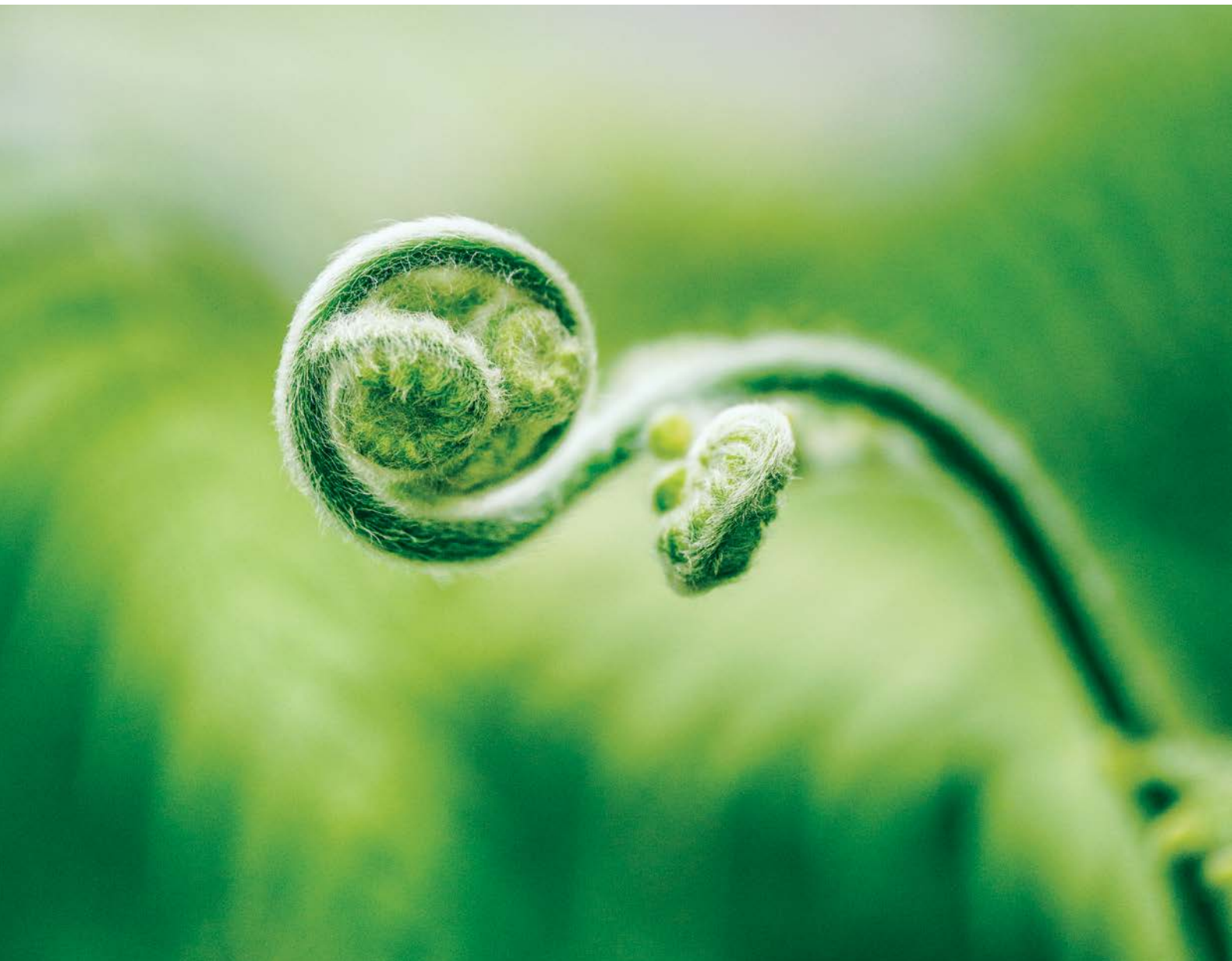


Te Mahere Whai Mahi Wāhine

Women's Employment Action Plan





Hon Jan Tinetti, Minister for Women



I am pleased to introduce *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*.

This plan provides us with the steps to support all women in Aotearoa to fulfil their potential. The plan provides actions to improve employment pathways for women who are marginalised at work, particularly wāhine Māori, Pacific women, young and older women, disabled women, women who are former refugees and recent migrants, and LGBTQIA+. This is about providing women with opportunities towards higher skilled and higher paid employment, particularly for wāhine Māori and Pacific women.

Thank you to the National Advisory Council on the Employment of Women (NACEW) for leading the development of the plan. As sector leaders, you have brought women's voices directly into this plan.

Women have different experiences in the world of work than men, which can put women at an economic disadvantage. Women undertake a disproportionate share of caring and family responsibilities, reducing their capacity to adapt to employment changes. The facts prove that women have been affected by COVID-19. Many women worked in sectors that struggled to survive the pandemic resulting in women being made redundant at higher levels than men. Many women worked in sectors that provided first line response to the pandemic.

This plan addresses structural inequalities in the world of work by emphasising a need to focus on initiatives such as the gender pay gap/pay imbalance, pay equity and pay transparency.

It looks towards improving access to training and employment programmes; recognises and supports women's paid and unpaid work responsibilities through increased paid parental provisions; and addresses the need to improve access to quality, affordable childcare.

We know that improving women's employment can generate lifetime and intergenerational benefits – for women, their children, their family, whānau, hapū, and iwi. There are also increased social, health and wellbeing benefits from employment – protection from violence, increased retirement savings and long-term financial security.

We also need to think about how women are being affected by trends that are changing the nature of work – including globalisation, technological advances and digitisation, climate change, and demographic shifts arising from an aging population, immigration, migration, and rural-urban migrations.

This plan is guided by Te Tiriti o Waitangi and te ao Māori values, seeks to uphold and implement Te Tiriti o Waitangi obligations, and builds on Te Tiriti principles of rangatiratanga (self-determination), active participation, equity (addressing disparities in outcomes for wāhine Māori), and options (recognising wāhine Māori-specific approaches to issues that directly affect them).

The plan is a part of the Government's Employment Strategy, which aims to ensure that all New Zealanders can fulfil their potential in developing skills, finding secure employment and engaging in rewarding careers. It sits alongside and supports the work of the other employment actions plans for Māori, Pacific, younger, ethnic, older and disabled workers.

I am excited to release this plan and to support women to have choices, live rewarding lives, and to ensure that gender roles or stereotypes are not limiting what women do. I see this plan as the start of our journey together. I will continue to monitor progress and identify new opportunities for women's employment.

Traci Houpapa, Chair, National Advisory Council on the Employment of Women



We all know that wealth and wellbeing should be more equally and equitably shared across communities.

However, the reality is many women are still struggling in their daily lives trying to support family and whānau.

So the question is how do we support all women to get into training and work and stay there?

We need to break down barriers so wāhine can succeed. This is about a system change that we need to make as a country and as an economy.

COVID-19 has provided us with an opportunity to really think about how to make this change. We don't want to go back to the old normal, without focusing on how we can improve the quality of life for all our people.

The National Advisory Council on the Employment of Women talked directly to women about what they need now to support them in employment and what they need in the future.

Women told us that COVID-19 has had a significant impact on their lives – both on their families and whānau and economically. I thank NACEW members for leading this work and these brave wāhine for speaking up.

Many of the women had lost jobs, had family members who had lost jobs or were working two or three jobs to make ends meet. They worked in sectors which employ nearly one-in-four women, that had experienced the most job losses – retail, accommodation, hospitality, and recreation. Women often work in sectors where pay is low, but the job is essential – caring roles, for example. This isn't new. Wāhine Māori and Pacific women have a long history of being affected by employment barriers in the labour market.

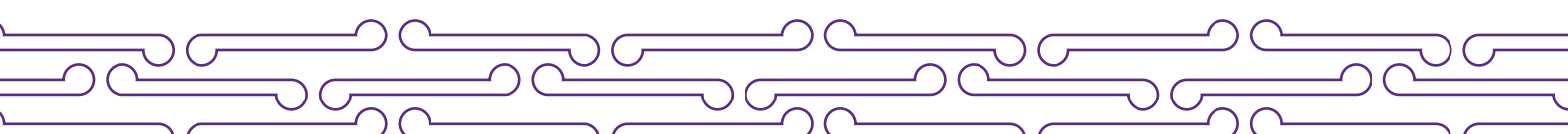
Te Mahere Whai Mahi Wāhine Women's Employment Action Plan – takes a wider and broader approach. It focuses on progressing work in some challenging areas: pay transparency, fair pay agreements, gender and ethnic pay gaps, and pay equity. It identifies issues such as childcare, bullying, and harassment that are barriers to women's work. The plan represents a united voice from women that is the future for Aotearoa.

This statement at a recent hui resonates with me:

“What would successful employment look like to me? I believe it looks like dignity, I believe it looks like purpose, I believe it looks like best value. Best value of your time to create wellbeing. Successful employment is that we are able to not only feed our family, we are able to thrive and we are able to burst out into whatever forum or arena that we choose. We want to be developers in that system. We want to be co-creators, we want to be the inventors.”

(Hinerangi Edwards)

This is a challenging and exciting time.



Te Mahere Whai Mahi Wāhine summary of actions



Success area one: Women are financially secure

Immediate actions	Agency	Status
Improve pay transparency in Aotearoa New Zealand	Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women	scoping
Support pay equity in the public, funded, and private sectors by: <ul style="list-style-type: none"> tools, guidance, and resources to support parties to pay equity claims governance and assurance for parties to claims raised with government employers that the pay equity process is in accordance with the Equal Pay Act 1972 support of funded sector claims that wish to obtain in-principle agreement to fund from Cabinet, or be eligible for the benefits of a claim (to be extended) 	Te Kawa Mataaho Public Service Commission	underway

Medium-term actions	Agency	Status
Implement fair pay agreements	Ministry of Business, Innovation and Employment	underway
Eliminate the gender and ethnic pay gaps in the public sector and support change in the private sector	Te Kawa Mataaho Public Service Commission Manatū Wāhine Ministry for Women	underway
Monitor women's participation in the labour market and supports Government provides to facilitate improved labour market outcomes for women	Ministry of Social Development Manatū Wāhine Ministry for Women	underway





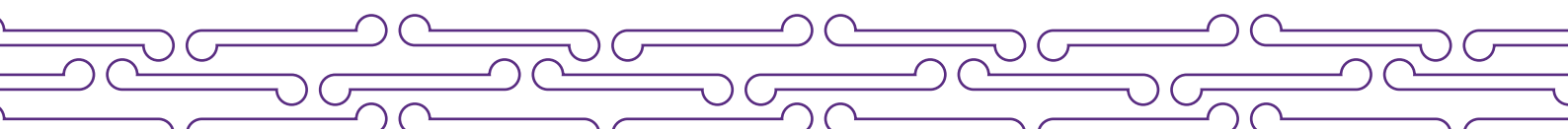
Success area two: The labour market is inclusive for women

Immediate actions	Agency	Status
Explore how to mitigate the immediate impact of COVID-19 on wāhine Māori and Pacific women's access to training and employment	Manatū Wāhine Ministry for Women Ministry of Social Development National Advisory Council on the Employment of Women	new research action
Investigate the effectiveness of employment interventions and programmes for women, focusing on wāhine Māori and then on other groups of women	Manatū Wāhine Ministry for Women Te Puni Kōkiri	underway joint action with Te Puni Kōkiri
Ensure wāhine Māori, Pacific women, ethnic women have access to information about employment programmes and initiatives in the form they need it and where they need it	Ministry of Social Development Manatū Wāhine Ministry for Women	scoping action
Improve employment data collection and reporting for women's participation and outcomes from engaging with Employment, Education and Training programmes	Manatū Wāhine Ministry for Women Stats NZ Ministry of Social Development	underway
Build stronger entrepreneurial pathways and support for wāhine Māori entrepreneurs (followed by Pacific, ethnic, disabled, and younger businesswomen)	Te Puni Kōkiri Manatū Wāhine Ministry for Women Ministry of Business, Innovation and Employment	scoping joint action with Te Puni Kōkiri
Continue the four-year Vocational Education and Training (VET) marketing campaign (including women in non-traditional trade roles)	Tertiary Education Commission	underway
Develop an Online Career Planning solution to provide quality information and support on learning and career pathways (includes wāhine Māori)	Tertiary Education Commission	underway
Continue the Targeted Training and Apprenticeship Fund until December 2022	Tertiary Education Commission	underway
Investigate options to reduce barriers to women's participation in exporting	Ministry of Foreign Affairs and Trade	scoping action

Medium-term actions	Agency	Status
Explore the provision of wraparound support (childcare, transport, driver licencing, mentoring, navigation) for wāhine Māori, Pacific women, disabled women, and sole mothers in training or employment programmes	Manatū Wāhine Ministry for Women National Advisory Council on the Employment of Women	new research action
Monitor training and employment support provided to women while on parole or after serving a prison sentence as part of Wāhine – E rere ana ki te pae hou: Women's Strategy 2021-2025	Manatū Wāhine Ministry for Women Department of Corrections	underway
Investigate women entrepreneurs' access to business funding	Manatū Wāhine Ministry for Women Ministry of Business, Innovation and Employment New Zealand Trade and Enterprise	scoping action
Explore ways to improve women's access to driver licences (wāhine Māori, young women, disabled women, ethnic women, sole mothers)	Te Manatū Waka Ministry of Transport Waka Kotahi NZ Transport Agency Ministry of Social Development Manatū Wāhine Ministry for Women	underway
Investigate financial disadvantage for women, with a focus on women's retirement and KiwiSaver	Manatū Wāhine Ministry for Women Ministry of Business, Innovation and Employment	scoping action
Explore improved access to mentoring services for wāhine Māori, Pacific women, ethnic women, disabled women, and older and younger women in business	Manatū Wāhine Ministry for Women National Advisory Council on the Employment of Women Ministry of Business, Innovation and Employment Ministry of Social Development	scoping action
Explore strengthening digital connectivity for wāhine Māori and Pacific and ethnic women in business	Manatū Wāhine Ministry for Women Department of Internal Affairs Ministry of Social Development Te Puni Kōkiri Ministry for Pacific Peoples Ministry for Ethnic Communities	scoping action

Medium-term actions cont	Agency	Status
<p>Increase diversity and inclusion in the workplace:</p> <ul style="list-style-type: none"> investigate workplace inclusiveness increase diversity on public sector boards 	<p>Manatū Wāhine Ministry for Women Te Kawa Mataaho Public Service Commission Te Puni Kōkiri Ministry for Pacific Peoples Ministry for Ethnic Communities Ministry of Business, Innovation and Employment</p>	underway
Address bullying and harassment at work	<p>Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women Te Puni Kōkiri Ministry for Pacific Peoples Ministry for Ethnic Communities</p>	scoping action
Review the immigration settings for migrants in New Zealand who experience family violence to ensure that appropriate support is available, including visa categories that are more commonly granted to women	<p>Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women Ministry for Ethnic Communities</p>	scoping action
Explore how former refugee and migrant women will be considered in the Refresh of the New Zealand Refugee Resettlement Strategy (NZRRS) and New Zealand Migrant Settlement and Integration Strategy (NZMSIS)	<p>Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women Ministry for Ethnic Communities</p>	underway

Long-term actions	Agency	Status
Continue the Reform of Vocational Education in supporting greater choice in vocational education, including for women	Tertiary Education Commission	underway
Support women to understand their career and study options through a national career systems strategy	Tertiary Education Commission	underway
Monitor and report on the impact of the Government's Broader Outcomes Procurement Rules on women in employment	<p>Manatū Wāhine Ministry for Women Ministry of Business, Innovation and Employment</p>	scoping action





Success area three: Women are supported to meet their paid and unpaid work commitments (without incurring penalties)

Immediate action	Agency	Status
Explore improved access to affordable childcare	Ministry of Social Development Manatū Wāhine Ministry for Women	underway

Medium-term action	Agency	Status
Research the experiences of wāhine Māori in business accessing childcare	Manatū Wāhine Ministry for Women Te Puni Kōkiri	builds on existing research

Long-term action	Agency	Status
Investigate potential for extending paid parental leave to spouses and partners of new mothers	Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women	scoping action

Contents

Part One: What is the Women's Employment Action Plan?

- 10** Purpose of the action plan
- 10** The action plan is part of the Government Employment Strategy
- 11** The action plan is guided by Te Tiriti o Waitangi and te ao Māori values
- 11** The action plan is a living document
- 11** The action plan is part of wider government work that supports women
- 12** The action plan builds on existing supports for women's employment

Part Two: Why have an action plan for women?

