

# PACIFIC EMPLOYMENT ACTION PLAN

Pacific values are our anchor, with each generation weaving the foundations for the next to stand on. Pacific communities are leading innovations within Aotearoa, the Pacific region and the world. We are confident in our endeavours, we are thriving, resilient and prosperous Pacific Aotearoa.



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# MINISTER'S FOREWORD

## MINISTER FOR PACIFIC PEOPLES – HON AUPITO WILLIAM SIO

**I am humbled to share with you this first Pacific Employment Action Plan. The Action Plan sets out a vision to deliver better employment opportunities and services for Pacific peoples across employment, self-employment, and training.**

The Pacific Aotearoa Lalanga Fou report sets out our communities' aspirations for collective prosperity and employment, self-employment and owning assets like their own homes. These are key ways of achieving Lalanga Fou's Goal 2 of prosperous Pacific communities.

COVID-19 has shown us what effective partnering looks like between Pacific communities and Government. This partnership saw the delivery of community-led services that valued and responded to Pacific people and communities and supported collective wellbeing in times of significant disruption.

Another important component of effective partnerships is providing the right support to employers so that, together, we are creating the conditions for high-quality and meaningful employment for Pacific people in ways that suit the lifestyles and aspirations of everyone in our communities.

It is this Government's aim to establish a stronger, permanent system of partnership between Pacific communities and those responsible for guiding workforce development and the overall conditions for employment in New Zealand - both locally, across different regions and nationally. This Action Plan is part of developing this partnership system along with the Pacific Wellbeing Strategy.

We are still experiencing the effects of COVID-19 in New Zealand and I acknowledge that many of the issues sitting underneath Pacific peoples' poorer access to high-quality employment opportunities existed long before the pandemic reached our shores. With this front of mind, let us now set our sights towards addressing these long-term issues and unlocking our communities' collective strengths.

It is my aim that Pacific communities and particularly generation 6B – 'brown, beautiful, brainy, bilingual, bicultural and bold' have more opportunities to support our economy's long-term recovery and to address generational issues like climate change and the emergence of new technologies.

This first Pacific Employment Action Plan starts a conversation for all of us about what new opportunities Government can support for better employment outcomes for Pacific peoples, and I look forward to knowing what those are for you. In the meantime, the objectives and the actions contained here are a starting point for how Government is taking action to support the long-term aspirations of Pacific Aotearoa becoming prosperous Pacific communities.



**Hon Aupito William Sio**  
*Minister for Pacific Peoples*

# INTRODUCTION

We have an opportunity to harness New Zealand's social and economic systems to create new and better experiences and nurture a *vā*<sup>1</sup> from which opportunities are seeded across education as learners and teachers, in communities as business owners and entrepreneurs, and in workplaces as innovators and servant-leaders.

The migration story of Pacific communities is interwoven with the fabric of New Zealand's economic and social history. Pacific communities' enduring presence in Aotearoa is the result of many stories of sacrifice of generations leaving their homelands for better lives here. We acknowledge the position of Pacific communities in New Zealand as *tauwi* and celebrate Māori as fellow peoples of *Te-Moana-Nui-a-Kiwa* - both as *tangata whenua* of Aotearoa and for their ancestral roots in Hawaiiki.

It is also relevant to reflect on New Zealand's historic presence as an agent in the history of colonialism across the Pacific, and the long-term impact on the Pacific's indigenous populations from the time of Cook's voyages. Reflecting the unique histories and diversity in modern-day Pacific communities in New Zealand is an important step to acknowledging and preventing the ongoing pressures of colonisation in this country and enables Pacific people to draw on their rich knowledge and ancestral histories long before the modern arrival of Europeans to the Pacific.

New Zealand enjoys ongoing benefits from Pacific migration - gaining access to a workforce for key export industries like manufacturing, forestry, and horticulture as well as the benefits of cultural diversity in the expression of unique Pacific knowledge systems and ways of being in Aotearoa. Following early waves of Pacific migration, social and economic changes like those experienced during the Dawn Raids period have had intergenerational consequences for Pacific wealth and wellbeing that are still present.

Today, Pacific peoples make up over 8% of New Zealand's population and are the youngest population with the highest birth rate. The growth in Pacific diaspora means that today more than 60% of Pacific peoples in New Zealand were born in New Zealand, a number only set to grow. The youthfulness of the Pacific population means that Pacific people will make up a third of Auckland's working-aged population within the decade. The Pacific population is also becoming more diverse with a large and growing number of ethnically diverse and blended families and Pacific young people who navigate many intersecting cultural realms.<sup>2</sup>

Pacific people participate in the economy primarily as employed workers rather than as asset owners, investors, or entrepreneurs. Despite a demonstrated commitment to education and hard work, the private wealth of Pacific families has declined over time and the Pacific wage gap remains significant across both the public and private sectors. This decline carries significant consequences for the economic and social prospects of Pacific young people to become future homeowners, entrepreneurs, and New Zealand's innovators.

<sup>1</sup>Vā is a Pacific concept that refers to the space that exists between people and in which exists flows of relationality, including love, respect and reciprocity.

<sup>2</sup>Rangatahi in 'Kia Marama Mai, Kia Whakapono Mai – Know me, Believe in me' The Southern Initiative, Ministry of Education and Auckland Co-design Lab. 2020.

Further work to progress Pacific employment outcomes needs to be centred on Pacific voices and aspirations and uplift the agency of Pacific communities. These are principles being committed to by Government, including through the Ministry for Pacific Peoples' development of an All-of-Government Pacific Wellbeing Strategy, as well as the Ministry of Social Development's Pacific Prosperity Strategy and Action Plan.

The All-of-Government Pacific Wellbeing Strategy will build on the voices of Pacific communities as expressed through Pacific Aotearoa Lalanga Fou, and support a shift towards a new way of working for Government building stronger partnerships with Pacific communities across every Government agency and ensuring services and programmes are guided by Pacific visions of wellbeing as they emerge and evolve over time. Pacific Prosperity has also evolved from a kaupapa reflecting the collective voices and aspirations of Pacific peoples around New Zealand. It outlines a vision for Pacific peoples, families and communities thriving and flourishing in Aotearoa and strongly commits the Ministry of Social Development to ensuring our Pacific peoples, families and communities are at the heart of the development, thinking and decision making.

The Action Plan's heart lies in supporting Pacific communities to progress aspirations for the prosperity of future generations. At the same time, weaving in and uplifting diverse Pacific knowledge systems and ways of being will enrich Government and non-Government organisations to better deliver for Pacific people. The Action Plan will also contribute to nurturing a space for Pacific people in the labour market that is higher-trust, more participatory, and supportive of community agency in creating new employment opportunities and pathways.

“They know what sacrificing is because my mum sacrifices for us hard bringing us up. My mum tells us, “You’ve got to sacrifice this if you want to get there,” and that’s why I understand. Yeah, all good. Got to sacrifice here and there is all good because at the end of the day I want the big picture. We’re not looking for tomorrow. Yeah, we’re looking for centuries. I’m looking at centuries.”<sup>2</sup>

# DIVERSITY WITHIN PACIFIC AOTEAROA BRINGS RICH OPPORTUNITIES

**“THE OCEAN CONNECTS US ALL RATHER THAN SEPARATES US” – EPELI HAU’OFA**

Pacific Aotearoa Lalanga Fou identified the aspirations of Pacific communities from around Aotearoa through a series of talanoa with over 2000 Pacific people from Kaitaia to Invercargill in 2018. The four Lalanga Fou goals drawn from this talanoa make up Pacific wellbeing aspirations in Aotearoa. This Action Plan contributes to each of the Lalanga Fou goals, but most directly to Goal 2 – Prosperous Pacific Communities, by supporting employment outcomes for Pacific peoples.



<sup>3</sup>Sibley, CG., Stewart, K., Houkamau, C., Manuela, S., Perry, R., and Wootton, LW., Harding, JF., Zhang, Y., and Sengupta, N., and Robertson, A. (2011) Ethnic Group Stereotypes in New Zealand. New Zealand journal of psychology. 40 (2). pp. 25-36.

