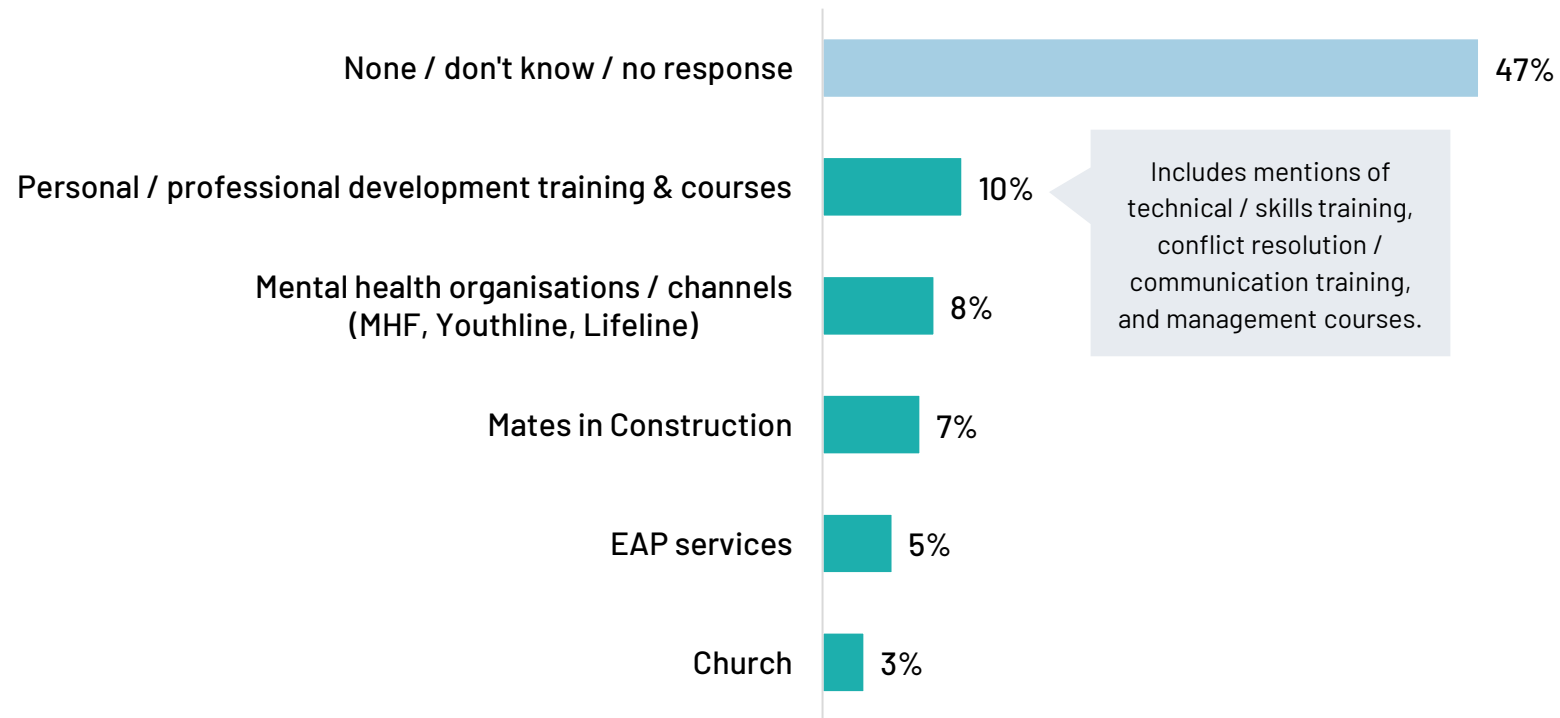
LIVE WELL, BUILD WELL



Unprompted awareness of programmes or courses

Most respondents could not name any mental fitness programmes, courses, or groups. Those who were aware tended to point more towards general support services or courses rather than specific programmes.

Top-of-mind wellbeing programmes or courses



WPI: Thinking about programmes, groups, or courses that can help you be a better worker, a better person or have better approaches to life, what programmes do you know of?

Base: Panel respondents only (n=350). **Note:** New question asked in 2024.

