

Women's Employment Action Plan

Pacific Women Response and Actions

Tuesday 1st March 2022



Pacific Village of Excellence

Current Situation: Issues

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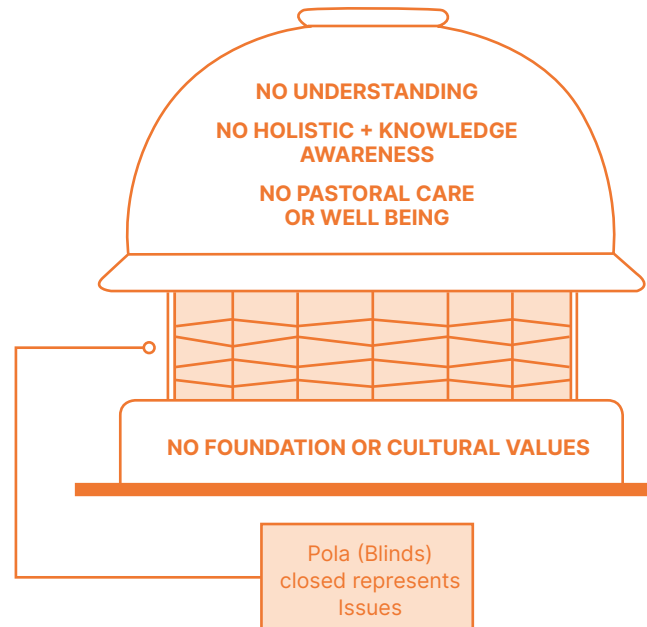
Current Situation: Issues

THEMES: FOCUS ON WOMEN

Wāhine Māori/Pacific Women/Migrant and Refugee Women:

- Stop Māori being judged by non-Māori standards, stop racism
- Concern about “Pakeha systems”
- Māori to live their full potential
- Address racism & discrimination
- Work environment culturally safe
- Recognise the cultural capital of Pacific women and for unpaid/voluntary work
- Address systemic & language barriers
- Support for self-employment and work
- Increased access to flexi wage programme

Pacific Women also experience what has been mentioned. Depending on where each women is at in her life, what was mentioned by the Wāhine Māori and Migrant & Refugee Women relates to each Pacific Women.



THEMES: STRUCTURAL ISSUES

Address Gender & Ethnic Pay Gaps & pay transparency:

- Taskforce actions under Kia Toipoto

Parliament Education & Workforce

- Mind the Gap Campaign

Pay equity:

- Include ethnicity in pay equity claims

Financial security:

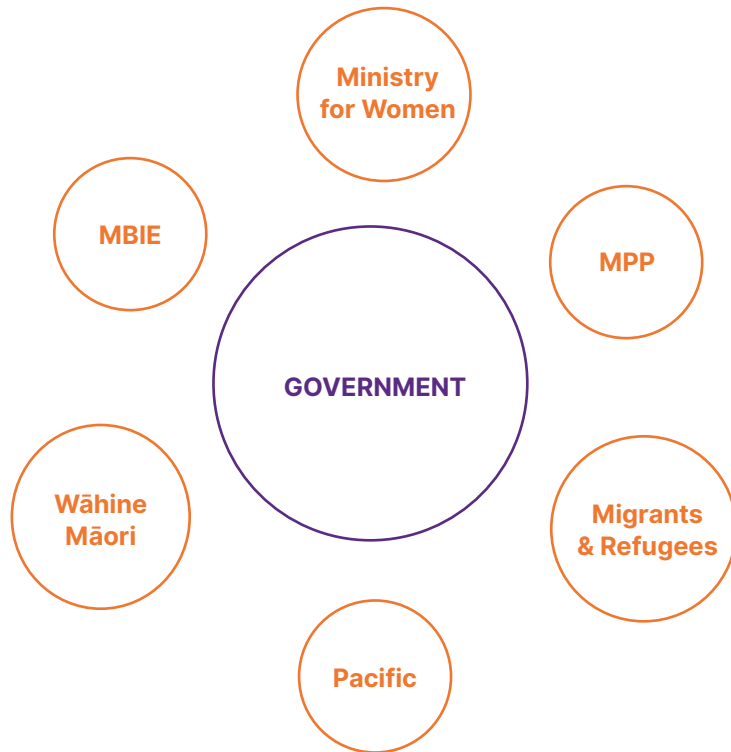
- Financial literacy
- Knowledge of rights
- Access to subsidies & supports long term aspects

Employment terms and condition:

- Fair Pay Agreements
- Address insecure and casual work
- Living wage
- Remove minimum wage exemption for women with disabilities

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Current Situation: Issues



The figure above shows an example of the disconnect between the different government portfolios and Pacific Women. Working in silos, there is no transparency as to what is going on to help women in employment. There is no accountability, therefore no trust in relationships.

