

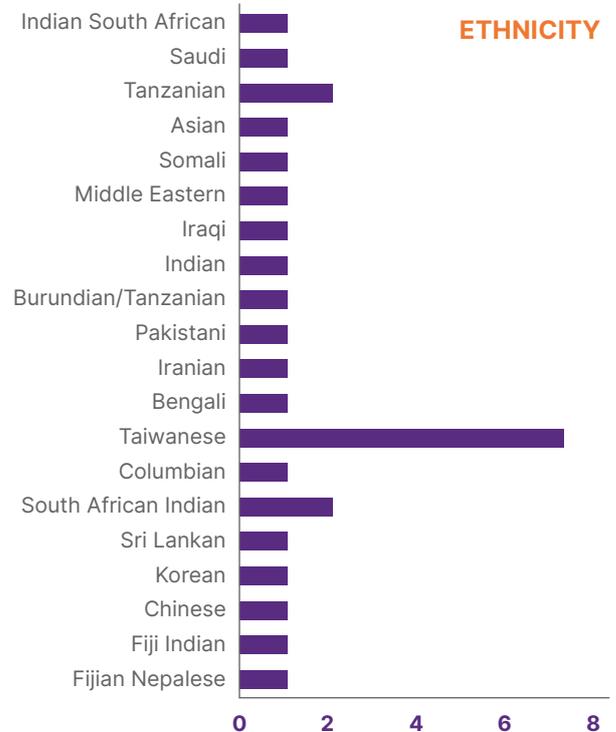
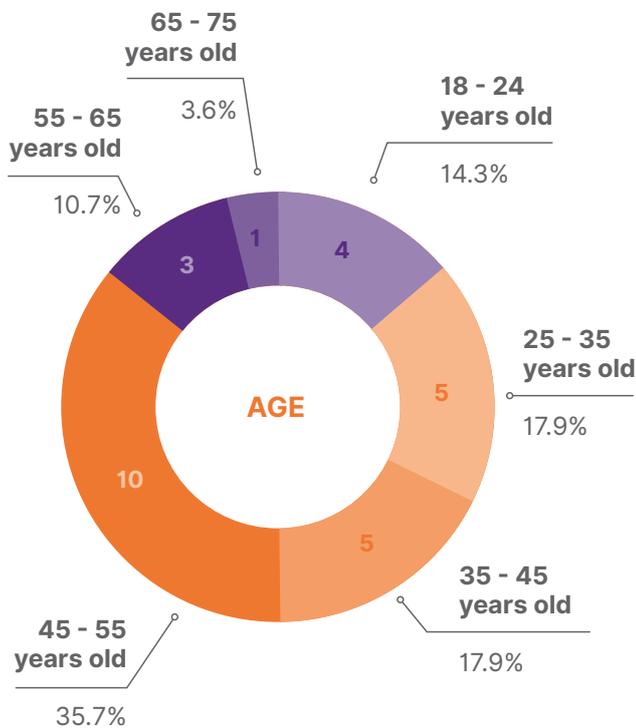
Women's Employment Action Plan Community Engagement Hui With Ethnic Migrant Women

