

Hon Jan Tinetti
Minister for Women

Cabinet paper – proactive release

Te Mahere Whai Mahi Wāhine Women's Employment Action Plan

Date of release: 21 July 2022

Cabinet Paper - details

Date: 4 May 2022

Title: Te Mahere Whai Mahi Wāhine Women's Employment Action Plan

Author: Ministry for Women Manatū Wāhine



Cabinet Social Wellbeing Committee

Summary

This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.

Te Mahere Whai Mahi Wāhine Women's Employment Action Plan

Portfolio	Women
Purpose	This paper seeks agreement to Te Mahere Whai Mahi Wāhine Women's Employment Action Plan (the Plan).
Previous Decisions	In October 2021, SWC invited the Minister for Women to report back with a final draft of the Women's Employment Action Plan in March 2022 [SWC-21-MIN-0168].
Proposal	<p>The Plan contains actions to improve labour market outcomes for women, developed in consultation with stakeholder groups and other government agencies, and led by the National Advisory Council for the Employment of Women.</p> <p>The actions in the Plan consolidate work already planned across government, including improving pay transparency and increased access to digital connectivity. The summary table at Appendix Two groups the actions into immediate, medium, and long term. Appendix Three includes a high-level overview of how the actions could be implemented.</p> <p>The Ministry for Women will develop a framework for monitoring progress on the Plan, and will work with other employment action plan leads on specific actions to support women's employment, including increasing diversity on public boards.</p>
Impact Analysis	Not applicable.
Financial Implications	None from this paper.
Legislative Implications	None from this paper.
Timing Matters	None specified.
Communications	The Minister for Women and Minister for Social Development will launch the Action Plan in June 2022.

Consultation Paper prepared by Women. Corrections, MSD (Disability Issues, Social Development and Employment), TPK (Māori Development), DPMC (Prime Minister), Transport, MBIE (Workplace Relations and Safety, Social Development and Employment), Pacific Peoples, MFAT (Trade and Export Growth), TEC, PSC, and Ethnic Communities were consulted.

The Minister indicates that all SWC Ministers were consulted and that discussion has occurred with the government caucus.

The Minister for Women recommends that the Committee:

- 1 note that in April 2021, Cabinet agreed to the development of Te Mahere Whai Mahi Wāhine Women's Employment Action Plan [CAB-21-MIN-0113];
- 2 note that in August 2019, Cabinet agreed to the release of the Employment Strategy [CAB-19-MIN-0385];
- 3 note that in October 2021, the Cabinet Social Wellbeing Committee agreed that targeted engagement on the Action Plan could commence in November 2021, and invited the Minister for Women to report back with a final draft of the Women's Employment Action Plan by March 2022 [SWC-21-MIN-0168];
- 4 note that Te Mahere Whai Mahi Wāhine Women's Employment Action Plan (the Action Plan) contains actions to improve labour market outcomes for women, developed in consultation with stakeholder groups and other government agencies, and led by the National Advisory Council for the Employment of Women;
- 5 agree to the actions outlined in the Action Plan;
- 6 agree that Manatū Wāhine Ministry for Women will lead the implementation of the Action Plan;
- 7 agree that Manatū Wāhine will develop a framework for monitoring progress on the Action Plan;
- 8 authorise the Minister for Women to publish the Action Plan, and to make minor editorial changes to the Women's Employment Action Plan prior to publication;
- 9 authorise the Minister for Women, in discussion with the Minister for Social Development and Employment, to determine a suitable launch occasion in mid to late June 2022, for the Action Plan.

Jenny Vickers
Committee Secretary

Hard-copy distribution:
Cabinet Social Wellbeing Committee

In Confidence

Office of the Minister for Women

Cabinet Social Wellbeing Committee

**Seeking Cabinet agreement to Te Mahere Whai Mahi Wāhine
Women's Employment Action Plan**

Proposal

- 1 This paper seeks Cabinet's agreement to the proposed Te Mahere Whai Mahi Wāhine Women's Employment Action Plan (the Action Plan), which is attached to this paper as **Appendix One**.

