

Appendix Three: draft employment actions to support women in the labour market

This section is in draft

The Plan will provide actions to improve labour market outcomes for all women, in particular wāhine Māori, Pacific women and other diverse women. The Plan will bring together current work across government and possible new areas for action that may emerge through engagement, to support women's employment.

The Plan is based on three high level themes:

Women are financially secure

- Women and their family and whānau are economically secure, with greater resilience and wellbeing. Economic shocks have less impact, especially on women marginalised in the labour market. Women are fairly remunerated for the work they do. Structural inequalities in the labour market are aligning with existing mechanisms such as pay equity, fair pay agreements, and addressing the gender pay gap and pay transparency.

The labour market is inclusive

- All women can access sustainable, quality employment and have choices about their education and training, and work that suits the needs of them and their family and whānau, including childcare options and flexible working arrangements. Women have access to finance and mentoring to support their business and career aspirations.

Women are supported to meet their paid and unpaid work commitments (without incurring penalties)

- Barriers that discourage women from participating and thriving in work are removed, including supporting greater sharing of caring responsibilities between partners in the home and increased paid parental leave. Inequalities in the labour market such as the motherhood penalty, and employment gaps are reduced allowing women to move seamlessly between paid and unpaid work.

We have undertaken limited engagement

The actions developed so far are based on limited engagement with:

- the National Advisory Council on the Employment of Women and its partners (Māori Women's Welfare League, PACIFICA, Rural Women New Zealand, National Council of Women New Zealand, YWCA), Global Women, Iti Rearea Collective, Māori Women's Development Inc., and Te Pūkenga Here Tikanga Mahi New Zealand Public Service Association, the International Women's Caucus
- focus groups with Pacific women in South Auckland and Māori women in Gisborne
- agencies responsible for the other six employment action plans and operational agencies, to identify initiatives and programmes already underway, possible new actions and alignment with the Women's Employment Action Plan.

We intend to build on these actions following targeted engagement (November 2021 to February 2022). This targeted engagement will be led by the National Advisory Council on the

Employment of Women (NACEW), together with its partner agencies, and with support from Manatū Wāhine. NACEW provides the Minister for Women with advice on employment issues for women and informs government policy development on employment that aligns with Ministerial priorities. NACEW is well suited to this role because of its extensive sector expertise and networks. The engagement process will:

- prioritise targeted engagement towards groups of women who experience poor labour market outcomes- wāhine Māori, Pacific women and other marginalised groups in the labour market.
- collaborate with other action plan leads to hear women's voices.
- engage through a series of open-ended questions (rather than presenting predetermined actions).

After targeted engagement, the draft Women's Employment Action Plan will be developed, including the key findings from the engagement, actions for women from the other six actions plans and the common themes from across all seven action plans. A final Women's Employment Action Plan will be presented by the Minister for Women for Cabinet consideration in March 2022.

Actions to support women's employment in the other six action plans

Manatū Wāhine has looked across the other six action plans (published and draft) to identify where there are actions in common and where we can collaborate. This will be an on-going process as plans are developed and some enter a public engagement phase. Table One provides an overview of proposed actions to support women across the six other action plans.

There is a need for cross cutting actions across all plans

There are a number of system-wide themes that cut across all seven employment action plans, which address outcomes for all population groups, including women:

- monitoring the successes/outcomes of the actions across the seven plans and reporting to Cabinet on the Employment Strategy
- improved collection and reporting of age and gender disaggregated data by government agencies delivering employment-related service
- improved access to existing training and employment programmes, including careers advice
- review of childcare services and support for parents to enter and remain in training, employment or education.

