

Engagement with social partners

The Government's commitment to a tripartite approach

The Government is committed to taking a tripartite approach to developing and progressing work related to the future of work and the economic transitions that New Zealand is facing. This recognises that business, workers, and the government will create better solutions for economic challenges if they work together in partnership. Tripartite engagement offers the opportunity for the perspective of all the key social partners in the economy to be included, and for feedback to be incorporated into Government work programmes.

Through the Tripartite Future of Work Forum (the Forum), the partners will work together through cooperation, consultation, negotiation, and compromise. What this means in practice for the Forum is:

- It oversees the implementation and monitors the progress of programmes and projects to respond to New Zealand's future of work and economic transition issues.
- Business and workers will be at the table with Government as we address the future challenges for New Zealand's workforce. Business and worker perspectives will be injected into strategy and policy processes earlier and at higher levels than has generally happened previously.
- Business and workers will be shown Government's 'in-progress work' more regularly to enhance transparency.
- Government will seek more opportunities for co-design and co-implementation with business and worker groups.

Types of tripartite engagement

The appropriate type of tripartite engagement will be different for each different area of policy. When an item is added to the Forum's agenda, there will be agreement between tripartite partners about the type of engagement on that issue. There are four main types of tripartite engagement:

- **Inform:** Forum social partners are informed of progress on Government policies and programmes.
- **Consult:** Government seeks feedback from social partners on drafts and proposals.
- **Collaborate:** Government and social partners work together to determine the issues/problems and develop solutions together. While all partners are involved in decision-making, Government will ultimately decide the way forward.
- **Co-design:** Government and social partners work together to determine issues/problems and develop solutions together. Decision-making is a joint process.

The Forum's core work programme

For each of the Forum's four key priority areas of work, there will be a significant level of tripartite engagement, both through the Forum and with other social partners outside of the Forum.

Key initiative: Industry Transformation Plans

Description: Developing plans for key sectors to transition towards a productive, sustainable and inclusive economy.

Key milestone	Timeframe	Type of engagement
Release of draft Agritech ITP	February 2020	<i>Consult</i>
Development of draft ITP Handbook with social partners	Now – Q2 2020	<i>Co-design</i>
Development of draft ITP for Digital Technologies	Now – Q2 2020	<i>Co-design</i>
Development of draft ITP for food and beverage, alongside work of Primary Sector Council	Now – Q2 2020	<i>Co-design</i>
Development of draft ITP for Wood Processing and Forestry	Now – Q4 2020	<i>Co-design</i>
Consideration of next tranche of ITPs	Mid 2020 (TBC)	<i>Consult</i>

Key initiative: Facilitate in-work training

Description: Responding to the need for workers to acquire, maintain and upgrade skills throughout their working lives through a tripartite approach to the challenges, opportunities, and options to increase in-work training.

Key milestone	Timeframe	Type of engagement
MBIE and social partners draft scoping document, setting out key issues with regard to in-work training	Q1 2020	<i>Co-design</i>
Engagement with social partners on options for next steps with regard to in-work training	Q1-Q2 2020	<i>Consult</i>

Key initiative: Support for Displaced Workers

Description: Responding to the likely increased incidence of worker displacement (redundancy) through policy and operational shifts that enable smoother transitions with reduced wage scarring.

Key milestone	Timeframe	Type of engagement
MBIE, in collaboration with MSD, drafted a scoping study on the potential for easing worker transitions through enhancing financial security and other measures	October/Dec 2019	<i>Consult/Inform</i>
Engagement with social partners on the draft scoping note.	November 2019	<i>Consult</i>
Ministers considering the options presented in the scoping study	Feb/Mar 2020	<i>N/A</i>
Forum discusses priorities for enhancing support for displaced workers, including financial security and other measures	Mar 2020	<i>Collaborate</i>
Further analysis of options	TBC	<i>TBC</i>

Key initiative: Protection for Non-Standard Workers

Description: Responding to the likely increased incidence of non-standard employment, focussing on the particular issues facing dependent contractors.

Key milestone	Timeframe	Type of engagement
Public engagement on vulnerable contractors (including workshops with social partners)	Until February 2020	<i>Consult</i>
MBIE reviewing results of engagement and reporting findings to the Minister for Workplace Relations and Safety	Q2 2020 (TBC)	<i>N/A</i>
Engage with the Forum on the results of public engagement, key findings and next steps	July 2020 (TBC)	<i>Consult</i>