Relation to Government priorities

- 2 Improving employment outcomes relates to the economic recovery of Aotearoa New Zealand. Women's economic resilience is an important factor in reducing child poverty and intergenerational disadvantage within families and whānau.

Executive summary

- 3 Cabinet agreed to the release of the Employment Strategy in August 2019 [CAB-19-MIN-0385 refers]. In April 2021, Cabinet invited Ministers Tinetti and Sepuloni to report back on the development of the Women's Employment Action Plan [refer CAB-21-MIN-0113].
- 4 In October 2021, Cabinet agreed that targeted engagement on the Action Plan could commence in November 2021, and that this engagement be led by the National Advisory Council on the Employment of Women (NACEW) and its partner agencies, with support from Manatū Wāhine Ministry for Women (the Ministry). The Minister for Women was invited to report back to the Social Wellbeing Cabinet Committee with a final draft of the Women's Employment Action Plan by March 2022 [SWC-21-MIN-0168 refers].
- 5 The Action Plan has now been developed by NACEW in collaboration with partner organisations including the Māori Women's Welfare League, and supported by the Ministry. Engagement on the Action Plan took place between November 2021 and February 2022. COVID-19 has had an impact on the engagement, increasing the time taken to engage with women and limiting in-person engagement.
- 6 The Action Plan supports actions for women within the other six employment action plans. The Ministry will monitor the implementation of actions across the six employment plans to assess their impact on women's employment, and continue to

work with government agencies and officials supporting the Employment Education and Training (EET) Minister's Group to ensure training and employment programmes and initiatives are effective for diverse groups of women.

- 7 The Action Plan builds on existing supports for women's employment and is part of wider Government work that supports women in the economy, society and recovery from COVID-19. It is intended to be a 'living document' that can continually evolve to address challenges facing women in the labour market.
- 8 Key themes from initial engagement on the Action Plan have included the need to address systemic barriers facing wāhine Māori, Pacific women, and migrant and refugee women; the need to increase women's wages and make changes to the income support system; the need to make changes to the education and training system to ensure women are not being left behind, including by bridging the digital divide and providing training opportunities for older women workers; supporting women in business and entrepreneurship; and addressing barriers relating to childcare.
- 9 The Action Plan is structured across three success areas (women are financially secure, the labour market is inclusive, and women are supported to meet their paid and unpaid work commitments without incurring penalties) and sets out immediate, medium, and long-term actions to address women's experiences in the labour market.

Background

- 10 Cabinet agreed to the release of the Employment Strategy in August 2019 [CAB-19-MIN-0385 refers]. The Employment Strategy aims to:
 - 10.1 build a skilled workforce that meets business needs and engages in lifelong learning;
 - 10.2 support provincial New Zealand and industries to be successful;
 - 10.3 work with industry to ensure workplaces are modern and provide decent work for a decent wage;
 - 10.4 respond to the changing nature of work in an equitable way; and
 - 10.5 ensure that our labour market is inclusive.
- 11 In addition to the Employment Strategy, Cabinet agreed to progress a set of employment action plans that support the Employment Strategy and provide more detailed interventions for specific population groups.
- 12 Cabinet invited Ministers Tinetti and Sepuloni to report back on the development of the Women's Employment Action Plan [refer CAB-21-MIN-0113]. In October 2021, Cabinet agreed that targeted engagement on the Women's Employment Action Plan commence in November 2021, and invited the Minister for Women to report back to

the Social Wellbeing Cabinet Committee with a final draft of the Women's Employment Action Plan by March 2022 [SWC-21-MIN-0168 refers].