THEMES: EMPLOYMENT, TRAINING & SUPPORT

Training, education and skills (includes cultural skills):

- Increase access to education
- Reduce financial & practical barriers
- Ensure training is appropriate for specific women
- Better pathways from school to work
- Cultural skills recognised and valued

Mentoring & information:

- Want support & mentoring tailored to specific groups

Support for women entrepreneurs, self-employment and business:

- Government funding, Mentoring, Banks/lending
- What is available and specific support for groups of women entrepreneurs

Procurement:

- Monitor and report on the impact of government social procurement

Occupational segregation:

- Access to qualifications designed specifically to staircase women into higher paid occupations.

Digital divide to access to technology:

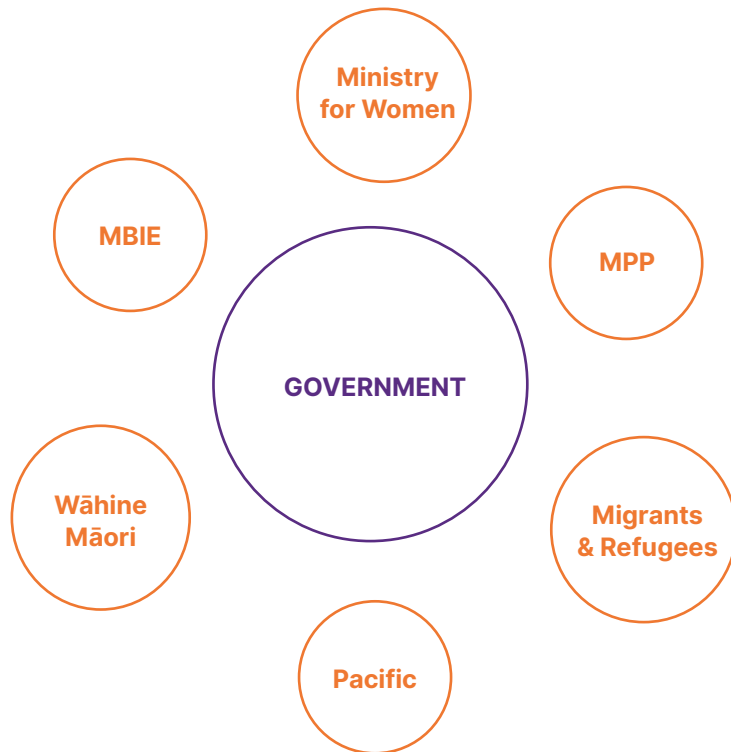
- Address the needs of specific groups

Violence, bullying and harassment:

- Link to MBIE's work on bullying and harassment.

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Current Situation: Issues



The figure above shows an example of the disconnect between the different government portfolios and Pacific Women. Working in silos, there is no transparency as to what is going on to help women in employment. There is no accountability, therefore no trust in relationships.

THEMES: SUPPORTING WOMEN TO MOVE BETWEEN PAID AND UNPAID WORK

- Most Pacific women are stuck in jobs lowly paid and unregulated and poorly resourced.
- Information not readily available to Pacific women and not knowing the how, and where to access.

Parental leave, including partner leave:

- Parental leave and partner leave concept is influenced by the palagi experience, needing to increase conversations and awareness of what this may mean in a Pacific context. Pacific women are coerced into tricky employment situations without understanding

Childcare:

- Increase access to quality and affordable childcare.

Unpaid work and volunteering:

- Recognise, value and count unpaid and voluntary 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.

High quality flexible and part time work:

- Need 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

Wider factors impacting work:

- Wider factors impacting work (especially Pacific women and Wāhine Māori) health especially mental health and wellbeing, education, poverty, housing and family violence.