The first of the Lalanga Fou goals, Thriving Pacific Languages, Cultures, and Identities, highlights Pacific communities' desire for diverse Pacific identities to be supported in all settings and contexts. Respecting the diversity within and between different Pacific communities in Aotearoa is essential to understanding the potential for Pacific peoples in New Zealand. This Action Plan acknowledges the need to respond to intersecting Pacific identities in Aotearoa and take into consideration:

- **spirituality**
- **age**
- **being multi-ethnic**
- **being mono or multi-lingual**
- **being New Zealand-born or born outside of New Zealand**
- **gender identity**
- **sexual orientation**
- **disabilities**
- **living with chronic health conditions.**

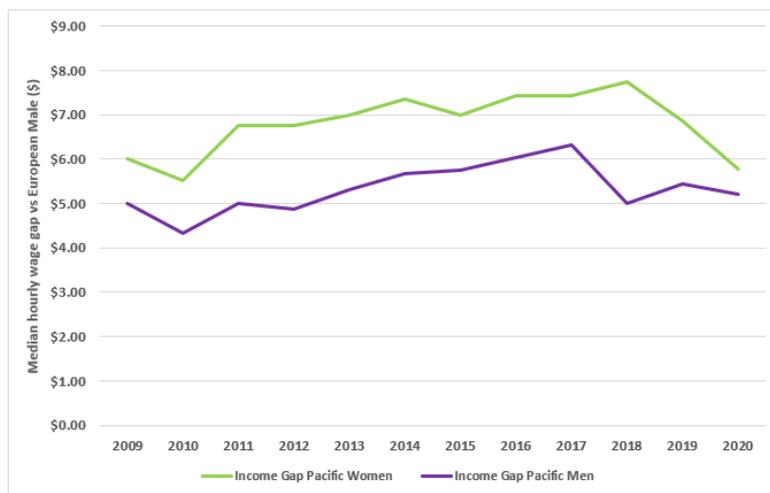
These different components to individuals' Pacific identities influence individual and collective experiences and they play a role in aspirations for education, work, and life. Often they contribute to differences in the availability, relevance, and effectiveness of employment and training support available to Pacific people and their families. This is because people can be treated differently due to existence of ethnic-based and other forms of conscious and unconscious bias<sup>3</sup>, or because support is based on specific criteria, or because of barriers that make services otherwise inaccessible like cultural and language barriers.

Beyond this, the way we collectively think about our relationship to work and the defaults of a 'good' working life more generally also strongly influence the decisions available to people making choices about work and training. Creating opportunities to design working lives that respond to the diverse kinds of lives we want to live starts with putting wellbeing at the heart and relies on the right partnerships between employers, government services and workers.

## PACIFIC WOMEN

This Action Plan acknowledges the need to address the imbalances in the allocation and valuing of Pacific women’s unpaid work for their families and wider communities, as well as in their paid work. The systemic issues for Pacific wāhine and the intersectional nature of these issues will be additionally reflected in the adjacent Women’s Employment Action Plan within the Government’s Employment Strategy.

Pacific women (and men) are both impacted by an ethnic pay gap relative to non-Pacific men and women. Further to this, Pacific women face an ethnic-gender pay gap relative to Pākehā men. At current rates of reduction, the gap will not be eliminated until 120 years from now for Pacific women, and 100 years from now for Pacific men. The gap covers both the public service<sup>4</sup> and the economy generally as a whole.<sup>5,6</sup>



The reasons for income disparities are complex and involve a range of factors including Pacific women’s high rates of participation in historically female-dominated industries where labour is undervalued, as well as barriers faced by Pacific women in progressing into higher-paid careers or occupations including a lack of culturally-relevant development support from employers, a lack of awareness or bandwidth to engage in educational or training opportunities, and difficulty in returning to work from having a child or taking up family responsibilities like caring responsibilities.

Pacific women are also less likely to participate in the labour market generally. These differences are often explained as due to a range of issues like the inflexibility of “standard” employment conditions that may not be compatible with the aspirations of Pacific women in participating in both formal and informal work.

<sup>4</sup> Te Kawa Mataaho Public Service Commission. Pay by Gender and Ethnicity in the Public Service. <https://www.publicservice.govt.nz/our-work/workforce-data/pay-by-gender-and-ethnicity/>

<sup>5</sup> NZ Treasury (2018). Statistical Analysis of Ethnic Wage Gaps in New Zealand. (AP 18/03)

<sup>6</sup> Statistics New Zealand. Household Labour Force Survey June 2020 quarter in Earnings from main wage and salary job by industry (ANZSIC 2006), sex, age groups, and ethnic groups accessed from NZ.Stat March 2021

While COVID-19 accelerated workplace flexibility for many workers in New Zealand, this was less the case for Pacific women employed in occupations such as carers, cleaners, and retail workers with much less flexibility in working conditions. Between March 2020 and March 2021, Pacific women experienced a significant increase in both unemployment and under-employment according to relevant survey data, although this has improved somewhat as the wider labour market has recovered.<sup>7</sup>

Pacific women are disproportionately impacted by COVID-19 in terms of economic and broader social impacts like increased exposure to family violence, increased family care responsibilities, and through their efforts to support others against the impact of the pandemic as front-line social service and health workers. Pacific women have lower rates of participation in the labour market than non-Pacific women and face barriers like lower average incomes and higher rates of working poverty. Single Pacific mothers are much more likely to experience working poverty relative to larger families and households without children.

Pacific women are also less likely to return to work later after having a child, and face more substantial earnings losses when returning to work.<sup>8</sup>

These disparities in incomes and employment are likely to have significant impacts on the intergenerational wellbeing of Pacific families, especially single-parent households faced with multiple disadvantage<sup>9</sup>. Single-parent households in-work are also much more likely to earn below the poverty line<sup>10</sup>, meaning working towards improving the quality of work as well as supporting Pacific women into employment at key points in life such as after having a child<sup>11</sup> is necessary to deliver intergenerational wellbeing.

Supporting greater gender-parity in male-dominated industries and occupations in addition to improving opportunities available to help Pacific women build new skills and careers pathways that align to their experience and aspirations, will enable Pacific women to build greater economic independence for themselves and their families.

“I grew up watching my nena lead because it was expected of her. I don’t think she asked for it, but our culture is matriarchal and she could hold a room because of who she was and her rank within the family. (Tokelau Youth)”<sup>12</sup>

<sup>7</sup> Statistics New Zealand Household Labour Force Survey in Labour Market Statistics June 2021 quarter and March 2020 quarter. Accessed from Stats NZ Infoshare.

<sup>8</sup> Parenthood and labour market outcomes. Sin, I., Dasgupta, K., Pacheco, G. (May 2018) Ministry for Women.

<sup>9</sup> Krassoi, Peach, E. and J. Cording, (2018), Multiple disadvantage among sole parents in New Zealand. Social Policy Evaluation and Research Unit, Wellington.

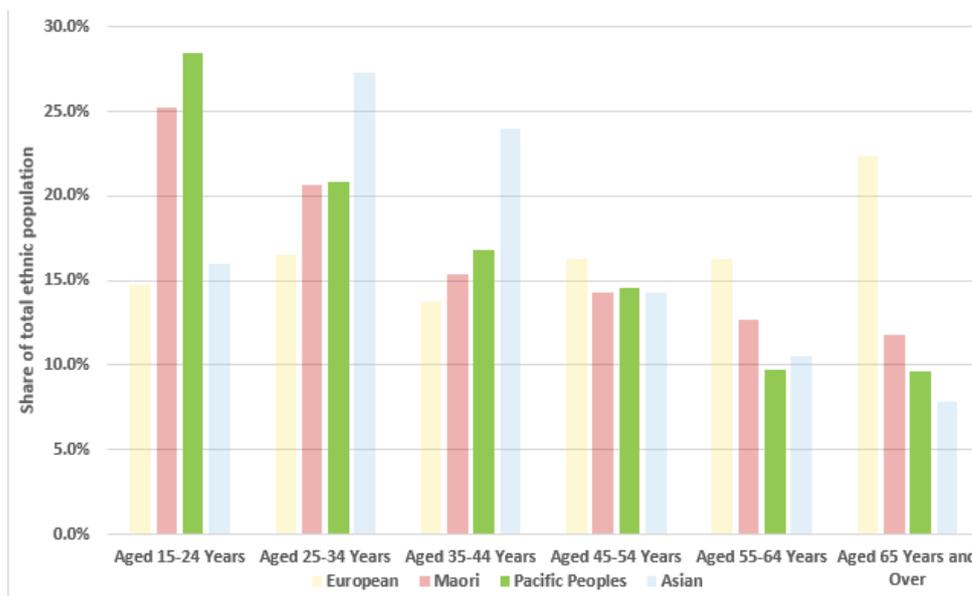
<sup>10</sup> Plum, A., & Pacheco, G. (2019). In-Work Poverty in New Zealand: A Focus on Pacific Peoples. Auckland

<sup>11</sup> Sin, I., Dasgupta, K., Pacheco, G. (2018) Parenthood and Labour market outcomes. Report commissioned by the Ministry for Women.