- 13 Seven employment action plans are complete or nearing completion. The other six employment action plans are:
- 13.1 The Youth Employment Action Plan (published in 2019, with actions being progressed);
 - 13.2 The *Working Matters* Disability Employment Action Plan (published in 2020, with actions being progressed);
 - 13.3 The Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan (published in 2022);
 - 13.4 The Older Workers Employment Action Plan (published in 2022);
 - 13.5 The Pacific Employment Action Plan (approved); and
 - 13.6 Te Mahere Whai Mahi Māori - The Māori Employment Action Plan (published in 2022).
- 14 In October 2021 Cabinet received the six-monthly report back on the progress of the seven employment action plans [SWC-21-MIN-0159 refers].
- 15 The Action Plan is aligned with the WAI 2700 Mana Wāhine Kaupapa Inquiry that investigates claims alleging prejudice to wāhine Māori arising from Crown breaches of Te Tiriti, and which looks into the damage to wāhine Māori's customary roles and relationships with whenua, whakapapa, whānau and whairawa.

Overview of women's employment in Aotearoa New Zealand

- 16 There have been improvements for women's educational attainment, labour force participation, and support for women to take on paid work. As at December 2021, women's labour force participation is 66.1%. It has increased more than 10 percentage points since 1990, but it is still consistently lower than the rate for men, which is 75.6 %¹.
- 17 Women's increased labour market participation has long been a driver of economic growth in New Zealand, and closing the gap between male and female employment rates would boost New Zealand's GDP by an estimated 10 percent. As of June 2021, the gender pay was 9.1%.
- 18 Although women's unemployment is currently at the lowest level ever recorded, and underemployment rates are generally reducing as well, these improvements are still

¹ Stats NZ Household Labour Force Survey, annual to December 2021

not occurring at the same rates, and to the same degree, as for men, and are not occurring for all women.

- 19 Māori and Pacific women, disabled women, sole mothers, and women from ethnic communities all continue to experience significantly worse outcomes in the labour market, and continue to face greater barriers in accessing the gains made by women in the workplace. Wāhine Māori with no or few qualifications are more likely than other women to be unemployed, be in lower paid occupations, and are disproportionately working multiple jobs, part time work and casual work.
- 20 One-in-five wāhine Māori and Pacific women aged 15 to 24 years are not in employment, education or training (NEET), double the rate for European women (21.4% compared with 9.6%). The NEET rate for all men is 11.1%. Wāhine Māori and Pacific women experience high levels of unemployment at all age groups and are earning 15% less per hour than men (comparing median hourly earnings)².
- 21 Women interact differently with the labour market to men, which can put women at an economic disadvantage. Women:
- 21.1 are more likely to be underutilised in the labour market and are concentrated in lower skilled, lower paid and/or part-time or casual work, often seeking more working hours, or working non-standard hours;
 - 21.2 experience insecure or limited employment conditions, making them more vulnerable to job losses;
 - 21.3 earn less than men, even when they have the same qualifications;
 - 21.4 continue to experience a gender pay gap, including an ethnic-gender pay gap for Māori and Pacific women;
 - 21.5 are more likely than men to have experienced discrimination, harassment, or bullying at work;
 - 21.6 experience occupational segregation and are less likely to have access to higher paid work within their sectors; and
 - 21.7 undertake a disproportionate share of caring and family responsibilities, which reduces their capacity to respond and adapt to labour market requirements and changes. This is particularly the case for wāhine Māori and Pacific women. Access to childcare remains a significant barrier to employment for women.

² Household Labour Force Survey December 2020; <https://women.govt.nz/gpg/ethnicity?filter=maori>

- 22 Challenges and barriers for women are exacerbated where these intersect with other demographic characteristics such as ethnicity, age and disability, requiring tailored responses and services to different groups of women to generate improvements.

Overview of the Women’s Employment Action Plan

- 23 The Action Plan provides a roadmap of actions towards a better future for women’s employment. It will provide actions to improve the employment pathways for women who are marginalised in the labour market, address, and make visible, ongoing issues for women and their families and whānau around employment, and focus on actions that reduce the labour market penalty on women trying to balance unpaid work responsibilities with paid work.
- 24 It will address cross-system issues which particularly affect women’s ability to participate successfully in the labour market and to achieve economic resilience. It is part of wider Government work that supports women in the economy and society.
- 25 The Action Plan contains a mixture of immediate, medium, and long-term actions:
- 25.1 Immediate actions – identified through the engagement process as needing an immediate response by government agencies (1 to 2 years).
 - 25.2 Medium-term actions – may already be in place; they could take time to improve women’s employment outcomes (2 to 4 years).
 - 25.3 Long-term actions – may not have started; they could take time to improve women’s employment outcomes (4 years +).
- 26 The Action Plan identifies three interrelated success areas for women, with a set of outcomes and actions to meet these outcomes.

