



COVERSHEET

Minister	Hon Carmel Sepuloni	Portfolio	Social Development and Employment
Title of Cabinet paper	Seeking Cabinet Agreement to the Māori Employment Action Plan - Te Mahere Whai Mahi Māori	Date to be published	17 February 2022

List of documents that have been proactively released

Date	Title	Author
December 2021	Seeking Cabinet Agreement to the Māori Employment Action Plan - Te Mahere Whai Mahi Māori	Office of the Minister for Social Development and Employment
December 2021	Seeking Cabinet Agreement to the Māori Employment Action Plan - Te Mahere Whai Mahi Māori SWC-21-MIN-0212 Minute	Cabinet Office

Information redacted

YES

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Some information has been withheld for the reason of confidential advice to Government, and to maintain the effective conduct of public affairs through the expression of free and frank opinions.

In Confidence

Office of the Minister for Social Development and Employment
Cabinet Social Wellbeing Committee

Seeking Cabinet agreement to the Māori Employment Action Plan - Te Mahere Whai Mahi Māori

Proposal

- 1 This paper seeks Cabinet's agreement to the proposed Māori Employment Action Plan – Te Mahere Whai Mahi Māori (the Action Plan), which is attached to this paper.

Relation to government priorities

- 2 The All-of-Government Employment Strategy (the Strategy) seeks to ensure that all New Zealanders can fulfil their potential in developing skills, finding secure employment and engaging in rewarding careers. The Strategy is supported by a set of employment action plans that provide targeted interventions for specific population groups that have experienced long-term disadvantage in the labour market.
- 3 The Government's vision for the Māori economy is described in He Kai Kei Aku Ringa (the Crown–Māori Economic Development Strategy) and the Māori Economic Resilience Strategy. The actions set out in this Action Plan will contribute to the objectives of these strategies.
- 4 The Action Plan gives effect to manifesto commitments to address disparities of outcomes experienced by Māori, to assist the Māori economy to rebuild from the impacts of COVID-19 and to give effect to Te Tiriti o Waitangi in the Government's relationship with Māori.

Executive Summary

- 5 This paper seeks Cabinet's agreement to the Māori Employment Action Plan. The Action Plan is one of seven employment action plans developed to give effect to the Government's Employment Strategy.
- 6 The Action Plan aims to remove barriers and create opportunities for Māori to exercise rangatiratanga to create intergenerational wellbeing through work. Employment in sustainable, quality work is an important contributor to individual and whānau waiora and socioeconomic outcomes. However, the employment, education and training system does not consistently support Māori to realise their aspirations in the world of work.
- 7 The Action Plan builds on the work of Te Ara Mahi Māori, an independent reference group appointed by the Minister for Social Development and Employment. The recommendations of Te Ara Mahi Māori have informed the actions proposed in the

Action Plan. Te Ara Mahi Māori's final report, a summary of the Action Plan, and the full Māori Employment Action Plan are attached to this paper.

- 8 The Action Plan has also been informed by Te Tiriti o Waitangi principles. Māori are entitled to full and satisfying participation in the labour market, and the Government has an obligation to facilitate this. The Action Plan recognises that we should work towards services delivered to Māori being designed and developed in partnership.
- 9 A cross-agency process has been used to develop the Action Plan and a number of agencies are responsible for implementing actions. The Action Plan is intended to be ambitious, to make a positive difference for Māori, and to lead to measurable results.