- 14** Women in the labour market
- 14** Women earn less than men
- 15** Gender and ethnic pay gaps
- 15** Women are more likely to be underutilised in the labour market
- 16** Women are clustered in female-dominated industries
- 16** Future changes in work trends will impact on women
- 17** Women undertake a disproportionate share of caring and family responsibilities
- 17** Access to affordable childcare continues to be a barrier to employment
- 17** Women are more likely to have experienced discrimination, harassment, or bullying at work

Part Three: Key groups of women who experience poor labour market outcomes

- 20** Wāhine Māori
- 22** Pacific women
- 24** Women from Ethnic Communities
- 26** Disabled women
- 28** Younger women
- 31** Older women
- 33** Sole mothers

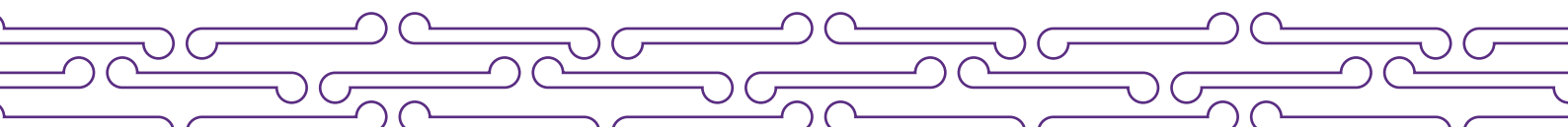
Part Four: Women's voices on employment

- 36** How we engaged with women
- 37** What we heard

Part Five: Actions for women's employment

- 40** Key success areas for the plan
- 41** Success area one: Women are financially secure
- 46** Success area two: The labour market is inclusive for women
- 58** Success area three: Women are supported to meet their paid and unpaid work commitments (without incurring penalties)
- 60** Summary of actions for all women over the next five years
- 60** Summary of actions for specific groups of women over the next five years

-
- 64** Endnotes



1

What is the Women's Employment Action Plan?



Purpose of the action plan

The Women's Employment Action Plan provides a roadmap of actions towards a better future for women's employment.

- The plan provides actions to improve the employment pathways for women who are marginalised in the labour market, in particular wāhine Māori, Pacific women, young and older women, disabled women, women who are former refugees and recent migrants, and LGBTQIA+.
- The plan addresses, and makes visible, ongoing employment issues for women and their family and whānau.
- The plan focuses on actions that will help women trying to balance unpaid work responsibilities with paid work, such as improving childcare access, closing the gender pay gap, reducing gender-based occupational segregation, and more flexible working arrangements.
- The plan addresses cross-system issues that affect women's ability to secure skilled, higher-paid work and to achieve economic resilience.
- The plan will help address gender inequalities.

The action plan is part of the Government Employment Strategy

The strategy has five key objectives:

Build a skilled workforce	Support regions and industries	Ensure workplaces are modern and provide decent work	Respond to the changing nature of work	Create an inclusive labour market
---------------------------	--------------------------------	--	--	-----------------------------------

The action plan is a part of the Government's Employment Strategy, which aims to ensure that all New Zealanders can fulfil their potential in developing skills, finding secure employment and engaging in rewarding careers.¹

Seven population-specific employment action plans sit under the strategy. They represent groups of people who consistently experience poor employment outcomes.

Aligning actions for women within the other six plans

Te Mahere Whai Mahi Wāhine Women's Employment Action Plan will support actions for women within the other six employment action plans:

- *Te Mahere Whai Mahi Māori: Māori Employment Action Plan*
- *Older Workers Employment Action Plan*

- *Former Refugees, Recent Migrants, and Ethnic Communities Employment Action Plan*
- *The Pacific Employment Action Plan*
- *Work Matters – Employment Action Plan for people disabled people*
- *Youth Employment Action Plan.*

Manatū Wāhine Ministry for Women will monitor the implementation of actions across the six employment plans to assess their impact on women's employment.

We will continue to work with government agencies and Employment Education and Training (EET) to ensure these training and employment programmes and initiatives are effective for diverse groups of women.



The action plan is guided by Te Tiriti o Waitangi and te ao Māori values

The relationship between the Crown, and hapū, iwi and Māori citizens, is governed by Te Tiriti o Waitangi.ⁱⁱ

The action plan is guided by Te Tiriti o Waitangi and te ao Māori values, upholds and implements Te Tiriti o Waitangi obligations, and builds on Te Tiriti principles of rangatiratanga (self-determination), active participation, equity (addressing disparities in outcomes for wāhine Māori), and options

(recognising wāhine Māori-specific approaches to issues that directly affect wāhine Māori). The plan seeks to address the inequitable outcomes between Māori and non-Māori which are inconsistent with the principles of Te Tiriti. It seeks to increase opportunities for wāhine Māori to maximise their potential and improve their financial security through participation in employment and training.

The action plan is a living document

An implementation plan will be developed for the employment actions.

We will also develop a monitoring framework to measure progress, and identify further barriers to employment. We will continue engaging with women so we are reflecting their employment experiences in the plan.

We will report regularly to the Employment Education and Training Ministers on the progress of the action plan.

The action plan is part of wider government work that supports women

This plan complements other Government initiatives to improve outcomes for women.

There are many factors that impact on women's ability to take up and stay in work:

- **access to affordable childcare** continues to be a barrier to employment for mothers and sole parents
- **inadequate access to safe and affordable housing** is a barrier for many women trying to access training and work
- **access to transport**, including access to driver licences, cost barriers or difficulties in needing to drop off and pick up children at childcare and schools

- **threats to safety**, including from family violence and sexual violence, can affect women's ability to work
- **mental and physical health issues** for women or the whānau members they care for.

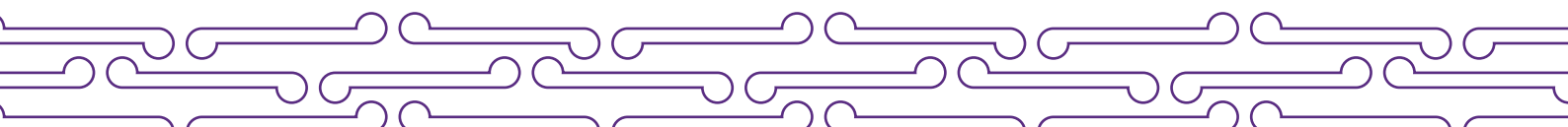
Access to public transportation, education, health, and information and communication services are especially challenging for disabled women, older women, women with young children, and ethnic and migrant women. Gender bias and discrimination is a barrier that many women face but is particularly prominent for those who face intersectional disadvantages, including the LGBTQIA+ community.



The action plan builds on existing supports for women's employment

Supports for women in employment have continued to improve over time and now include:

- **Childcare support:** 20 hours' free early childhood education per week for three-to-five year-olds; Childcare Subsidy provides eligible low-income parents with assistance for children aged 5-13
- **Training Incentive Allowance:** sole parents, carers and disabled people on eligible benefits are supported with study costs
- **Introducing and expanding paid parental leave for primary carers:** recently increased to 26 weeks
- **Flexible work:** all employees are entitled to request flexible work under the *Employment Relations Act 2000*
- **Introduction of free period products in schools** that supports many students who need access to basic period products
- **The overhaul of the welfare system** has included raising abatement thresholds, removing the hours test from the In-Work Tax Credit, and boosting employment services
- **Future of Work Tripartite Forum:** a partnership between the Government, Business New Zealand, and the New Zealand Council of Trade Unions aims to support businesses and workers to respond to a rapidly changing world of work
- **Wāhine – E rere ana ki te pae hou: Women's Strategy 2021-2025:** this strategy will help guide the Department of Corrections in improving the treatment of women in prison
- **Te Aorerekura – the National Strategy for the Elimination of Family Violence and Sexual Violence and the Action Plan** sets out a new collective path to eliminate family violence and sexual violence
- **Reform of Vocational Education (RoVE):** designed to create a unified and sustainable vocational education system
- Refresh of the **Refugee and Migrant Strategies**
- **Industry Transformation Plans (ITPs)** focus on transforming key industries toward a high value, high wage, low emission future
- **Regional Skills Leadership Groups (RSLGs)** established to support better ways of meeting future skills and workforce needs in regions and cities
- **Social unemployment insurance (New Zealand Income Insurance Scheme):** Business New Zealand, the New Zealand Council of Trade Unions, and the Government have proposed a New Zealand Income Insurance Scheme to protect workers
- **Child poverty:** supporting women to be more economically resilient, vital for the financial stability of their whānau and reducing child poverty
- **Wai 2700 Mana Wāhine Kaupapa Inquiry:** considering claims alleging prejudice to wāhine Māori, arising from Crown breaches of Te Tiriti o Waitangi, which have damaged their customary roles and relationships with their whenua, whakapapa, and mātauranga. The loss of rangatiratanga and social, economic, environmental, and cultural wellbeing has detrimentally affected employment opportunities and pay equity for wāhine Māori. Manatū Wāhine and Te Puni Kōkiri are co-leading the Crown's involvement in the Inquiry and the policy response to inquiry findings.



2

Why have an
action plan for
women?



Women's economic resilience is an important factor in reducing child poverty and intergenerational disadvantage within families and whānau. Women, their families and whānau, society, and the economy all benefit from women's employment.

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 gross domestic product by an estimated 10 percent. Overall, there have been improvements for women's educational attainment, labour force participation, and support for women to take on paid work. Women's participation in the labour force has increased from 54.3 percent to 70.3 percent from 1991 to 2021.ⁱⁱⁱ

Women have always been entrepreneurs and business leaders, supporting the aspirations and futures of their families, whānau, and communities. They provide income, flexibility, and employment opportunities for others. In 1986 women made up 25 percent of employers and 30 percent of self-employed (without employees). By June 2021 women were 33 percent of employers and 40 percent of self-employed population.

However, these improvements are still not occurring at the same rates for all women. 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 to 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, disproportionately engaged in multiple employment, and work in part-time and casual roles.

Women in the labour market

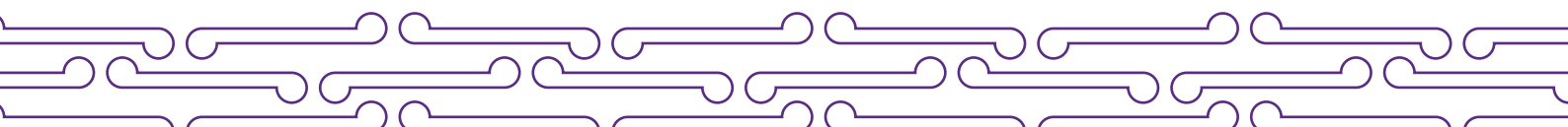
Women interact differently with the labour market to men, which can put women at an economic disadvantage. Women:

- earn less than men, even when they have the same qualifications
- continue to experience a gender pay gap, and an ethnic-gender pay gap for Māori and Pacific women
- are more likely to be concentrated in lower-skilled, lower-paid, and/or part-time or casual work, often seeking more working hours or working non-standard hours
- are involved in insecure or limited employment conditions, making them more vulnerable to job losses
- are more likely than men to have experienced discrimination, harassment, or bullying at work
- undertake a disproportionate share of caring and family responsibilities, which reduces their capacity to adapt to labour market requirements and changes. This is particularly the case for wāhine Māori and Pacific women.

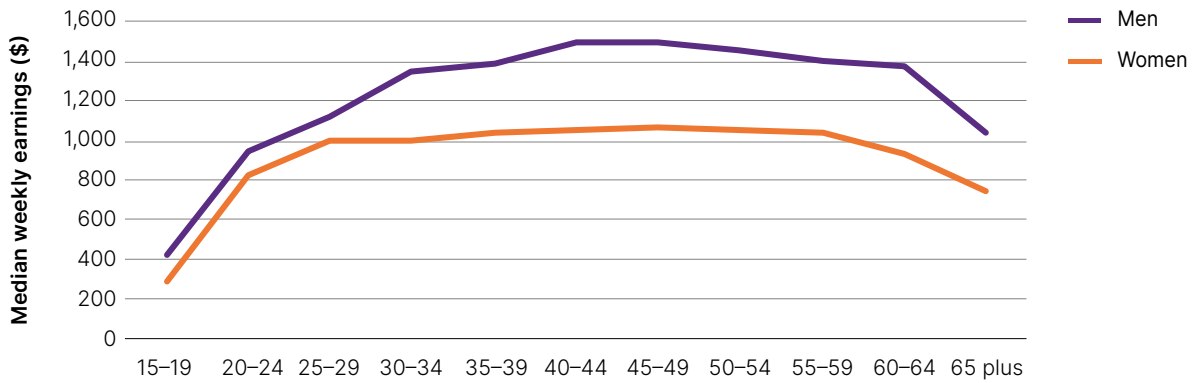
Women earn less than men

Higher levels of qualifications have not translated into more equitable earnings or labour market outcomes for women. The annual earnings of graduate men steadily outpace those for women graduates, including those with the same qualifications. Lower lifetime earnings for women have impacts on women's health, wellbeing, economic independence, and ability to save for retirement. Wāhine Māori and Pacific women are earning 15 percent less per hour than men (comparing medium hourly earnings).

Manatū Wāhine Ministry for Women estimates that, on average, women earn \$888,108 less over their lifetimes than men.^{iv} A 2019 report on in-work poverty in New Zealand found that 7.7 percent of adult females were associated with an in-work poor household, while for men this number was 6.6 percent. The in-work poverty rate is substantially higher when the main earner in the household is female, regardless of household structure.^v



Men's and women's median weekly earnings
(from wages and salaries) by age group, June 2021



Gender and ethnic pay gaps

The national gender pay gap (9.1 percent) has reduced since 1998 (when it was 16.3 percent), though progress has notably slowed over the past decade. There are greater disparities for wāhine Māori, Pacific women, ethnic and migrant women, disabled women, young women, older women, LGBTQIA+, and sole mothers. The table below depicts some combined effects of gender and ethnic pay gaps using December 2021 data.^{vi}

Pacheco et al found the majority (80 percent) of the nationwide gender pay gap is driven by what the research calls ‘unexplained’ factors.^{vii} These are the harder to measure factors, like conscious and unconscious bias – impacting negatively on women’s recruitment and pay advancement – but also the differences in men’s and women’s choices and behaviours.

Vertical segregation is another recognised contributor to the gender pay gap. Within industries, women are less likely to be in higher-paid leadership roles, particularly in the private sector, and there are often limited options for flexible work in these higher-paid roles.

Women are more likely to be underutilised in the labour market

Underutilisation describes workers who are having trouble gaining the right amount of employment and includes underemployment (part-time workers who want more hours), unemployment, and other job seekers who do not meet the unemployment criteria. Women have a particularly high rate of underemployment compared to men. Wāhine Māori are more likely than women of European descent

Women’s ethnicity	Median hourly earnings	% GPG from all men’s earnings	Difference from men’s earnings
European	\$27.33	5.8%	\$1.67
Māori	\$24.93	14.0%	\$4.07
Pacific	\$23.02	20.6%	\$5.98
Asian	\$25.50	12.1%	\$3.50



to be working part-time but wanting and being available to work more hours.^{viii} This can result in women working in less secure, more precarious working arrangements. Of all women in the paid workforce, nearly one-in-three work part-time – less than 30 hours per week. Women are more likely to be in casual work,^{ix} which is typically low paid,^x and in multiple jobs. The Ministry of Business, Innovation and Employment estimates 63 percent of minimum wage earners aged 16-64 are women.^{xi} Women are four times more likely than men to cite difficulty in finding suitable childcare as the reason for underemployment, and three times more likely than men to cite other family responsibilities.^{xii}

An analysis, based on June 2021 data, shows underemployment varies across industries and is closely linked to industries where women's work is most concentrated. The top five industries are shown below.

Women are clustered in female-dominated industries

Occupational segregation is a driver of the gender pay gap and presents issues for women in employment to the degree to which segregated workforces experience low incomes^{xiii} and undervaluation. In certain occupations where the work is, or has been, predominantly performed by women, wages have often been lower than occupations where the work has been performed predominantly by men.

New Zealand has a highly gender-segregated labour market with around half of all women and men working in occupations where at least 70 percent of workers are of the same gender. In the year to March 2021, around 50 percent of working women were concentrated in three industries: healthcare and social assistance (18.6 percent); retail, trade, and accommodation (16.9 percent); education and training (12.3 percent).

Future changes in work trends will impact on women

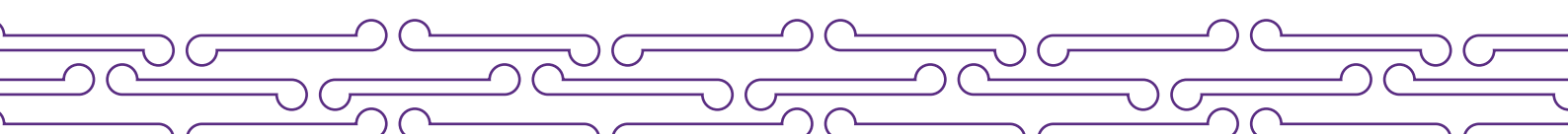
Women's employment will change as the nature of work changes, including:

- increased digitalisation and automation resulting in a decline in certain job sectors that are particularly vulnerable to automation (such as retail trade), and new emerging 'job clusters' in predominantly male-dominated STEM fields
- demographic shifts caused by an ageing population, which is likely to lead to an increased demand for care work, both domestically and professionally, and growing migration
- climate change, which is likely to have significant impacts on industries such as agriculture and aquaculture, with a move towards a low emissions economy.

Workers who are least connected to the education system and are historically discriminated against or exploited in labour markets are most likely to be negatively affected by these changes.