Prompted awareness of *Live Well, Build Well*

Around a third of residential construction workers[^] indicated that they have at least heard of *Live Well, Build Well*. This represents approximately 52,000 people when calculated against the total number of residential construction workers in New Zealand^{^^}.

Heard of *Live Well, Build Well*

69%

Have not heard of *Live Well Build Well*



■ I have not heard of it
 ■ I have heard of it but know almost nothing about it
 ■ I know a little about it
 ■ I know it somewhat well
 ■ I know it well

Group differences

Workers aged 18–29 are more likely to *know at least a little bit* about the programme (26%*▲), while those aged 50–69 are more likely to *have never heard of it* (82%*▲).

Māori respondents are less likely to *have never heard of the programme* (45%*▼) but more likely to *have heard of it but know almost nothing about it* (29%*▲).

Workers / team members are most likely to *have never heard of the programme* (78%▲), while managers / supervisors are less likely to state this (58%▼).

▼ / ▲ Significantly lower / higher than 2024 total

WP2: Before starting this survey, which of the following best describes your awareness of Live Well, Build Well?

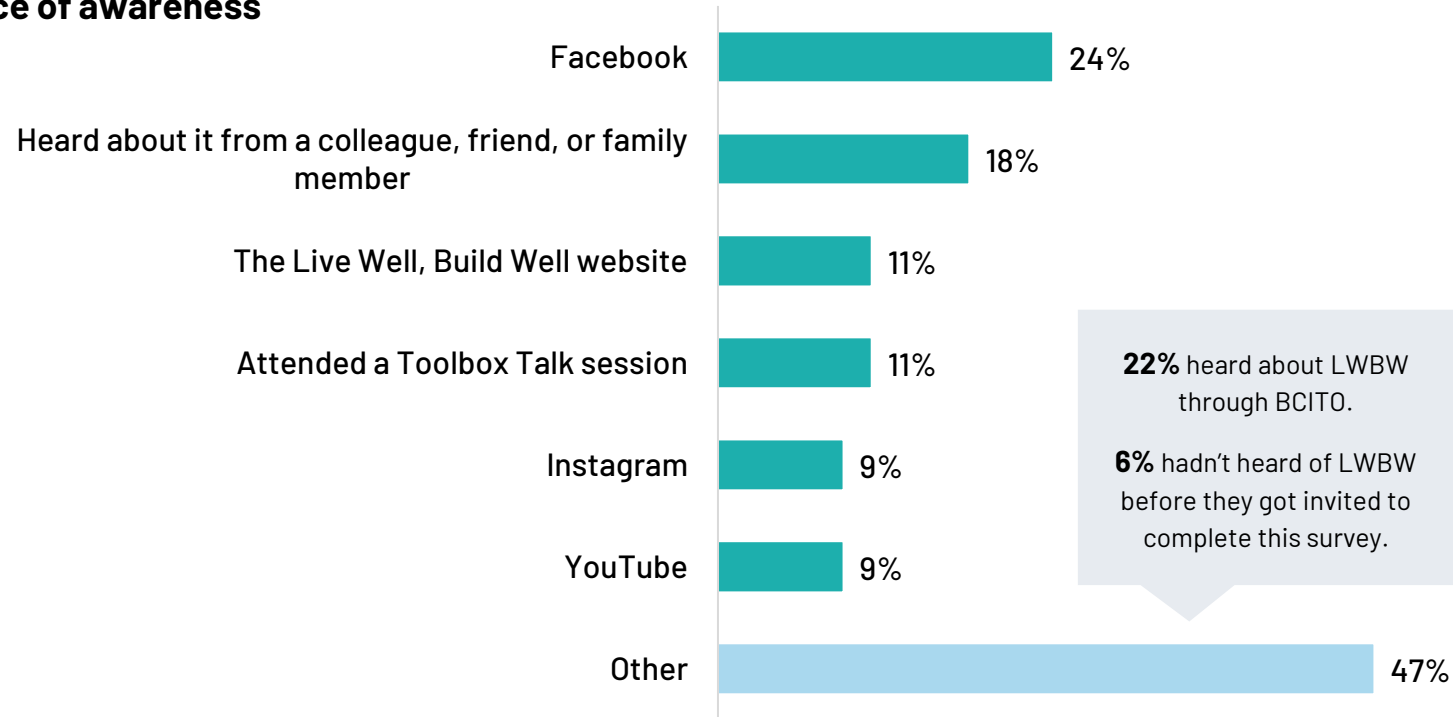
Base: Panel respondents only (n=350). **Note:** New question asked in 2024. **Disclaimer:** this question was not asked of workers invited to the survey via the open link distributed through partner sector organisations.

