

Women's Employment Action Plan

What We Heard

Initial themes identified from engagement led by the National Advisory Council on the Employment of Women on the Women's Employment Action Plan.

ENGAGEMENT INCLUDED:

- NACEW and partners (three meetings with NACEW members and partner organisations: P.A.C.I.F.I.C.A., Māori Women's Welfare League, National Council of Women, YWCA, and Rural Women; and Māori Women's Development Inc, Iti Rearea Collective, Global Women, and the Human Rights Commission)
- CTU Women's Council (meeting with the Council)
- Wāhine Māori (meeting led by Traci; survey and focus groups with wāhine Māori in Tairāwhiti; and MWDI comment)
- Pacific women (meetings with Pacific women in South Auckland led by Bernadette, and a conversation with the Pacific Business Trust)
- Ethnic women (Shama meeting, and meeting led by Jade and Lisa)
- Young women (meeting with young women led by Dellwyn and YWCA)
- Entrepreneurs (three meetings led by Theresa).

Theme: focus on women	What we heard	Identified by
Wāhine Māori	<p>Wāhine Māori want:</p> <ul style="list-style-type: none"> • flexible and purposeful work that provides a sustainable income and allows them to support whānau to thrive and live to their full potential • their cultural skills and responsibilities at work, and their unpaid work, to be valued • an ethnicity lens applied, as well as a gender lens • a whole wellbeing approach and 'Te Ao Māori everyday' • to stop Māori being judged by non-Māori standards; to stop stigma, discrimination, and racism • more support for young people and for young mums, support for mums to transition back to work, and affordable childcare. 	Wāhine Māori

Theme: focus on women	What we heard	Identified by
Pacific women	<p>Pacific women want:</p> <ul style="list-style-type: none"> • recognition of their cultural experience and competencies • to be recognised for their unpaid work – helping the community, helping their families • a work environment that is culturally safe • work to address racism and discrimination • a Pacific Village of Excellence for Pacific women – advice, information, support, connection, skills workshops, mentoring, and training 	<p>Pacific women CTU Women's Council Young women</p>
Ethnic, migrant and former refugee women	<p>Ethnic women want:</p> <ul style="list-style-type: none"> • meaningful, stable work that recognises their international education and employment history, uses their potential, pays current market rate, and gives them financial independence • training that is appropriate; awareness about the services that are already available; transparency and equity in recruitment processes; a safe and flexible workplace, with equal opportunities and professional development • work to address systemic barriers – racism, discrimination, access to services, health issues, and language and knowledge barriers • support to get into self-employment and into work – e.g. abatement rates based on profit not gross income; increased access to the flexi wage programme; a foreign credentials recognition programme. 	<p>Ethnic women NACEW and partners Young women</p>

Theme: structural issues	What we heard	Identified by
<p>Addressing gender and ethnic pay gaps, and pay transparency</p>	<ul style="list-style-type: none"> • Taskforce actions under Kia Toipoto, where Crown entities and departments will take action and will report annually on progress to meet milestones from 2022-24 in these focus areas: <ul style="list-style-type: none"> > Te Pono – Transparency > Ngā Hua Tōkeke mō te Utu – Equitable pay outcomes > Te whai kanohi i ngā taumata katoa – Leadership and representation > Te Whakawhanaketanga i te Aramahi – Effective career and leadership development > Te whakakore i te katoa o ngā momo whakatoihara, haukume anō hoki – Eliminating all forms of bias and discrimination > Te Taunoa o te Mahi Pīngore – Flexible-work-by-default. • Recommendations of the Education and Workforce Select Committee briefing into pay transparency (2021). • Recommendations of the petition on pay transparency presented to parliament by Saunoamaali'i Dr Karanina Sumeo, EEO Commissioner (February 2022). • Mind the Gap campaign – requirement for mandatory pay gap reporting, launching a public pay gap registry for employers (March 2022). • Ensure we apply an ethnicity lens as well as a gender lens. Ensure Māori, Pacific and ethnic women are visible, their voices are heard, and government is accountable to them. • Transparency and equity in recruitment processes. • Professional development, career progression, leadership, and governance training and opportunities for different groups of women. 	<p>NACEW and partners CTU Women's Council Wāhine Māori Pacific women Ethnic women</p>
<p>Pay equity</p>	<ul style="list-style-type: none"> • Accelerate progress of pay equity claims in the public sector. • Include pay equity claims in the private sector. • Include ethnicity and disability in pay equity claims. 	<p>NACEW and partners CTU Women's Council Ethnic women</p>