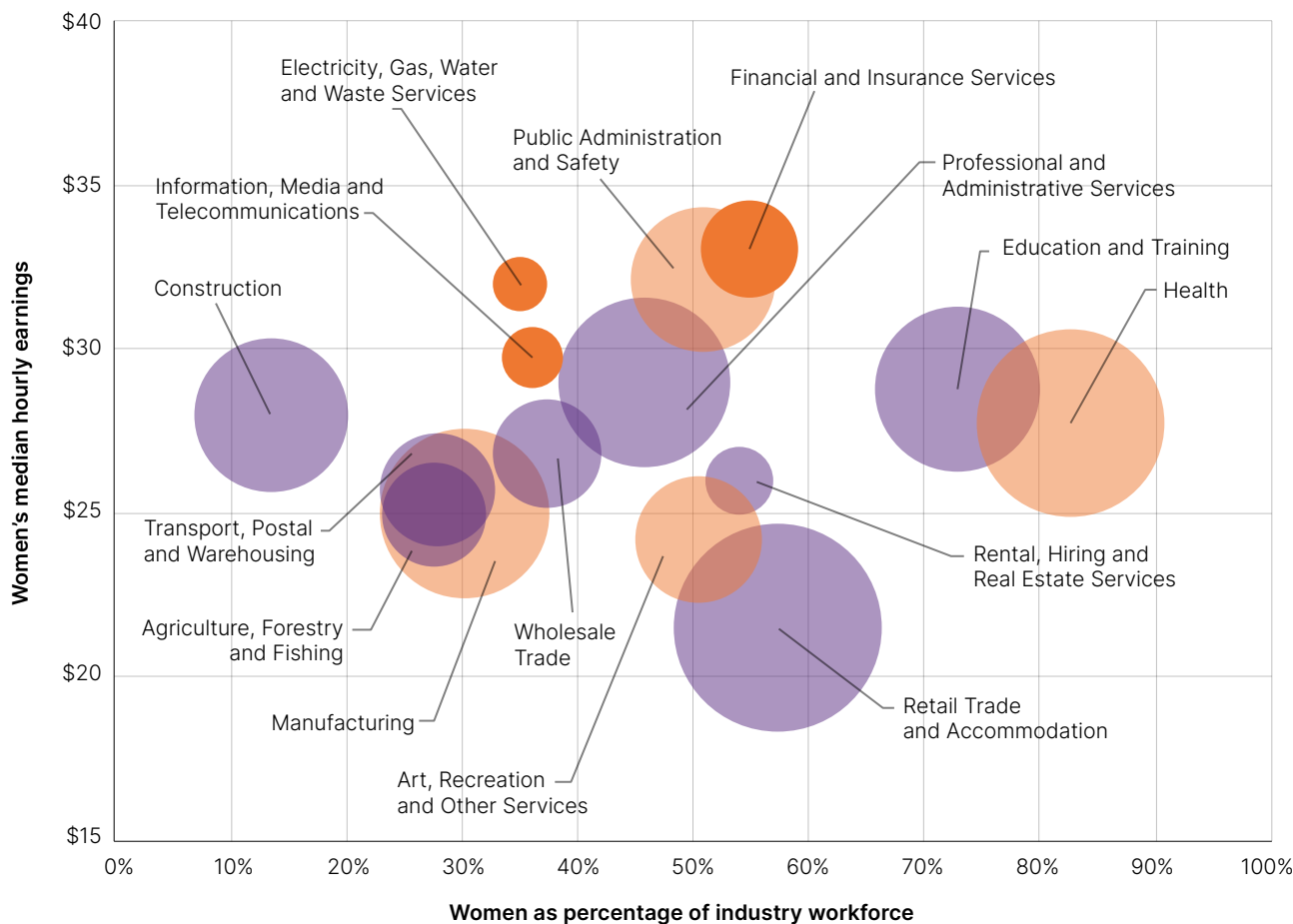
Women's underemployment by top five industries

June 2021 (underemployed = part-time workers seeking more hours)



Women's employment by industry

By size of industry, women's median wages, and women's share of industry, June 2021



Women undertake a disproportionate share of caring and family responsibilities

Mothers returning to paid work will continue to suffer a 'motherhood penalty'. Mothers, on average, experience a 4.4 percent decrease in hourly wages upon returning to work; mothers who take longer than 12 months to return to work experience an 8.3 percent decrease in hourly earnings.^{xiv}

Access to affordable childcare continues to be a barrier to employment

Mothers and sole parents (82 percent of whom are women) are most likely to encounter difficulty in accessing affordable childcare.


For many women it is not economically viable for women to return to work because the costs

of childcare outweigh the wages they make. Research shows that mothers who were in low-paid work before becoming parents face an 'employment gap' (time out of the workforce).

Women are more likely to have experienced discrimination, harassment, or bullying at work

A survey from 2018 found 14 percent of women and 9 percent of men said they had suffered discrimination, harassment, or bullying at work over the previous year. Discrimination rates also varied by ethnicity, with 13 percent of Asian and Māori participants reporting discrimination, harassment, or bullying, compared to 11 percent of Pacific and European participants. Across all ethnic groups, women reported higher rates of discrimination, harassment, or bullying than men.^{xv}





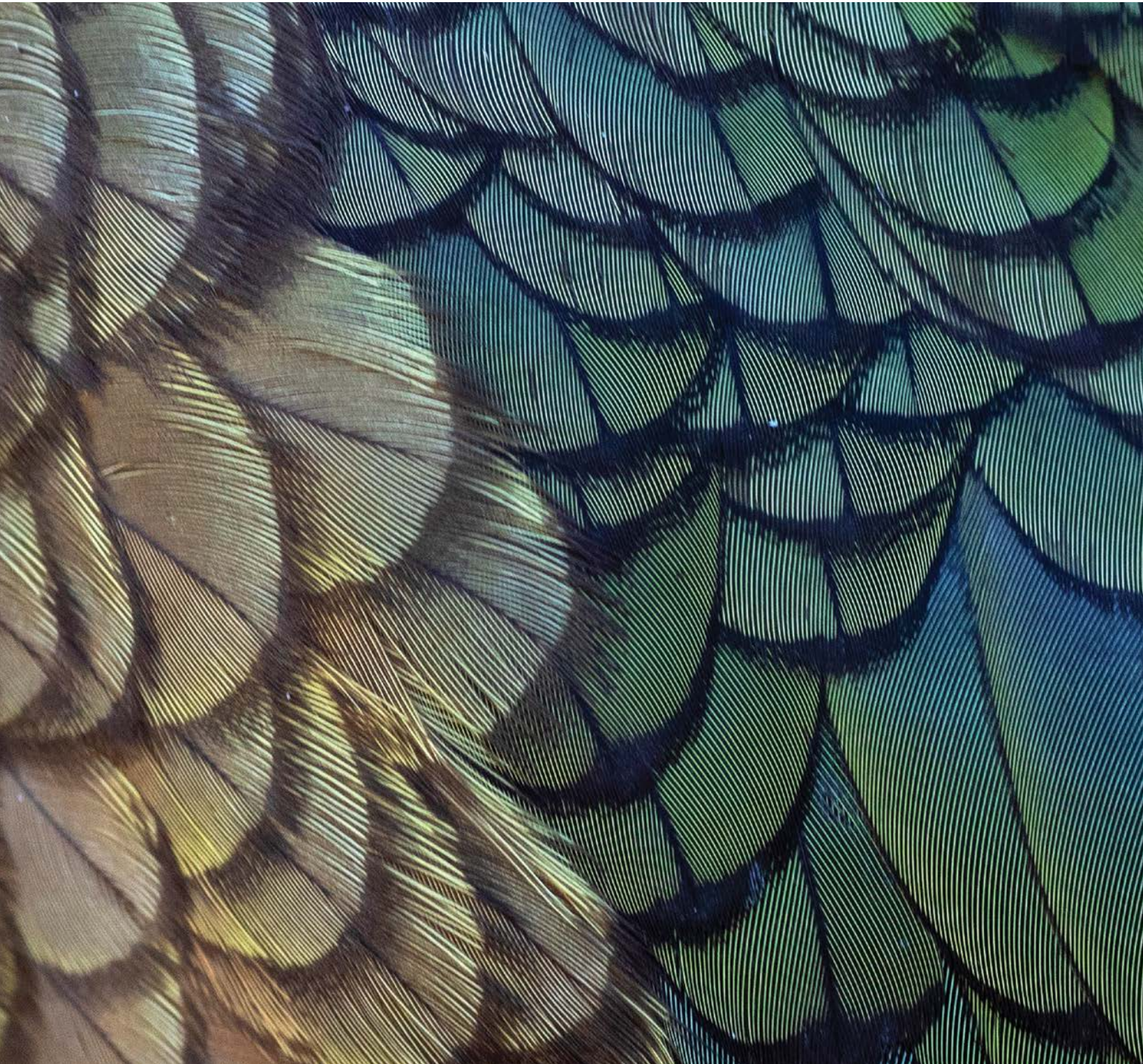
“Successful employment is about having work with dignity and purpose; the best value of your time to create wellbeing for you, your whānau and the world. If work doesn’t release the potential within us, then the world is missing out.”

“Work is about sustainable incomes not just getting a job. Many women have opted out of jobs and set up businesses so they can earn an income while also looking after whānau.”

Wāhine Māori participant

3

Key groups of women
who experience
poor labour market
outcomes



Wāhine Māori

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

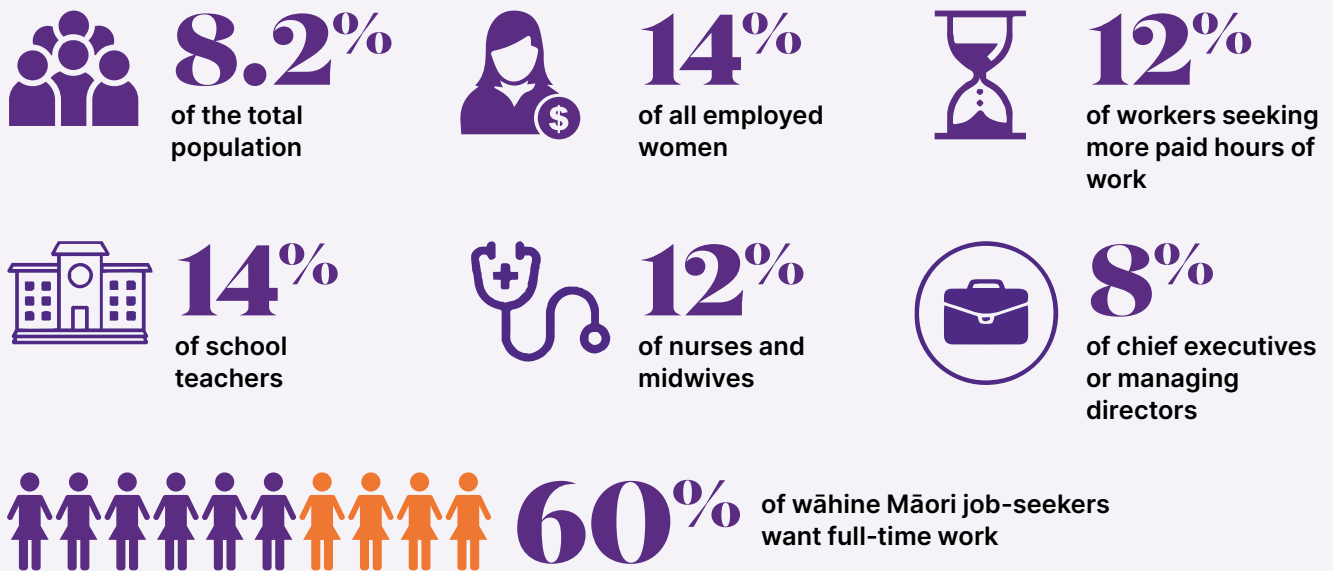
Wāhine Māori are running businesses, employing people, caring for whānau, and are active in nearly every industry – contributing to health, education, science, construction, agriculture and commerce. Wāhine Māori value and invest in education. Yet, wāhine Māori do not get an equal share of returns for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

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

Top 10 Career aspirations for kōtiro Māori

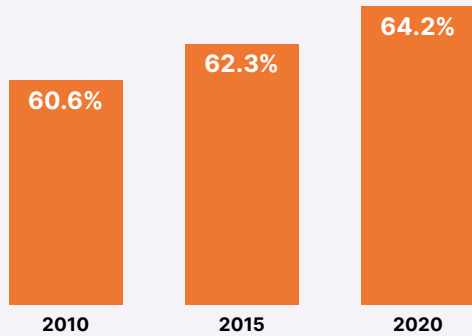
1. Teachers
2. Lawyers
3. Doctors
4. Nurses and Midwives
5. Police Officers
6. Veterinarians
7. Travel Attendants
8. Musical Performers
9. Physiotherapists
10. Psychologists

Wāhine Māori represent:



*For sources used for infographics in this publication refer to p.65

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.

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.

Wāhine Māori in Business

Manatū Wāhine's 2019 report *Ngā wāhine kaipakihi: 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:



1,300

in Agriculture, Forestry and Fishing



1,100

in Professional, Scientific and Technical Services



760

in Construction

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



Pacific Women

Pacific women are linguistically, culturally, and religiously diverse.

Pacific women are active in almost all industries including health, manufacturing, retail trade and the public sector. The largest group of Pacific women are employed in preschool and school education. Pacific women's labour force participation has increased steadily over the last ten years. Currently, Pacific women represent **7%** of working age women. By 2030, Pacific people will make up over **10%** of the working age population.

The **pay gap** for Pacific women compared to all men is **20.6%**.

Top 10 Career aspirations for Pacific girls

1. Nursing and midwives
2. Lawyers
3. Travel attendants and travel stewards
4. Doctors
5. Teachers
6. Police officers
7. Architects
8. Musical performers
9. Designers
10. Actors

Pacific women represent:



4%

of the total population



6%

of all employed women



5%

of underutilised workers



4%

of female nurses and midwives



4%

of female lawyers

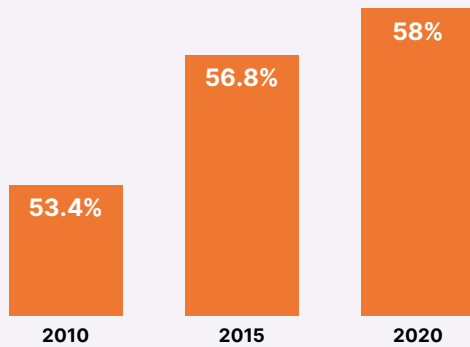


2%

of chief executives or managing directors



Pacific women are increasingly in the paid labour force



Gender Pay Gap



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

For Pacific women, gender and ethnicity combine to create a pay gap of **20.6%** compared with all men.

For every dollar men earn, Pacific women earn **79** cents.

Access to Childcare



Pacific mothers are the **most likely** to report cost as a barrier to using child care compared to other ethnic groups.

Challenges to employment include:

- Bias and racism in recruitment and career progression
- Business development skills
- Access to childcare
- Transport and driver licences
- Flexible education
- Stereotypes

Pacific women in business

The most popular industries for Pacific businesswomen are **professional, scientific, and technical services** (18%), **construction** (13%) and **health care and social assistance** (9%). Co-ownership is common.

Over 1,200 Pacific women own and work in these businesses.

At a conservative estimate, in 2017, the Pacific owned businesses in the top three industries generated at least **\$46 million of domestic sales**:



\$100,000+

110 Professional, Scientific and Technical Services businesses generated domestic sales over \$100,000 each.



\$1 million+

21 Pacific Construction businesses generated sales over \$1 million. A further 86 businesses generated over \$100,000 each.



\$100,000+

63 Health care and social assistance businesses generated sales over \$100,000 each.

Meeting the needs of jobseekers

Nearly **60%** of Pacific women job seekers want full-time work.

Nearly **80%** of unemployed Pacific men want full-time work.

People seek part-time work to fit with caring responsibilities, study and when setting up a business.



Women From Ethnic Communities

Women from ethnic communities include women who identify as African, Asian, Continental European, Latin American or Middle-Eastern. About one-fifth of the female labourforce are women from an ethnic community.

Those who migrated here may have arrived as a skilled migrant, as the spouse of a skilled migrant, as a student, as a child in a migrant family, through family reunification or as a former refugee.

There are two employment action plans which support women from ethnic communities. The Ministry for Ethnic Communities, MBIE and MSD are jointly undertaking an Employment Action Plan focused on migrants. Manatū Wāhine has developed *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*, alongside all government plans, to ensure better employment outcomes for women, including recent migrants and former refugees.