Background

The Employment Strategy

- 10 Cabinet agreed to the release of the Employment Strategy in August 2019 [CAB-19-MIN-0385]. The Employment Strategy aims to:
 - 10.1 build a skilled workforce, by ensuring the education, immigration and welfare systems meet business needs and support lifelong learning
 - 10.2 support industries and regions to thrive, so that everyone gets a fair share of our prosperity
 - 10.3 support workplaces to modernise, to create a landscape that supports productive and sustainable workplaces as we face a changing world of work
 - 10.4 respond to the changing nature of work in an equitable way, by partnering with businesses and workers to ensure that our labour market is inclusive, and
 - 10.5 ensure that anyone who wants to participate in the labour market can access decent work.
- 11 In addition to the Employment Strategy, Cabinet agreed to progress a set of employment action plans that support the Employment Strategy and provide more detailed interventions for specific population groups. Seven employment action plans are complete or nearing completion. The other six employment action plans are:
 - 11.1 the Youth Employment Action Plan (published in 2019, with actions being progressed);
 - 11.2 the *Working Matters* Disability Employment Action Plan (published in 2020, with actions being progressed);
 - 11.3 the Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan (in development);
 - 11.4 the Older Workers Employment Action Plan (in development);
 - 11.5 Confidential advice to Government

- 11.6 the Women’s Employment Action Plan (in development).
- 12 In October 2021, Cabinet received the six-monthly report back on the progress of the seven employment action plans [SWC-21-MIN-0159 refers].
- The Māori Employment Action Plan - Te Mahere Whai Mahi Māori**
- 13 The Māori Employment Action Plan aims to remove barriers and create opportunities for Māori to exercise rangatiratanga to create intergenerational wellbeing through work. It will achieve this by setting out the immediate, medium and long-term actions the government will take and by providing a framework for monitoring the impact of those actions on Māori outcomes in the labour market. The Action Plan sets out how the Government will, and the ways it already is, effectively supporting Māori employment aspirations and positive labour market outcomes.
- 14 Employment in quality work is an important contributor to waiora (wellbeing) as well as socioeconomic outcomes. Work can improve the waiora of an individual, but it also supports the intergenerational wellbeing of a person’s whanau and wider community. Work can contribute to financial security, health, purpose, social connection and cohesion. The right education, training and support are key factors in finding and retaining quality employment.
- 15 Inequitable labour market outcomes experienced by Māori reflect a range of structural and performance issues in the employment, education and training system. The system does not adequately support the potential of ākonga and kaimahi Māori, rangatahi Māori or Māori businesses. Māori frequently report experiences of being marginalised or discriminated against in the employment, education and training system. Furthermore, wāhine Māori, older Māori and tāngata whaikaha face unique intersectional barriers to realising their aspirations in the labour market.
- 16 The Action Plan aims to address long-standing issues for Māori. However, the need for the Action Plan has become even more apparent in light of COVID-19, which has shown opportunities to do more in the education, employment and training system.
- 17 The Action Plan does not exist in isolation. It sits alongside, and is designed to complement, a number of other initiatives and strategies that will make a difference for Māori. Some examples include: He kai kei aku ringa (the Crown–Māori Economic Development Strategy), Ka Hikitia – Ka Hāpaitia (the Māori education strategy), the Māori Economic Resilience Strategy and Te Pae Tata – Ministry of Social Development’s (MSD) Māori Strategy and Action Plan. The other six employment action plans will also have a positive impact on Māori and many include actions that specifically support Māori.
- 18 While the Action Plan is focused on the changes government can make, actions needs to be implemented in partnership with iwi and hapū, whānau, local service providers and the business community to be successful. Agencies responsible for actions will consider opportunities to develop and deliver actions in partnership with iwi, hapū and Māori.