<sup>12</sup> From Pacific Economy Research report on Unpaid Work and Volunteering in Aotearoa.

# PACIFIC YOUTH

The median age for the pan-Pacific population in New Zealand was 23 in 2018, this means that over 50% of the Pacific population now will be in the labour force until at least 2060. In contrast, the same share of New Zealand’s overall population at 2018 will reach retirement by 2045, 15 years earlier. The Youth Employment Action Plan sets out a range of adjacent actions aimed to better support employment outcomes for young people, including Pacific young people. In addition to this, the Action Plan for Pacific Education sets out a range of actions that contribute to improving the experience of Pacific students in the New Zealand education system, and the Reform of Vocational Education is enabling a transition to more learner-centric education and training across New Zealand.



Pacific young people are generation 6B – ‘brown, beautiful, brainy, bilingual, bicultural and bold’<sup>13</sup> and will lead Pacific Aotearoa forward if provided the agency and freedoms to do so. They have demonstrated repeated resilience in the face of ongoing barriers across employment and education systems as well as the impacts of intergenerational challenges on their families and communities.

Many of the long-term challenges facing our economy at a macro-scale such as poor productivity, weak international connections, and existential challenges such as the Climate Crisis will fall on this generation - equipping them with the tools and ambitions to create and implement change across the economy will support our nation’s prosperity for future generations.

Improving employment outcomes for Pacific young people requires partnership between educational institutions, Pacific communities and employers to create the right opportunities to transition from study into employment as well as ensure young people are equipped with the information and mental and physical resilience to navigate the labour market. This Action Plan aims to continue building on existing initiatives such as the Ministry for Pacific People’s Tupu Aotearoa and Toloa programmes to support greater youth leadership and agency in the labour market.

<sup>13</sup> Radio New Zealand. ‘Māori and Pasifika Generation B Emerging in Aotearoa’ <https://www.rnz.co.nz/international/pacific-news/435907/maori-pasifika-generation-b-emerging-in-aotearoa>

# PACIFIC DISABLED PEOPLE

Disabled people face significant disparities in the accessibility of opportunities, both due to the way services are designed, as well as the stigma and experiences of discrimination in the labour market and education system. These factors are compounded with limited choices for culturally appropriate services and avenues of support for disabled Pacific peoples as well as limited quantitative data on disabled Pacific people.

While little specific data is available about Pacific disabled people in the labour market, there is clear evidence regarding gaps in participation rates, employment and unemployment and underutilisation for New Zealanders with disabilities relative to the non-disabled population.<sup>14</sup>

Removing barriers for Pacific disabled people so that they can progress their aspirations in employment will require government and disability service providers to design services using systems and processes that place Pacific disabled people at the helm of their own vaka and identifying and leading their own solutions. Establishing the right support networks and community awareness will also contribute to an enabling environment where Pacific disabled people have greater agency.

Low expectations are also a barrier to success; a focus on employment and further education early in life supports employment outcomes later on. Seeing more Pacific disabled people in work improves expectations and understanding about what is possible and culturally appropriate as well as building employer and employee confidence.

Supporting Pacific disabled people to enter and navigate the labour market will also uphold our moral duty under the United Nations Convention on the Rights of Persons with Disabilities, particularly Article 27 regarding equal rights to work and gain a living.<sup>15</sup>

The Working Matters Disability Employment Action Plan highlights actions that Government is taking to support disabled people to engage with the labour market and training. This Action Plan acknowledges that Pacific disabled peoples' layered experiences are also reflected here.

**“Where are our leaders who represent my voice, this is the first time anyone has asked me for my contribution.”**

**“I had to research hard to find the right information for my son, it was stressful, and I cried because I felt I was failing him”**  
**-Participants in Life Unlimited pilot project supported by Tupu Aotearoa. 2021.**



# PACIFIC MVPFAFF+/LGBTQIA+

Pacific culture is historically rich with non-binary gender identities and diverse sexual orientations and Pacific pre-colonial culture celebrated our indigenous diversity.

Pacific peoples do not always resonate with LGBTQIA+ identities that tend to be highlighted in workplace communities or allyship groups and may feel isolated in spaces that are expected to welcome them. A term that Pacific peoples may better identify with is MVPFAFF+<sup>16</sup> which encompasses many indigenous identities from Hawai'i, Tahiti, Fiji, Papua New Guinea, Sāmoa, Cook Islands, Tonga and Niue.

MVPFAFF+ in New Zealand experience significant discrimination both within Pacific communities and from wider society and this manifests in worse outcomes from the education and training system, significant additional wellbeing barriers to employment through mental health challenges, as well as discrimination when seeking employment and in treatment at work.

Creating space for Pacific MVPFAFF+ and LGBTQIA+ to express their identities in work, as well as through appropriate support (including mentoring, role-modelling and support for workplaces and employers to provide safe employment conditions) is important to removing some of the barriers of entry and progression through the labour market.

Raising awareness about the employment rights of Pacific MVPFAFF+ as well as undertaking further work to understand and support them leading work to address barriers to engaging or benefitting from employment and training services will foster a more equitable labour market for Pacific people and address long-standing disparities.

Exploring opportunities to enhance data collection and capture that is inclusive of Pacific MVPFAFF+/LGBTQIA+ identities will also enable Government, employers and communities to target and enhance services available to them.

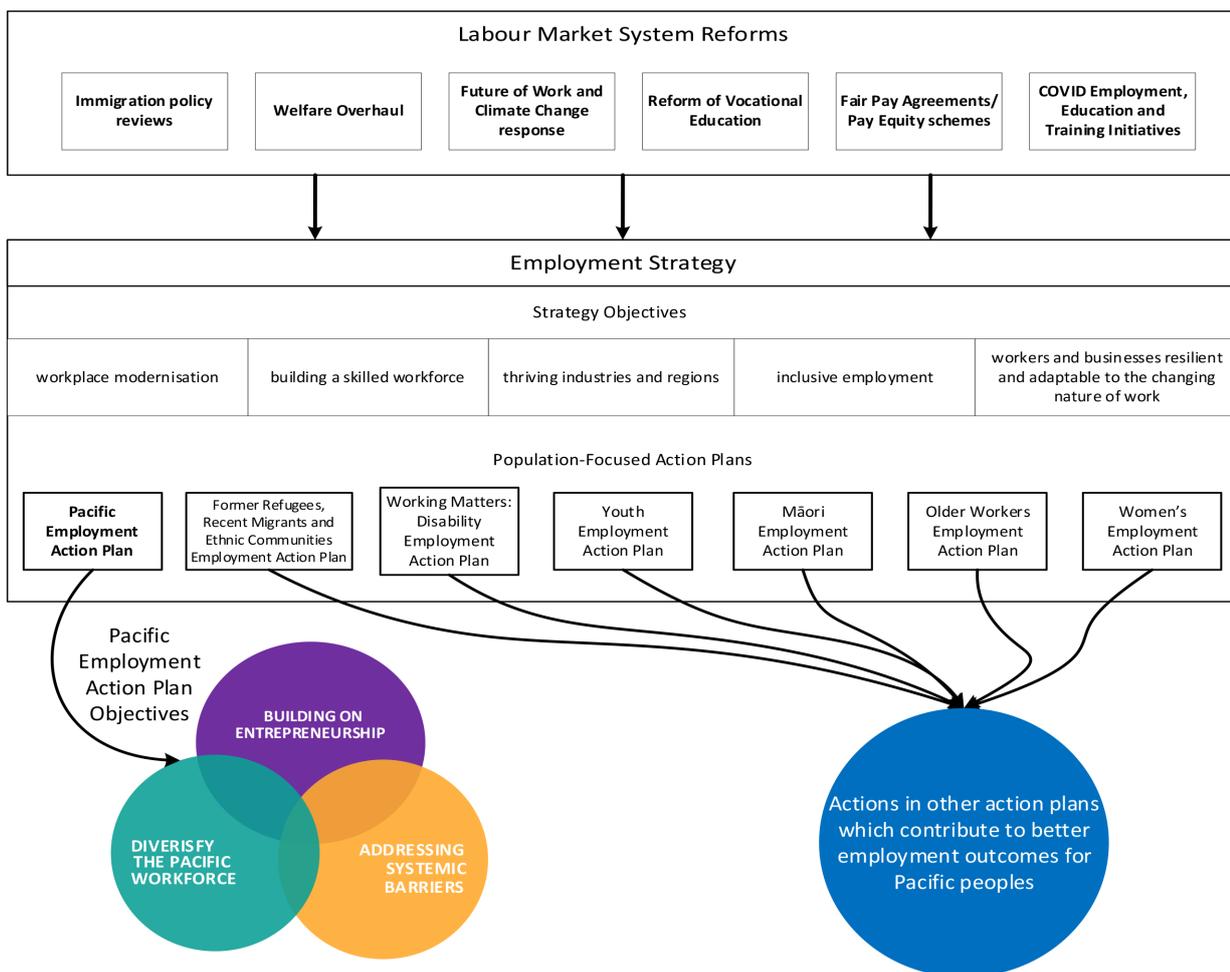
<sup>14</sup> Statistics New Zealand. Labour market statistics (disability): December 2020 quarter.