20%

of the female labour market are women from ethnic communities



51%

of the ethnic community labour force are women



4%

of public sector board members identified as Asian. **Less than 1%** identified as Middle Eastern, Latin American or African



12%

of workers in the public service identify as Asian
Source: PSC 2020



75%

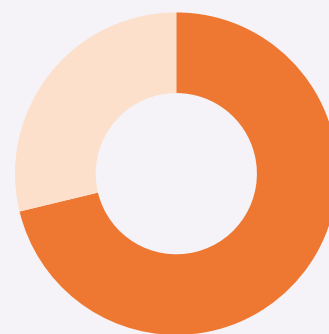
of women from ethnic communities were born overseas



5%

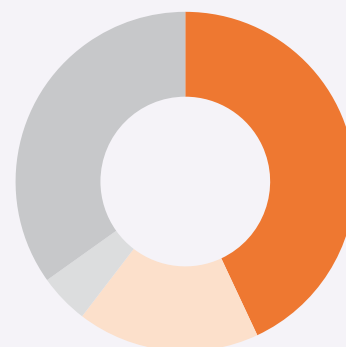
of women from ethnic communities are unemployed

Over **70%** of employed women from ethnic communities work full-time



● full-time ● part-time

Labour force status for women from ethnic communities, 2018



● full-time ● part-time
● unemployed ● NILF

Most migrants granted residence stay in New Zealand on a long-term basis, and the retention rate has been slowly increasing. Of those people granted residence in 2011/12, **89.1 percent** were still in Aotearoa after **five years**, up from **79.6 percent** in 2001/02. Recently, migration patterns have been heavily disrupted by COVID-19.

Gender Pay Gap



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

For **Asian women**, gender and ethnicity combined to create a pay gap of **12.1%** compared with all men.

For **Middle Eastern, Latin American and African women**, the gender pay gap was **6.9%**.

Challenges to employment include:

- Women from ethnic communities face multiple layers of discrimination, including racism
- Recognition of overseas qualifications and labour market experience
- Limited knowledge of the New Zealand labour market and how to access pathways to employment, and understanding of their rights as employees
- Limited knowledge of government services
- Limited employment, social and community networks
- Potentially limited financial or personal resources to enable work, and lack of flexible work options that are needed for childcare

More diversity is needed for effective governance

2021 marked a milestone for New Zealand with women making up **50.1%** of public sector board members. However, diversity on boards is lagging. Only **4%** of those on boards identified as Asian, and **less than 1%** identified as Middle Eastern, Latin American or African.

Asian women in business

Over **13,000** Asian women own and work in business. At a conservative estimate, in 2017, female Asian-owned businesses generated at least **\$1.29 billion of domestic sales** in these top three industries:



\$1 million+

1,810 accommodation and food businesses generated sales over \$1 million each, and another **290** businesses generated over \$100,000.



\$1 million+

1,080 retail businesses generated sales over \$1 million each, and another **280** businesses generated over \$100,000.



\$1 million+

69 businesses in **professional, scientific and technical services** generated sales over \$1 million each, and a further **780** businesses generated over \$100,000.

Disabled Women

Almost 1 in 4 New Zealanders are disabled. Disabled workers (aged 15-64) make up 2% of the New Zealand labour market and are equally represented across all sectors. So all industries need to be responsive to disabled workers.

Disabled workers are under-represented in higher-income positions, and are less likely to have qualifications (and higher qualifications) than non-disabled people. Disabled women's unemployment has tracked downward over the last five years from 15 percent in 2017 to 8.2 percent in 2021.

Disabled workers, on average, work **3 hours less** per week than non-disabled workers. For some, reduced hours will provide flexibility. Like non-disabled women, disabled women work fewer paid hours than men, reflecting the high need for flexible working conditions shared by all women.

Disabled workers stay longer with their employers, staying almost **3 years longer on average than non-disabled workers.**

Disabled people are almost twice as likely to be 'underutilised' than non-disabled women. In June 2021, 1 in 5 disabled women (22%) were 'underutilised' as a group, including unemployed and underemployed, and seeking more hours of work.

Young disabled people are **four times more likely** to not be in employment, education or training, than their non-disabled peers.



74%
of disabled adults
not in paid work
would like a job



**32
hours**
average weekly
hours worked by
disabled women



8.2%
unemployment rate
for disabled women



60%
of working disabled
people were satisfied
with their job



37%
experienced
discrimination
in the past
12 months

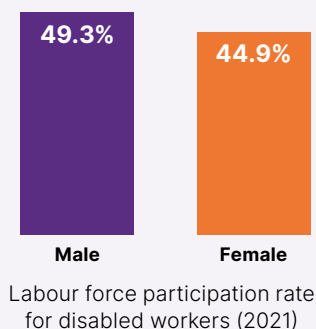


65.1%
of disabled women
have a qualification



Workforce participation

In 2021, **45%** of female disabled workers (aged 15-64) were employed or seeking paid work. This participation rate has been stable since statistics on the employment of disabled people became available.



In 2021, **65.7%** of employed disabled women worked full-time, and **34.3%** part-time. This pattern is close to the part-time/full-time pattern of all women.

Disabled women worked an average of **32** hours a week, compared with 34 hours per week for non-disabled women.

Top industries for disabled workers

While disabled workers are represented equally (**2%**) across all industries, industries vary by size. Nearly **16%** of all disabled workers are employed in retail trade, accommodation or food services. The next most common sector is healthcare and social assistance.

Gender Pay Gap



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

The gender pay gap for **disabled women** compared to all men is **19.0%**. This gap reduces only slightly to **16.1%** compared to disabled men.

As at June 2021, disabled women have an hourly median wage of **\$23.50**, compared to \$28.00 for disabled men and \$29.00 for all men.

Qualifications



In 2021, 65.1% of disabled women held a school qualification or higher.

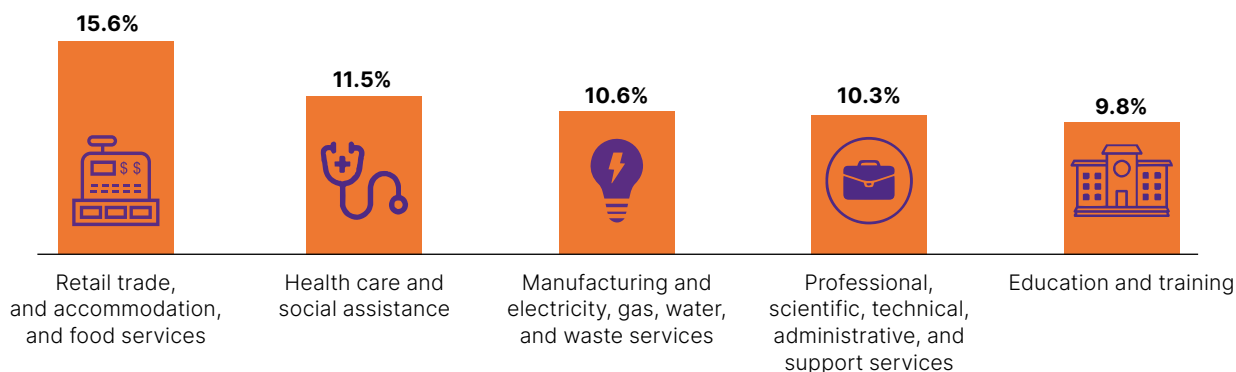
17.9% held a bachelor's degree or higher.

Reasons for leaving the workforce

Half of working-age disabled people who left their job did so due to **a sickness, illness or injury** – compared to 14% of non-disabled workers.

The second main reason that disabled workers leave their job is that they were laid off or made redundant (**8.7%**). This is similar to non-disabled workers (**9.4%**).

Top 5 industries where disabled workers are employed (2021)



Younger Women

Part-time work supports younger women (aged 15-24) while studying, and helps to build skills and networks. Nearly half (49%) of younger women work part-time.

In contrast, over two-thirds (68%) of young men work full-time. Nearly **1 in 5** young female workers are employed in **hospitality**, more than two-thirds of whom work part-time (66%).

Young people have higher unemployment rates, regardless of gender, as they compete with more experienced workers. In December 2021, the unemployment rate for younger women was **10.2%** compared to **3.9%** for all women. For men, these figures were **10.8%** and **3.7%** respectively.

The gender pay gap starts at zero. There is no gender pay gap for workers aged 15-19, as there is little discretion in wages and many earn the minimum wage. For those aged 20-24 a pay gap emerges where women earn **3.6%** less than men.



64%

of younger women are in the labour force



64%

of employed younger women work in retail trade and accommodation



7%

of the labour force are younger women

Top 5 industries for youth (15-24)

Females

- **Retail trade and accommodation (40%)**
- Health (12.6%)
- Professional and administrative services (8.7%)
- Education and training (8%)
- Arts, recreation and other services (7.7%)

Males

- **Retail trade and accommodation (26%)**
- Construction (20%)
- Manufacturing (11%)
- Professional and administrative services (8.9%)
- Agriculture (6%)

Young women workers are highly concentrated in hospitality, tourism, and retail trade work – industries often impacted by economic downturn. COVID-19 impacted these sectors, reducing jobs for some and reducing hours for others (underemployment). **One-third** of all underemployed women are working in retail trade.

Young men have been more insulated from disruptions to their employment and training, with **20%** employed in construction – an industry where apprenticeships make it possible to earn while you learn.

Effects of COVID-19 on education



In New Zealand, primary and secondary students **lost up to 10 weeks of learning** in the 2020 lockdowns, with students in Auckland further impacted by lockdowns in 2021.

Lockdown effects have played out differently, depending on how well resourced students are. A Christchurch survey identified some benefits to lockdown learning such as **less distraction, more family engagement** with students' education, and greater choice about when and what to study.

However, only **24%** of NCEA students thought learning from home made them a better learner. The Education Review Office found **anxiety, under-achievement**, and the demoralising impact of a lack of academic progress affected students – particularly those from low-decile communities and those in Auckland. **Two-thirds of schools (66%)** report concerns about student progress due to lockdowns. Omicron has further impacted learning at all levels.

Tertiary studies



Between 2006-2018, the average completion rate for 3-year programmes was **53%** for females compared to **49%** for males. For five-year programmes, **64%** of females completed their studies compared to **60%** of males.

Earning and learning



1 in 5 younger women – or 63,000 students – are working while studying. A further **11,700** women (aged 15-24) are looking for jobs while studying. Part-time work and seasonal work are also important economic supports for students.

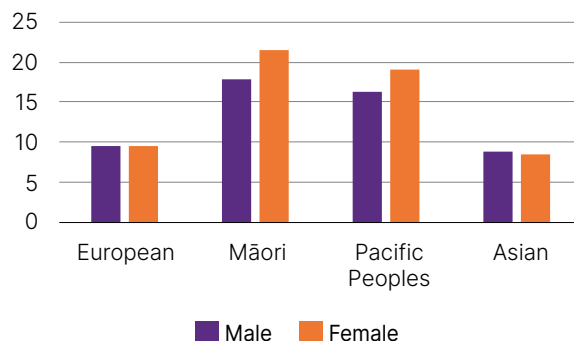
In December 2021, **12%** of females (aged 15-24) are not in employment, education or training (NEET), compared to **11%** for young males.

Young Māori and Pacific women (aged 15-24) had less engagement with work and education, than other younger women and men.

For women aged 20-24, this is partially explained by caring responsibilities, or difficulties securing childcare, accommodation or transport.

NEET rates for young labour force by ethnicity and gender

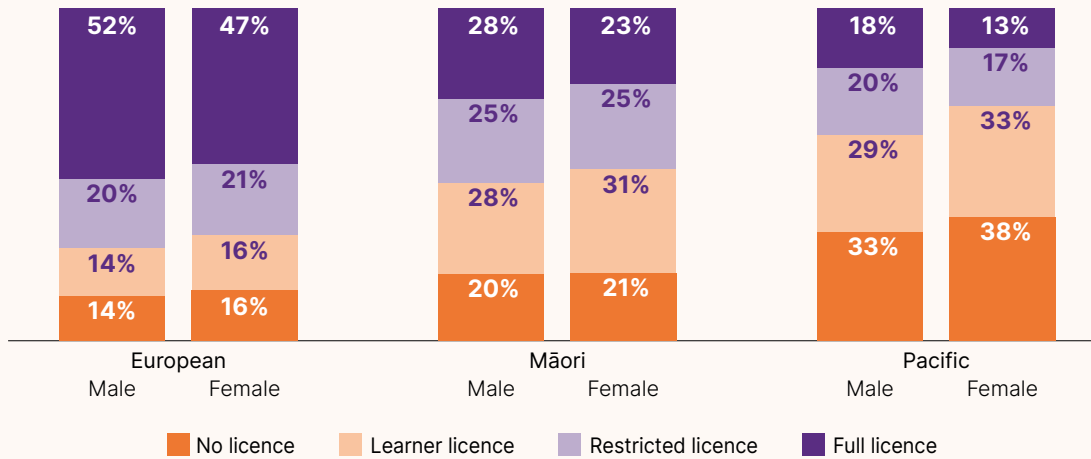
December 2021



Driver licences enable employment

A driver licence is a great enabler to access employment and training, particularly for mothers. It is also a de facto qualification for many employers, and a form of identification for many young people. There are distinct differences in driver licence acquisition by gender, age and ethnicity.

Driver licence status by selected ethnicities, 19-24 years, 2018



Older Women

One-quarter of all workers in Aotearoa New Zealand are aged 55 years and over.

Like other workers, older workers seek a safe and respectful workplace that offers flexibility and the opportunity to develop skills. Flexible work arrangements, such as part-time work, allow time for other commitments such as caring responsibilities, volunteering, or for health, disability or personal needs. Part-time workers, particularly women and those aged 65+, are most likely to do volunteer work.

Paid work can provide social engagement, physical activity and a source of identity. The Retirement Commission estimates **one-third** of those working

past the age of 65 are doing so out of financial necessity. This necessity can be a result of 'cumulative lifetime labour market disadvantage'. The retirement savings of Māori and Pacific people are lower than other ethnicities, and retirement savings for women are lower than for men.

Older workers are more susceptible to long-term unemployment following an economic shock. Five years after the 2009 financial crisis, displaced workers aged 50+ reported **11-12%** lower employment. Those who had re-entered employment reported **25%** lower earnings. Over the same five-year period both impacts had disappeared for workers of other age groups.



15%
of the total population are women aged 55+



13%
gender pay gap for women aged 55-59



1.3%
of women aged 65+ are actively seeking paid work



16.3%
of all retail trade workers are aged 55+



27%
of female workers aged 55+ work in the health sector

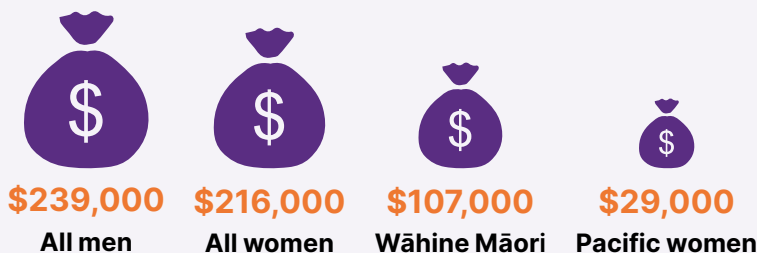


2%
of all managers are women aged 65+, while **6%** are males of the same age range



1 in 4 (24%)
of female workers are aged 55+

Individual median net worth for those aged 45-54 in 2018.

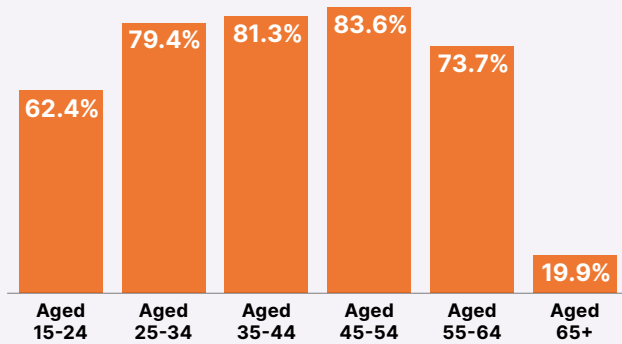


For people approaching retirement, net worth varies significantly by gender and ethnicity



In 2021, **75%** of women aged 55–64 were in the labour force. After the retirement age (65+), this figure drops to 1 in 5 women (20%).

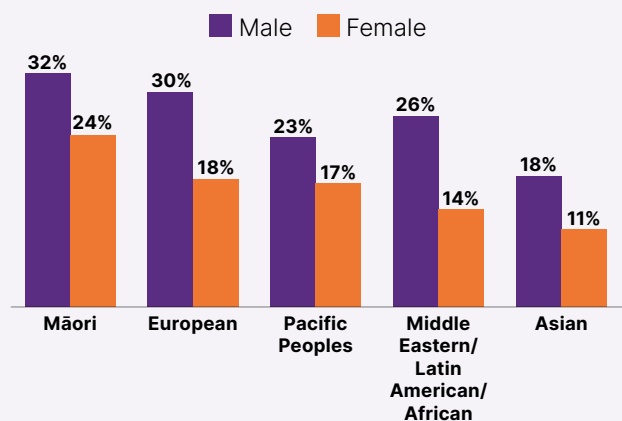
Women's labour force participation rate by age (2021)



Employment rates for those aged 65+ differ by gender and ethnicity

Māori men and women under 65 have lower employment rates, but Māori aged 65+ are more likely to be employed than other older people. This may reflect a greater need to work to make ends meet, but further research is required to confirm this.

Employment rates in 2018 for those aged 65+



Top 5 industries for older female workers

The top industries for female workers aged 55+ are:

1. Health (**27%**)
2. Education and training (**17%**)
3. Retail, trade and accommodation (**13%**)
4. Professional and administrative services (**7%**)
5. Public administration and safety (**7%**).

