

Wāhine Māori

Whānau is at the centre of all decision-making about paid and unpaid work for wāhine Māori.

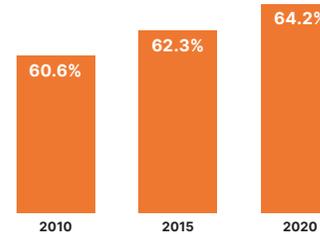
Wāhine Māori are running businesses, employing people, caring for whānau, and are active in nearly every industry – contributing to health, education, science, construction, agriculture and commerce. Wāhine Māori value and invest in education. Yet, wāhine Māori do not get an equal share of returns for their labour.

The Māori economy is growing year on year and wāhine Māori are key participants.

Top 10 Career aspirations for kōtiro Māori

1. Teachers
2. Lawyers
3. Doctors
4. Nurses and Midwives
5. Police Officers
6. Veterinarians
7. Travel Attendants
8. Musical Performers
9. Physiotherapists
10. Psychologists

There has been a steady increase in the percentage of wāhine Māori engaged in paid work. In 2021, the labour force participation rate for wāhine Māori was **65.5%**.



The unemployment rate for wāhine Māori in December 2021 was **7.5%**. Economic shocks such as the global financial crisis and COVID-19 have greater and more sustained impacts on wāhine Māori.

Wāhine Māori in Business

Manatū Wāhine's 2019 report *Ngā wāhine kaupakihi: He tirohanga/Māori women in business: insights* identified **6,492** wāhine who worked in businesses they owned.

Wāhine Māori business owners were concentrated in these **top three** industries:



Wāhine Māori represent:



Gender Ethnic Pay Gap



In 2021, New Zealand's national gender pay gap is **9.1%**.

For wāhine Māori, gender and ethnicity combine to create a pay gap of **14.0%** compared with all men.

Access to Childcare



Māori mothers are **2 to 3 times** more likely than Pākehā to report their child is not in care due to cost and/or other access issues.

Māori mothers have more persistent issues accessing childcare.

Education

Wāhine Māori were **15.5%** of tertiary graduates in 2020. This includes a large group of wāhine aged 40 and over, demonstrating a large wāhine Māori investment in life-long learning.

Employment challenges include:

- Bias and racism in recruitment and career progression
- Undervaluation of cultural knowledge and practices
- Access to childcare
- Access to finance and business skills
- The digital divide
- Flexible education
- Transport and driver licences
- Lack of development pathways for Wāhine and kōtiro Māori
- Expectations to care for whānau