<sup>15</sup> <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/the-convention-in-brief.html>

<sup>16</sup> Coined by Phylesha Brown-Acton, MVPFAFF refers to mahu, vakasalewa, palopa, fa'afafine, akava'ine, fakaleiti (leiti), fakafifine, a range of Pacific terms that refer to people who do not fit standard gender norms or are not heterosexual. The Manalagi project has more information and collates research and other resources related to Pacific 'Rainbow' Health and Wellbeing. <https://www.manalagi.org/about>

# THIS ACTION PLAN FITS WITH A WIDER RANGE OF WORK TAKING PLACE ACROSS GOVERNMENT

Work is taking place across Government to support improved employment opportunities and outcomes for Pacific peoples. This Action Plan fits within that broader work, and starts a process of undertaking further work to support these system-level changes and identify opportunities for them to specifically align to and reflect the unique needs and aspirations of diverse Pacific communities.



## **These actions in this Action Plan aim to set the foundations for future prosperity and support for Pacific to align our collective fleet to the winds of change**

It is critical that the actions in this Action Plan address both the pressures of COVID-19 on Pacific communities as well as the long-term causes of disparities experienced by Pacific peoples in the labour market. The actions in this Action Plan aim to empower Pacific communities to get the most out of the opportunities available in our economy, and to support Pacific innovation, and create and capture emerging opportunities. In the long-term, the Action Plan aspires to a vision of a labour market in New Zealand that reflects collective Pacific values, culture and identity, and acknowledges a diversity of experiences and needs.

Beyond COVID-19 there are many challenges that will impact the economic wellbeing of Pacific communities:

- Transitions with the new technologies and the changing nature of work.
- The impacts of climate change and the urgency of mitigation and adaptation efforts that are required right across the economy.
- New Zealand's weak long-term productivity performance, and the potential for intergenerational inequities to worsen.
- Changing demographics in New Zealand, increasing ethnic and cultural diversity, and New Zealand's ageing population.

This Action Plan is a living document and will continue to evolve.

The actions in this Action Plan cover activities taking place now. The Action Plan also gives an indication of the Government's priorities to support Pacific participation in the labour market that could be looked at moving forward. The Action Plan seeks to establish ongoing determination across Government's work to support Pacific employment from Pacific communities themselves as well as organisations that support Pacific employment outcomes. The Action Plan will be implemented with regular reporting to the Minister for Pacific Peoples and Minister for Social Development and Employment, as well as to Cabinet at six-monthly intervals as part of the Employment Strategy. Ultimately, change will not happen unless we are deliberate about measuring what and how we are doing. Ensuring that the wide range of Government services and initiatives to support employment and training outcomes measure their delivery to, and impact for, Pacific is required to ensure the actions identified in this Action Plan progress.

Effectively measuring the quality of services incorporates the need to collect quantitative and qualitative evidence so that Government can enhance delivery according to Pacific people's broader experiences and stories about their aspirations and interactions with services and systems, told in their own words. This will be an important part of the implementation of this Action Plan moving forward.

# OBJECTIVE 1: DIVERSIFY THE PACIFIC WORKFORCE

**“IA SEU LE MANU, ‘AE SILASILA I LE GALU.” - CATCH THE BIRD, BUT WATCH THE BREAKERS.  
(SAMOAN PROVERB)**

Since the modern Pacific migration to New Zealand in the 1960’s and 1970’s, Pacific workers have been concentrated in specific occupations and industries. Despite changes to New Zealand’s overall economy reflecting the spread of digital technologies and an economy-wide increase in ‘knowledge-based’ careers, Pacific people in the labour market remain concentrated in occupations with lower skills characteristics and poorer pay and health outcomes. Supporting Pacific communities to participate in new and emerging areas of New Zealand’s economy is one component of this objective.

Improving the range of areas of the economy that Pacific people are engaged in requires work to reduce barriers to attaining or certifying new skills, whether as students in compulsory education, or as adults looking towards new learning and career opportunities. New opportunities must also be made as widely accessible as possible within Pacific communities, particularly for family members with specific additional or complex needs.

Work already underway, like the Reform of Vocational Education (RoVE), will contribute to supporting new vocational educational models to support learners into new areas of the economy. Placing Pacific communities’ diverse needs at the core of these models will deliver more equitable outcomes. Promoting a more blended approach to compulsory and tertiary learning where education takes place in closer proximity to industry will improve Pacific students’ work-ready knowledge and skills and improve connections between Pacific learners and employers.

There is also a need to support Pacific workers to develop new skills and explore career progression opportunities. This is a complex issue, but work is taking place to better-understand how to support Pacific workers into careers and training pathways to better-paid work.

New areas of employment and skills represent a chance for a more prosperous future.

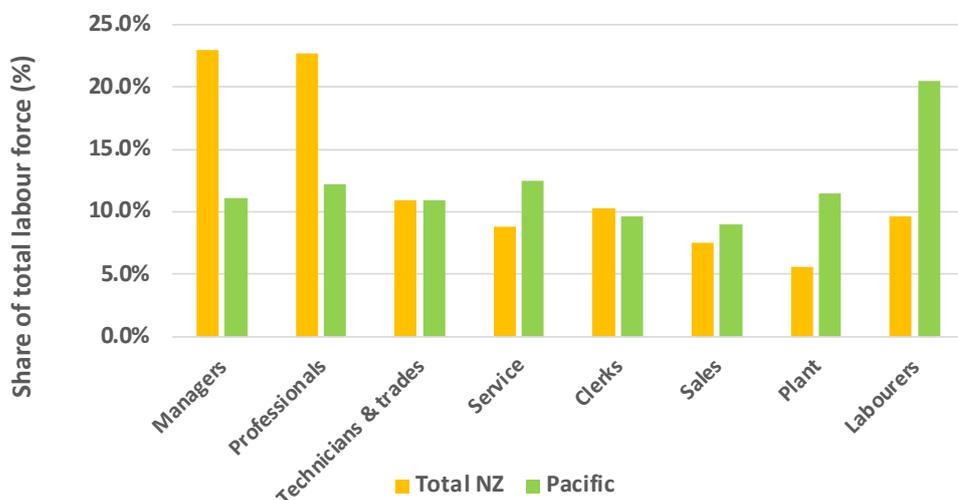
Supporting the flow of Pacific people into new areas of work, both existing and newly emerging, will enable these areas of the economy to benefit from having a diverse workforce with new and different ideas, skills and connections, and will enable Pacific individuals to access better opportunities for themselves and their families and build greater income and employment security. This Action Plan identifies two broad components to this:

1. Supporting Pacific people to make informed decisions about their careers at different stages of life.
2. Exploring new modes for learning and working for new and existing occupations, relevant to Pacific students, workers, and volunteers.