Other main industries include manufacturing (6%), and arts, recreation and other services (5%). These are the same main industries for women aged 65+.

There is nearly double the number of older retail trade females compared to men – **62%** of older retail trade workers are women.

Lifetime earnings



It is estimated that a woman will earn \$880,000 less than a man over her lifetime. This can be attributed to many factors including occupational segregation, time out of the workforce, and the gender pay gap.

Gender pay gap



The gender pay gap, compared to men the same age, is:

- **8.3%** for women 65+
- **15%** for women aged 60–64
- **13%** for women aged 55–59

Older workers face longer unemployment

Just **1%** of women aged 65+ are unemployed, compared to an unemployment rate of **4%** for all women. This is similar for male workers, whose unemployment rates sit at **1%** and **3.7%** respectively.

But older workers are over-represented among the long-term unemployed. In December 2021, nearly **1 in 5** (21%) of Jobseeker Support recipients were aged 55–64.

Jobseeker support recipients aged 50+ stay longer on benefits than younger workers. In 2020, **2 in 5** of Jobseeker support recipients aged 50+ (41.5%) had received the benefit for more than one year.

Challenges for older workers can include:

- Underutilisation
- Ageism, or age-based discrimination
- Overlapping challenges due to age, gender and ethnicity
- Undervaluation of cultural knowledge
- Digital literacy
- Longer unemployment periods



Disruptions to employment can significantly impact on retirement savings and affect workers.

Sole Mothers

Nearly 60% of sole mothers were in paid employment at the last census (2018), making the labour market the main source of financial support for sole parent families.

Sole parent support is also an essential safety net. Nearly 49% of sole mothers received sole parent support in 2018, (compared to 20% of sole fathers). This is explained partly by sole fathers caring for older children. Many of those receiving sole parent support also declare regular part-time work. Twenty percent of sole parents receive sole parent support for less than one year.



67%

Labourforce participation rate for sole parents



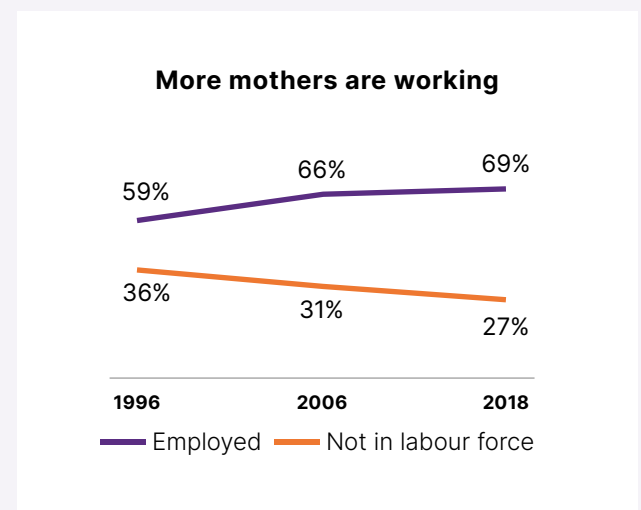
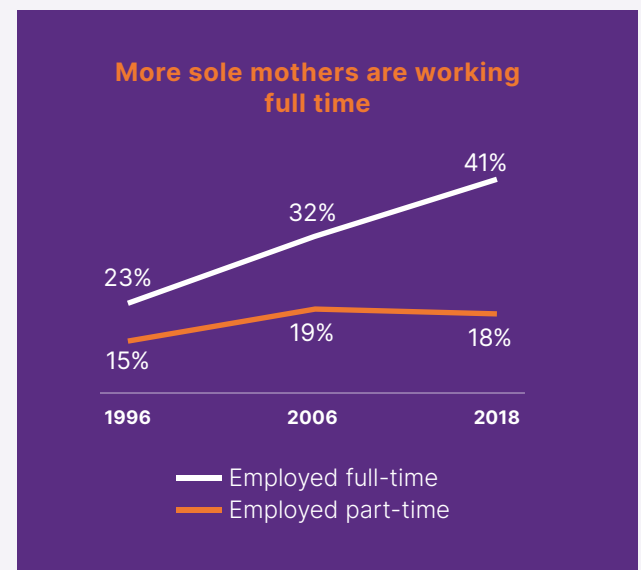
45%

of mothers on sole parent support have a full driver licence (compared to 74% of all mothers)



13%

Unemployment rate of sole mothers, three times that of mothers in couples (4.3%)



More mothers are working

More mothers are in the labour force, with **69%** of mothers employed in 2018.

More sole mothers are also working: **59%** of sole mothers were employed in 2018 compared to **37%** in 1996.

About **two-thirds** (65%) of employed mothers work full time. This number was similar for employed working mothers in a couple (64% worked full-time), and sole mothers (69% worked full-time).

Access to Childcare

Sole parents are **twice as likely** as women living with a partner to experience difficulties accessing childcare due to affordability, and are substantially more likely to experience other access difficulties.

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

Wellbeing

Last year, nearly one-fifth of sole parents did not have enough money for everyday needs. Sole parents are also more likely to living in damp, cold and mouldy homes.

In March 2021, over **one-quarter** of sole parents gave low ratings of overall life satisfaction (26%) compared to partnered mothers and fathers (11%).

Nearly **one-third** of sole parents gave low ratings of family wellbeing (27%), and received help from an organisation such as a church or foodbank in the past 12 months (27%).

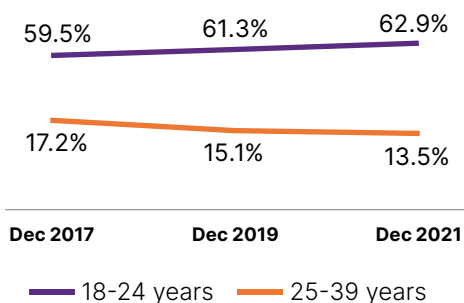
Support for parents

The age of parents receiving sole parent support is rising. In 2021, nearly **two-thirds** of parents receiving support were aged 25-39 years old.

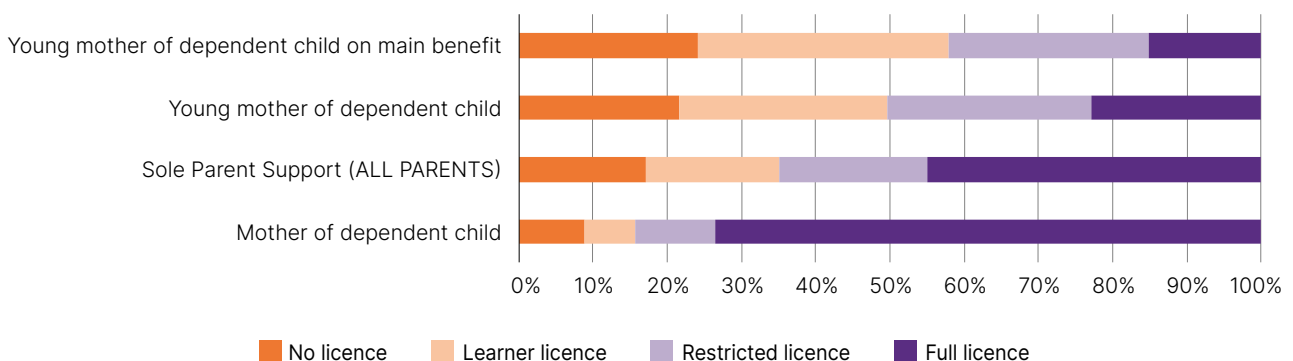
Over **50%** of all recipients (both genders) had a dependent child under 5 years old.

In December 2021, over **66,000** mothers received sole parent support in the last 5 years – comprising **91%** of all recipients.

Age of Sole Parent Support recipients (all genders)

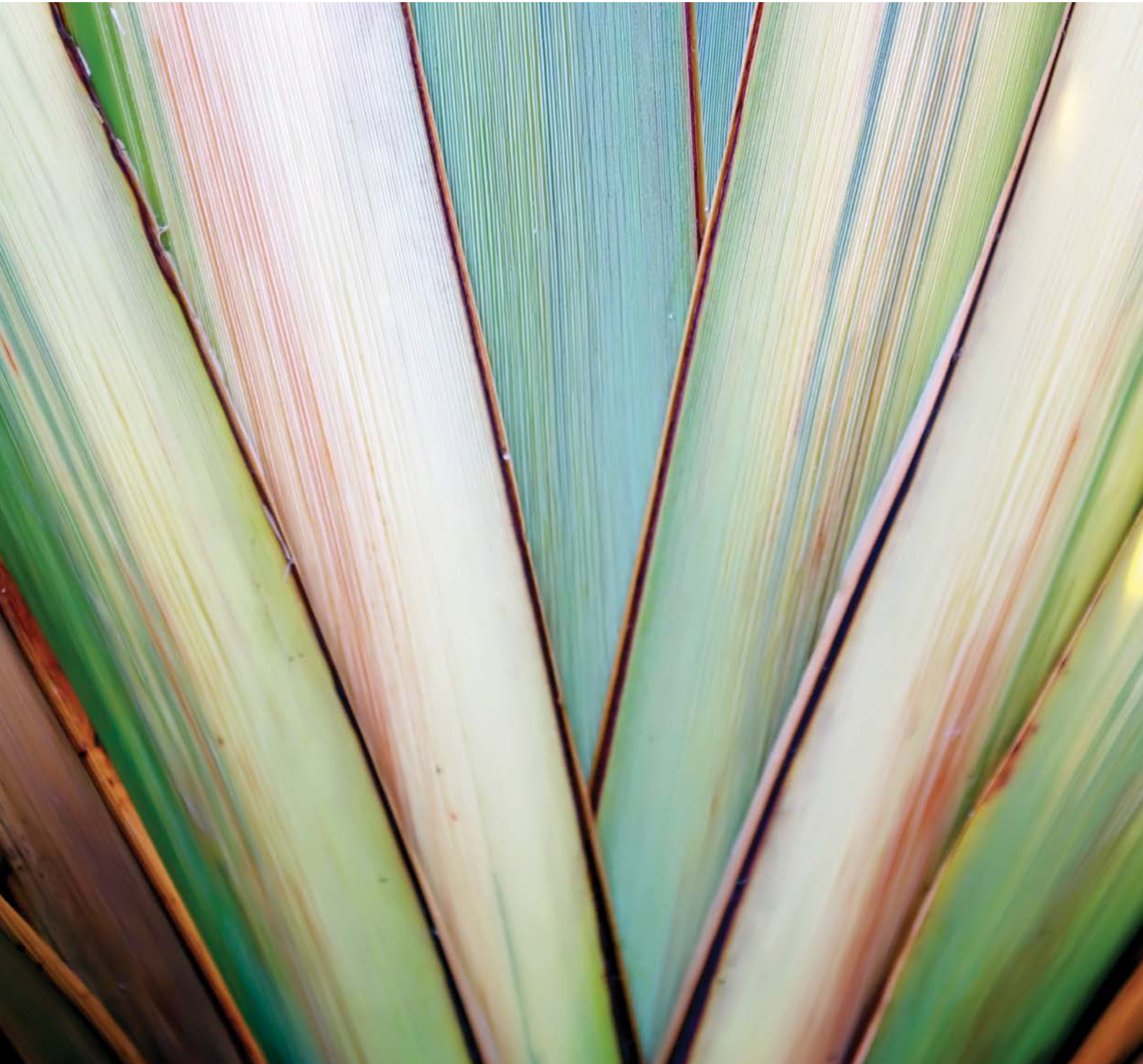


Driver license type by motherhood status, 2018



4

Women's voices on employment



How we engaged with women

The National Advisory Council on the Employment of Women (NACEW) led targeted consultation between November 2021 and February 2022 with wāhine Māori, Pacific women, ethnic women and organisations that support women. Three hui were held with NACEW member and partner organisations to identify barriers and opportunities for women's employment.

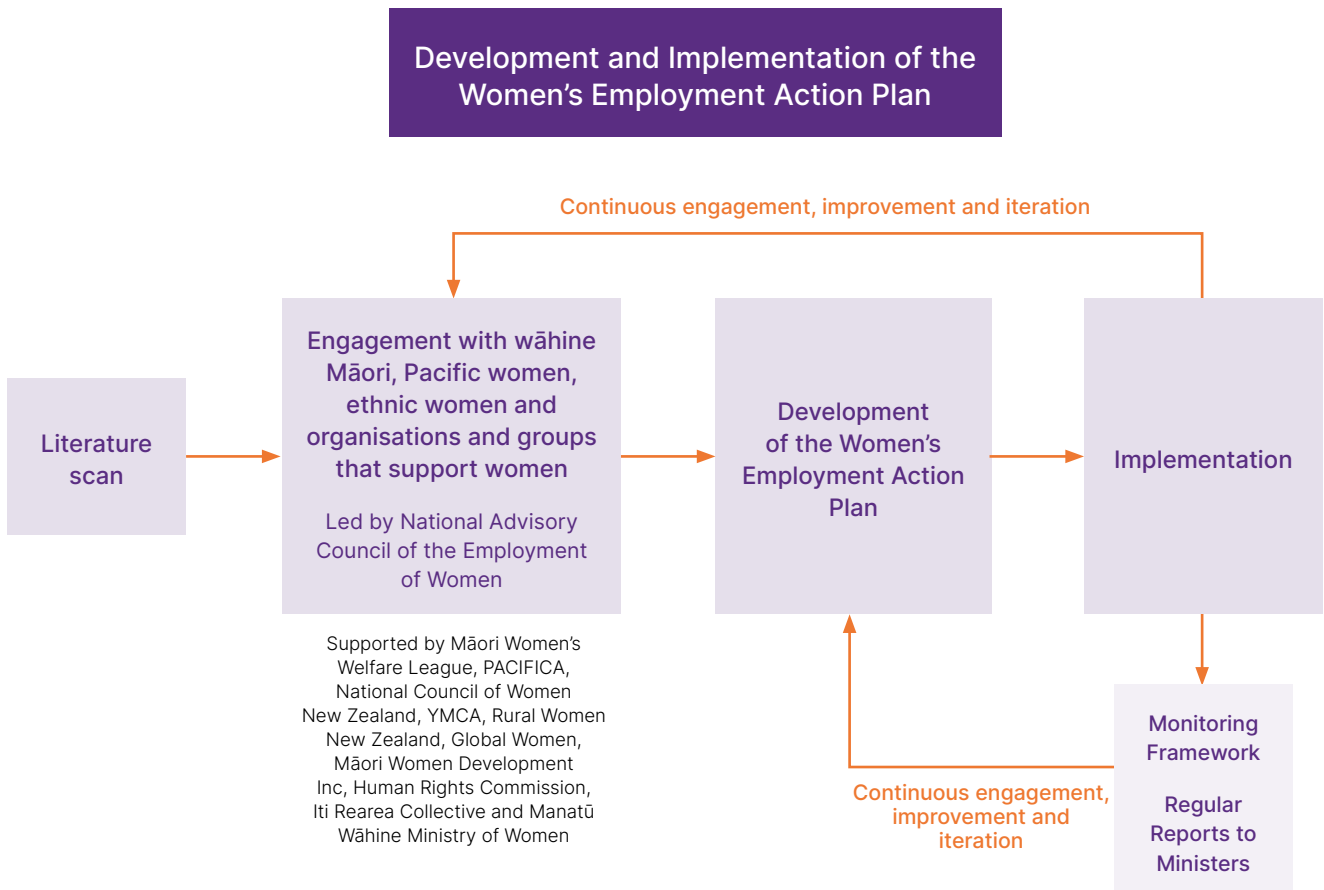
NACEW members include: Traci Houppapa (Chair), David McLean, Bernadette Pereira, Theresa Gattung, Jade Tang-Taylor, Alison Mau, Ariana Paul, Angela McLeod, Katherine Rich (Business New Zealand representative) and Erin Polaczuk (New Zealand Council of Trade Unions representative).

Engagement was supported by NACEW's partner organisations: Māori Women's Welfare League, PACIFICA, National Council of Women New Zealand, YWCA, Rural Women New Zealand, Global Women, Māori Women Development Inc, Human Rights Commission, Iti Rearea Collective – and Manatū Wāhine Ministry for Women.

COVID-19 had an impact on the engagement

The impact of COVID-19 limited NACEW's in-person engagement with women. Engagement was undertaken with focus groups of wāhine Māori in Gisborne, Pacific women in South Auckland and migrant women in Auckland and Hamilton, and younger women. Online engagement was completed with wāhine Māori in business, women entrepreneurs, young women, CTU women's network as well as a survey of wāhine Māori and rural women.

Manatū Wāhine undertook a supporting literature scan on the employment needs and barriers for wāhine Māori, older women, and ethnic women, and gathered 'think pieces' on women's employment from a range of different perspectives (Māori, Pacific, disabled women, unions).