^^Source: Statistics New Zealand residential construction population (2023) ***Warning:** low base size (n<100).

Source of awareness of *Live Well, Build Well*

A quarter of respondents know of *Live Well, Build Well* via *Facebook*, while nearly one fifth heard of it through *word of mouth*.

Source of awareness



Group differences

Workers aged 18–29 are most likely to have heard of *Live Well, Build Well* via *Instagram* (15% ▲) and less via *YouTube* (6% ▼).

Māori respondents are less likely to have heard of the programme via a *colleague, friend, or family* (10% ▼).

Managers / supervisors are more likely to have discovered the programme via social media channels: *Facebook* (35% ▲), *YouTube* (20% ▲), and *Instagram* (17% ▲).

▼ / ▲ Significantly lower / higher than 2024 total

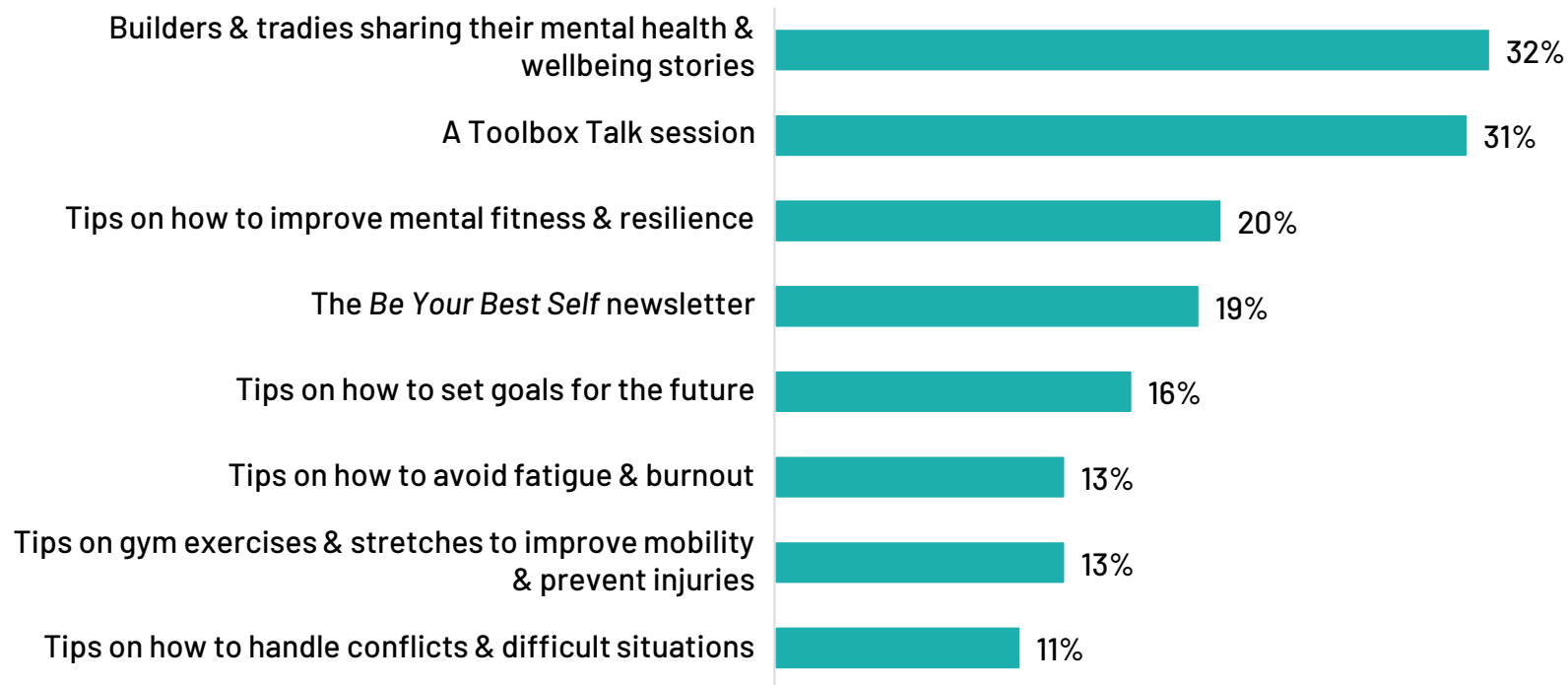
WP3: In which of the following ways have you seen or heard about *Live Well, Build Well*?