There are also a range of areas where Pacific people, and Pacific women especially so, are under-represented like in Science, Technology, Engineering and Mathematics (STEM) careers where there are high rates of pay.

Despite the significance of STEM careers and skills, the alternative STEAM (STEM+ Arts) reflects the importance of bringing humanities and Pacific arts practices and thinking to science-related activities and ensure they are rooted in human experiences and needs. It also highlights the opportunities for science-based disciplines to enhance the way we look after, pass on and create new artistic practices.

If we promote greater support for Pacific people to enter STEAM careers pathways that blend arts knowledge and creative approaches in a technical context then this will open new doors and build Pacific perspectives into new technology-based products and services that are rising in prominence and value in New Zealand and around the world.



Pacific and all of New Zealand employment by occupation, shown as each occupational group's share of total employment for either Pacific workers or All of New Zealand employment. Pacific are twice as likely to be employed in Plant and Machine Operator or Labourer jobs.

The hard work that labourers and machine operators do is essential to our society but they are often low-paid positions and workers in these jobs may not have access to enough opportunities to develop further skills or realise new opportunities that support their aspirations for themselves and their families' prosperity.

<sup>17</sup>Household Labour Market Statistics June 2021 Quarter. Statistics New Zealand.

## OBJECTIVE 1: DIVERSIFY THE PACIFIC WORKFORCE

Building on COVID-19 recovery and long-term programmes to promote resilience and prosperity Pacific peoples have faced more significant and long-lasting impacts of economic disruption compared to other groups in New Zealand. Pacific unemployment is still almost double that of the rest of the population, and recent data from the Household Labour Force Survey suggests <sup>17</sup> that the labour market is going through a stratified recovery and this disparity persists even as employment returns to long-term pre-COVID-19 levels.

Government is investing in support to develop a range of industries in New Zealand to enable a transition to a more productive, sustainable and inclusive economy. Ensuring that firms and training providers are enabled to provide Pacific workers with development pathways through these transitions will position Pacific communities to enjoy the wellbeing benefits of New Zealand’s economic development and be a force for innovation and productivity growth within New Zealand’s business ecosystem.

### OBJECTIVE 1: DIVERSIFY THE PACIFIC WORKFORCE

This plan is a living document and further work will be explored to support different actions in the plan as the Ministry continues engaging with Pacific communities, businesses and other agencies to identify opportunities to support better employment outcomes for Pacific communities

Actions	Desired outcomes	Strategic Alignment
<p><b>Initial priority: Grow opportunities for Pacific in diverse sectors and industries</b></p> <p>This is being contributed to currently by:</p> <ul style="list-style-type: none"> <li>✓ MCH’s Creative Arts Recovery and Employment Fund, and Creative New Zealand’s COVID-19 response funding</li> <li>✓ MSD’s industry-focused programmes supporting workers to build industry-relevant skills, for example in partnership with the Construction Sector Accord</li> <li>✓ projects in MSD’s Pacific Prosperity Strategy and Action Plan work programme</li> <li>✓ MBIE’s delivery of the Tupu Tai internship programme</li> <li>✓ the Tupu Toa programme and other industry-led employment initiatives in the private and public sectors</li> <li>✓ MPP’s support for Pacific peoples in governance <sup>18</sup></li> </ul> <p>Future work could explore:</p> <ul style="list-style-type: none"> <li>• options to expand the Tupu Tai public sector internship programme (MBIE/MPP); the Ministry of Health’s support for Pacific health workforce development; MPP’s Toloa programme to support high skilled STEAM employment and education (budget dependent)</li> <li>• adapting employment and training support services to assist workforce development initiatives that are seeking to increase Pacific peoples participation (MPP-led with support from MoH, MoE, and MSD)</li> </ul>	<p><b>Pacific employment in key sectors enables long-term productivity growth, sector-level strategic intentions and Pacific prosperity</b></p>	<p>Employment Strategy – Building a Skilled Workforce, Thriving Industries and Regions            Industry Strategy            Ola Manuia            Action Plan for Pacific Education            Pacific Prosperity Strategy and Action Plan            Future Pathways in the Research Science and Innovation System</p>

<sup>17</sup> Household Labour Market Statistics June 2021 Quarter. Statistics New Zealand.

<sup>18</sup> The Ministry has partnered with the Ministry for Women, the Ministry of Ethnic Communities, and the Institute of Directors to support and uplift Pacific in governance roles.

## OBJECTIVE 1: DIVERSIFY THE PACIFIC WORKFORCE

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<p><b>Support Pacific workers through economic transitions including Climate Change and the Future of Work</b></p>	<p><b>Long-term Pacific economic resilience and prosperity through economic transitions</b></p>	<p><b>Employment Strategy – Workers and Businesses Resilient and Adaptable to the Changing Nature of Work</b>            Climate Adaptation Strategy/Economic Plan            Careers System Strategy            Reform of Vocational Education            Future Pathways in the Research Science and Innovation System</p>
<p><b>Improve access to quality vocational education including work-based training and adult education</b>            This is being contributed to currently by:</p> <ul style="list-style-type: none"> <li>✓ the Reform of Vocational Education (RoVE) which aims to improve the relevance and flexibility of vocational education for learners</li> <li>✓ enhancements to pastoral care requirements in tertiary education by NZQA, TEC and MoE</li> <li>✓ TEC’s Māori and Pacific Trades-Training programme and MPP’s Toloa in-work support pilot</li> <li>✓ vocational education initiatives funded during the response to COVID-19<sup>19</sup></li> <li>✓ MSD’s Pacific Prosperity Strategy and Action Plan work programme</li> </ul>	<p><b>Increase in access to flexible work-based education opportunities for Pacific workers and employers</b></p>	<p><b>Employment Strategy – Building A Skilled Workforce</b>            Action Plan for Pacific Education            RoVE            Tertiary Education Strategy            Pacific Prosperity Strategy and Action Plan</p>
<p><b>Deliver careers support and information that responds to Pacific identities and experiences</b>            This is being contributed to currently by:</p> <ul style="list-style-type: none"> <li>✓ the careers system transformation work by MoE and TEC including the development of an online career planning tool by TEC with a priority focus on Pacific young people</li> <li>✓ MSD’s Pacific Prosperity Strategy and Action Plan work programme</li> <li>✓ work to engage young Pacific in STEM through the Toloa programme and Ministry of Education-led initiatives</li> <li>✓ the ongoing Vocational Education and Training Campaign which aims to increase the visibility and relevance of careers pathways through vocational education</li> </ul>	<p><b>Pacific families forge their own pathways and identify training and careers pathways which are resilient and support their aspirations</b></p>	<p><b>Employment Strategy – Workers and Businesses Resilient and Adaptable to the Changing Nature of Work</b>            Careers System Strategy            Tertiary Education Strategy</p>

<sup>19</sup>This includes temporary support through initiatives such as the Apprenticeships Boost and the Trades Training and Apprenticeship Fund

# OBJECTIVE 2: NURTURING THE VĀ – ADDRESSING SYSTEMIC BARRIERS

## “MAURI MĀHI, MAURI ŌRA” – A WORKING SOUL IS A HEALTHY SOUL (MĀORI)

COVID-19 lockdowns and job losses have resulted in significantly impacted Pacific women and youth with increased care responsibilities and significant disruption to employment, as well as increasing the financial pressures faced by families.<sup>20</sup>

To navigate their own paths around working life, Pacific people must have relevant and accessible support, pathways and similarly diverse role-models that enable and encourage them to determine and realise their employment and education goals, including seizing opportunities within new and emerging industries and occupations. Ensuring employment services are well-tailored to individuals and their needs is a key part of this Action Plan and of associated action plans (Working Matters, Youth, Māori, Seniors, Refugees, Migrants and Ethnic Communities, Women) across the Employment Strategy.

Pacific households are larger and have greater caring responsibilities for children and older family members. This means Pacific families are supported by a relatively smaller base of income compared to non-Pacific households.<sup>21</sup> Larger family sizes represent both challenges but also opportunities to examine how to support family units to enjoy the benefits of flexible and dynamic employment relationships.