What we heard

NACEW and partner organisations prioritised three actions as critical to successful outcomes for women in Aotearoa New Zealand:

1. addressing pay transparency
2. accelerating the progress of the pay equity claims in the public sector, and supporting the pay equity claims process in the private sector
3. introducing a mandatory requirement for gender analysis to be undertaken by all government agencies across legislation, regulation and policy

The themes from the engagement have informed the development of the employment actions for women

The following is a summary of the themes provided through our engagement with women:

- **Wāhine Māori** want work that allows them to spend time with whānau and support whānau. They want work-life balance and more flexible work (including four-day weeks, working evenings, working from home), flexible leave in contracts, and purposeful work that provides sustainable incomes and allows them to support whānau so they and their whānau thrive. They want more support for young people and for young mums to transition back to work. Wāhine Māori want their cultural skills and responsibilities at work, and their unpaid work, to be valued. Wāhine Māori identified the need to address systematic racism, institutional racism, and discrimination, to co-design programmes and services; have pre-employment opportunities that build work and life skills, and cultural training and use of local facilities to employ and train local people. They want to develop unit standards in Te Ao Māori accreditation and training opportunities that are 'steeped in Māori cultural values', as well as marae-based training. Access to quality childcare is a barrier to employment, in particular the cost and lack of childcare at suitable times.
- **Pacific women** identified the need to address systematic racism, institutional racism, and discrimination. They want the cultural capital and competencies of Pacific women to be recognised and valued in the workplace, and for work environments to be culturally safe. Pacific women want to be recognised for their contribution to unpaid/voluntary work, and to be at the table with government to co-design solutions for themselves.
- **Migrant and refugee women** identified the need to address racism and discrimination, and the systemic barriers for migrant and refugee women. Ethnic and migrant women want paid, stable, meaningful jobs, to be financially independent and fulfilling their potential. They want to be valued for their expertise, to be taken seriously as professionals, and supported to be self-employed. This means recognising the qualifications of migrant women, including the need for a foreign credentials recognition programme. They want the migrant skills review programme to be reviewed so more migrant women get work, and increased access to the flexi wage programme. Ethnic and migrant women want a culturally safe environment, culturally capable and safe leaders, and diversity and inclusion at all levels. They want recognition of their cultural values in employment settings, and to have language barriers addressed.
- **Younger women** are keen to work in areas that are meaningful to them and that they enjoy. It takes time for them to feel confident in what they are doing and they want good mentors to support them in the workplace. They want unpaid work to be valued and recognised. Young women question societal norms around the 40-hour working week, which originated when there was 'a wife at home and a man at work'. They see this as not financially achievable. Personal experiences benefit work. However, work is not a safe environment to talk about their cultural experiences, and they are not paid for cultural expertise. People in leadership positions need to have cultural understanding, especially about indigenous people. Getting work is often about connections, and there are disadvantages of not having family connections.



- **Rural Women** New Zealand survey of members (127 responses) found 40 percent worked on a farm and more than 50 percent had done some form of unpaid work in the past week, on a rural business. Of those, the average unpaid hours worked for the business was just over 10 hours. Just over half of rural women did both paid and unpaid work. One-third of respondents had started a business in the last 10 years, with three percent having used a regional business programme, nine percent a mentor, and three percent a business network group. The barriers or issues faced by rural women included: pay rates (14 percent), having a disability (six percent), and bad connectivity (50 percent). Childcare was also identified as an issue by nearly one-quarter of rural women. Fifty-six percent want childcare support to specifically cover children in rural New Zealand, 40 percent would like a drop off /pick up service to early learning, 42 percent would like increased home-based care, and 42 percent would like local early childcare options.

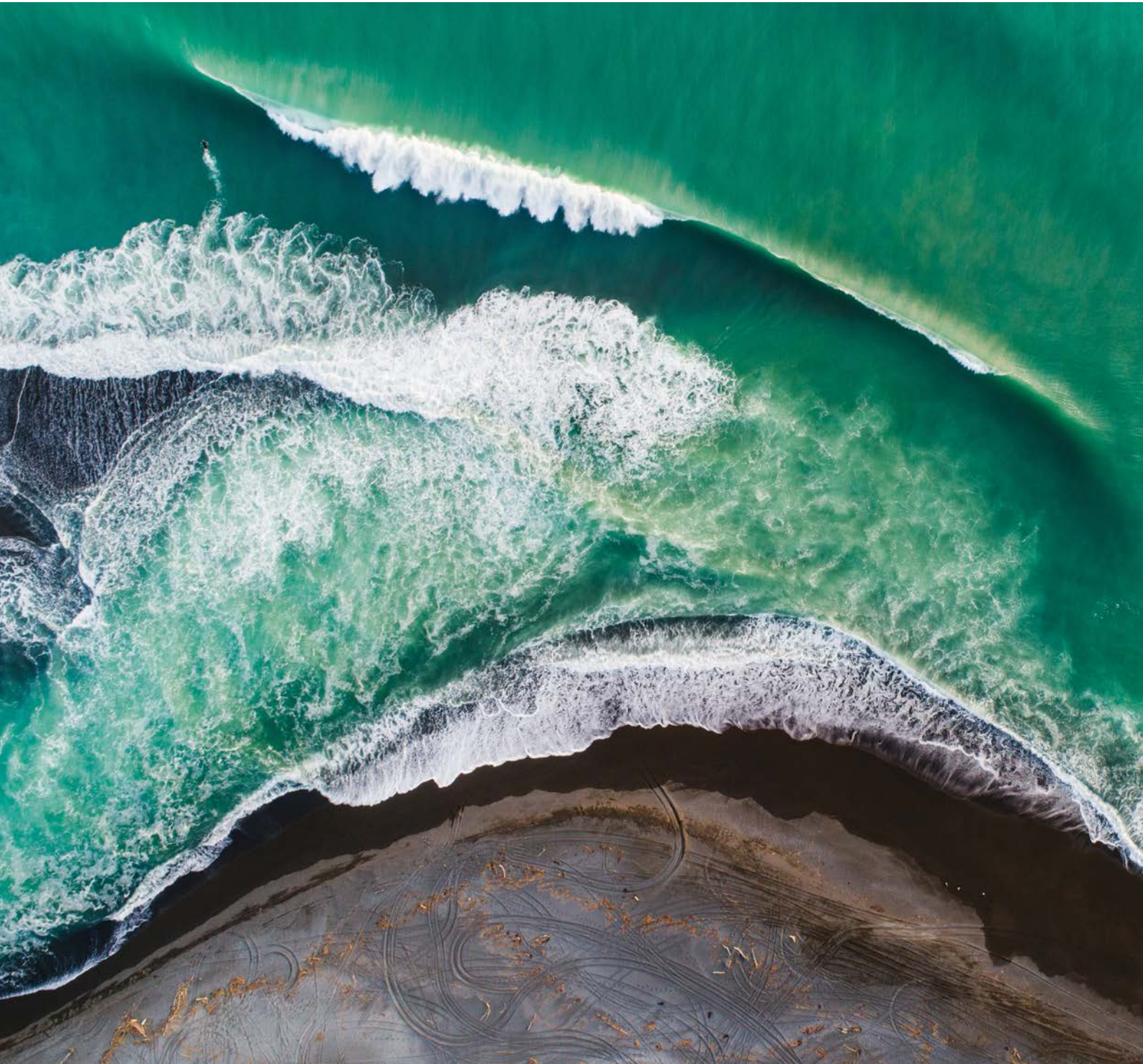
Women we spoke to identified these steps to address employment challenges:

- **Increasing the wages of low-income women** so they do not have to work multiple jobs, addressing the casualisation of women in work, addressing the gender and ethnic pay gaps, implementing pay transparency, accelerating the fair pay agreements process, ensuring industries with high concentrations of women workers are prioritised and valued, and paying women a living wage.
- Changing the **income support system** to better support transitions between insecure forms of work.
- Focus **employment, education and training programmes and initiatives** on what is effective for different groups of women (wāhine Māori, Pacific women, young women, migrant women); invest in making training and retraining accessible for women who are displaced from work or who stop working to fulfil unpaid caring roles;
- review eligibility for student allowances, student loans and study grants to address financial barriers to training and retraining; ensure older women can access student loans/allowances; ensure training is culturally appropriate.
- Increasing **support for women in business/ entrepreneurship** – understand what government funding and support is available and investigate options to increase funding to women-led businesses; investigate what mentoring services are currently available and recommend ways to improve access to mentoring; investigate how to encourage banks to lend to women entrepreneurs; monitor and report on the impact of the government social procurement for employment outcomes for women.
- Undertaking 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.
- Addressing the **digital divide** – increase access to technology for women, including wāhine Māori, Pacific and migrant women, older women, younger women.
- **Supporting women to move between paid and unpaid work** – increasing access to quality and affordable childcare, and paid parental leave provisions, including leave for partners, promoting innovative job design and 'right to work' flexible working arrangements, educating employers on work flexibility, recognising and valuing unpaid and voluntary work.
- Increasing **gender inclusiveness** within leadership and governance.
- **Changing the language of work** from the labour market to the world of work to be inclusive of paid and unpaid work and cultural values, and investigating the **impact of future changes to work** on different groups of women.
- Recognising that **work sits in an ecosystem** interacting with women's families, whānau, health, housing, education, issues of violence, and climate change.



5

Actions for women's employment



Key success areas for the plan:



Te Tiriti o Waitangi – rangatiratanga, active participation, equity and options

The action plan focuses on how employment, education and training can support all women to access opportunities.

It outlines actions to address the systems, structures, and barriers that prevent women from participating to their full potential in the workforce.

The plan contains a mixture of immediate actions, medium-term actions and long-term actions:

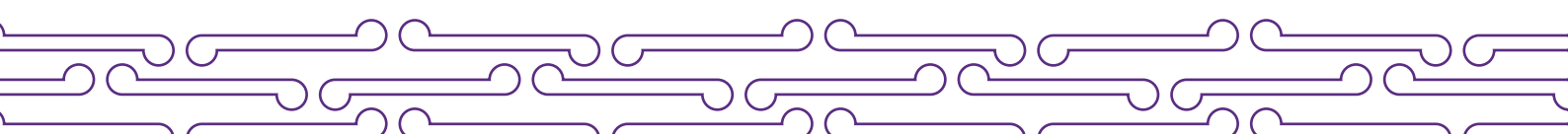
- a.** immediate actions – identified through the engagement process as needing an immediate response by government agencies (1-2 years)
- b.** medium-term actions – may already be in place; they could take time to improve women’s employment outcomes (2-4 years)
- c.** long-term actions – may not have started; they could take time to improve women’s employment outcomes (4+ years).

Alignment across the employment action plans

Many of the actions identified in *Te Mahere Whai Mahi Wāhine Women’s Employment Action Plan* align with actions in the other six employment action plans:

- improve employment data collection and reporting for women’s participation and outcomes from engaging with Employment, Education and Training programmes
- investigate the effectiveness of employment, education and training interventions and programmes for population groups
- access to information about employment programmes and initiatives in the form they need it and where they need it
- increase diversity and inclusion in the workforce.

We will collaborate with other employment action plans to ensure there is no duplication of effort to get the best employment outcomes for women.



Success area one: Women are financially secure



The plan is framed by three key areas that contribute to successful employment outcomes for all women: financial security, inclusivity, and supporting women to meet their paid and unpaid work commitments.

This action focuses on issues such as addressing pay transparency, the gender pay gap, implementing fair pay agreements, and pay equity.

The outcomes we are seeking are:

- more low-income women and their families and whānau are better off economically, with greater resilience and fewer negative impacts on their wellbeing.
- economic shocks have less impact over a shorter time, especially for women marginalised in the labour market.
- more women are more paid fairly for the work they do.

“How do we support Pacific women who are mothers of our children? Cleaners at 6.30am, that is their work – so many of our workers, that is the only time we see them and then again late at night because they have just finished their long shift. How does that workforce support our families – it doesn’t!”
(Pacific woman participant)

Focus One: Improve pay transparency

Immediate action

Action	Outcome sought	Why	Agency	Who will benefit
Improve pay transparency	The gender pay gap is reduced	There continues to be a pay gap between men and women	Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women	All women

** Priority issue for the National Advisory Council on the Employment of Women.*

What is currently happening

- Parliamentary Educational and Workforce Select Committee briefing into pay transparency (2022)
- Saunoamaali’i Dr Karanina Sumeo, EEO Commissioner, Human Rights Commission presented a pay transparency petition to Parliament (February 2022)
- Mind the Gap campaign – requirement for mandatory pay gap reporting, launching a Public pay gap registry for employers (March 2022)
- Publication of country case studies on pay transparency on Ministry for Women website



Focus two: Support pay equity in the public, funded and private sectors

Immediate actions

Action	Outcome sought	Why	Agency	Who will benefit
<p>Support pay equity in the public, funded and private sectors by:</p> <ul style="list-style-type: none"> providing tools, guidance and resources to support parties to pay equity claims leading the support of funded sector claims that are seeking in-principle agreement from Cabinet to fund or be eligible for the benefits of a claim to be extended providing governance and assurance for parties to claims raised with government employers that the pay equity process is in accordance with the Equal Pay Act 1972 	<p>The systemic undervaluation of female-dominated workforces is addressed to ensure women and men receive the same pay for doing work that is different but is of equal value</p>	<p>In certain occupations where the work is, or has been, predominantly performed by women, wages can be lower than occupations where the work has been performed predominantly by men</p>	<p>Te Kawa Mataaho Public Service Commission Manatū Wāhine Ministry for Women</p>	<p>Women (and men) in female-dominated workforces</p>

What is currently happening

- Pay equity claims across the system – as at March 2022, 25 pay equity claims are in progress. This includes 10 in the education sector, six in the health sector, four in the funded sector, four in the wider public sector, and one in the private sector.
- Strong interest in Te Orowaru – the new pay equity work assessment tool launched in November 2021 (Tōkeke ā-utu | Pay Equity | Te Kawa Mataaho Public Service Commission) was developed by a working group of union and agency pay equity practitioners. It is the first tool in Aotearoa to specifically recognise and value skills in Te Ao Māori as integral to valuing work. There is strong interest in Te Orowaru from the private sector, and five public sector claims are using Te Orowaru as their work assessment tool in the pay equity process.
- A Centre of Excellence for pay equity has been established in Te Kawa Mataaho Public Service Commission with responsibility to support, educate and provide centralised resource for pay equity claims where required.
- Claims in the funded sector – in September 2021, Cabinet approved [CAB-21-MIN-0391] amendments to the Framework for Oversight and Support of pay equity claims in the funded sector. This framework provides support for employers in the funded sector to work through a robust pay equity process. The framework also offers steps to follow to enable in-principle agreement to funding and the benefits of a settlement to be extended across the sector, should Ministers agree. This process is being used by existing pay equity claims in the sector. The most advanced of these is the NGO social worker claim.
- Tools and resources to support parties to pay equity claims are freely available here: Tōkeke ā-utu | Pay Equity | Te Kawa Mataaho Public Service Commission (currently being refreshed and made available to all parties to claims).

Focus three: Closing the gender and ethnic pay gap

Medium-term actions

Action	Outcome sought	Why	Agency	Who will benefit
Eliminate gender and ethnic pay gaps in the public sector	Measured reduction in gender and ethnic pay gaps in the public/wider public sector	Gender, Māori, Pacific and ethnic pay gaps are indicators of workplace inequities. Pay should reflect the level of skills, responsibilities, effort, experience and working conditions and not be negatively affected by gender or ethnicity	Te Kawa Mataaho Public Service Commission Manatū Wāhine Ministry for Women	All women in the public sector – particular benefit for wāhine Māori and Pacific and ethnic women
Support action to eliminate the gender and ethnic pay gaps in the private sector	Measured reduction in the gender and ethnic pay gaps in the private sector	Closing the gender and ethnic pay gaps in the private sector has stalled. We can take learnings from action in the public sector into the private sector	Te Kawa Mataaho Public Service Commission Manatū Wāhine Ministry for Women	All women in the private sector

“I was working alongside the Pākehā man. He was getting about \$30,000 more than me. Could I say anything? I'm not the decision-maker.” (Pacific woman participant)

“Why is it so hard to close the gender pay gap? There is nothing that justifies it. It is a clear discrimination based solely on gender while organisations claim they are equal, inclusive, and diverse!” (Migrant woman participant)

What is currently happening

- In 2018, the Government, chief executives, and unions launched the Public Service Gender Pay Gap Action Plan 2018–20 (GPG Action Plan) to address the workplace drivers of the public service gender pay gap, which had been falling, but very slowly. The GPG fell from 12.2 percent in 2018 to 8.6 percent. Kia Toipoto was launched in 2021 to address gender, Māori, Pacific and ethnic pay gaps in the public service and is being extended to be implemented by Crown entities. Kia Toipoto was developed by a working group of public service, union and employee stakeholders led by Te Kawa Mataaho Public Service Commission.^{xvi}
- Tamaita’i Toa, in partnership with Te Kawa Mataaho, is an initiative that aims to improve equity for Pacific women in the Ministry of Social Development by providing insights on pay equity, experiences, and aspirations of Pacific women.
- In the private sector, the Mind the Gap campaign has launched an online registry for companies to release their gender pay gaps.