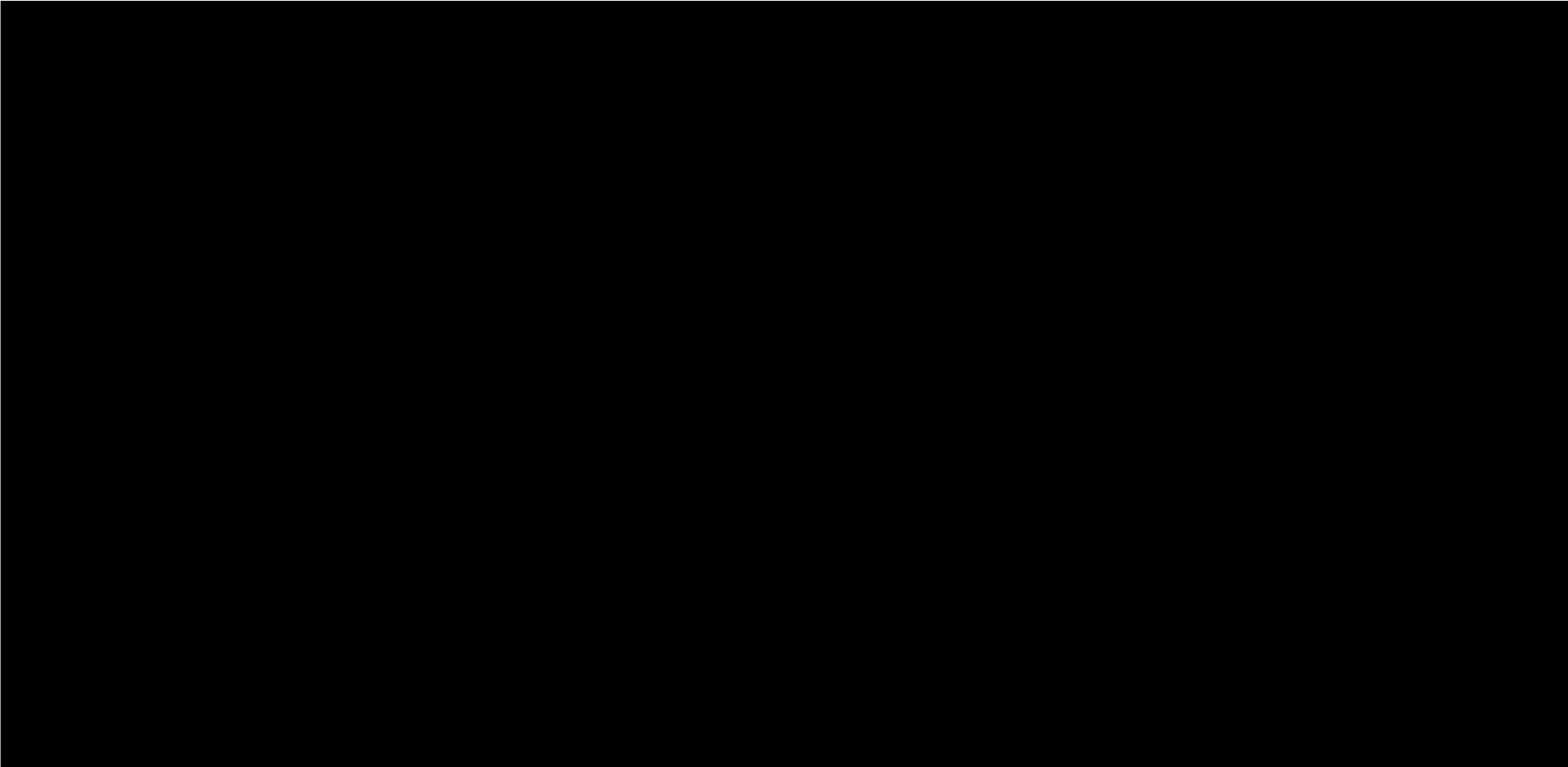
Coordination is important to prioritise action and implement plans. The Ministry of Business, Innovation and Employment (MBIE) has begun working with the seven action plan lead agencies, and the relevant service delivery agencies, to identify common themes across the plans, and opportunities to work together on actions to avoid duplication and strengthen effectiveness.

Draft actions

Theme: Providing financial security for women

Outcome we are seeking: Women can fully participate in the labour market and are less affected by any future shocks to the economy

