

# Women's Employment Action Plan workshop

Lead by Shama Ethnic Women's Trust February 2022

**The results of the employment hui for employed and unemployed women, hosted by Shama Ethnic Women's Trust showed a lot of similar struggles between the two groups.**

Institutional, structural and covert racism have played significant roles in hindering them in flourishing in their careers and lives in Aotearoa. Discrimination of physical appearance, dress and names being "too hard to pronounce" to the assumption of behaviour based on ethnicity causes serious detriments to ethnic peoples. The micro and macro aggressions have a cumulative effect in diminishing these women's confidence and

mental wellbeing. In addition to undermining their culture and identity, the women who participated in this hui spoke to the struggles of coming into a new country and having their qualifications not considered as they originated from a "non-comparable market". It creates a disconnect from requiring skilled migrants to organisations not allowing them to practise their skills, so they have to work in an unrelated, low-level position. On top of the stressors of relocation and loss of social and familial support, these struggles create an environment of hardship whether the woman is currently employed or unemployed.

**The priorities that were identified in the employment workshops are below:**

## **Employed women**

- Internships/ work experience opportunities that match their qualifications
- Volunteer opportunities that align with their career aspirations
- Additional visa's for nannies to allow child support
- Increase in ethnic women as policy makers
- Recognition of academic qualifications and overseas experience
- Change of policy to keep recruitment honest and job applications to be anonymous - to minimise racism

## **Unemployed women**

- Incentives for corporations to employ women and especially ethnic women - a requirement that there is an increase in diversity at each level of an organisation
- Internships/work experience in NZ that align with their career aspirations
- Pathway to employment support
- Collaboration between policymakers and ethnic women
- More work places to be culturally open

**Employment success is not solely about financial independence but also about fulfilling their career, social, familial and well-being aspirations.**