A 2018 study estimated Pacific women’s wages to be 74% of Pākehā men’s - the most significant wage gap of any population group in the study. The study attributes this gap to a range of factors, including differences in the qualifications and the types of jobs Pacific and Pākehā are employed in.<sup>22</sup> Despite this, a significant component of the disparity between Pacific and non-Pacific earnings could not be directly explained and this highlights the significance of systemic factors at play.

Pacific men were found to be likely to leave employment and experience periods without pay rather than taking paid leave around childbirth (relative to non-Pacific men), often citing difficulty with accessing leave to support their family at a critical time.<sup>23</sup>

A previous study in New Zealand found that women’s earnings were lower relative to their contribution at work compared to men<sup>24</sup>, highlighting the likely prominence of cultural and attitude gaps, or unconscious (or conscious) biases that impact on the incomes and broader opportunities provided to Pacific workers.

<sup>20</sup> Impact of COVID-19 on Pacific peoples living in South Auckland. Colmar Brunton for the Ministry of Health. March 2021.

<sup>21</sup> Plum, A., & Pacheco, G. (2019). In-Work Poverty in New Zealand: A Focus on Pacific Peoples. Auckland.

<sup>22</sup> The Treasury (2018). Statistical Analysis of Ethnic Wage Gaps in New Zealand (AP 18/03)

<sup>23</sup> Having A Baby In South Auckland Case Study in Towards better social sector decision making and practice: A social wellbeing approach. The Social Wellbeing Agency and The Southern Initiative. 2019.

<sup>24</sup> What Drives the Gender Wage Gap? Examining the Roles of Sorting, Productivity Differences, and Discrimination (2017). Sin, I., Stillman, S., Fabling, R. Motu Economic and Public Policy Research.

A range of system shifts are required across the employment and training systems to deliver better outcomes for Pacific people in the labour market:

1. Ensuring Pacific families and communities have the baseline tools, skills, and wellbeing to engage as they aspire to in the labour market and education systems.
2. Supporting government and businesses at all levels and in all places to better respond to the experiences and needs of diverse Pacific workers, learners, and communities.
3. Being accountable and modelling best-practice in the public service for fair employment outcomes across pay, workplace practices, and career progression and training opportunities to address ethnic-gender pay gaps and occupational segregation.

Beyond wellbeing challenges, Pacific people report experiences of discrimination and marginalisation as significant barriers to progressing in employment. These include when applying for work and at work when being allocated tasks.

Broader issues of the cultural and attitude gaps between Pacific families workers and learners with employers, government, and other organisations form a barrier to Pacific people's progression, including in the public sector. These experiences of discrimination and systemic bias also cut across the identities within Pacific communities, for example for Pacific disabled people who report experiencing a double-layered bias due to their heritage as well as their perceived capability from employers or in the education system.

### **Highlight: Alo Vaka Auckland Pacific Skills Shift**

The Auckland Pacific Skills Shift was initiated through COVID-19 response funding in 2020. This initiative is a four-year programme being managed by the Ministry of Business, Innovation and Employment with support from the Ministry for Pacific Peoples, Ministry for Social Development, Tertiary Education Commission and Department of Internal Affairs. It supports:

- The Cause Collective to undertake work in South Auckland neighbourhoods to promote enhanced employment and training outcomes.
- Auckland Unlimited to partner with the Sustainable Business Council and Auckland businesses to support their Pacific workforce to build new skills and confidence through micro-credentialing.
- A social innovation programme by The Southern Initiative supported by The Fono and First Union partnering with Pacific families to co-create new approaches to a whole-of-whānau economic progression service with an intergenerational focus.

These projects will continue to identify further areas for improving the services and approaches to improve Pacific employment and wellbeing outcomes.

## OBJECTIVE 2: NURTURING THE VĀ – ADDRESSING SYSTEMIC BARRIERS

In many previous engagements with Government, Pacific people have reported barriers to accessing services and programmes because of discrimination or judgement, services and programmes not culturally relevant in their design or delivery, or because information is not presented in their languages.

There is an opportunity to draw on new approaches to delivering services and be informed by experience-based design and behavioural insights, to identify small actions or shifts that improve people's experience of systems and processes and have a well-documented impact on outcomes. There is a wide range of research about small 'nudges' that impact people's behaviour or experiences of systems, however very little is available which explores the intersections of this approach with culture.

In writing job descriptions, research from the Behavioural Insights Team, an organisation which explores the use of Behavioural Insights or 'Nudges' across systems and policies has highlighted actions that can make a significant difference to reducing inequitable outcomes:

- Providing people with information about their right to request flexible work increases the rate at which people take up flexible work opportunities and reduces the disparity between men and women requesting flexible work arrangements.<sup>25</sup>
- Disclosing salary ranges for posted jobs encouraging people – particularly women - to negotiate as well as reduces pay disparities between male and female workers in the same roles.<sup>26</sup>

Co-developing and sharing practical tools or enhancements to existing tools for Pacific communities, employers, and government agencies will enable collective action to engage Pacific people with quality employment and training opportunities that support our economic recovery. It will also help employers and Pacific communities to be more aware of opportunities for support, and their legal obligations and entitlements in the labour market.

Increasing the cultural responsiveness of the public sector is an area where government can actively model quality workforce development practices. Partnering with Pacific staff networks, People and Culture leads, unions, and professional bodies means that changes are more likely to be transparent, equitable and feasible and reflective of the values of Pacific workers.

<sup>25</sup>Encouraging employers to advertise jobs as flexible: Final report on a randomized controlled field trial and a quasi-experimental field trial with Indeed and an online randomised controlled trial with Predictiv. Behavioural Insights Team. 2021

<sup>26</sup>Do women avoid salary negotiations? Evidence from a large-scale natural field experiment. Leibbrandt, A., List, JA. (2014). Management Science. 61(9): 2016-2024. In Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers. Behavioural Insights Team and UK Government Equalities Office. 2018.

## OBJECTIVE 2: NURTURING THE VĀ – ADDRESSING SYSTEMIC BARRIERS

This plan is a living document and further work will be explored to support different actions in the plan as the Ministry continues engaging with Pacific communities, businesses and other agencies to identify opportunities to support better employment outcomes for Pacific communities

Actions	Desired outcomes	Strategic Alignment
<p>Initial priority: Grow community agency in the design and delivery of employment and training programmes</p> <p>Current work that contributes to this action</p> <ul style="list-style-type: none"> <li>✓ the Pacific Wellbeing Strategy workstream to support stronger community partnerships across All of Government</li> <li>✓ the ongoing Tupu Aotearoa disability pilots being supported by MSD</li> <li>✓ MoE's Pacific Education Innovation Fund supporting innovative approaches to educating Pacific learners</li> <li>✓ MSD's Community Capability and Resilience Fund</li> <li>✓ work to enhance Pacific community agency and partnerships across MSD's Pacific Prosperity Strategy and Action Plan, particularly the Supporting Pacific Peoples work programme</li> <li>✓ work to establish a Pacific Disabled Persons' organisation by MSD and Pacific communities</li> </ul> <p>Future work may explore</p> <ul style="list-style-type: none"> <li>• developing options to strengthen Pacific community partnership across employment education and training agencies and initiatives (MPP)</li> <li>• working with Pacific providers to co-design initiatives for employment and training (MPP and MSD)</li> <li>• options to support the growth of community-led employment and training providers (MPP and MSD)</li> <li>• options to progress MSD's delivery of the Supporting Pacific Peoples Work Programme</li> </ul>	<p><b>Pacific communities design and support delivery of initiatives and services that meet their needs</b></p>	<p><b>Employment Strategy - All</b></p> <p>Pacific Wellbeing Strategy New Zealand Disability Strategy 2016 to 2026 Pacific Prosperity Strategy and Action Plan Youth Employment Action Plan Better Later Life Strategy Regional Skills Leadership Groups Regional Public Service Commissioners</p>
<p>Initial priority: Provide practical support for employers to engage effectively and develop their Pacific workers</p> <p>Current work that contributes to this action</p> <ul style="list-style-type: none"> <li>✓ the Office for Seniors/MSD's Older workers employment action plan and Older Workers Toolkit</li> <li>✓ the cross-agency Working Matters Disability Employment Action Plan, and Tupu Aotearoa disability pilots by MPP and MSD</li> <li>✓ MPP/PSC's development of a Pacific Public Service workforce development plan in the Pacific Wellbeing Strategy</li> <li>✓ MBIE's Tū Mau Mana Moana Scholarship Programme to support Government agencies progressing Pacific staff into senior leadership positions</li> <li>✓ MSD's Tamaiti Toa initiative with support from PSC and MfW building public sector capability to support Pacific women into higher-paid employment</li> </ul> <p>Future work may explore</p> <ul style="list-style-type: none"> <li>• options for a Pacific cadetship scheme to support employers committed to developing Pacific workers (MPP)</li> <li>• options to support employer capability to deliver pastoral care support for Pacific workers (MSD and MPP)</li> <li>• developing a Pacific Workers Toolkit to support employers to adopt more culturally inclusive practices for Pacific workers (MPP)</li> </ul>	<p><b>Employers are enabled to provide great employment opportunities, working conditions and respond to Pacific culture and identities</b></p>	<p><b>Employment Strategy - Thriving Industries and Regions,</b></p> <p>Workplace Modernisation Pacific Wellbeing Strategy Pacific Prosperity Strategy and Action Plan Public Sector Workforce Diversity and Inclusion Statement</p>