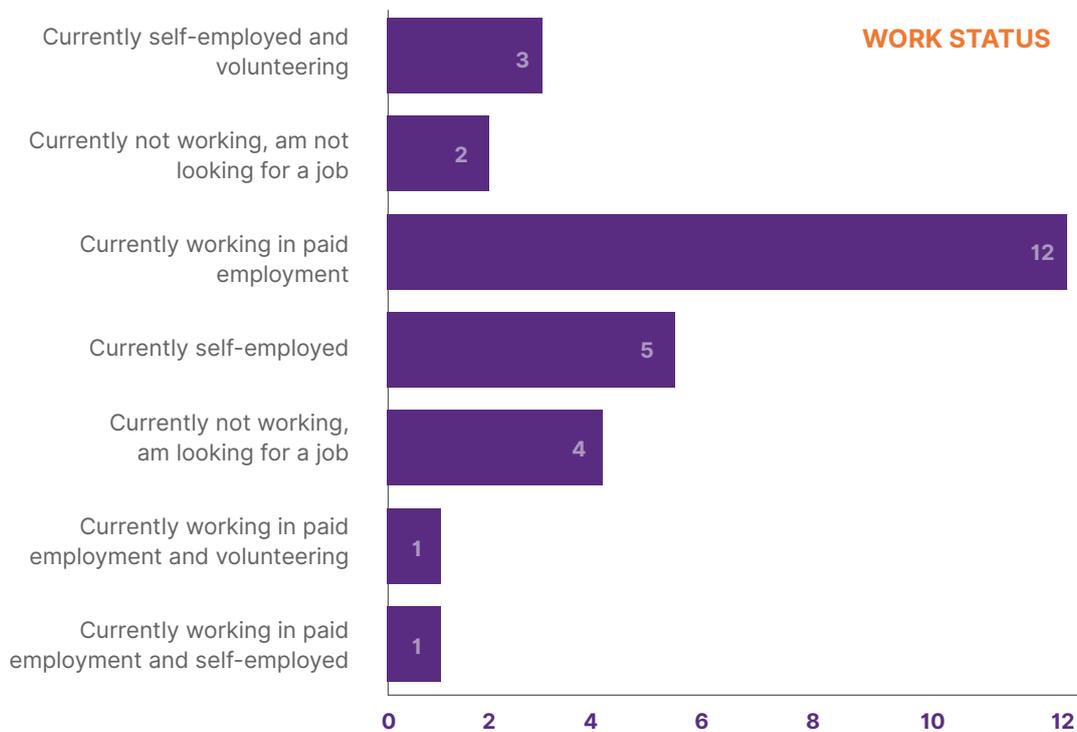
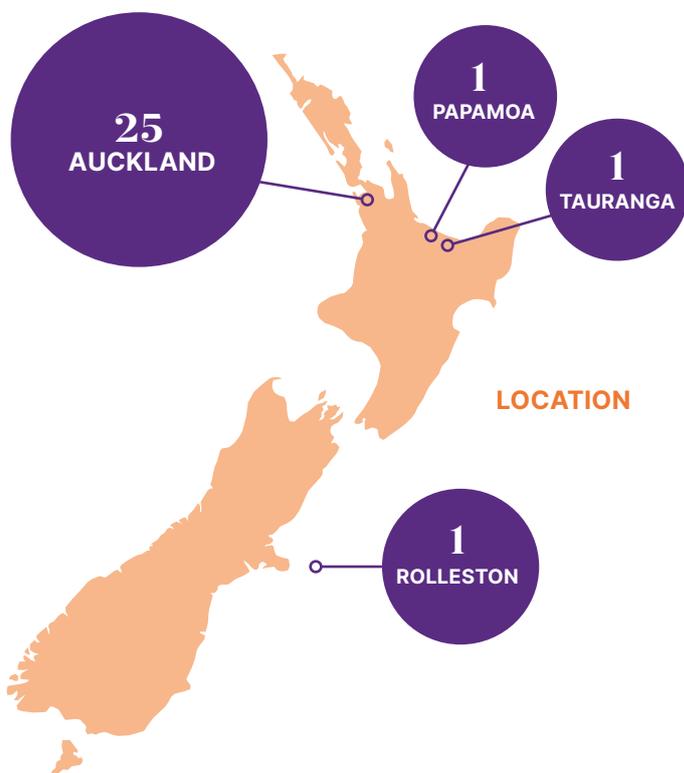
Hosted by Iti Rearea Collective & Ministry For Women, Sat 19 February 2022



SNAPSHOT OF PARTICIPANTS

28 women from a diverse mix of age, ethnicity and work status attended the hui. Below is a snapshot of the group.





What does employment success look like?	
Having a paid stable job, financial independence and utilising potential	"Just finding a job" "Being paid for my expertise and skills" "Being in permanent employment" "Being in a role that enables me to fully express my talent, potential and one that is in line with my aspirations" "Being able to support my family" "Achieving a reasonable level of financial stability, be fulfilled with life and career, to be happy with the money that we receive and in our workplace, unfortunately not alot of us have this"
Market rate remuneration and recognition	"Pay is relevant to the experience, knowledge and skills" "Respect and recognition for our work" "Being recognised for my contribution to the workplace" "Qualifications, prior learning, life-long experience to be recognised for access, progress and success in employment"
Doing meaningful work	"Meaningful work that can help others" "Meet the needs of the community through its work" "Use my ideas and talent and interest at work"
Cultural Competency, Diversity & Inclusion in the Workplace	"Culturally safe environment" "Culturally capable and safe leaders/ managers" "Diversity and inclusion at all levels" "Workplaces not being centred around whiteness"
Equal Opportunities	"Equal opportunities for everyone" "Have equitable access to opportunity (professional development and promotion)" "No assumptions with gender roles"