Table One: Success areas and key outcomes for the Action Plan

Success area	Outcomes
Women are financially secure	<p>More low-income women and their families and whānau are better off economically, with greater resilience and fewer negative impacts on their wellbeing.</p> <p>Economic shocks have less impact over a shorter time, especially for women marginalised in the labour market.</p> <p>More women are paid fairly for the work they do.</p>
The labour market is inclusive	<p>Women get into and are supported to remain in training and employment.</p>

Success area	Outcomes
	<p>Education and training pathways (including careers advice) support girls and women to achieve their aspirations.</p> <p>Women have access to finance, business support and mentoring so they can take up business opportunities.</p>
<p>Women are supported to meet their paid and unpaid work commitments (without incurring penalties)</p>	<p>Workplaces and policies work better for working women.</p> <p>Barriers that discourage women from participating and thriving in work are removed.</p> <p>Greater sharing of caring responsibilities between partners in the home.</p>

Engagement on the Action Plan

- 27 As the Minister for Women, it was a priority for me that the Action Plan was written through a comprehensive and engaging consultation process. The development of the Action Plan has been led by the National Advisory Council for the Employment of Women (NACEW) and its partner organisations (Māori Women’s Welfare League, PACIFICA, YWCA, Rural Women New Zealand, and the National Council of Women New Zealand), supported by the Ministry and other sector organisations (Māori Women Development Inc., Global Women, Shama, and Itirea Collective.)
- 28 NACEW led targeted engagement between November 2021 and February 2022 with wāhine Māori, Pacific women, ethnic women, and organisations that support women. Three hui were held with NACEW members and partner organisations to identify barriers and opportunities for women’s employment.
- 29 As a result of COVID-19 restrictions, in-person engagement was more limited than originally planned and increased the time taken to engage with women. However, focus groups of wāhine Māori in Gisborne, Pacific women in South Auckland, migrant women in Auckland and Hamilton, and younger women were able to be held kanohi ki te kanohi. Online engagement was completed with wāhine Māori in business, women entrepreneurs, young women, disabled women, and the Council of Trade Unions’ women’s network, as well as an online survey carried out with wāhine Māori and rural women.
- 30 Written thought pieces have also been sought from a range of perspectives. The Ministry undertook a supporting literature scan looking at the employment needs and barriers for wāhine Māori, older women, disabled women, and ethnic women.
- 31 As the Action Plan is a ‘living document’ with actions that can be achieved and new employment opportunities identified for women over time, I intend to direct the Ministry to work with NACEW to continue to engage with women. I will also ask that

NACEW, using their business and employment sector expertise, engage with employers on the Action Plan.

- 32 I propose that I report back on the outcomes of this engagement through the Employment, Education and Training (EET) Ministerial Group.

Key themes from engagement on the Action Plan

- 33 Below are the key themes that were heard throughout initial engagement on the Action Plan.

34 **Wāhine Māori want opportunities that are ‘steeped in Māori’ tikanga** - 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, cultural training, and institutional racism to be addressed.

35 **Recognise the cultural capital of Pacific women** - Pacific women want work environments that are culturally safe, recognise and value cultural experience and competencies, and to be recognised for their contribution to unpaid/voluntary work; they want racism and discrimination to be addressed.

36 **Address systemic barriers for migrant and refugee women** - recognise the qualifications of migrant women and a review of migrant skills matching to get more migrant women into work, recognition of cultural and language barriers which can impede understanding employment contracts, health and safety regulations, support to get into self-employment and into work, and racism and discrimination to be addressed.

37 **Increase the wages of low income women** so that they do not have to work multiple jobs – participants talked about addressing the gender and ethnic pay gaps, implementing pay transparency, and accelerating the fair pay agreements process, ensuring that industries with high concentrations of women workers are prioritised and valued, and addressing the casualisation of women in work.