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Our Response: Actions

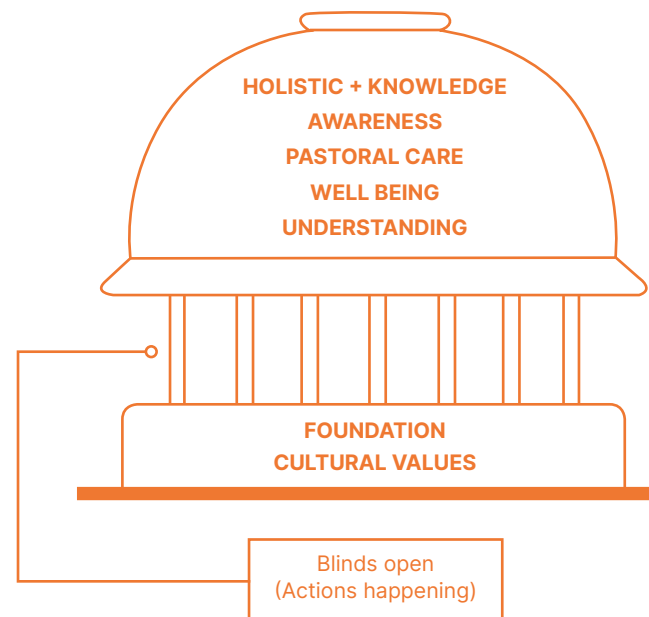
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Our Response: Actions

THEMES: FOCUS ON WOMEN

Create a **Pacific Village of Excellence** for Pacific women to get advice on work employment and be fully resourced (access to skills, finance, Ministry for Women, MBIE, MPP and other portfolios) and fully equipped to thrive in New Zealand and wherever they go.

- Connecting women and strengthening relationships within the center
- Helping women train to be well equipped and informed to thrive.
- Professional upskilling & workshops
- Fully operational and resourced
- Space to be informed, engaged, refreshed, assisted to help get equipped
- Mentorship & guardianship



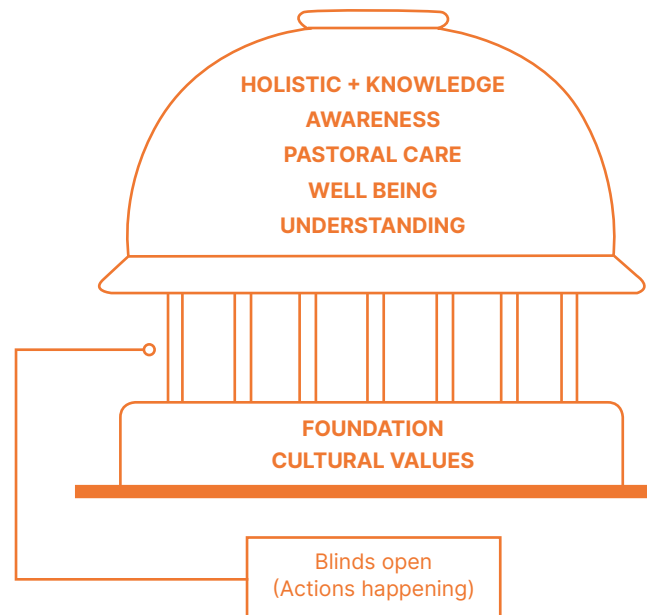
- To audit current systems and include Pacific women to take part in the development of systems
- To include all voices of women in governance, policy, processes, systems and law making through training opportunities targeting voices less recognised and valued processes
- To be engaged and involved at the very core of policy decision making in every department
- Departments to look within and provide upward mobility opportunities for Pacific women to furthering their careers and improve quality of life.
- To train women to be effective and how to operate at governance level
- Cultural Competence - to include Pacific cultural values
- Create advocacy groups
- To include pastoral care at every employment and condition (island way of supervision holistic approach)

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Our Response: Actions

THEMES: FOCUS ON WOMEN

- Raise awareness with new ventures creating new businesses and growing them
- Strongly recommend for a proper cultural orientation and accountable practice
- Recognise and remunerate cultural advisors. Have kaumatua/Mamas to advise and educate cultural views and help people be aware and understand.
- Establish a Kaumatua Advisory Group for each island. Selecting those who have worked in the community and have cultural indigenous knowledge.
- Connect with experts in that field (those who don't have qualifications) but a rich wealth of knowledge that is an alternative pathway to mainstream.
- Educate people about family values, expectations and cultural way of living.
- Prioritize the employment and economic needs of Pacific women.
- Create an environment where the integrity and dignity of all is being upheld and be able to teach and show them the Māori and Pacific Worldview.