What does employment success look like? cont.	
Professional Development & Promotional Pathways	<p>"Opportunity for growth"</p> <p>"Opportunity to learn new skills"</p> <p>"Good, reliable pathway to promotion and better income"</p> <p>"Ability to grow with the profession and have the confidence and support from employer to do so"</p> <p>"Having a progressive work environment"</p>
Good relationships & supportive team	<p>"Spending time on whanaungatanga build the relationship and trust before work started"</p> <p>"Able to learn from other and share with other to build each other"</p> <p>"Having a mentor at work who looks after your interests"</p> <p>"Supportive team which is open to understanding, embracing and celebrating diverse cultures"</p> <p>"Plenty of discussion rather than one person lead and just follow"</p>
Respect, value & self confidence	<p>"Be valued and taken seriously as a professional"</p> <p>"Able to be myself and not compromise my beliefs"</p> <p>"Respect and no demeaning at institution / organisations"</p> <p>"Being welcomed and represented in entrepreneur and startup spaces"</p> <p>"Having the confidence and support to be self-employed"</p> <p>"Having opportunities to share our culture and exchange knowledge in the workplace"</p> <p>"Work environment being culturally sensitive, I should be given an opportunity to grow in the role and for top positions"</p>
Work flexibility	<p>"As a mom, to be able to have some days that I can work from home"</p> <p>"Inclusive of women who have families they need to take care of"</p> <p>"Stability, work-life balance"</p>

Employment Challenges	
<p>Discrimination, bias and inequality (gender, ethnicity, religion, disability, age)</p>	<p>"I am highly qualified (both NZ and overseas) but I struggle to get work. I get 2-3 rejection letters a day. I am a single mum with a disability"</p> <p>"Mindset change is highly needed towards positive leadership, inclusion and acceptance for women and taking the male/ white superiority complex away within society"</p> <p>"Why is it so hard to close the gender pay gap? There is nothing that justifies it. It is a clear discrimination based solely on gender while organisations claim they are equal, inclusive, and diverse!"</p> <p>"Jobs are not often afforded to indigenous, brown and black bodies"</p> <p>"Women of colour get pitted against each other because there are such limited opportunities for employment and work progression"</p> <p>"Ethnicity shouldn't even be a factor. Need mindset change. ALL women should be supported to thrive ."</p> <p>"The EEO policy needs to be redressed, as in my experience it has in many ways camouflaged companies and government departments from employing ethnic people as it is based on so called your qualification."</p>
<p>Lack of New Zealand qualifications, work experience and social networks</p>	<p>"I faced many rejections with no local experience"</p> <p>"Must be native English speaking, must have NZ experience which is not possible unless you are given an opportunity"</p> <p>"It's a vicious circle! No NZ work experience but how do we get experience if we don't get a job?"</p> <p>"I am new to job searching in NZ. I need referees but I don't know anyone in NZ"</p> <p>"Not knowing people in the relevant industry"</p> <p>"Having local experience is not an option when you are new to NZ. That shouldn't be a criteria to be successful in job search."</p>

Employment Challenges cont.	
Lack of transparency and inequity in recruitment process	<p>"Usually there is already a potential candidate they have earmarked but as the requirement is to go through their EEO or internal policies this is advertised and does waste other candidates time and efforts."</p> <p>"Another difficulty that I have experienced is that workplaces already have people earmarked for jobs. When we apply for these it is a futile exercise. We are never going to get those jobs."</p> <p>"I have walked into interviews and put my best foot forward only to find out that I was never in the running. This can profoundly impact our sense of trust in this process."</p>
Language barriers	"Language barriers means women can't show their skill and capability or work at all."
Cultural barriers and lack of cultural competency	<p>"Lack of understanding and respect for people from different cultures and backgrounds"</p> <p>"There is a lack of cultural awareness in Work and Income frontline staff, understanding of other people's values and beliefs"</p> <p>"Our major institutions are monocultural on the whole."</p> <p>"Seen as not the right fit for a role because of your culture"</p>
Gender barriers	<p>"Gender parity, how can this be implemented in the corporate sector?"</p> <p>"How can we break the glass ceiling?"</p>
Lack of drivings skills	"Many jobs require a full drivers licence which can be difficult to get as a new migrant or someone with a disability"
Navigating an unfamiliar system and culture	<p>"Not knowing where to find work, where to access information"</p> <p>"Need to learn to adapt to NZ cultural beliefs and mindsets"</p>

Employment Challenges cont.	
Not having the right to work in NZ	"I am on a spousal visa and don't even have the right to work"
Migrant worker exploitation	"Not knowing our employment rights, as ethnic migrant women we are already vulnerable...some people don't know about migrant exploitation. I've witnessed what's happening in this space and it's harrowing." "Many new migrants are so scared, they can't raise their voice and just remain in the same situation."
Lack of work flexibility	"We need to balance work and family much more than males from our culture"
Lack of self-confidence	"I feel like not I'm not good enough (to start my own business)"