Te Ara Mahi Māori

- 19 The former Minister of Employment, Hon Willie Jackson, appointed an external reference group Te Ara Mahi Māori to lead public engagement on development of the Action Plan in 2019 [SWC-19-MIN-0200 refers]. Te Ara Mahi Māori members were chosen for their diverse iwi backgrounds and life experience including wāhine, tāne, tāngata whaikaha, rangatahi, workers and businesses.
- 20 The objectives of Te Ara Mahi Māori were to:
- 20.1 design and develop themes and focus areas for the Action Plan;
 - 20.2 design and lead engagement with communities, iwi and other organisations to test the themes and focus areas identified;
 - 20.3 provide regular updates to the Minister for Social Development and Employment, who kept the Employment, Education and Training Ministers Group informed of progress;
 - 20.4 provide recommendations to the Minister for Social Development and Employment on the areas that the final Action Plan should focus on.
- 21 Te Ara Mahi Māori held 11 hui, one of them online, to listen to Māori aspirations and recommendations for the employment, education and training system. Te Ara Mahi Māori's report to the Government contains 69 recommendations about how the Government can improve Māori labour market outcomes. Employment, Education and Training Ministers have been provided with the Te Ara Mahi Māori report, attached to this paper.
- 22 The Te Ara Mahi Māori report provided the foundation for the development of the Government's Action Plan. In developing the Action Plan, agencies considered the recommendations of Te Ara Mahi Māori, considered the issues raised, and how best to address them. Some of the recommendations have not been carried forward in the form that was proposed, as there was existing or planned work already in train that addressed the same issue identified by Te Ara Mahi Māori. Some new actions, responding to gaps, have been included in the proposed Action Plan.
- 23 I am not proposing to release a stand-alone response to the Te Ara Mahi Māori report, as the Action Plan is the Government's response. I acknowledge the valuable work produced by Te Ara Mahi Māori and their contribution to the Government's Action Plan.

Te Tiriti o Waitangi perspective

- 24 The Action Plan builds on Te Tiriti o Waitangi articles of good government (kāwanatanga), Māori self-determination (tino rangatiratanga), and equal rights as citizens (ōritetanga). The principles of rangatiratanga, equity, active protection, options and partnership are central to Te Kaupapa framework for the Action Plan.
- 25 The Action Plan seeks to create a system that works in *partnership* with iwi, hapū and Māori that:

- 25.1 maximises their *rangatiratanga* over their resources, goals and the services they receive;
- 25.2 co-designs services with Māori, recognises differing Māori needs and strives to achieve *equity* of outcomes;
- 25.3 provides *options* for Māori to participate in ways that are appropriate for their needs and circumstances.
- 26 The Crown will take an *active* role in assisting the employment, education and training systems to better meet Māori needs and objectives.

Outcomes

- 27 The Action Plan aims to contribute to an employment system that is mana-enhancing for iwi, hapū and Māori and improves Māori employment outcomes. See Table One.

Table One: Focus areas and outcomes the Action Plan aims to achieve

Focus area	Outcomes
People Māori have the skills and knowledge to lead, and succeed, at all stages of their careers	<ul style="list-style-type: none"> • Equitable participation and achievement in education • Equitable access to, and participation in, sustainable, quality work for Māori • EET services are tailored and culturally responsive to Māori
Workplaces Māori thrive in workplaces that have good conditions and are free from discrimination	<ul style="list-style-type: none"> • Workplaces are inclusive for Māori • Workplaces recognise and foster the potential of Māori • Māori leadership and representation in the public sector
Futures Iwi, hapū and Māori are leaders in future-focused and sustainable sectors	<ul style="list-style-type: none"> • Successful and sustainable Māori entrepreneurship • A diverse Māori workforce in future-focused sectors

- 28 While there has not been time to work or consult with Māori on these outcomes, they draw heavily on the visions identified by Te Ara Mahi Māori and shared by hui participants. This framework is also underpinned by Te Tiriti o Waitangi principles.

Actions to improve labour market outcomes for Māori

- 29 The Action Plan is cross-government and has been developed collaboratively, as a coordinated, cross-system approach is most likely to support Māori in achieving their aspirations in the labour market. It will be important to continue working together to implement and monitor the actions.
- 30 The Action Plan groups actions into immediate actions (to be progressed over the next two years), medium-term actions (to be progressed over the next two to five years) and long-term actions (to be progressed over the next five + years).
- 31 There are 11 immediate actions. These were prioritised as they will be most effective in achieving change for Māori in the short-term, or they will enable agencies to start longer-term work that will be impactful in the future. Note that three of the 11 immediate actions will require additional funding. Confidential advice to Government

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Table Two.