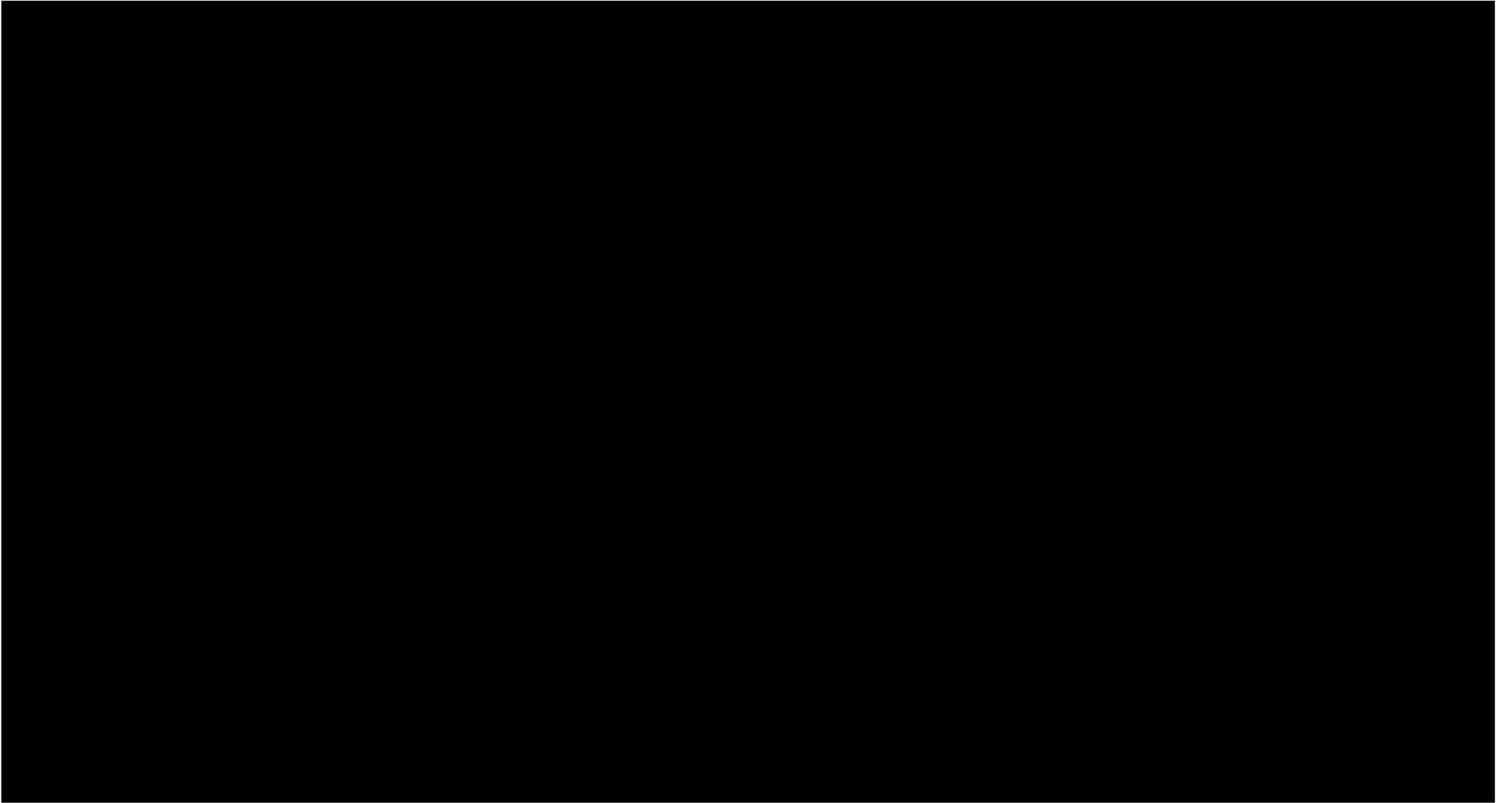
- Addressing structural inequality in the labour market
- Aligning with existing mechanisms such as pay equity and fair pay agreements, addressing the gender pay gap, and pay transparency