Base: Panel respondents who have heard of *Live Well Build Well* and respondents via open link (n=892). **Note:** New question asked in 2024.

Live Well, Build Well tips and materials

Close to a third of respondents aware of *Live Well, Build Well* have seen the *mental health & wellbeing stories* shared by other builders & tradies or attended a *Toolbox Talk* session.

Tips, materials, or other methods of engagement



WP4: Which of the following, if any, have you seen from Live Well, Build Well?

Base: Panel respondents who have heard of Live Well Build Well and respondents via open link (n=892). **Note:** New question asked in 2024.

Group differences

Workers aged 50–69 are more likely to have seen *wellbeing stories* shared by other builders & tradies (49% ▲).

Māori workers are more likely to have attended a *Toolbox Talk* session (40% ▲) but are less likely to have seen *tips on improving mental fitness & resilience* (12% ▼).

Workers / team members are more likely to have seen *tips on improving mental fitness & resilience* (27% ▲), while apprentices are less likely to have seen *tips on improving mental fitness & resilience* (14% ▼), *tips on how to set goals for the future* (10% ▼), and *tips on how to avoid fatigue & burnout* (9% ▼).

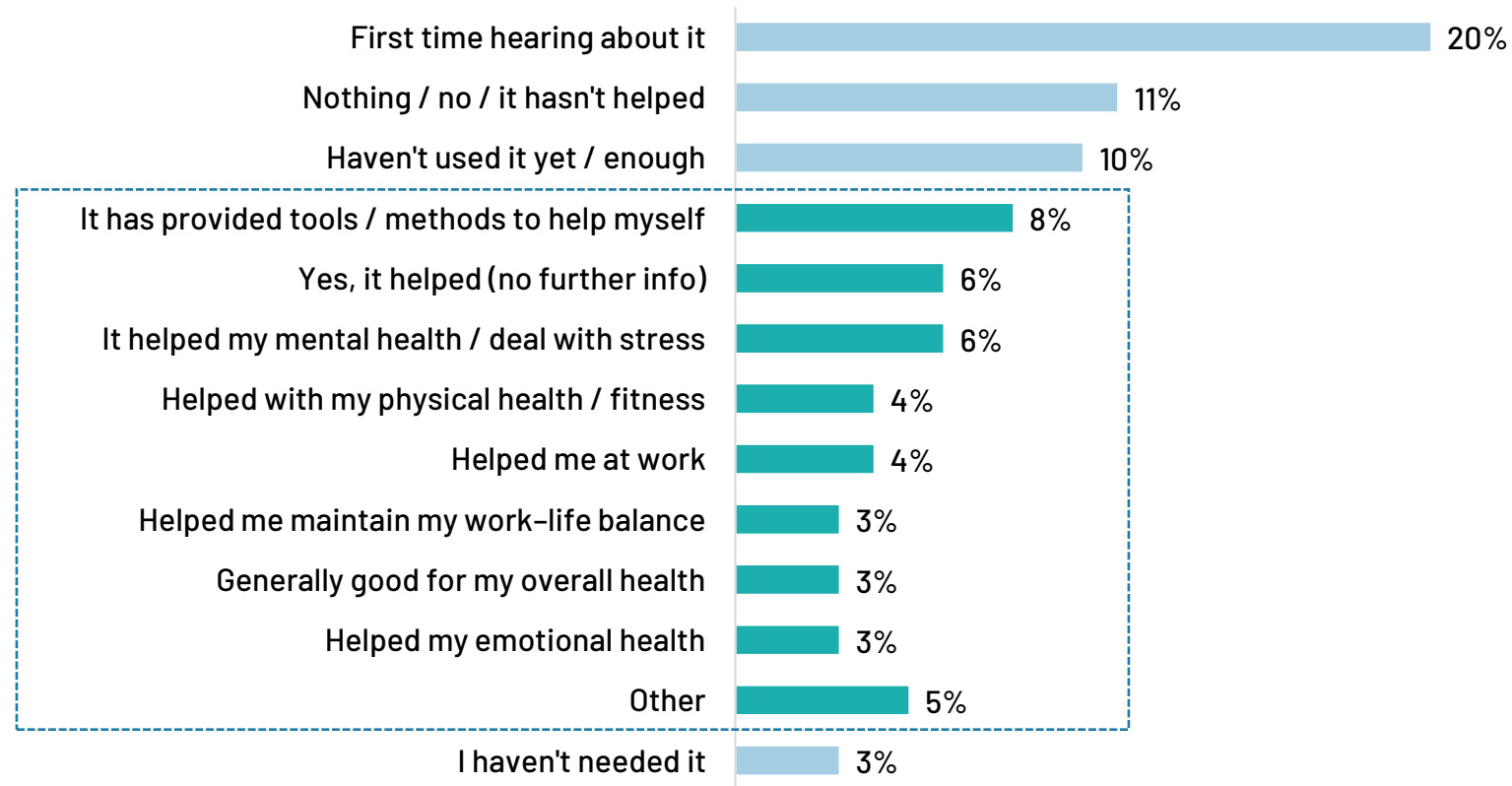
▼ / ▲ Significantly lower / higher than 2024 total