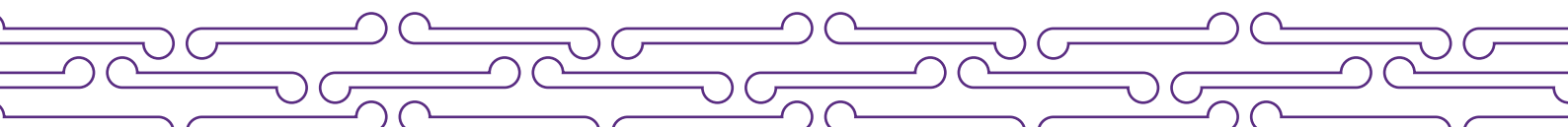
Focus four: Implementing fair pay agreements

Medium-term actions

Action	Outcome sought	Why	Agency	Who will benefit
Implement Fair pay agreements	Fair Pay Agreements are a new mechanism for bargaining to set binding minimum terms and conditions across an occupation or industry. These minimum standards would be negotiated and sector-specific, taking into account the particular needs of the industry while also ensuring more workers receive higher wages and better terms and conditions	Fair Pay Agreements help address women's low pay. FPA discussions must cover issues like base wage rates, hours of work, overtime, and penalty rates. They may also cover redundancy, leave requirements, skills and training, health and safety, flexible working and any other employment term-related topics	Ministry of Business, Innovation and Employment	Workers who are covered by a FPA and whose pay or other terms and conditions would otherwise be below the minimums agreed in the FPA. Some of the occupations identified by the Council of Trade Unions as priorities for FPAs include some with a high proportion of women earning low incomes

What is currently happening

- Fair pay agreement legislation is currently before Select Committee, with the intention for it to be in legislation in 2022.



Focus five: Monitoring of women's participation in the labour market

Medium-term actions

Action	Outcome sought	Why	Agency	Who will benefit
Monitoring of women's participation in the labour market and the supports government provides to facilitate improved labour market outcomes for women	Understanding of how labour market policies, programmes, regulation and legislation impact on women, including the future of work trends for women	Future changes in New Zealand's labour market (automation, outsourcing of services, ageing population, increasing automation and digitisation, demographic change and the transition to a low carbon economy) will impact on women in low paid sectors	Ministry of Social Development Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women	All women

What's currently happening?

- Potential introduction of a New Zealand Income Insurance Scheme.
- The Future of Work Tripartite Forum is a partnership between the Government, Business New Zealand, and the New Zealand Council of Trade Unions that aims to support New Zealand businesses and workers to respond to a rapidly changing world of work. The Minister for Women presented to the Forum in March 2022, and will present again on the future of work for women in September 2022.
- Review of Active Labour Market Policies.
- Establishment of 15 Regional Skills Leadership Groups (RSLGs) to identify and support better ways of meeting future skills and workforce needs in our regions and cities. RSLG membership is composed of regional industry, iwi/Māori and trade union leaders, economic development agencies, community and government representatives.
- Industry Transformation Plans are a high intensity, high investment, partnership-based approach to industry policy, with a focus on transforming key industries toward a high value, high wage, low emission future. There are eight Industry Transformation Plans in progress (Agritech, Advanced Manufacturing, Construction, Digital Technologies, Fisheries, Food and Beverage, Forestry and Wood Processing, and Tourism).

Success area two: The labour market is inclusive for women



The outcomes we are seeking are:

- women get into, and are supported to remain in, training and employment
- education and training pathways (including careers advice) support girls and women to achieve their aspirations
- women have access to finance, business support and mentoring so they can take up business opportunities.

Focus six: Women's participation in training and employment

Immediate actions

Action	Outcome sought	Why	Agency	Who will benefit
Explore how to mitigate the immediate impact of COVID-19 on wāhine Māori and Pacific women's access to training (retraining) and employment (navigating the employment market)	Wāhine Māori and Pacific women are supported and can access training and employment programmes that meet their needs	Women who are marginalised in the labour market continue to be unemployed, underemployed and underutilised – this has been compounded by COVID-19	Ministry of Social Development Manatū Wāhine Ministry for Women National Advisory Council on the Employment of Women	Wāhine Māori and Pacific women
Improve employment data collection and reporting for women's participation and outcomes from engaging with employment, education and training programmes	Improve quantitative data gathered on women in the labour market, in particular wāhine Māori, Pacific women, ethnic, disabled, older and younger women, and LGBTQIA+	Improving collection of gender and ethnic data is essential to know if women are participating in training and employment and if the programmes are tailored to meet the needs of diverse women	Manatū Wāhine Ministry for Women Stats NZ Ministry of Social Development	All women
Investigate the effectiveness of employment interventions and programmes for women, focusing on wāhine Māori and then other women	Employment programmes/initiatives are tailored to women	Understanding what employment programmes/initiatives are effective for diverse groups of women	Manatū Wāhine Ministry for Women, aligning work with Te Puni Kōkiri-led action (Māori Employment Action Plan)	All women

Action	Outcome sought	Why	Agency	Who will benefit
Ensure wāhine Māori, Pacific women and ethnic women have access to information about employment programmes and initiatives in the form they need and where they need it	Wāhine Māori, Pacific women and ethnic women can access employment programmes	Wāhine Māori, Pacific women, and ethnic women have reported they do not know how or where to access training and employment support	Ministry of Social Development Manatū Wāhine Ministry for Women Ministry of Ethnic Communities (action 20, FRRMECEAP)	Wāhine Māori, Pacific women, ethnic women
Continue the four-year Vocational education and training (VET) marketing campaign (including women in non-traditional trade roles)	Increase participation of women (including women in non-traditional trade roles) in vocational education	Women need to be encouraged to participate in vocational training, particularly in male dominated sectors; employers need encouragement to employ women in male dominated sectors	Tertiary Education Commission	School leavers; Māori, Pacific people, disabled learners, and women (including women in non-traditional trade roles)
Development of an Online Career Planning solution to provide quality information and support on learning and career pathway (includes wāhine Māori)	Improved accessibility and inclusiveness for women, including wāhine Māori	Women need access to the information and tools needed to plan their career path	Tertiary Education Commission	All women including wāhine Māori
Continue the Targeted Training and Apprenticeship Fund until December 2022	Increased participation by women in apprenticeship training	The Targeted Training and Apprenticeship Fund is time limited until December 2022	Tertiary Education Commission	All women

“Not knowing our employment rights, as ethnic migrant women we are already vulnerable ... some people don't know about migrant exploitation. I've witnessed what's happening in this space and it's harrowing.” (Migrant woman participant)

“I am highly qualified (both NZ and overseas) but I struggle to get work. I get two to three rejection letters a day.” (Migrant mother)

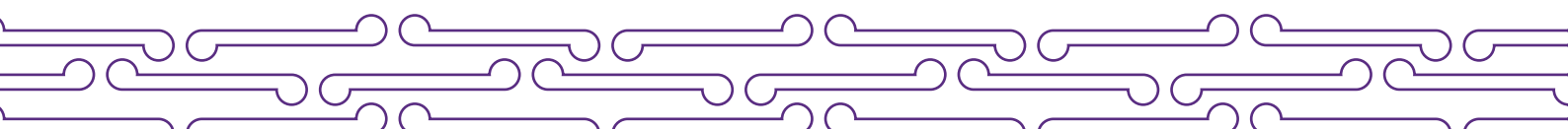


Medium-term actions

Action	Outcome sought	Why	Agency	Who will benefit
Explore the provision of wrap around support (childcare, transport, driver licence, mentoring, navigator) for wāhine Māori, Pacific women, sole mothers participating in an existing training/ employment programme	Wāhine, Pacific women, sole mothers are supported to stay in training and employment	To succeed in employment and training, single mothers need wrap-around support, access to mentoring, and to affordable childcare, including ECE, before and after school care and school holiday care	Manatū Wāhine Ministry for Women National Advisory Council on the Employment of Women	Wāhine Māori, Pacific women, sole mothers
Monitor training and employment support provided to women while on parole or after serving a prison sentence as part of Wāhine – E rere ana ki te pae hou: Women's Strategy 2021-2025	Women are supported to access training and employment	Women need access to training and employment skills programmes in prison to support them in the community	Manatū Wāhine Ministry for Women Department of Corrections	Women on parole
Explore ways to improve women's access to driver licences (wāhine Māori, young women, sole mothers, disabled women)	Access to driver licences is inclusive for all women (wāhine Māori, Pacific, and ethnic women, low-income earners, women with disabilities, different ages, and sexual orientations)	Licensing rates for women are lower than for men. Many employers use driver licenses as a qualification for work. Access to driver licences enable women to work in traditionally higher paid male-dominated sectors	Te Manatū Waka Ministry of Transport Waka Kotahi NZ Transport Agency Ministry of Social Development Manatū Wāhine Ministry for Women	All women (wāhine Māori, Pacific and ethnic women, low income earners, women with disabilities, different ages, and sexual orientations)

"Mothers told us they would like a champion or trusted person to help them to navigate the complex social support system."^{xvii}

"Many jobs require a full driver licence which can be difficult to get as a new migrant or someone with a disability." (Migrant woman participant)



Action	Outcome sought	Why	Agency	Who will benefit
<p>Increase diversity and inclusion in the workplace:</p> <ul style="list-style-type: none"> investigate workplace inclusiveness (recognising the cultural capital of diverse women) increase diversity on public sector boards with a focus on increasing wāhine Māori representation on boards (year one); wāhine Māori, Pacific women, ethnic women, disabled women, and young women (years two and three) 	<ul style="list-style-type: none"> Women feel valued, included and culturally safe at work Increased diversity on public sector boards 	<ul style="list-style-type: none"> Cultural inclusion in the workplace is about understanding and valuing the cultural identity and experiences of women. Diverse women talked about wanting their cultural capital to be recognised and work environments that are culturally safe While women now hold 50.9 percent of Cabinet-appointed public sector board roles, there are still fewer women board chairs and gaps around ethnic representation 	<p>Manatū Wāhine Ministry for Women</p> <p>Te Kawa Mataaho Public Service Commission</p> <p>Te Puni Kōkiri Ministry of Pacific Peoples</p> <p>Ministry for Ethnic Communities</p> <p>Ministry of Business, Innovation and Employment</p>	<p>All women; particular focus on wāhine Māori in year one</p>

“Wāhine Māori have added responsibilities in the workforce. Concept of a cultural ‘double shift’ (where you do a technical shift and then a shift as a Māori), when applied to wāhine it’s a ‘triple shift’ (a technical shift, a shift as a Māori, and a third shift as a wahine).”

(Wāhine Māori participant)

“Value needs to be given to the cultural skills wāhine bring to work and the cultural work they do – for example ability to speak te reo or cultural work you do outside your official role. When market value of roles is assessed, there is bias about roles carried out by wāhine. No value is given to cultural skills.” (Wāhine Māori hui)



Action	Outcome sought	Why	Agency	Who will benefit
Address bullying and harassment at work	Women are free from bullying and harassment at work	Bullying and harassment at work can reduce performance or mental wellbeing. It can also increase staff turnover and affect staff morale	Ministry of Business, Innovation and Employment	All workers, with potentially greater benefit for women who have higher prevalence rates (particularly those who are ethnic minorities)
Review the immigration settings for migrants in New Zealand who experience family violence to ensure that appropriate support is available, including visa categories that are more commonly granted to women	Migrant women are economically independent and can seek help to address family violence	Women on spousal visas want access to training and employment; having no access to training and employment puts migrant women at risk in family violence situations	Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women	Ethnic women
Explore how former refugee and migrant women will be considered in the Refresh of the New Zealand Refugee Resettlement Strategy (NZRRS) and New Zealand Migrant Settlement and Integration Strategy (NZMSIS)	Former refugee women and migrant women are supported to access appropriate employment opportunities	COVID-19 has limited access to immigration to fill these gaps. However, women from diverse groups report that they are unable to find work. Qualified migrant women want their skills, experience and expertise recognised	Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women	Ethnic women

“Racism and discrimination are systemic in trying to get a job or climbing the ladder/breaking through the glass ceiling.” (Pacific woman participant)

“Jobs are not often afforded to indigenous, brown and black bodies.” (Migrant woman participant)

“I am on a spousal visa and don’t even have the right to work.” (Migrant woman participant)



Action	Outcome sought	Why	Agency	Who will benefit
Investigate financial disadvantage for women with a focus on women's retirement and KiwiSaver	Improve economic independence for older women workers	Women earn less over their lifetimes than men; there are significant gaps in retirement savings for wāhine Māori, Pacific women, ethnic women, and disabled women. KiwiSaver policy is not well positioned to help those who can't save (due to low income, informal or self-employed work, and breaks from paid work)	Manatū Wāhine Ministry for Women Ministry of Business, Innovation and Employment	Older women

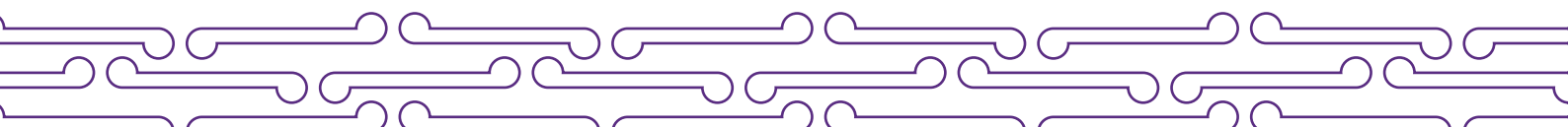
“I faced many rejections with no local experience. Must be native English speaking, must have NZ experience which is not possible unless you are given an opportunity.” (Migrant woman participant)



Long-term actions

Action	Outcome sought	Why	Agency	Who will benefit
Continue the Reform of Vocational Education (RoVE) in supporting greater choice in vocational education, including for women	Implementation of ROVE includes women. Embed the interests and needs of Māori learners, whānau, businesses and communities into RoVE	There is a need to understand the impact of RoVE on diverse women learners, ensure changes reflect their needs and are embedded in the reforms	Tertiary Education Commission	All women
Support women to understand their career and study options through a national career systems strategy	National career systems strategy is inclusive of diverse girls and women	The national career systems strategy will focus on people aged 7-70 years, undertaken in parallel with current careers initiatives. The needs of girls and women must be included in the strategy	Tertiary Education Commission	All women

Improve access and affordability of training, bring it back to communities. Education/Training institutes must build partnerships with the community. Why did Manukau Institute of Technology (MIT) move away from Otara and move to Manukau site'. MIT needs to support the employment aspirations of Otara/Pacific communities by remaining in the community and supporting training/educational growth and development. (Pacific women participants)



What's currently happening

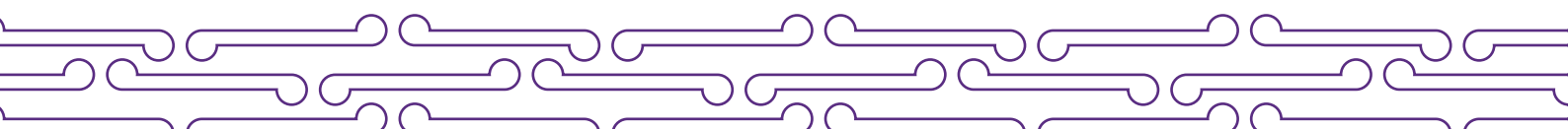
- The Training Incentive Allowance (TIA) has been reinstated for courses at levels 4 to 7 of the New Zealand Qualifications Framework, and provides financial supports for sole parents, carers, and people with disabilities, injuries or health conditions undertaking a recognised course of study to gain skills and improve their employability. In 2021, 86 percent of TIA recipients have been female.
- Free apprenticeships and targeted trades training introduced, resulting in 30 percent more women taking up apprenticeships.
- COVID-19 Response Recovery Fund-funded initiatives as a response to COVID-19 (time limited); for example, Apprenticeship Boost Initiative (ABI).
- The Review of Active Labour Market Policies (ALMPs) is considering how to improve consistency of monitoring and evaluation of ALMPs across government, including more consistent data collection. Recommendations from this work may also contribute to achieving this action. EET Ministers will receive a briefing for their meeting on 30 June 2022.
- Social sector commissioning being implemented across the sector.
- Te Manatū Waka, Waka Kotahi and the Ministry of Social Development are working together to improve access to driver training and licences.
- Ministry of Business, Innovation and Employment's issues paper *Bullying and Harassment at Work*.
- Worksafe NZ – advice for workers about what bullying at work can look like, and what they can do if they think they are being bullied, or are accused of being a bully.
- Ministry for Women annually reports on gender and ethnic representation on boards and committees.
- The Retirement Commission is undertaking the 2022 Review of Retirement Income Policies | Retirement Commission Te Ara Ahunga Ora. There is a focus on Māori, Pacific people, and women. In response to recommendations from the 2019 Review of Retirement Income Policies (as well as other recent proposals for KiwiSaver reform) the Ministry of Business, Innovation and Employment is leading cross-agency work to consider options for enhancing KiwiSaver. The objective is to ensure that more New Zealanders are better financially prepared for retirement, and have increased financial wellbeing and resilience to short-term financial shocks prior to retirement. Women are a focus area in this work.