38 Change the **income support system** to better support transitions between insecure forms of work.

39 Investigate the **impact of changes to the labour market** on different groups of women.

40 Undertake a gender-based review of **employment terms and conditions** (such as addressing insecure and casual work (e.g. zero hour contracts), long work hours and low pay).

41 Focus **employment, education and training programmes and initiatives** on what is effective for different groups of women (including wāhine Māori, Pacific women,

young women, and migrant women), invest in making training and re-training accessible for women who are displaced from their work or who have their working careers punctuated by time in unpaid caring roles, review eligibility for student allowances, student loans and study grants to address the financial barriers to training and re-training for different groups of women, ensure older women can get access to student loans/allowances, and ensure training is culturally appropriate for different groups of women.

- 42 **Increase support for women in business/entrepreneurship** - understand what government funding, grants, and support is available to women in business/entrepreneurs and investigate options to increase funding for women-led businesses; investigate what mentoring services are currently available and recommend ways to improve access to mentoring for different groups of women; investigate how to encourage banks to support/facilitate lending to women entrepreneurs; monitor and report on the impact of the government social procurement for employment outcomes for women.
- 43 **Address the digital divide** - increase access to technology for different groups of women – this includes wāhine Māori, Pacific and migrant women, older women, younger women.
- 44 **Support women to move between paid and unpaid work** – this includes increased access to quality and affordable childcare, investigating potential for changes to paid parental leave provisions, including paid leave for partners, promoting innovative job design and ‘right to work’ flexible working arrangements including providing education to employers on work flexibility, recognising and valuing unpaid and voluntary work (at home, in the community, youth work and church work).
- 45 **Increase gender inclusiveness** within leadership and governance.
- 46 The concerns raised during consultation align with existing government action and priorities identified in the Action Plan.

Women’s employment actions

- 47 Actions in the Plan consolidate work already planned across government including:
- 47.1 Improving pay transparency in Aotearoa New Zealand;
 - 47.2 Supporting pay equity in the public, funded and private sectors;
 - 47.3 Implementing fair pay agreements;
 - 47.4 Monitoring of women’s participation in the labour market;
 - 47.5 Support for women in vocational education and training into career pathways;
 - 47.6 Support for women entrepreneurs, in business and self-employed;

- 47.7 Addressing bullying and harassment in the workplace;
 - 47.8 Increased access to digital connectivity;
 - 47.9 Increased access to childcare;
 - 47.10 Investigating the potential for extending paid parental leave to spouses and partners of new mothers.
- 48 There are specific actions for wāhine Māori, Pacific and ethnic women, disabled women, older and younger women.
- 49 A breakdown of actions by success area is attached as **Appendix Two**.
- 50 Many of the actions identified in the Action Plan align with actions in the other six employment action plans, including:
- 50.1 Improved employment data collection and reporting for women's participation and outcomes from engaging with Employment, Education and Training programmes.
 - 50.2 Access to information about employment programmes and initiatives in the form women need it and where they need it.
 - 50.3 Increased diversity and inclusion in the workforce.
- 51 The Ministry will work with other employment action plan leads on specific actions to support women's employment, including:
- 51.1 Eliminating the gender and ethnic pay gaps (Ministries for Pacific Peoples and Ethnic Communities);
 - 51.2 Investigating the effectiveness of employment interventions and programmes for women, focusing on wāhine Māori and then other women (Te Puni Kōkiri and Manatū Wāhine);
 - 51.3 Increasing diversity on public sector boards with a focus on increasing wāhine Māori representation on boards (Manatū Wāhine, Te Puni Kōkiri, Ministries for Pacific Peoples and Ethnic Communities);
 - 51.4 Exploring building stronger entrepreneurial pathways and supports for wāhine Māori (Te Puni Kōkiri) and understanding the support (including mentoring, and information) available to Pacific women in business, and how to enhance this (Ministry for Pacific Peoples).