- Create a platform to tell and share our stories despite having to face trauma all over again but being able to share our journey. Not just share our trauma but also our successes and how to help others thrive no matter where they are at in their lives.
- Migrant workers need to understand and acknowledge the history of Aotearoa.
- Ministry for Women, MBIE & MPP and TPK need to work together, spearhead and consolidate the training that all migrants need upon arrival to this country Aotearoa New Zealand and not be ignorant about Tangata Whenua.
- Challenge the worldview of those who are not Māori and Pacific but the migrants and Pakeha.
- Teach them to see the world through our lens in a compassionate and respectful way.

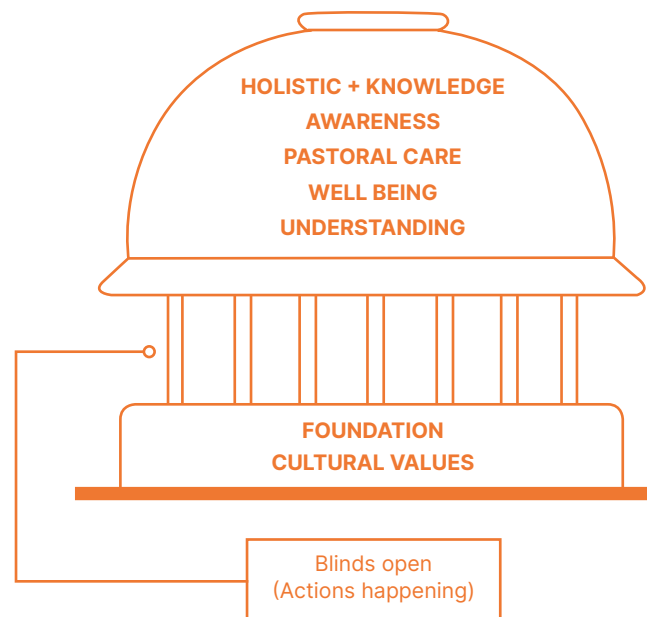
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Our Response: Actions

THEMES: STRUCTURAL ISSUES

Address Gender & Ethnic Pay Gaps & pay transparency:

- Annual basis for the Ministry for Women to lead an **audit** for each ministry to tracking employment and opportunities open to Pacific women for **transparency**
- Ministry for Women to **consult** with Pacific women in designing indicators to access the functions. Also, increase the level of Pacific women to be involved in policy making and development.
- An annual **talanoa** where all the government departments report to Pacific women on what they have done to promote the employment for Pacific women as **accountability**.
- Annual **accountability event** that encompasses the actions taken to address the needs of what was heard and recommended. Celebrated the Pacific Island Way that includes food, live music and good company that is creative.



- Being part of the Network of Pacific Women to support, improve and upskill. Invite all professionals of Pacific doing well and can help and encourage Women to do well and give back and share.
- The **need for resources** to support Pacific Women to thrive in improving the quality of their lives.
- Pacific women are not up to date and have no access to this campaign. The EEO has tried, but the message is still far removed from Pacific women at grassroots level. Through this forum, Tofilau Bernadette has been interviewed twice on Mind the Gap campaign, and she has amplified the realities for Pacific women.
- Pacific Employers need to decolonize their thinking, and include Pacific women in managerial positions as women will provide the added value and edge to policy discourses.

