



## COVERSHEET

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

<b>List of documents that have been proactively released</b>		
<b>Date</b>	<b>Title</b>	<b>Author</b>
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**

Any information redacted in this document is redacted in accordance with MBIE's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where this is the case, the reasons for withholding information are listed below. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

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.



# Cabinet Social Wellbeing Committee

## Minute of Decision

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*This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.*

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### Māori Employment Action Plan - Te Mahere Whai Mahi Māori

**Portfolio**                      **Social Development and Employment**

On 8 December 2021, the Cabinet Social Wellbeing Committee (SWC):

- 1        **noted** that in December 2019, SWC agreed to the development of the Māori Employment Action Plan (the Action Plan) using principles of partnership and co-design [SWC-19-MIN-0200];
- 2        **noted** that:
  - 2.1        an external reference group, Te Ara Mahi Māori, was appointed to lead public consultation and provide recommendations for the focus areas of the Action Plan;
  - 2.2        Te Ara Mahi Māori's report has been used as the starting point for the Action Plan;
- 3        **noted** that the Minister for Social Development and Employment does not propose a separate government response to the report from Te Ara Mahi Māori;
- 4        **noted** that the Action Plan contains actions to create opportunities for Māori to exercise rangatiratanga to create intergenerational wellbeing through work, and actions have been grouped into immediate actions and medium to long-term actions;
- 5        **agreed** 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 Employment, Education, and Training (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) to 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 **noted** that the underlying Te Tiriti principles of rangatiratanga, partnership, active protection, equity, and options have informed the development of the Action Plan;
- 7 **approved** the contents, including the objectives and actions, and public release of the Action Plan attached under SWC-21-SUB-0212;
- 8 **authorised** the Minister for Social Development and Employment to:
- 8.1 make minor editorial and technical changes to the Action Plan prior to publication;
- 8.2 determine a suitable launch occasion for the Action Plan;
- 9 **noted** that Te Puni Kokiri will be responsible for the ongoing monitoring and reporting on the Action Plan.

Rachel Clarke  
Committee Secretary

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**Present:**

Rt Hon Jacinda Ardern  
Hon Grant Robertson  
Hon Kelvin Davis  
Hon Dr Megan Woods  
Hon Chris Hipkins  
Hon Carmel Sepuloni (Chair)  
Hon Andrew Little  
Hon Poto Williams  
Hon Kris Faafoi  
Hon Peeni Henare  
Hon Willie Jackson  
Hon Jan Tinetti  
Hon Dr Ayesha Verrall  
Hon Aupito William Sio  
Hon Meka Whaitiri  
Hon Priyanca Radhakrishnan

**Officials present from:**

Office of the Prime Minister  
Office of the Chair  
Officials Committee for SWC