Focus seven: Women in business, entrepreneurship and self employed

Immediate actions

Action	Outcome sought	Why	Agency	Who will benefit
Build stronger entrepreneurial pathways and supports for wāhine Māori (followed by Pacific, ethnic, disabled women and younger women)	Wāhine Māori are supported in business and entrepreneurship	Wāhine Māori have always been entrepreneurs and business leaders, supporting the aspirations and futures of their families, whānau and communities. They provide income, flexibility and employment opportunities for others. Ethnic networks contribute to the development of international connections	Te Puni Kōkiri Manatū Wāhine Ministry for Women Ministry for Pacific Peoples Ministry for Ethnic Communities Ministry of Business, Innovation and Employment	Wāhine Māori in business
Investigate options to reduce barriers to women's participation in exporting	Female workers and business owners are better represented in the export sector, facilitated by trade policy and exporter support that actively improves gender outcomes	There is a need to improve women's participation in the export sector as evidence shows that women are underrepresented and experience the benefits of exporting less than male counterparts	Ministry of Foreign Affairs and Trade	Women workers and entrepreneurs in the export sector



Medium-term actions

Action	Outcome sought	Why	Agency	Who will benefit
Investigate women entrepreneurs' access to business funding	Women in business can access government supported business funding	Women often cannot access funding for business and entrepreneurship. Access to micro-finance enables women who may not have access to traditional financial services to engage in business activities	Manatū Wāhine Ministry for Women Ministry of Business, Innovation and Employment Ministry of Foreign Affairs and Trade New Zealand Trade and Enterprises National Advisory Council on the Employment of Women	Women in business
Explore improved access to mentoring services for wāhine Māori, Pacific women, ethnic women, disabled women, older and younger women in business	Mentoring support is appropriate for diverse women in business and entrepreneurship	Women want access to business mentoring to establish and operate their business. Wāhine Māori, Pacific women and younger women said they couldn't either find mentoring support or mentoring support that was culturally appropriate	Manatū Wāhine Ministry for Women Ministry of Business, Innovation and Employment Ministry of Social Development National Advisory Council on the Employment of Women	All women in business



Action	Outcome sought	Why	Agency	Who will benefit
Explore strengthening digital connectivity for wāhine Māori, Pacific, ethnic and disabled women in business	Women have increased digital connectivity to support their business/ entrepreneurship	Women in South Auckland found many experienced challenges accessing mobile phones and internet connection but wanted to pursue opportunities in business or entrepreneurship. Older women also face technology barriers. COVID-19 has exacerbated the digital divide in Aotearoa New Zealand	Manatū Wāhine Ministry for Women Department of Internal Affairs Te Puni Kōkiri Ministry for Pacific Peoples Ministry of Social Development Ministry for Ethnic Communities	Wāhine Māori and Pacific women in business

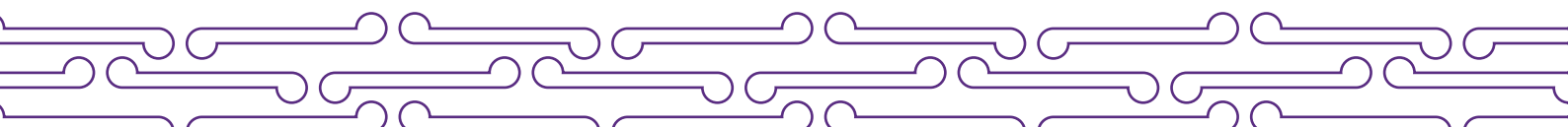
“Capability continues to be an issue, particularly financial management and literacy, marketing, and customer validation... Financial support must be coupled with capability and development in order for businesses to have a fighting chance of success.

Research has shown that Māori businesses employ three times more Māori.”
(Teresa Tepania-Ashton, CEO, Māori Women's Development Inc)

“Small businesses need marketing help, a business mentor to support us with our business. Provide support/advocate for women as employees, self-employed, business women, particularly disabled groups, Pasifika women.” **(Pacific woman participant)**

“Those of us who are entrepreneurs can hire more ethnic women.” **(Migrant woman participant)**

“Older women need to know about technology, want to do new things, but we are not computer literate. So we need training courses on basic computing skills, business and other areas to improve our employment prospects moving into the future.” **(Pacific woman participant)**



Long-term actions

Action	Outcome sought	Why	Agency	Who will benefit
Monitor and report on the impact of the Government's Broader Outcomes Procurement Rules on women in employment	Women access employment opportunities through the government procurement system	Government Procurement Rule 18A – Quality employment outcomes – requires agencies to consider how they can create quality employment opportunities through their procurement activities and monitor them in government contracts. This means opening up work opportunities to a more diverse range of employees, including Maori, Pacific peoples, women, the young and people with disabilities. We need to know more about how impactful this policy has been for women	Manatū Wāhine Ministry for Women Ministry of Business, Innovation and Employment	All women in employment



Success area three: Women are supported to meet their paid and unpaid work commitments (without incurring penalties)



The outcomes we are seeking are:

- workplaces and policies work better for working women
- barriers that discourage women from participating and thriving in work are removed
- greater sharing of caring responsibilities between partners in the home.

Focus eight: Access to affordable childcare

Medium-term actions

Action	Outcome sought	Why	Agency	Who will benefit
Explore improved access to affordable childcare	All women can access affordable, quality, culturally appropriate childcare to support their training and employment needs	Childcare enables parents to work and undertake further education. When affordable childcare can't be found, it is disproportionately mothers who step out of the labour force to care for children	Manatū Wāhine Ministry for Women Ministry of Social Development	All women Wāhine Māori Pacific women Ethnic women Children
Undertake research on the experiences of wāhine Māori in business accessing childcare	Access to affordable childcare supports wāhine Māori in business	There are large ethnic disparities for Māori and Pacific mothers' access to childcare	Manatū Wāhine Ministry for Women Te Puni Kōkiri	Wāhine Māori Tamariki

What's currently happening

- All early learning services (including playgroups) receive bulk funding from the Ministry of Education. This funding covers operational costs (i.e., wages, utilities, and rent). Some services may also charge parents fees.
- The Ministry of Education administers the 20 hours Early Childhood Education (ECE) subsidy.
- The Ministry of Social Development administers the Childcare Assistance for low to middle-income families.
- Ministry for Women commissioned research on childcare access and affordability from Motu Economic and Public Policy Research, using data from the Growing Up in New Zealand longitudinal study of child development (GUINZ).^{xviii}
- The review of Working for Families (WFF) will consider fundamental changes to WFF payments, with a focus on support for additional in-work costs, particularly childcare costs, and administrative, operational and client experience improvements.

Focus nine: Increased paid parental leave provisions

Medium-term action

Action	Outcome sought	Why	Agency	Who will benefit
Investigate potential for extending paid parental leave to spouses and partners of new mothers	Spouses/partners of new mothers have access to paid parental leave. This supports equal sharing of parental responsibilities	The current paid parental leave system does not have dedicated paid leave for fathers or partners.	Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women	Women and their partners Children

As women we need to work twice as hard and have extra responsibilities and labour at home. Society is set up for people to work a 40 hour week, (which) originated when there was a wife at home, man at work. People don't want this and it is not financially achievable any more. If we valued and counted unpaid work this would help. The working poor are time poor, and are not given opportunities to thrive – night shift, home to look after nana, eat, sleep, and back to work – cycle with no time for themselves or growth in the workplace. (Young people)

What's currently happening

- Eligible primary carers (most often the birth mother of a child) are entitled to 26 weeks of parental leave payments, which match income up to a current upper limit of \$621.76 per week. The primary caregiver is also entitled to further unpaid leave, up to a maximum of 52 weeks of leave in total.
- Ministry of Business, Innovation and Employment and the Ministry for Women intend to schedule a review of the *Parental Leave and Employment Protection Act 1987*. This will include considering provisions for paid spouse/partner leave. No date has been set for this review but it is hoped to commence in 2023.

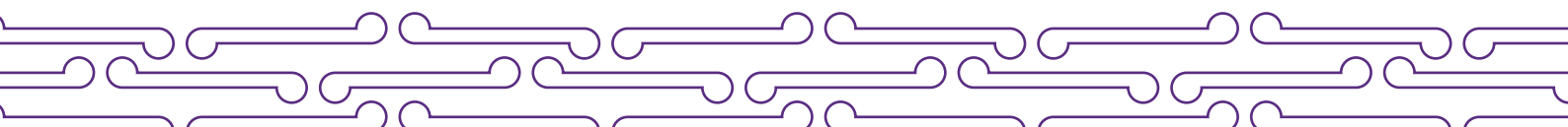


Summary of actions for all women over the next five years

- ✓ address pay transparency in Aotearoa New Zealand
- ✓ support pay equity in the public, funded and private sectors
- ✓ implement fair pay agreements
- ✓ monitor women's participation in the labour market
- ✓ investigate potential for extending paid parental leave to spouses and partners of new mothers
- ✓ increase diversity and inclusion in the workplace
- ✓ investigate options to reduce barriers to women's participation in exporting.

Summary of actions for specific groups of women over the next five years

Actions for wāhine Māori
Eliminate the gender and ethnic pay gaps in the public sector and support change in the private sector
Investigate the effectiveness of employment, education and training interventions and programmes for wāhine Māori
Explore how to mitigate the impact of COVID-19 on wāhine Māori's access to training and employment
Explore the provision of wrap-around support (childcare, transport, driver licences, mentoring, navigator) in an existing training/employment programme
Ensure wāhine Māori have access to information about employment programmes and initiatives in the form they need it
Explore ways to improve wāhine Māori's access to driver licences
Build stronger entrepreneurial pathways and support for wāhine Māori entrepreneurs
Explore improved access to mentoring services for wāhine Māori
Explore strengthening digital connectivity for wāhine Māori in business
Develop an Online Career Planning solution and improve accessibility and inclusiveness for Māori, including wāhine Māori
Address bullying and harassment at work
Increase driver licence uptake
Explore improving access to affordable childcare; research on Māori businesswomen's childcare experiences



Actions for Pacific women

Eliminate the gender and ethnic pay gaps in the public sector and support change in the private sector

Investigate the effectiveness of employment, education and training interventions and programmes for Pacific women

Explore how to mitigate the impact of COVID-19 on Pacific women's access to training and employment

Explore the provision of wrap-around support (childcare, transport, driver licences, mentoring, navigator) in an existing training/employment programme

Ensure Pacific women have access to information about employment programmes and initiatives in the form they need it

Build stronger entrepreneurial pathways and support for Pacific women entrepreneurs

Explore how to strengthen digital connectivity for Pacific women in business

Increase driver licence uptake

Address bullying and harassment at work

Explore improving access to childcare



Actions for ethnic women

Eliminate the gender and ethnic pay gaps in the public sector and support change in the private sector

Investigate the effectiveness of employment, education and training interventions and programmes for ethnic women

Explore the provision of wrap-around support (childcare, transport, driver licences, mentoring, navigator) in an existing training/employment programme

Ensure ethnic women have access to information about employment programmes and initiatives in the form they need it

Explore how former refugee and migrant women will be considered in the Refresh of the New Zealand Refugee Resettlement Strategy (NZRRS) and New Zealand Migrant Settlement and Integration Strategy (NZMSIS)

Build stronger entrepreneurial pathways and support for ethnic women entrepreneurs

Explore improved access to mentoring services for business

Review the immigration settings for migrants in New Zealand who experience family violence

Explore strengthening digital connectivity for ethnic women in business

Increase driver licence uptake

Address bullying and harassment at work

Explore improving access to childcare

Actions for younger women

Investigate the effectiveness of employment, education and training interventions and programmes for younger women

Increase driver licence uptake for younger women – focus on young sole mothers

Investigate mentoring and support available for younger women entrepreneurs



Actions for older women

Investigate the effectiveness of employment, education and training interventions and programmes for older women

Explore strengthening digital connectivity for older women in business

Explore improved access to mentoring services for business

Investigate financial disadvantage for older women, with a focus on women's retirement and KiwiSaver

Actions for disabled women

Investigate the effectiveness of employment, education, and training interventions and programmes for disabled women

Explore the provision of wrap-around support (childcare, transport, driver licences, mentoring, navigator) in an existing training/employment programme

Explore building stronger entrepreneurship pathways and supports for disabled women

Explore improved access to mentoring services for disabled women in business

Explore strengthening digital connectivity for disabled women in business

Address bullying and harassment at work

Actions for LGBTQIA+

Improve employment data collection and reporting

Investigate the effectiveness of employment, education and training interventions and programmes for LGBTQIA+



Endnotes

- i <https://www.mbie.govt.nz/dmsdocument/6614-our-employment-strategy-everyone-working-to-deliver-a-productive-sustainable-and-inclusive-new-zealand>
- ii <https://dpmc.govt.nz/publications/co-19-5-te-tiriti-o-waitangi-treaty-waitangi-guidance-html#section-3>
- iii Labour force participation rate, Household Labour Force Survey.
- iv Calculated using Stats NZ 2020 median weekly wages.
- v Plum, A., Pacheco, G., & Hick, R. (2019). *In-work poverty in New Zealand*. Auckland.
- vi Calculated by the Ministry for Women from data at Stats NZ, Earnings from wages and salaries and self-employment, by sex, age groups and ethnic groups. Ministry for Women.
- vii <https://women.govt.nz/work-skills/income/gender-pay-gap/research-evidence-gap-new-zealand>
- viii BERL. (2021 unpublished). *Underutilisation*.
- ix Future of Work Tripartite Forum Partners. (2022). *A New Zealand income insurance scheme: A discussion document*. Casual workers are more likely to be women (55 percent). These casual workers are also generally younger, with 44 percent aged 15 to 24 years.
- x Future of Work Tripartite Forum Partners. (2022). *A New Zealand income insurance scheme: A discussion document*. Casual workers are more likely to be women (55 percent). Casual work tends to be lower paid (63 percent earn less than \$500 a week on average).
- xi Ministry of Business, Innovation and Employment, <https://www.mbie.govt.nz/assets/minimum-wage-review-december-2020-redacted.pdf> Minimum wage review December 2020.
- xii BERL. (2021 unpublished). *Underutilisation*. This is 2018 research quoted by Erwin et al. (2019).
- xiii Stats NZ. (2015). *Women at work: 1991–2013*. This report found that more women than men work in the five lowest paying occupations, and all of those occupations were female dominated – women made up more than 60 percent of people in these five occupations.
- xiv Sin, I., Dasgupta, K., & Pacheco, G. (2018). *Parenthood and labour market outcomes*. Ministry for Women.
- xv <https://www.stats.govt.nz/news/one-in-10-workers-feels-discriminated-against-harassed-or-bullied-at-work>
- xvi The working group members include Te Runanga o Ngā Toa Āwhina (the PSA Māori Network), the Public Service Association, the Ministry for Women, Te Puni Kōkiri, the Ministry for Pacific Peoples, the Ministry for Ethnic Communities, and from disabled, Pan Asian, and rainbow employee-led networks.
- xvii Ministry for Women. (2018). *Something's got to change*. https://women.govt.nz/sites/public_files/Something%27s%20got%20to%20change.pdf
- xviii <https://www.growingup.co.nz/>

Sources for the infographics used in this publication include:

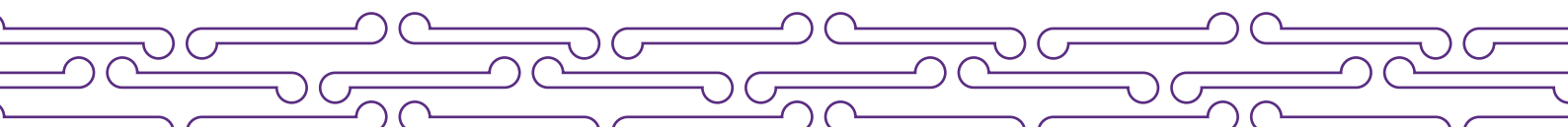
- Stats NZ: Census 2018 (ethnic breakdowns, occupational information)
- Household Labour Force Survey, Household Labour Force Survey income supplement (employment, earnings and other labour market information)
- General Social Survey (discrimination)
- Ministry of Education: Education Counts and PISA (education and career data)
- Ministry of Social Development (Benefit Fact Sheets, disability data)
- Growing Up in New Zealand study (childcare information)
- Integrated Data Infrastructure/Longitudinal Business Database (business data and driver licencing)
- Ministry for Women (leadership)
- Education Review Office (COVID-19 effect on learning)
- Feedback from New Zealand women
- Draft Older Workers' Employment Action Plan



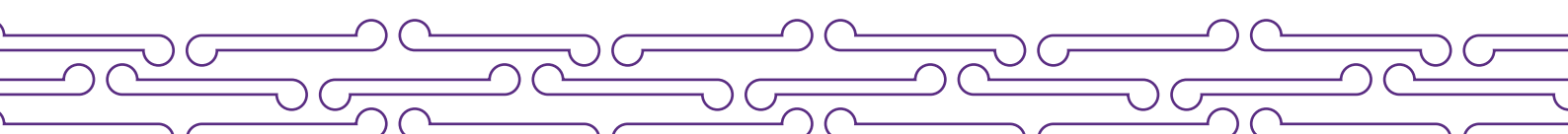




978-0-478-43042-4 (Print)
978-0-478-43043-1 (Digital)
2022



978-0-478-43042-4 (Print)
978-0-478-43043-1 (Digital)
2022



Tejashree Mahajan's Entrepreneurial Journey

Te Mahere Whai Mahi Wāhine

Women's Employment Action Plan