See

Table Two: Immediate Actions

Focus area	Action	Rationale	Agency
People Māori have the skills, knowledge and capabilities to lead and succeed at all stages of their careers	Work with Māori to embed a tikanga-Māori-based framework into employment policy, and develop tools to implement the framework.	Embed a holistic approach into policy means actions will be underpinned by an understanding of Māori experiences and aspirations. Work in partnership with Māori.	MSD
	Explore the changes needed for the EET system to be effective and equitable for Māori.	To address persistent inequities in EET outcomes for Māori, it is necessary to understand how the different elements of this complex system can work together to produce better results.	TPK
	Improve education outcomes for Māori learners, by implementing and reporting on actions in <i>Ka hikitia – ka hāpaitia The Māori education strategy</i> .	Improving education outcomes of Māori learners will give them the skills, knowledge and capabilities to lead and succeed at all stages of their careers.	MoE & education agencies
	Improve education provided on mātauranga Māori and te reo Māori.	Support Māori learners to strengthen their identity, language and culture because these attributes: <ul style="list-style-type: none"> • are valuable in their own right • support a sense of belonging and engagement, and achievement in education • are increasingly prominent in Aotearoa New Zealand society and the world of work. 	MoE & education agencies
Workplaces Māori thrive in workplaces with good conditions and are free from discrimination	Research incentives and barriers for employers providing flexible work, and how flexible work could benefit kaimahi Māori.	This action includes identifying and developing the research scope and methodology; understanding qualitative research; and identifying next steps based on the findings. Access to flexible working arrangements maximises people's participation in the labour market and their career opportunities. Overcoming barriers will help kaimahi Māori access employment and balance mahi alongside caring and other responsibilities and needs. Understanding incentives for employers' will support effective policy-making and the design of future interventions.	MBIE
	Research how workplaces can be more inclusive for kaimahi Māori.	This action includes examining recruitment processes; unconscious bias and Māori experiences of discrimination; identifying best practice; and measuring and evaluating diversity initiatives. Understanding how employers and employees can work together to make workplaces more	MBIE

		inclusive will support the Government to make effective policies and guidance.	
	Research incentives for employers to give kaimahi Māori lifelong opportunities to upskill, learn and develop.	<p>This action includes identifying and developing the research scope and methodology; and identifying next steps based on the research findings.</p> <p>Access to effective lifelong learning have flow-on effects on wellbeing for whānau, hapū and iwi.</p> <p>Providing opportunities to kaimahi Māori will increase their access to opportunities and higher wages, and increase their resilience to changes at work.</p> <p>Understanding incentives for employers will support effective policy-making and the design of future interventions.</p>	MBIE
	Work with BusinessNZ and the Council of Trade Unions to find ways to support small and medium-sized enterprises (SMEs) comply with employment and health and safety responsibilities.	Understanding employment, and health and safety responsibilities is the first step to improving employers' compliance with them; improving compliance will benefit kaimahi Māori.	MBIE
	Remove barriers that kaimahi Māori face to access information about employment rights and responsibilities.	Having access to information will improve kaimahi Māori understanding of their employment rights and responsibilities; this will lead to greater compliance.	MBIE
Futures Iwi, hapū and Māori are leaders in future-focused and sustainable sectors	Accelerate iwi, hapū and Māori leadership of, and engagement in, future growth industries.	Māori are under-represented in growth industries and high-skilled employment; and they are over-represented in emissions-intensive industries. This makes them more exposed to global megatrends that have significant impacts on society and the economy.	TPK & MBIE
	Build stronger pathways and support for wāhine Māori entrepreneurs.	Wāhine Māori are active in business across Aotearoa New Zealand. They provide local employment and contribute to the wellbeing of their whānau. Many balance work and caring responsibilities.	MfW, TPK & MBIE

- 32 In addition to the immediate actions above, the Action Plan sets out 14 medium-term actions and 7 long-term actions. These actions are intended to work with the immediate actions to affect intergenerational change. See Table Three.
- 33 This will have implications for planning and resourcing of agency work programmes. Before implementation of medium and long-term actions can be confirmed, dependencies including funding and resourcing will need to be settled.