## OBJECTIVE 2: NURTURING THE VĀ – ADDRESSING SYSTEMIC BARRIERS

This plan is a living document and further work will be explored to support different actions in the plan as the Ministry continues engaging with Pacific communities, businesses and other agencies to identify opportunities to support better employment outcomes for Pacific communities

<p><b>Enhance employment services and market services to address family-level barriers and be culturally relevant</b></p> <p>Current work that contributes to this action</p> <ul style="list-style-type: none"> <li>✓ MSD's Pacific Prosperity work programme including the Provider Capability and Resilience Funding</li> <li>✓ delivery of the Kapasa and Yavu cultural capability training by MPP</li> <li>✓ MBIE's Alo Vaka Auckland Pacific Skills Shift initiative</li> <li>✓ Employment New Zealand's partnership with the Pacific Business Trust supporting Pacific business capability in employment rights</li> <li>✓ MBIE's implementation of a Pacific cultural framework in employment disputes services</li> <li>✓ MSD's regular review of employment and service participation for Pacific</li> <li>✓ MSD's anticipated review of childcare assistance</li> </ul> <p><b>Future work may explore</b></p> <ul style="list-style-type: none"> <li>• enhancing Pacific access to drivers licences (MSD)</li> <li>• strengthening capability for employment and training service providers (MSD and MPP)</li> <li>• options to identify and address barriers to employment and training services for diverse Pacific people (MSD/MBIE/MPP)</li> <li>• making existing information and resources on employment rights, regulations and obligations<sup>27</sup> more accessible to Pacific people (MPP/MBIE)</li> </ul>	<p><b>Prototype approaches to build service enhancements and integration opportunities that deliver better engagement and outcomes for Pacific</b></p>	<p><b>Employment Strategy – Inclusive Employment, Modernised Workplaces</b></p> <p>Pacific Wellbeing Strategy Pacific Prosperity Strategy and Action Plan Digital Inclusion Strategy</p>
<p><b>Highlight and address issues of discrimination and bias in the labour market</b></p> <p><b>Current work that contributes to this action</b></p> <ul style="list-style-type: none"> <li>✓ the Human Rights Commission's Pacific Pay Gap Inquiry</li> <li>✓ the Human Rights Commission's monitoring and education on economic and social rights, including employment-related rights</li> </ul>	<p><b>Pacific experiences of discrimination and cultural and attitude gaps in the labour market are eliminated</b></p>	<p><b>Employment Strategy – Inclusive Employment, Modernised Workplaces</b></p> <p>Pacific Wellbeing Strategy New Zealand Disability Strategy 2016 to 2026 Better Later Life Strategy</p>

## OBJECTIVE 2: NURTURING THE VĀ – ADDRESSING SYSTEMIC BARRIERS

This plan is a living document and further work will be explored to support different actions in the plan as the Ministry continues engaging with Pacific communities, businesses and other agencies to identify opportunities to support better employment outcomes for Pacific communities

<p><b>Enhance Pacific labour market intelligence across ongoing services and initiatives</b></p> <p><b>Current work that contributes to this action</b></p> <ul style="list-style-type: none"> <li>✓ The establishment of an All-of-Government Pacific Wellbeing Strategy including a Public Sector Pacific Workforce Plan by MPP and PSC</li> <li>✓ Work to enhance monitoring of Pacific uptake across ongoing Employment, Education and Training programmes by MSD</li> <li>✓ The development of a Pacific Health Workforce Forecast by the Ministry of Health</li> <li>✓ Annual stock-take of public sector leadership diversity led by Ministry for Women and the Public Sector Commission</li> </ul>	<p><b>Improve measurement of participation and impacts for Pacific from existing and new initiatives to guide further investment</b></p>	<p><b>Employment Strategy – Inclusive Employment</b></p> <p>Pacific Wellbeing Strategy EET work programme Ola Manuia</p>
<p><b>Review and enhance services and support for Pacific migrants</b></p> <p><b>Current work that contributes to this action</b></p> <ul style="list-style-type: none"> <li>✓ MBIE and MSD’s review of the Recognised Seasonal Employer Scheme</li> <li>✓ Support to maintain TEC’s Work Connect program supporting migrants to access employment opportunities through careers advice and support navigating the job market</li> <li>✓ MBIE’s Migrant Exploitation Strategy<sup>28</sup></li> <li>✓ MBIE’s expected review in 2022/23 of the Samoan Quota and Pacific Access Residence Categories which will consider options to improve settlement outcomes, including employment outcomes for Pacific migrants under these visas</li> </ul>	<p><b>Pacific migrants (including temporary migrants) have access to necessary support and entitlements to support their settlement</b></p>	<p><b>Employment Strategy – Inclusive Employment, Thriving Industries and Regions</b></p> <p>Pacific Wellbeing Strategy Migrant Settlement and Integration Strategy</p>

<sup>27</sup>This includes the new Pay Equity and Fair Pay Agreement Schemes

<sup>28</sup>The new Migrant Exploitation Strategy benefits Pacific people via initiatives like the establishment of the Migrant Exploitation Protection Visa which supports migrants to leave exploitative situations quickly, as well as new tools including a dedicated 0800 number and web form to report exploitation.

# OBJECTIVE 3: BUILDING ON PACIFIC ENTREPRENEURSHIP

**“KA TUPU RUPERUPE TEIA TUMU RAKAU.” - LET THIS TREE GROW WELL.  
(COOK ISLANDS PROVERB)**

Lalanga Fou highlights Pacific communities’ desire to own more productive and appreciating assets. Material wealth is only one dimension of Pacific wellbeing, but it does support families to do the wide range of things that leads to greater life satisfaction and fulfilment. Material wealth also allows people to take risks in being entrepreneurial and to explore different work opportunities.

The 2018 Pacific Economy report highlighted the prominence of collectively owned assets like churches and community halls within Pacific communities. This represents significant opportunities to build new types of community assets that can provide the foundation for a new vision of Pacific prosperity through better and different opportunities to work, learn and create new products and services by and for Pacific communities.

Ensuring access to infrastructure and programmes in Pacific communities to support the creation of new products and services as well as realise potential business opportunities will enable long-term development of higher incomes and intergenerational wealth and prosperity for Pacific families.

The Pacific Business Trust is a crown entity<sup>31</sup> that delivers business and economic development services and forms a key part of the ecosystem of services to support Pacific firms in New Zealand. Delivering support for small-to-medium enterprises (SMEs) is complex because of a wide range of different challenges faced, particularly ensuring Pacific business owners are aware of and can access the different supports and initiatives available to them.

Right now, there is little Pacific-focused support funded by Government beyond the Pacific Business Trust. Exploring how to enable mainstream business support systems to engage Pacific communities and tailor services for Pacific will enable Pacific communities to benefit further from the wide range of support the Government provides for both new and established businesses.

**Pacific peoples’ median wealth is the lowest of any ethnic group, estimated at \$15,000, relative to a median of \$92,000 for the entire population.<sup>29</sup>**

*“Wealth can often be seen as a material thing, however wealth to my family also includes knowledge, education, the way you represent yourself and your family. These are all things of value to us. The prosperity comes when you use that wealth to improve and/or enhance something for the better.”<sup>30</sup>*

<sup>29</sup> Statistics New Zealand. Household Net Worth Statistics: Year ended June 2018 – corrected. 11 June 2020.