How the programme has aided mental fitness

While around a third haven't actively engaged with the programme, those who state that *Live Well, Build Well* has helped them most frequently cited that it has provided them with *tools / methods to help themselves & deal with stress*.

Impacts of programme

Coded verbatim answers



WP5: And how, if anything, has Live Well, Build Well helped you improve your level of mental fitness?

Base: Coded responses from panel respondents who have heard of Live Well Build Well and respondents via open link (n=350). **Note:** New question asked in 2024. Only responses ≥3% are shown.

How the LWBW has aided mental fitness, in their own words...

Tools / methods to help myself

"Taught me to be disciplined and if I keep up the good healthy routine I am able to feel a lot happier about life."

"Taught me how to set future goals that I can accomplish and what I can do to do that."

"I've managed to talk and debrief more openly having had some tips from Live Well [Build Well]."

"Has given me a big boost and making me want to learn more and more everyday showing leadership."

"Just to have options on changing how I have been doing things."

Help with mental health / dealing with stress

"Making sure to zone in on what I am doing to forget and leave all the negativity and to focus on myself and my work."

"Keeps me mindful on ways I can help myself to prevent stressful times, and how to deal with stressful situations should they arise."

"I feel like I can always count on these guys, as they can be very helpful in many ways for support systems of getting me through stress/the undergoing constant battle of mental health that can be happening on a construction site as tradies go through a lot."

"Great to be part of the Toolbox Talk and think about mental fitness in a different way."

"Taught me the tools to be able to deal with stress related problems."

WP5: And how, if anything, has Live Well, Build Well helped you improve your level of mental fitness?

Base: Panel respondents who have heard of Live Well Build Well and respondents via open link (n=350). **Note:** New question asked in 2024. Only responses ≥3% are shown.

Impact of positive actions in the workplace

Better awareness of *Live Well, Build Well* tends to correlate with higher wellbeing scores & higher life satisfaction.