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Table Three: Medium and Long-term actions

	Actions	Agency
Medium -term	Explore how the EET system can intervene early for rangatahi and tamariki.	MSD, MoE & MBIE
	Develop positive case studies that showcase the success of Māori students, workers, employers and business owners in various employment and training programmes (this includes Mana in Mahi, He Poutama Taitamariki, He Poutama Rangatahi and Oranga Mahi).	MSD
	Explore ways to incorporate te ao Māori values into new employment-support services for tāngata whaihaha.	MSD
	Explore ways to identify and engage with rangatahi Māori who are not in employment, education or training (NEET) and connect them with support services.	MSD
	Explore whether the current approach to funding and contracting employment services works for Māori, iwi and community service providers, and look at other options to enhance these funding and contracting partnerships.	MSD
	Improve careers education in schools and target support for rangatahi Māori.	MoE
	Review the way that MSD works with iwi, hapū and Māori groups and how it empowers communities to achieve positive employment outcomes.	MSD
	Ensure iwi, hapū and urban Māori authorities have information on the online career planning solution (OCPS), so Māori can access career-planning tools.	TEC
	Improve training and employment outcomes for Māori, through Te Pūkenga and Workforce Development Councils (WDCs).	MoE & education agencies. TEC as the monitor.
	Review the employment dispute resolution system to ensure it is accessible and effective for Māori.	MBIE
Long-term	Research what enables and prevents Māori having meaningful employment. This action includes tāngata whaihaha, Māori with caring responsibilities, older Māori, young Māori parents and Māori sole parents.	MSD
	Improve access to childcare, to help parents and other carers take up mahi or education when they and their pēpē are ready.	MSD
	Embed best practice in government agencies' core business, so that Māori businesses are just as able to engage in government procurement as non-Māori businesses, and ongoing support to Māori businesses is part of the procurement system rather than an 'add on'.	MBIE & TPK
	Work with partners of industry transformation plans (ITP) on opportunities to help Māori businesses succeed and improve employment outcomes for Māori in the ITP sectors.	MBIE
	Incorporate te ao Māori values and community-designed success measures into monitoring and evaluating employment services for Māori.	MSD
	Decide if kanohi ki te kanohi career services (such as Direct Career Guidance Services) should become permanent, if evaluations continue to show they are successful.	MSD
	Improve data collection on Māori participation in employment services, to accurately monitor whether Māori are taking up opportunities.	MSD
	Continue the Reform of Vocational Education (RoVE) and ensure the reform works for Māori.	MoE & education agencies
	Work with Taumata Aronui to design tertiary education and system settings that will respond better to, and improve outcomes for, Māori learners and communities.	MoE & education agencies

	Consider whether tikanga Māori can be incorporated into employment relations and employment standards strategy, policy and operations.	MBIE
	Research the barriers and enablers to Māori businesses (start-ups, SMEs) accessing support, by designing and implementing a work plan and communication plan with Māori business networks, regional economic development agencies and other business-support organisations.	MBIE

- 34 The final actions in the Action Plan aligns with the intent behind most of the recommendations made by Te Ara Mahi Māori. Some of the actions differ from the recommendations by having a different focus or a different time period for implementation.
- 35 This Action Plan is a living document that will be updated in the future, as actions are completed and labour market outcomes change. Any future iterations of the Action Plan will continue to draw on the recommendations made by Te Ara Mahi Māori.