Ongoing monitoring and evaluation of the Action Plan

- 52 An implementation plan will be developed for the Action Plan and revised annually. **Appendix Three** provides a high-level overview of how each action could be implemented.
- 53 A monitoring framework will be developed to measure progress, identify opportunities, and further barriers to employment, and any changes in the labour market that impact on women's employment. This will include monitoring the impact on women's employment within the six other employment action plans.
- 54 The Ministry will develop a dashboard with a set of indicators to monitor employment outcomes for women.

Financial Implications

- 55 s 9(2)(f)(iv)

Legislative Implications

- 56 There are no legislative implications arising from this paper.

Impact analysis

Te Tiriti o Waitangi

- 57 Te Mahere Whai Mahi Wāhine Women's Employment Action Plan recognises our obligations to wāhine Māori under Te Tiriti o Waitangi and our commitment to Te Tiriti o Waitangi principles of active protection/rangatiratanga (self-determination), partnership, equity (addressing disparities in outcomes for wāhine Māori), and options (recognising wāhine Māori-specific approaches to issues that directly affect wāhine Māori).
- 58 This plan acknowledges and seeks to learn from the WAI 2700 Mana Wāhine Kaupapa Inquiry currently being heard by the Waitangi Tribunal. This inquiry examines claims alleging prejudice against wāhine Māori arising from breaches of Te Tiriti o Waitangi, in both historical and contemporary times. At the heart of all the claims is the loss of rangatiratanga and the social, economic, environmental and cultural loss that has occurred as a result.

Population Implications

- 59 The Action Plan contains priority actions that have implications for different groups of women, reflecting the intersectional approach that has been taken in developing the

Action Plan. A breakdown of actions by population group is attached as **Appendix Four**.

Human Rights

- 60 The proposals in this paper are consistent with the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993.

Consultation

- 61 The agencies that have been consulted on this Action Plan are: Ministry of Social Development, Ministry of Business, Innovation and Employment, Te Kawa Mataaho Public Service Commission, Tertiary Education Commission, Te Puni Kōkiri, Ministry for Pacific Peoples, Ministry for Ethnic Communities, Office of Disability Issues, Work Safe New Zealand, Te Manatū Waka, Waka Kotahi, Department of Corrections, Ministry of Foreign Affairs and Trade, and Department of the Prime Minister and Cabinet.

Communications

- 62 If Cabinet agrees, the Action Plan will be published on the Ministry for Women's website. I intend to hold a launch event in South Auckland, at a location connected to one of the communities of women who participated in the engagement on the Action Plan. Members of NACEW, business and union representatives, and partner organisations will be invited to attend the event.

Proactive Release

- 63 In accordance with the Government's proactive release policy, I intend to release this paper with the Action Plan when it is published.

Recommendations

- 1 **note** that Cabinet agreed to the development of Te Mahere Whai Mahi Wāhine Women's Employment Action Plan in April 2021 [CAB-21-MIN-0113];
- 2 **note** that Cabinet agreed to the release of the Employment Strategy in August 2019 [CAB-19-MIN-0385 refers] and in April 2021, Cabinet invited Ministers Tinetti and Sepuloni to report back on the development of the Women's Employment Action Plan [refer CAB-21-MIN-0113];
- 3 **note** that in October 2021, Cabinet agreed that targeted engagement on the Action Plan could commence in November 2021, and invited the Minister for Women to report back to the Social Wellbeing Cabinet Committee with a final draft of the Women's Employment Action Plan by March 2022 [SWC-21-MIN-0168 refers];
- 4 **note** that Te Mahere Whai Mahi Wāhine Women's Employment Action Plan contains actions to improve labour market outcomes for women, developed in consultation with stakeholder groups and other government agencies, and led by the National Advisory Council for the Employment of Women (NACEW);
- 5 **agree** to the actions outlined in Te Mahere Whai Mahi Wāhine Women's Employment Action Plan;
- 6 **agree** that Manatū Wāhine Ministry for Women will lead the implementation of Te Mahere Whai Mahi Wāhine Women's Employment Action Plan;
- 7 **agree** that Manatū Wāhine will develop a framework for monitoring progress on Te Mahere Whai Mahi Wāhine Women's Employment Action Plan;
- 8 **authorise** the Minister for Women to publish Te Mahere Whai Mahi Wāhine Women's Employment Action Plan, and make minor editorial changes to the Women's Employment Action Plan prior to publication; and
- 9 **authorise** the Minister for Women, in discussion with the Minister for Social Development and Employment, to determine a suitable launch occasion in mid to late June 2022, for Te Mahere Whai Mahi Wāhine Women's Employment Action Plan.