Theme: structural issues	What we heard	Identified by
<p>Financial security</p>	<ul style="list-style-type: none"> • Financial literacy (e.g. community workshops) – recognise cultural world views; tailored to specific groups. • Knowledge of rights. • Access to subsidies and supports. • Long term impacts e.g. superannuation. • Analyse the impact of Social Unemployment Insurance on women. • Wāhine Māori want whānau to be financially stable. They want sustainable incomes that support whānau to thrive. 	<p>NACEW and partners CTU Women's Council Wāhine Māori Pacific women</p>
<p>Employment terms and conditions</p>	<ul style="list-style-type: none"> • Implement Fair Pay Agreements, ensure that industries with high concentrations of women workers are prioritised. • Address insecure and casual work (e.g. zero hour contracts), long work hours and low pay. • Remove minimum wage exemption for women with disabilities. • Review employment conditions, pay and support for women workers. • Living wage. • Wāhine Māori want flexible work that allows them to balance work and whānau responsibilities. 	<p>NACEW and partners CTU Women's Council Pacific women Ethnic women Young women</p>
<p>Gender analysis</p>	<ul style="list-style-type: none"> • Require government agencies to undertake gender analysis across legislation, regulation, policy and budgeting. • Review and update the Bringing Gender In gender analysis tool. • Consider the gendered impact of climate change. • Ensure we apply an ethnicity lens as well as a gender lens. 	<p>NACEW and partners</p>
<p>Data collection</p>	<ul style="list-style-type: none"> • Analyse which groups of women are affected by changes in the labour market. 	<p>NACEW and partners</p>

Theme: structural issues	What we heard	Identified by
Discrimination and racism	<ul style="list-style-type: none"> Address discrimination and racism (especially for wāhine Māori, Pacific women, and ethnic women) – e.g. link to government's anti-racism and social inclusion work, incentivise employers to hire for diversity, blind CVs, increase understanding of cultural values and world-views. 	Wāhine Māori Pacific women Ethnic women

Theme: employment, training and support	What we heard	Identified by
Training, education and skills	<ul style="list-style-type: none"> Increase access to education (schools and tertiary) and training. Ensure training is appropriate for different groups of women; and reduce the financial and practical barriers to training and re-training for different groups of women. Ensure women know about the services that are already available. Remove the age limit on student loans and allowances so older women can retrain. Focus on lifting the skills of unskilled migrant women workers in specific sectors e.g. food processing and manufacturing. Wāhine Māori want more support for rangatahi, support to increase confidence, NZQA unit standards in Te Ao Māori accreditation, opportunities that are 'steeped in Māori', marae-based training, use of local facilities to employ and train local people, co-designed funding programmes and services, pre-employment opportunities, activities that build work and life skills, and cultural training. Young Pacific women want better pathways from school to work and Pacific language certificates. Ethnic women want recognition of overseas qualifications, skills and experience (e.g. a foreign credential recognition programme), networking, internships, mentoring and training. 	NACEW and partners CTU Women's Council Wāhine Māori Pacific women Ethnic women