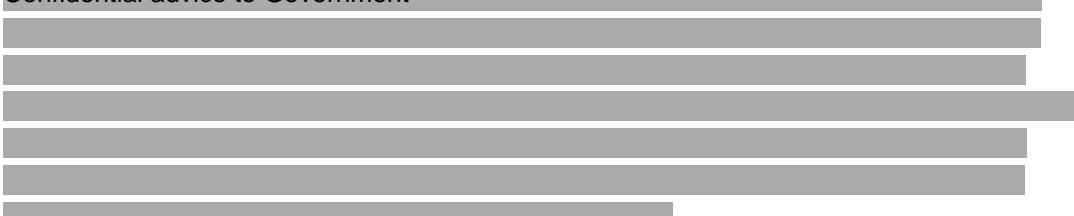
Monitoring performance

- 36 The actions contained in the Māori Employment Action Plan are intended to be ambitious, to make a difference for Māori and to lead to measurable results. Performance measures have been developed for all the outcomes in the Action Plan. In some cases this may require the development of new data sources.
- 37 I have agreed with the Minister for Māori Economic Development that Te Puni Kōkiri will be responsible for monitoring and reporting on the Action Plan's impact. It is intended to be a living document and will be revised in response to monitoring. The progress of the Action Plan will be reported on to the EET Ministerial Group every six months.

- 38 Confidential advice to Government
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Financial Implications

- 39 Confidential advice to Government
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- 40 Confidential advice to Government
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Legislative Implications

41 There are no legislative implications to the proposals in this paper.

Impact Analysis

42 A regulatory impact analysis is not required.

Population Implications

43 The Māori Employment Action Plan contains immediate actions that address different population groups within Māori community. See Table Four.

Table Four: immediate actions and population implications

Immediate actions that will positively impact population group	Intersectional population groups
Work with Māori to embed a tikanga-Māori-based framework into employment policy, and develop tools to implement the framework.	Wāhine Māori, Takatapui Māori, Tāngata whaikaha Māori, Older Māori workers, Rangatahi Māori
Research incentives and barriers for employers providing flexible work, and how flexible work could benefit kaimahi Māori.	Tāngata whaikaha Māori, Older Māori workers, Rangatahi Māori, Wāhine Māori
Research how workplaces can be more inclusive for kaimahi Māori.	Tāngata whaikaha Māori, Older Māori workers, Rangatahi Māori, Wāhine Māori, Takatapui Māori
Research incentives for employers to give kaimahi Māori lifelong opportunities to upskill, learn and develop.	Tāngata whaikaha Māori, Older Māori workers, Rangatahi Māori, Wāhine Māori
Explore the changes needed for the EET system to be effective and equitable for Māori.	Wāhine Māori, Takatapui Māori, Tāngata whaikaha Māori, Older Māori workers, Rangatahi Māori
Build stronger pathways and support for wāhine Māori entrepreneurs.	Wāhine Māori

Human Rights

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

Consultation

45 The agencies that have contributed to this Action Plan are: Te Puni Kōkiri (TPK), WorkSafe, the Ministry of Social Development (MSD), the Ministry of Education, the Ministry for Youth Development (MYD), the Tertiary Education Commission (TEC), Oranga Tamariki—Ministry for Children (OT), Te Arawhiti, the Ministry for Women (MfW), the Treasury, the Public Service Commission and the Reserve Bank.

46 The agencies that have been consulted with for this Cabinet paper are: the Department of the Prime Minister and Cabinet, the Office for Seniors, the Ministry for Pacific Peoples and the Ministry for Ethnic Communities.

47 In mid-2021, Te Ara Mahi Māori led 11 engagement hui with members of the Māori community to seek their recommendations for changes needed to the employment, education and training system. Key themes from stakeholder hui across the motu included the need for long-term and predictable funding options for community service providers, empowering Māori through aspirational messaging and the

importance of mentors and role models, the importance of whānau and community connections, recognition and support of te ao Māori, Māori being able to design and develop their own education and employment programmes, being able to explore meaningful career pathways while at school and teachers supporting rangatahi to meet their potential on their own terms. Feedback from the hui has informed Te Ara Mahi Māori's recommendations.