Employment Opportunities	
Networking	"Everyone keeps saying it is not what you know but who you know. So networking is critical. Finding out about jobs through word of mouth." "If external forces don't recognise us, we can recognise ourselves (each other as ethnic women) and network with one another to help each other into jobs."
Volunteering	"Volunteering helped to get me into a paid role." "Volunteering has helped me when I initially didn't have any local work experience. Volunteering also gave me networks, knowledge of how to access resources, and what NZ has to offer to me."
Diversity and Inclusion	"Coming from a diverse community can be an opportunity due to movement towards diversity & inclusion" "Being bilingual can be helpful" "Team culture and inclusive organisational values help at all levels"
Self-employment	"For older women or those with more family commitment who don't have capacity to go to English school or work in a 9-5 job, self-employment could be a viable source of income"

<p>Hire ethnic women</p>	<p>"Those us who are entrepreneurs can hire more ethnic women"</p>
<p>Existing employment services</p>	<p>"There are many existing free programmes and services for people looking for a job, there are CV builders that can help you tailor your CV to the local job market but not many people know these. Eg. Work Connect."</p>

<p>Actions for WEAP</p>	
<p>Recognition of overseas qualifications, skills and work experience</p>	<ul style="list-style-type: none"> • Create a foreign credential recognition programme like Canada • Career website featuring employers who are willing to offer jobs to migrant women to help them gain local work experience
<p>Address systemic discrimination, racism and inequity</p>	<ul style="list-style-type: none"> • The government's Anti-Racism / Social Inclusion Plan with built-in accountability needs to be taken into consideration alongside this WEAP • Ensure fair access to progression and upskilling in the workplace • Make organisations accountable to EEO policy - eg. blind CVs (names not considered on applications) • Accountability for Diversity and Inclusion • Close the gender pay gap • Approaches that build solidarity with the Māori and Pacifica workforce • Incentivise employers to hire for diversity ie. more ethnic women • Provide home-stay experience to overcome language and cultural barriers

Actions for WEAP cont.	
Inclusive networking & sharing information	<ul style="list-style-type: none"> • Have a database of all organisations that are providing employment support • Networking groups or platforms run by the government in collaboration with private sector • Having networking spaces that are accessible and welcoming of migrant women • Provide free workshops for employment seekers - CV writing, job hunting, interviewing, setting up LinkedIn • Services, tools and platforms for getting or finding employment need to be more visible and accessible by new migrants
Good support system for ethnic women wanting to be self-employed	<ul style="list-style-type: none"> • Support migrant-focused entrepreneurship programmes such as Iti Rearea Collective • MSD Flexi Wage support to be more fit-for-purpose for migrant communities • More government funded entrepreneurship programmes such as Te Wananga O Aotearoa • Create business startup spaces that are welcoming and accessible for ethnic women • Create an angel network for ethnic women investors • Create a digital platform to promote ethnic women businesses
Mentoring and promotion	<ul style="list-style-type: none"> • Mentoring system for those who are seeking employment • Mentoring to help support women in the workplace • Mentoring program and paid internships for young women to support career pathway building • Leadership training and development opportunities offered to promote ethnic women into leadership and governance roles • Showcase and celebrate ethnic women in leadership and governance roles and their journey
Promote flexible work conditions	<ul style="list-style-type: none"> • Encourage and incentivise employers to offer flexible work conditions to allow women to work around family commitments

Actions for WEAP cont.	
Greater collaboration across government agencies, with private sector and with ethnic communities	<ul style="list-style-type: none"> • Different government agencies to work better together, more collaboration to assist people into work eg match skilled beneficiaries with jobs in the public sector • WINZ to partner with grassroots organisations to build the career pathway for ethnic women • Community-led employment programme supported by Ministry of Women, WINZ and Ministry for Ethnic Communities • Facilitate opportunities for ethnic migrant women to engage in conversations with large private sector organisations to highlight the challenges that we face and learn how we can support them to hire for diversity
Culturally appropriate and accessible mental health and wellbeing support	<ul style="list-style-type: none"> • Provide culturally appropriate mental health services and support in the workplace and for those seeking employment • Awareness programmes to enable women to recognise when they are experiencing racial trauma and to have ways to process it • Free counselling for new migrants if they can't afford it
Support positive and collaborative action in the community	<ul style="list-style-type: none"> • Focus on legislation and policy level but also grassroot level • Codesign solutions with our ethnic communities collectively • More research targeted to ethnic migrant women • Raise awareness of volunteer opportunities • More women led campaigns, especially partnering with tangata whenua to strengthen the relationship
Safety in the workplace	<ul style="list-style-type: none"> • Educate migrant women on exploitation and what it is, what their rights are • Prevent volunteers from being exploited