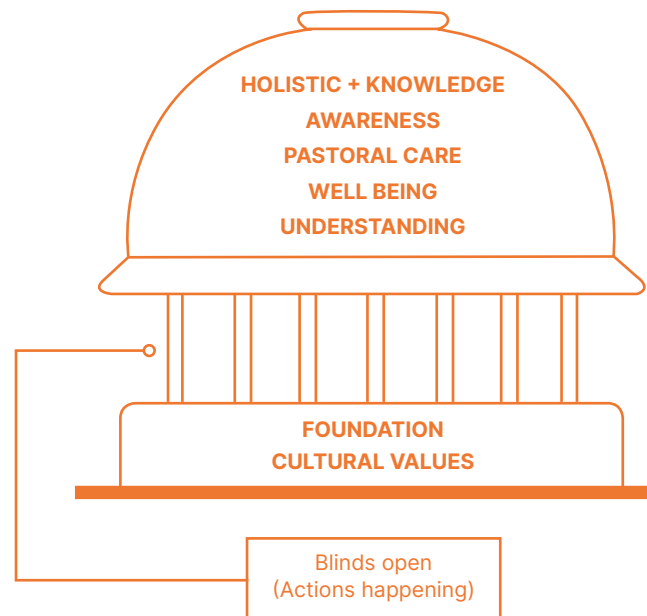
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Our Response: Actions

THEMES: STRUCTURAL ISSUES

Address Gender & Ethnic Pay Gaps & pay transparency:

- Ability to be self employed and do business with so much talent and skill that the Ministry for Women, MPP, MBIE should be seriously providing mentoring and upskilling.
- Give the training and give real money to start their own businesses. Then monitor their progress and performance that will boost their confidence. Assist side by side and help forecast and strategise.
- Address insecure and casual work. Create a framework with evidence based case studies of businesses that are successful and sustainable.
- Identifying these examples and help others to practice into their own businesses.
- Small business network - plan, funding, strategies and lacking network of people. Strongly recommend a review of funding currently held by the Pacific Business



- Empower Pacific women to develop their own businesses and government through the Ministry for Women, MPP, MBIE to contract a group of Women who can consult and bring other women Trust (PBT).
- A pathway forward is for this funding to be utilised and serviced through the proposed **PACIFIC VILLAGE OF EXCELLENCE**. This gives us an opportunity to critique and discuss and allow us to make a contribution to improving the employment of Pacific Women.
- Consultants - Ministry for Women to call upon us where there is a need for input from Pacific to help with engaging in the communities and expand network.
- Self employment - Ministry for Women to be serious to allow women of this kind to be contracted to do this kind of mahi that helps instead of getting service providers who we have not seen deliver on their promises.

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Our Response: Actions

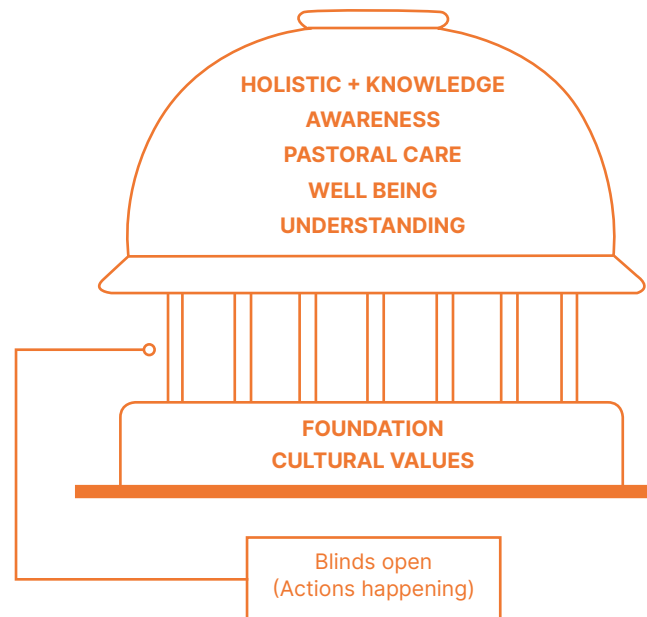
THEMES: STRUCTURAL ISSUES

Pay equity:

- Refer to the statistics provided by Ministry for Women.
- Pacific women are deprived and have no connection or access to this information.

Financial security:

- Every Pacific woman/family needs basic training and understanding in the world of money.
- So the packaging of the training is crucial, and not just your usual financial literacy which is fundamentally based around the financial ethos of profit and loss, units, user pay concepts, and for the individual good.
- Use Pacific women and their life lived experiences in financial literacy that is comprehensible to the mind of Pacific families.
- Information on superannuation, the impacts, the financial social and cultural capital of Pacific people need to be incorporated.