- 48 While there has not been time to engage directly with Māori on the final Action Plan, Te Ara Mahi Māori have been consulted with on the immediate actions and outcomes of the Action Plan. They indicated that they are broadly comfortable with these actions. They raised the importance of effective implementation and monitoring, including seeking views from hapū, whānau and rangatahi. The Government's Action Plan will be shared with them prior to its release.
- 49 While Pou Tangata of the Iwi Chairs Forum has had no input into the development of the Action Plan, in scoping the parameters of the Skills and Employment joint work programme under the National Iwi Chairs Forum's Pou Tangata workstream, Pou Tangata Iwi Leaders' Groups have been kept abreast of the development of the Action Plan. Officials will continue to work with this rōpū as the Action Plan progresses.

Communications

- 50 If Cabinet agrees, the Action Plan will be published on the Ministry for Business, Innovation and Employment's website. I intend to publish a press release announcing the publication of the Action Plan and am considering an appropriate launch event.

Proactive Release

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

Recommendations

The Minister for Social Development and Employment recommends that the Committee:

- 1 **note** that Cabinet agreed to the development of the Māori Employment Action Plan using principles of partnership and co-design in December 2019 [SWC-19-MIN-0200 refers].
- 2 **note** that the former Minister of Employment appointed an external reference group *Te Ara Mahi Māori* to lead public consultation and provide recommendations for the focus areas of the Government's Māori Employment Action Plan. The reference group's report has been used as the starting point for the Māori Employment Action Plan.
- 3 **note** that I do not propose a separate Government response to the report from Te Ara Mahi Māori.
- 4 **note** that the Māori Employment Action Plan contains actions to create opportunities for Māori to exercise rangatiratanga to create intergenerational wellbeing through work. Actions have been grouped into immediate actions and medium to long-term actions.

5 **agree** that the immediate actions are:

- 5.1 work with Māori to embed a tikanga-Māori-based framework into employment policy, and develop tools to implement the framework
- 5.2 explore the changes needed for the EET system to be effective and equitable for Māori
- 5.3 improve education outcomes for Māori learners, by implementing and reporting on actions in Ka hikitia – ka hāpaitia - The Māori education strategy
- 5.4 improve education provided on mātauranga Māori and te reo Māori
- 5.5 research incentives and barriers for employers providing flexible work, and how flexible work could benefit kaimahi Māori
- 5.6 research how workplaces can be more inclusive for kaimahi Māori
- 5.7 research incentives for employers to give kaimahi Māori lifelong opportunities to upskill, learn and develop
- 5.8 work with BusinessNZ and the Council of Trade Unions to find ways to support small and medium-sized enterprises (SMEs) comply with employment and health and safety responsibilities
- 5.9 remove barriers that kaimahi Māori face to access information about employment rights and responsibilities
- 5.10 accelerate iwi, hapū and Māori leadership of, and engagement in, future growth industries
- 5.11 build stronger pathways and support for wāhine Māori entrepreneurs.

6 **note** that the underlying Te Tiriti principles of rangatiratanga, partnership, active protection, equity and options have informed the development of the Māori Employment Action Plan.

7 **agree** to the Māori Employment Action Plan.

8 **authorise** the Minister for Social Development and Employment to publish the Māori Employment Action Plan, and make minor editorial changes to the Māori Employment Action Plan prior to publication.

9 **authorise** the Minister for Social Development and Employment to determine a suitable launch occasion for the Māori Employment Action Plan.

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- 10 **note** that I have agreed with the Minister of Māori Economic Development that Te Puni Kōkiri will be responsible for the ongoing monitoring and reporting on the Māori Employment Action Plan.

Authorised for lodgement

Hon Carmel Sepuloni
Minister for Social Development and Employment

Annexes

Annex One: Te Ara Mahi Māori Recommendations for the Māori Employment Action Plan

Annex Two: Summary of Te Mahere Whai Mahi Māori: the Māori Employment Action Plan

Annex Three: Te Mahere Whai Mahi Māori: the Māori Employment Action Plan

IN CONFIDENCE

Annex One: Te Ara Mahi Māori Recommendations for the Māori Employment Action Plan

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Annex Two: Summary of the Māori Employment Action Plan – Te Mahere Whai Mahi Māori

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Annex Three: The Māori Employment Action Plan – Te Mahere Whai Mahi Māori

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