<sup>30</sup> Pacific Community Leader quoted in The New Zealand Pacific Economy. Integrity Professionals for The Treasury and Pacific Business Trust (2018).

<sup>31</sup> PBT is a Schedule 4 organisation listed in the Public Finance Act, with a board appointed by the Minister of Pacific Peoples and statutory reporting requirements imposed by the Act.

<sup>32</sup> For online resources and to ask for support refer to <https://pacificbusiness.co.nz/>

<sup>33</sup> <https://amotai.nz/>

<sup>34</sup> Ministry for Women with the Ministry for Pacific Peoples (2020) Pacific Women and Men in Business.

“Social procurement” refers to the practice of large organisations, particularly businesses, buying goods and services whereby doing so supports broader cultural, environment and social outcomes. This includes buying from businesses owned by Māori, Pacific people, disabled people and other minorities that traditionally face a range of barriers to engaging with large buyers. Supporting these businesses supports their growth and their ability to provide quality employment opportunities for disadvantaged groups in the economy.

Social procurement practice is growing in prominence in the private sector, and Government introduced new guidance in 2018 to support government agencies to utilise their purchasing power to achieve “broader outcomes”. Ensuring that Pacific communities have the awareness and capability to engage with these opportunities is critical, and further work can take place to enable this, in addition to establishing stronger monitoring of Pacific participation in these programmes.

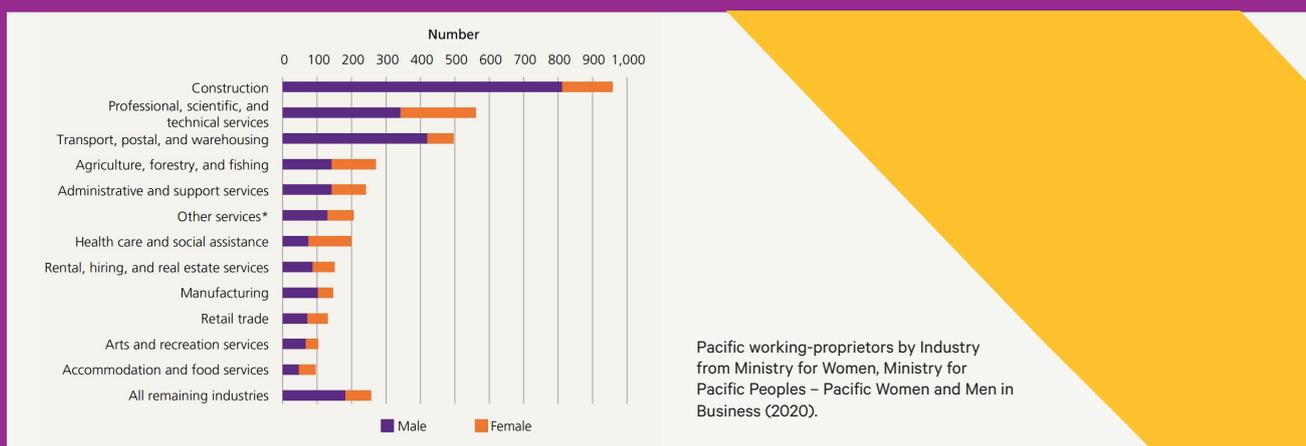
Currently, the Pacific Business Trust provides workshops and other resources to support Pacific businesses with building knowledge to successfully participate in procurement processes.<sup>32</sup> Similarly, Amotai is an organisation which helps Māori and Pacific businesses to access opportunities from their buyer organisations.<sup>33</sup> Exploring how best to engage Pacific communities with these new and emerging opportunities will form part of the work to progress this Action Plan.

In 2020, Pacific people made up just over 2% of workers earning income from self-employment in New Zealand, despite the significant benefits and opportunities represented by owning and operating a business. While lower rates of business ownership amongst Pacific peoples are not well-understood, this is likely contributed to by relatively lower personal wealth as a key input to financing a new business.

Making sure that funding and government investment is accessible to all types of Pacific enterprises and inclusive of opportunities to promote economic empowerment for diverse Pacific communities is key to realising the potential benefits of a dense Pacific business ecosystem.

A 2020 report by the Ministry for Women and the Ministry for Pacific Peoples showed that Pacific businesses are highly concentrated in the construction and professional services sectors. Supporting Pacific people to develop new skills and enter different vocations will also form a basis for diversifying the range of Pacific businesses that exist. It also highlighted that Pacific women are less likely to be self-employed than Pacific men.

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## OBJECTIVE 3: BUILDING ON PACIFIC ENTREPRENEURSHIP

This plan is a living document and further work will be explored to support different actions in the plan as the Ministry continues engaging with Pacific communities, businesses and other agencies to identify opportunities to support better employment outcomes for Pacific communities

Actions	Desired outcomes	Strategic Alignment
<p><b>Deliver community wealth-building initiatives</b>  <b>Current work that contributes to this action</b></p> <ul style="list-style-type: none"> <li>✓ MPP's work to support Pacific communities leveraging physical assets to deliver new construction projects</li> <li>✓ MPP's support for housing feasibility studies and Pacific housing provider development</li> <li>✓ ongoing work to explore how MPP and MSD can partner on social enterprise initiatives</li> </ul>	<p><b>Pacific community wealth and assets developed and used in a culturally relevant manner</b></p>	<p><b>Employment Strategy – Thriving Industries and Regions, Workers and Businesses Resilient and Adaptable to the Changing Nature of Work</b>            Pacific Housing Strategy            Economic Plan            Pacific Prosperity Strategy and Action Plan</p>
<p><b>Expand business support infrastructure and programmes</b>  <b>Current work that contributes to this action</b></p> <ul style="list-style-type: none"> <li>✓ economic development funding for regional Pacific businesses to build their productivity from MPP with support from MBIE</li> <li>✓ investment in supporting Pacific Business Trust capability and capacity development to provide Pacific businesses with tailored development services from MPP and MBIE</li> <li>✓ community-led Pacific business networks and associations providing networking and support to Pacific businesses</li> </ul>	<p><b>Increase availability of culturally relevant support to Pacific businesses</b></p>	<p><b>Employment Strategy – Thriving Industries and Regions Economic Plan</b></p>
<p><b>Support Pacific businesses to access opportunities available through social procurement</b>  <b>Current work that contributes to this action</b></p> <ul style="list-style-type: none"> <li>✓ the Pacific Business Trust's procurement support service supported by MBIE and MSD</li> <li>✓ support from Te Puni Kokiri and MBIE for a social procurement intermediary supporting Māori and Pacific businesses</li> </ul>	<p><b>Pacific communities are positioned to realise economic empowerment through social procurement</b></p>	<p><b>Employment Strategy – Inclusive Employment Economic Plan</b>            Pacific Prosperity Strategy and Action Plan            Ola Manuia</p>
<p><b>Scope pilot initiatives to support diverse Pacific entrepreneurs</b>  <b>Current work that contributes to this action</b></p> <ul style="list-style-type: none"> <li>✓ MSD flexi-wage self-employment pilots</li> <li>✓ MCH/CNZ Pasifika Festivals programme supporting Pacific businesses with support from PBT</li> </ul>	<p><b>Expanded relevance of business development support for youth, women, Pacific disabled people.</b></p>	<p><b>Employment Strategy – Workers and Businesses Resilient and Adaptable to the Changing Nature of Work</b>            Economic Plan            Arts and Culture COVID Recovery Programme            CNZ Pasifika Strategy</p>

Statistics New Zealand. Household Net Worth Statistics: Year ended June 2018 – corrected, 11 June 2020.

Pacific Community Leader quoted in The New Zealand Pacific Economy, Integrity Professionals for The Treasury and Pacific Business Trust (2018).

PBT is a Schedule 4 organisation listed in the Public Finance Act, with a board appointed by the Minister of Pacific Peoples and statutory reporting requirements imposed by the Act.





PACIFIC WELLBEING STRATEGY  
WEAVING ALL-OF-GOVERNMENT  
PROGRESSING LALANGA FOU

# PACIFIC EMPLOYMENT ACTION PLAN