Authorised for lodgement

Hon Jan Tinetti

Minister for Women

Please note that the following appendices have been removed and withheld under section 18 (d) and section 9 (2)(f)(iv) of the Official Information Act 1982:

- **Appendix One:** Te Mahere Whai Mahi Wāhine Women's Employment Action Plan
- **Appendix Two:** Te Mahere Whai Mahi Wāhine Women's Employment Action Plan summary table of Actions
- **Appendix Three:** Te Mahere Whai Mahi Wāhine Women's Employment Action Plan – overview of how actions will be implemented
- **Appendix Four:** Te Mahere Whai Mahi Wāhine summary of the actions to progress employment outcomes for all women in Aotearoa New Zealand over the next five years.

These documents are either already publicly available [here](#) or are withheld to protect the confidentiality of advice tendered by Ministers of the Crown and officials.



Cabinet Social Wellbeing Committee

Minute of Decision

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Te Mahere Whai Mahi Wāhine Women's Employment Action Plan

Portfolio Women

On 4 May 2022, the Cabinet Social Wellbeing Committee:

- 1 **noted** that in April 2021, Cabinet agreed to the development of Te Mahere Whai Mahi Wāhine Women's Employment Action Plan [CAB-21-MIN-0113];
- 2 **noted** that in August 2019, Cabinet agreed to the release of the Employment Strategy [CAB-19-MIN-0385];
- 3 **noted** that in October 2021, the Cabinet Social Wellbeing Committee agreed that targeted engagement on the Action Plan could commence in November 2021, and invited the Minister for Women to report back with a final draft of the Women's Employment Action Plan by March 2022 [SWC-21-MIN-0168];
- 4 **noted** that Te Mahere Whai Mahi Wāhine Women's Employment Action Plan (the Action Plan) contains actions to improve labour market outcomes for women, developed in consultation with stakeholder groups and other government agencies, and led by the National Advisory Council for the Employment of Women;
- 5 **agreed** to the actions outlined in the Action Plan;
- 6 **agreed** that Manatū Wāhine Ministry for Women will lead the implementation of the Action Plan;
- 7 **agreed** that Manatū Wāhine will develop a framework for monitoring progress on the Action Plan;
- 8 **authorised** the Minister for Women to publish the Action Plan, and to make minor editorial changes to the Women's Employment Action Plan prior to publication;
- 9 **authorised** the Minister for Women, in discussion with the Minister for Social Development and Employment, to determine a suitable launch occasion in mid to late June 2022, for the Action Plan.

Jenny Vickers
Committee Secretary

Distribution: (see over)

Present:

Rt Hon Jacinda Ardern
Hon Grant Robertson
Hon Kelvin Davis
Hon Dr Megan Woods
Hon Chris Hipkins (Chair)
Hon Poto Williams
Hon Kris Faafoi
Hon Willie Jackson
Hon Jan Tinetti
Hon Dr Ayesha Verrall
Hon Meka Whaitiri

Officials present from:

Office of the Prime Minister
Officials Committee for SWC

PROACTIVE RELEASE



Cabinet

Minute of Decision

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Report of the Cabinet Social Wellbeing Committee: Period Ended 6 May 2022

On 9 May 2022, Cabinet made the following decisions on the work of the Cabinet Social Wellbeing Committee for the period ended 6 May 2022:

OUT OF SCOPE

SWC-22-MIN-0080

**Te Mahere Whai Mahi Wāhine Women's
Employment Action Plan**
Portfolio: Women

CONFIRMED

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Michael Webster
Secretary of the Cabinet