

CTU memo on proposed actions for the Future of Work Tripartite Forum on the Future of Work for Māori



Proposed actions of the Future of Work Tripartite Forum on the Future of Work for Māori

Tēnā koutou katoa

The New Zealand Council of Trade Unions Te Kauae Kaimahi (CTU) and the CTU Rūnanga suggest the following actions come out of the 8 November Forum.

They are based on the objectives of the Forum which have already been circulated and a number of principles.

The objectives of the Forum are to

- Consider what good work looks like for Māori workers, and how to achieve it in the future of work.
- Provide insights on future of work trends, opportunities and impacts for Māori workers and businesses.
- Identify strategic objectives and an associated work programme. This involves agreeing to an overall longer-term objective for the Forum, a programme to advance that, and (if possible) agree 2-3 tangible actions where there are gaps in the current work programme.
- Confirm the longer term role that the Forum will play beyond November relating to developing and monitoring the work programme for the Future of Work for Māori, and confirming how Māori will be represented in:
 - forums related to the Future of Work, such as Industry Transformation Plans;
 - the Tripartite Forum itself; and
 - the Forum group responsible for monitoring the ongoing work programme.

Principles

The following are important considerations for Māori:

- Implementing the intention and commitment to make Aotearoa, including in particular its workplaces, a place which is inclusive and provides positive outcomes for Māori, is essential in actualising the Crown's Te Tiriti obligations.
- Addressing the systemic racism which remains a major barrier for Māori. Examples include fewer opportunities to upskill Māori into higher paid positions (especially wāhine Māori and older workers), in recruitment, unsafe work environments and wage disparities.
- Recognising that there are multiple intersecting problems in government, regulatory systems and wider society that need to be addressed to bring about meaningful and sustainable change.

- Embedding Te Ao Māori and a holistic, intergenerational view into policies and thus better meeting Tiriti obligations. This includes an ongoing commitment to build Māori cultural capability and confidence.

Potential actions

The CTU proposes the following actions from the November Forum could include:

1. **Establish a Forum sub-group focussing on Māori and the future of work:** This group would be tripartite group within Te Ao Māori (see details of a proposed terms of reference below). It would have an ongoing role -
 - a. To bring recommendations to the Future of Work Tripartite Forum, through its Governance Group, for future priorities, actions and policy. An immediate task would be to make recommendations to the Forum next year on possible actions, focussing on those proposed in this Forum.
 - b. To monitor progress in strategies and actions that are relevant to the Future of Work and as a result make recommendations to the Forum and relevant agencies.
The sub-group would need a secretariat, terms of reference and funding.
2. **Follow up to the Māori Employment Action Plan:** Officials and members of the CTU Rūnanga have been involved in developing the work underpinning the Māori Employment Action Plan (MEAP). The MEAP aims to remove barriers and create opportunities for Māori to engage in the labour market in a way that meets their aspirations. The Plan will assist the Government and Māori organisations to effectively support Māori employment aspirations and positive labour market outcomes, identifying areas where potential gaps may exist. Once the MEAP has been finalised, the above sub-group would consider its report and propose how the Forum, including the sub-group itself, could participate in actioning it.
3. **Develop a view of what “mahi tūturu” means for Māori workers:** We talk about mahi tūturu or “decent work” for Māori but we need to be able to say in more concrete terms what it means to Māori themselves. This could be a joint project led by the Forum sub-group focussing on Māori and the future of work. It could then be applied to procurement rules, the branding that Māori export firms are adopting, and other areas. We should aim for a bicultural definition that meets the needs of kaimahi Māori and of all workers.
4. **Government procurement:** Government procurement can be used to support Māori businesses and firms and to ensure that jobs in businesses/firms supplying government are mahi tūturu. There is already work going on in this area but the sub-group could consider how the Forum could have an important role in ensuring the procurement policies achieve these and similar objectives.

**CTU Proposal for terms of reference for
Future of Work Tripartite Forum Māori sub-group**

Te Tira Whakarite

Ngā Pou Herenga/Terms of Reference

Purpose:

1. To bring recommendations to the Future of Work Tripartite Forum, through its Governance Group, for future priorities, actions and policy.

An immediate task is to make recommendations to the Forum next year on possible actions, including those suggested in the paper that has been prepared covering implementing the Māori Employment Action Plan, government procurement, and a definition of Mahi Tūturu.

2. To monitor progress in strategies and actions that are relevant to the Future of Work and as a result make recommendations to the Forum and relevant agencies.

Membership

The sub-group is a tripartite group within Te Ao Māori. The group will be co-chaired by the Minister of Māori Development and a nominee of each of the social partners and will have three members nominated by each of the Government (including the chair), Business NZ and the CTU. They are strongly encouraged to include members who normally attend the full Forum meetings. Each may also invite expert advisors to meetings if they wish.

Support

A secretariat will be provided for the sub-group which is capable of organising meetings and providing information, research and advice necessary for the sub-group to work efficiently.

Meetings

Meetings may take place in person or remotely but all efforts should be made to have kanohi te kanohi. If travel is required to attend meetings, costs will be met by the Crown.

Māori participation in the Forum

The Government, Business NZ and the CTU are encouraged to include Māori representation in their delegations to all Forums. They may also nominate experts who have an Ao Māori view of the specific topics being discussed at a Forum to be invited to it.