Theme: employment, training and support	What we heard	Identified by
Cultural skills and responsibilities at work	<ul style="list-style-type: none"> Workplaces (including recruitment processes) need to be culturally safe and inclusive, with basic cultural competence and understanding of cultural values. Wāhine Māori and Pacific women want their cultural skills, and additional cultural responsibilities at work, recognised and valued. 	<p>Wāhine Māori Pacific women Ethnic women</p>
Mentoring, support, and information	<ul style="list-style-type: none"> Mentoring and support (information, networking, advocacy, pastoral care, and practical support) to build confidence, share experiences, and get help to navigate systems. Mentoring and support needs to be visible, accessible, and tailored for specific groups of women. 	<p>NACEW and partners Wāhine Māori Pacific women Ethnic women Young women</p>
Support for women entrepreneurs, self-employment and business	<ul style="list-style-type: none"> Understand what government funding is available to entrepreneurs (e.g. MFAT, NZTE); and put a gender lens across it. Percentage to go to women-led business. Investigate what is available to support women in business; look at all the information available online and put a gender lens across it. Investigate what mentoring services are currently available and recommend ways to improve access to mentoring for different groups of women. Encourage banks to support and facilitate lending to women entrepreneurs. Specific support for groups of women entrepreneurs e.g. wāhine Māori, Pacific women, young women, ethnic and migrant women. Pastoral care for Māori businesses is imperative during difficult times – e.g. business planning, mentors and specialist advisors. Financial support must be coupled with capability development (e.g. financial management and literacy, marketing). Support Māori businesses, who employ more Māori. 	<p>NACEW and partners Wāhine Māori Pacific women Ethnic women Entrepreneurs</p>

Theme: employment, training and support	What we heard	Identified by
Procurement	<ul style="list-style-type: none"> Monitor and report on the impact of the government social procurement for employment outcomes for women, including specific groups of women. 	NACEW and partners Pacific women
Occupational segregation	<ul style="list-style-type: none"> Access to qualifications designed specifically to staircase women into higher paid occupations. Value the occupations women work in e.g. caring work and retail. Address the casualisation of women's work, where women spend years in casual work without being offered permanent employment. 	NACEW/partners CTU Women's Council Wāhine Māori Pacific women
Digital divide and access to technology	<ul style="list-style-type: none"> Address the digital/technology needs of specific groups of women. 	NACEW and partners Pacific women
Violence, bullying and harassment	<ul style="list-style-type: none"> Link to MBIE's work on bullying and harassment. Ratify ILO C90. Make it easier for women to get job-seekers support. 	NACEW and partners CTU Women's Council Ethnic women Young women
Exploitation	<ul style="list-style-type: none"> Address exploitation of migrant workers. 	NACEW Ethnic women
Collaboration across government, the private sector and communities	<ul style="list-style-type: none"> Work and Income partner with grassroots organisations to build career pathways, community led employment programmes supported by government, support for collaborative action in communities. 	Ethnic women

Theme: supporting women to move between paid and unpaid work	What we heard	Identified by
Parental leave, including partner leave	<ul style="list-style-type: none"> • Increase access to parental leave, including leave for partners. • Wāhine Māori want more support and flexibility for young women transitioning from parental leave back to paid work. 	NACEW and partners CTU Women's Council Wāhine Māori
Childcare	<ul style="list-style-type: none"> • Increase access to quality, culturally appropriate, and affordable childcare. • Link to the review of ECE provision and MfW/Motu research on childcare. 	NACEW and partners CTU Women's Council Wāhine Māori Pacific women Ethnic women
Unpaid work and volunteering	<ul style="list-style-type: none"> • Recognise, value, and count unpaid and voluntary work (at home, at the marae, in the community, youth work and church work). • Recognise the impact of work (e.g. long hours) on whānau and family. Wāhine Māori and Pacific women want more time to spend with families, and flexibility to balance paid work and responsibilities to whānau. 	NACEW and partners Wāhine Māori Pacific women Young women

Theme: supporting women to move between paid and unpaid work	What we heard	Identified by
High quality flexible and part-time work	<ul style="list-style-type: none"> • High quality, flexible and part-time work options across all parts of the economy, including in male-dominated areas. • Promote innovative job design and 'right to work' flexible working arrangements. 	CTU Women's Council Wāhine Māori Ethnic women
Wider factors impacting work	<ul style="list-style-type: none"> • More mental health support is needed (e.g. for wāhine Māori, young women, and ethnic women). • Wider factors impacting work (especially for Pacific women and Wāhine Māori) include poverty, housing, and family violence. • Consider the gendered impact of climate change. 	NACEW and partners CTU Women's Council Wāhine Māori Pacific women Ethnic women Young women