- Through the Pacific Village of Excellence concept provide opportunities for Pacific women to talanoa, to review, to audit, to scope, to recommend basic actions that will enhance their participation, their inclusion, their knowledge of the new order.
- Be facilitators in capturing their dynamism resulting in wealthy, happy, and peaceful outcomes for themselves and their aiga.

ALL THESE COULD BE CARRIED OUT IN THE VILLAGE

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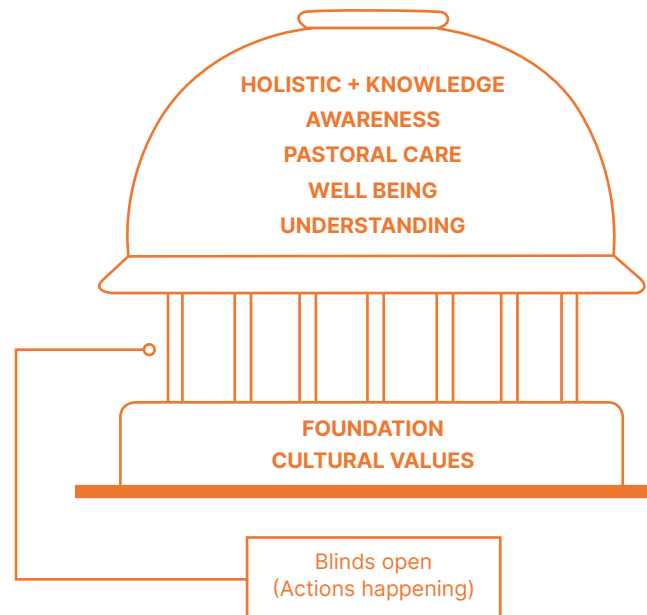
Our Response: Actions

THEMES: STRUCTURAL ISSUES

Employment terms and conditions:

PRIORITISE INFORMATION WORKSHOP ON DIFFERENT ASPECTS OF FAIR PAY AGREEMENTS.

- Implementation of Fair Pay, most of our women are not aware of their rights and the correct information so they can even begin the conversation.
- This is urgent and something the Ministry for Women can do. We strongly recommend an operational aspect for the Ministry for Women
- Come out to the community and advocate together.
- Work with us, walk with us and let's build our village.
- The MFW be one of key partners in enabling the work of the Village to fly.



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Our Response: Actions

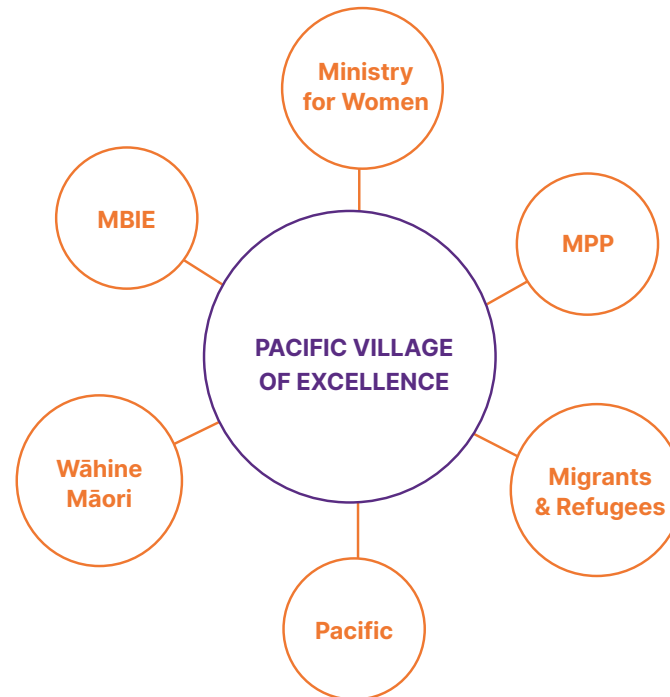
THEMES: EMPLOYMENT, TRAINING & SUPPORT

Training, education and skills (includes cultural skills):

- Create a Pacific Village of Excellence for Pacific women to get advice on work employment and be fully resourced (access to skills, finance, Ministry for Women, MBIE, MPP and other portfolios)
- Please refer to the responses on **FOCUS ON WOMEN** that covers this as we emphasise the need for training, mentorship, education and upskilling.

Mentoring & information:

- Concept of mentoring and provision of such services have to be properly resourced financially and professionally.