Theme: Labour market is inclusive of women

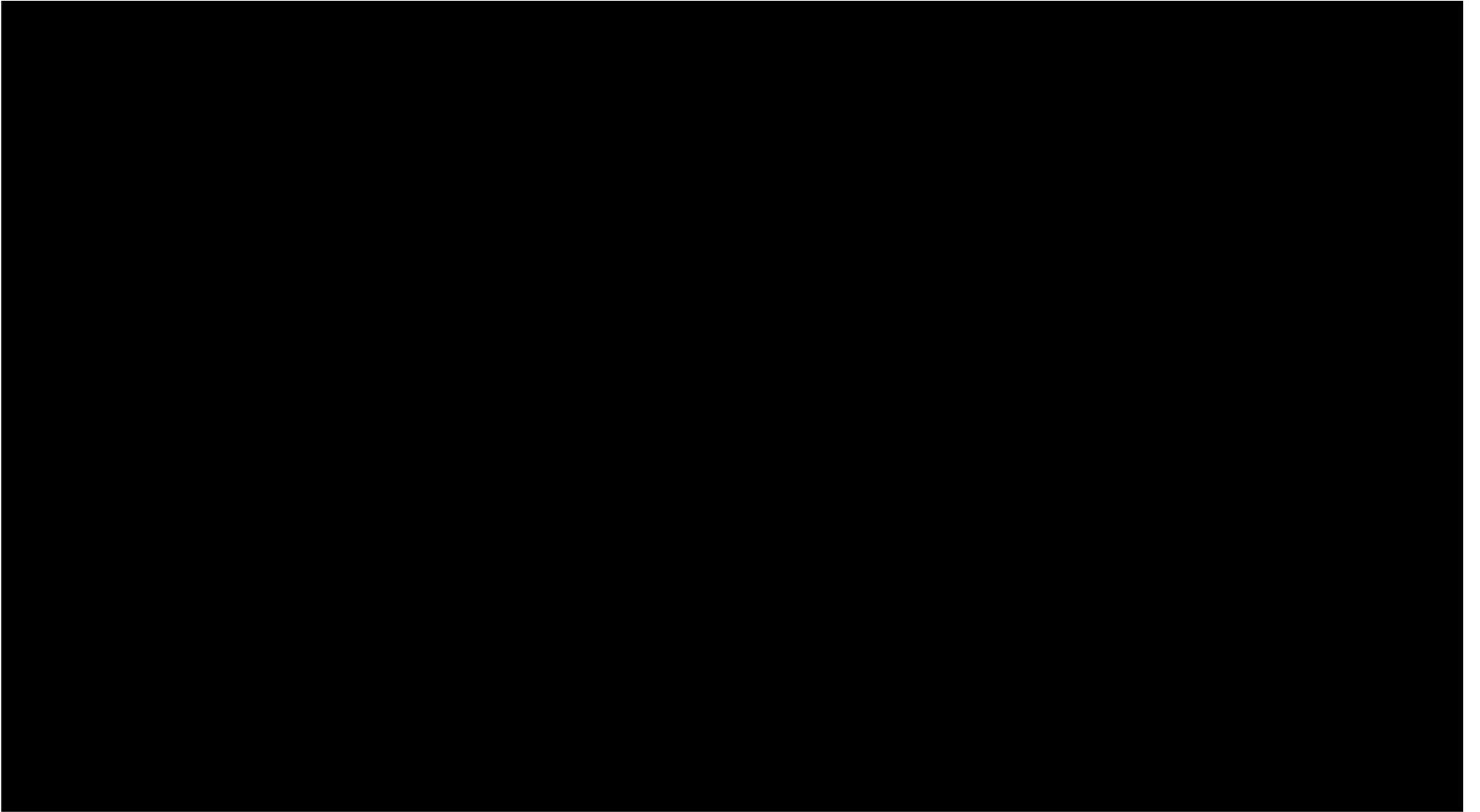
Outcome we are seeking: All women can access sustainable well paid employment and support

- Women get into training and employment and are supported to remain in training and employment
- Focus on sector/occupations and regions where women have experienced significant job losses or underutilisation
- Education and training pathways (including careers advice) support girls and women to achieve their aspirations
- Improved access to childcare support so women can take up training and work opportunities
- Increase women's access to finance and business support so they can take up business opportunities





¹ example Māori Women Development Inc HineBoss™, a three day business training programme, financial capability training and access to Te Aka specialists (life coaches, business coaches, business mentors and advisors).





Theme: Women are supported to meet paid and unpaid work commitments (without incurring penalties)

Outcome we are seeking: *Labour market inequalities for women are addressed (motherhood penalty and employment gap)*

- Supporting women to move seamlessly between paid and unpaid work
- Gender segregation across unpaid work, particularly domestic responsibilities has a flow on effect to women's labour force participation
- Women are more likely to work part time, casual hours, are underutilised, and have less secure labour market connection
- Barriers that discourage women from participating and thriving in work are removed and there is a sharing of caring responsibilities between partners in the home; enable greater sharing of parental responsibilities by encouraging more fathers to take parental leave
- Inequalities in the labour market such as the motherhood penalty; and employment gaps are reduced



Table One: Actions to support women across the six other employment action plans (completed and draft)