<i>Panel respondents only</i>	WHO-5 score	High life satisfaction	Stressed most / all of the time	Lonely most / all of the time
Overall	15.8	79%	22%	7%
I have not heard of it (n=230)	15.1 ▼	77%	30%	10%
Know almost nothing / very little (NET) (n=103)	17.3 ▲	80%	27%	8%
Know somewhat well / very well (NET) (n=17)	19.7*	88%*	69%*	38%*

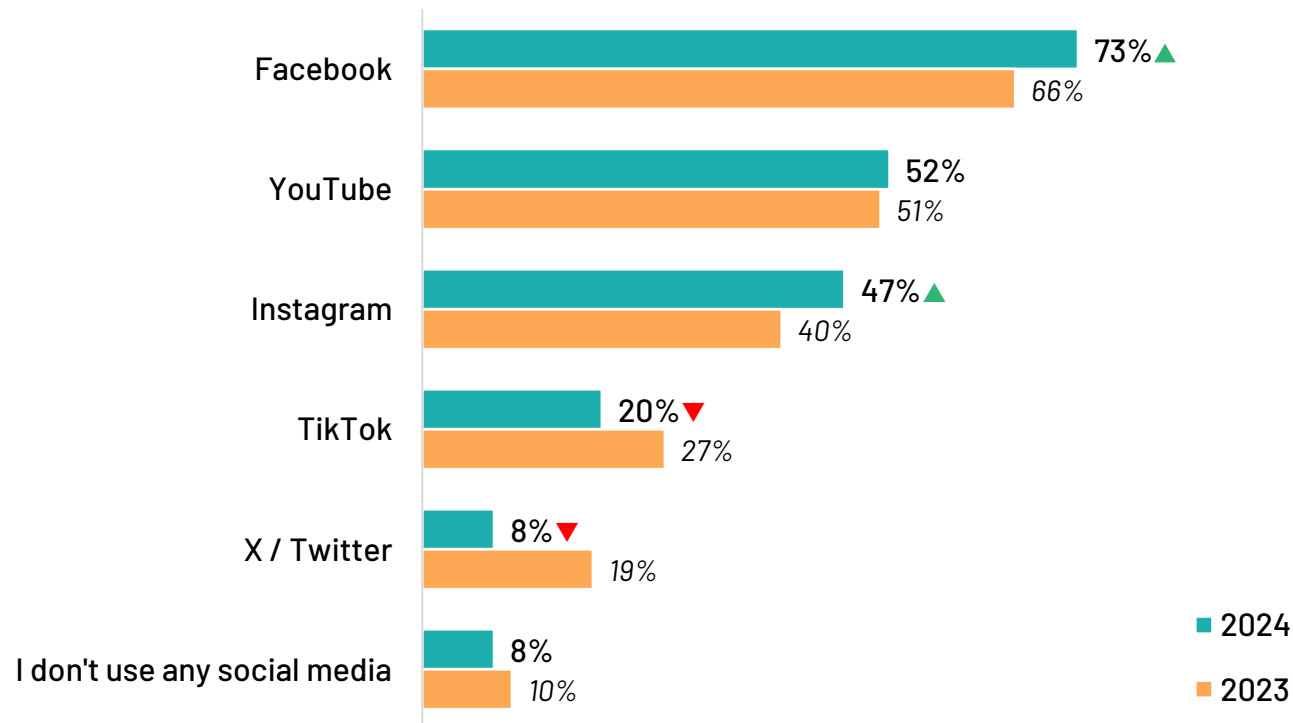
WP2: Before starting this survey, which of the following best describes your awareness of Live Well, Build Well? **Base:** Panel respondents only (n=350). Rebased to exclude 'don't know' and 'prefer not to say'.

Note: New question asked in 2024. ▼ / ▲ indicates significantly lower / higher than total. ***Warning:** very low base size (n<50), **indicative results only.**

Social media usage

Usage of Facebook & Instagram among residential construction workers has seen a significant rise since 2023, while usage of TikTok & X / Twitter has dropped.

Social media use



SM1: Which of the following social media platforms do you regularly use?

Base: Total sample (2023: n=422, 2024: n=1,122). ***Warning:** low base size (n<100).

Group differences

Women are more likely to use *Facebook* (82%▲) and *Instagram* (58%▲), and less likely to use *YouTube* (33%▼).

Workers aged 18–29 are more likely to use *Instagram* (73%▲) and *TikTok* (38%▲).

Owners, most likely due to their age, are less likely to use *Instagram* (29%*▼), *TikTok* (10%*▼), or *X / Twitter* (1%*▼).

Workers / team members are less likely to use *Facebook* (66%▼), while apprentices are more likely to be on *Instagram* (60%▲).

▼ / ▲ Significantly lower / higher than 2024 total

NGĀ MIHI

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