The figure above shows the lines connecting to the Pacific Village of Excellence that is a two way relationship. We are all connected with the government, ministries and all women.

- Open and honest conversations
- Transparency
- Accountability

Support for women entrepreneurs, self-employment and business:

- Strongly recommend that the Pacific Business Trust be reviewed and that it be accountable to the Pacific communities for what it does.
- We further recommend closer working between Pacific women entrepreneurs and Māori successful business women especially those engaged with Iwi economic development like NgaiTau Iwi in the South, Tainui and others examples of people who understand the struggles we face and continue to face. Pacific women would relish this opportunity and for MfW to facilitate this process.

Digital divide to access to technology:

- Come together to learn together and feel safe and build confidence to walk side by side in learning how to use technology and apply it to everyday life.

Violence, bullying and harassment:

- Creating those relationships to receive the help that they need, connect and better themselves, information on how to do the next course, skills, training etc.

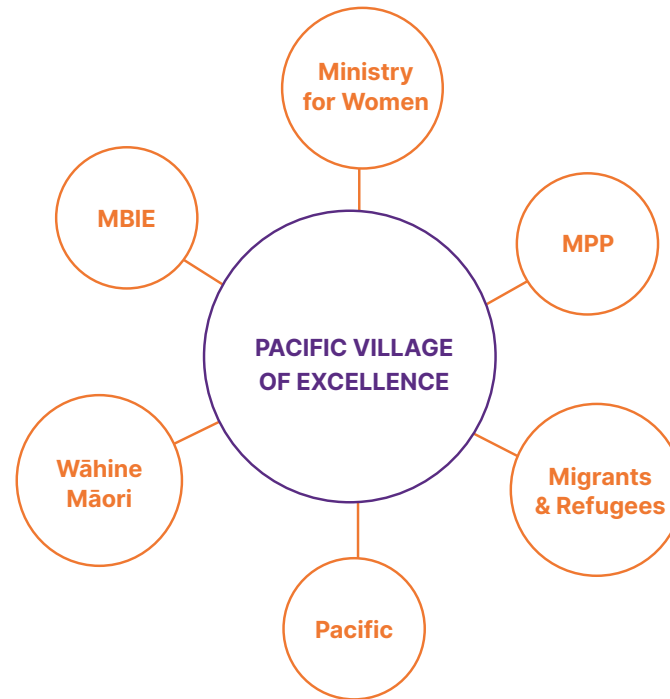
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Our Response: Actions

THEMES: EMPLOYMENT, TRAINING & SUPPORT

Procurement:

- For this to be a reality, the Government needs to be serious when dishing out contracts that will benefit the employment outcomes of pacific women.
- Government tends to contract mainstream organizations, in education providing training, to the private sector, who are largely pakeha driven.
- There is no equity nor transparency in this area. The rules of engagement is still pakeha in content, approach, and in requirement.
- Needs urgent review. Again, this is something that can be added to the work content of the Village of Excellence such as workshops and a listing of the strategy on procurement, that it is transparent and just.



Occupational segregation:

- This is non existent in Pacific. We need these to be transparent.
- One of the indicators for the audit or annual critique of what the public, private and NGO sector has done to accelerate and amplify processes that will lead to women higher paid occupations such as
 - mentoring and training
 - genuine engagement and
 - authentic talanoa - a willingness to right the wrong

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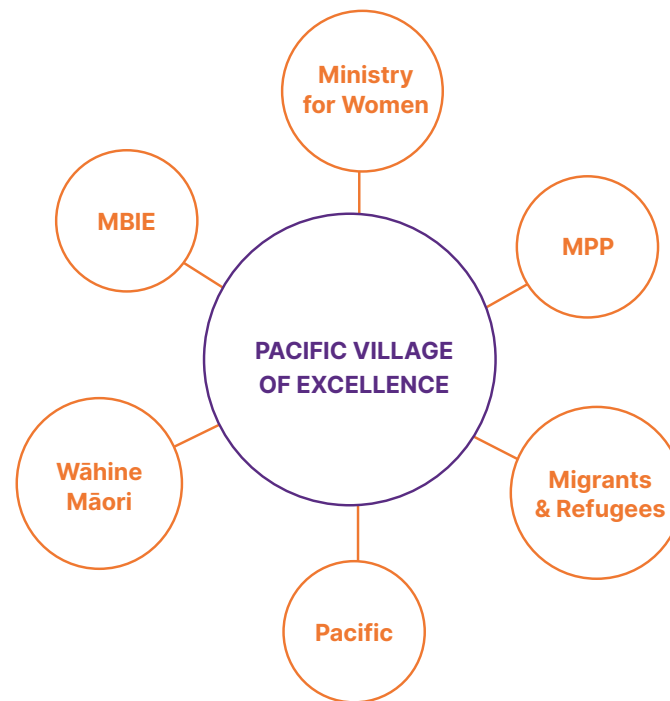
THEMES: SUPPORTING WOMEN TO MOVE BETWEEN PAID AND UNPAID WORK

- Information sessions that could be included in the talanoa sessions as part of the advocacy and awareness of basic fundamental rights within the working environment.
- Knowing how to navigate the system is a priority at all levels.

Parental leave, including partner leave:

- Recognition of the extended aiga model of sharing of care during this phase of development within pacific aiga or fanau.

Refer to Pacific Village of Excellence where this can be expanded.



Childcare:

- Need to review current system and the quality of access, quality of care which again are largely imposed notions on Pacific.
- We recommend that other forms of Childcare utilising Pacific cultural processes and operations of childcare be taken into consideration.
- One point as part of the financial section, and included in the annual reporting back from public sector is that we need to have Ministry of Finance also present to share information on how funds are allocated,
 - the priorities of government
 - and why?
- As well as a chart of how the procurement processes of government are administered, the who and why

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THEMES: SUPPORTING WOMEN TO MOVE BETWEEN PAID AND UNPAID WORK

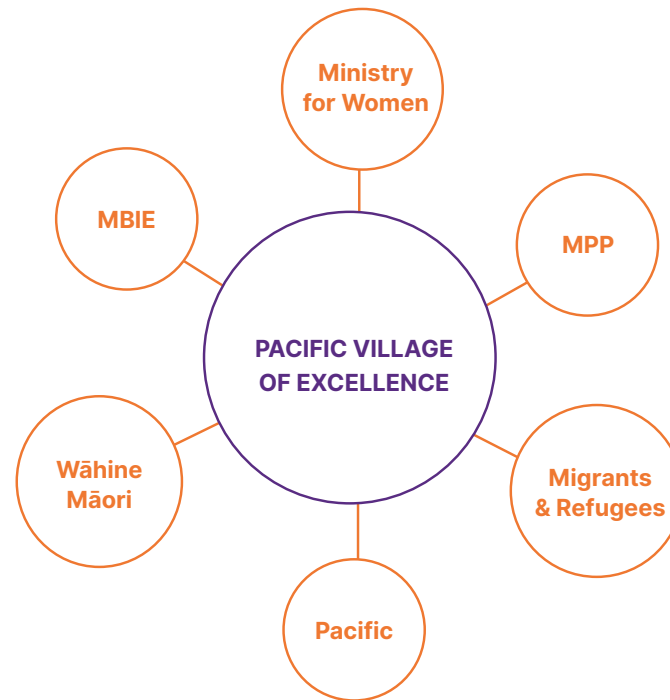
Unpaid work and volunteering:

- Refer to Pacific Village of Excellence

High quality flexible and part time work:

- Cultural obligations hinders Pacific women in the workplace as the amount of responsibilities and resilience that they carry is very heavy.
- Pacific women need to be provided all the information, the courage and motivation and awareness so they're able to be in position to negotiate and engage actively in creating appropriate and fair working conditions

INFORMATION WHICH IS TAKEN FOR GRANTED IN MAINSTREAM BUT NOT IN PACIFIC CONTEXT



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- Open and honest conversations
- Transparency
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Wider factors impacting work:

- We need to build allies within government, outside government, in the economic sector, and in the spiritual realm.
- Need to recognise us for our contribution in all aspects of this nation, and include us, share the platform with us, know us, respect us.

WE ARE IN THIS TOGETHER

- Finally we strongly and humbly recommend that Government seriously look at strengthening the Ministry for Women to do the engagement and advocacy aspect of the work.
- We recommend the Ministry for Women to be involved with the Policy development that will influence resourcing, decision making and attention to the gender equality for our nation Aotearoa New Zealand