



Kia Toipoto

Te Mahere Mahi mō te Rerekē o Ngā Utu i te Māori, Te Moananui-a-Kiwa me Ngā Mātāwaka

Māori, Pacific and Ethnic Pay Gaps Work Plan

The Public Service is stepping up efforts to close Māori, Pacific and ethnic pay gaps. Progress in the last four years for women and Māori show it is possible to make significant progress with targeted, comprehensive and coordinated actions across the system. The same can be done for Pacific, ethnic, disabled and Rainbow communities, while maintaining momentum for Māori, and all wāhine.

To accelerate closing Māori, Pacific and ethnic pay gaps, Te Whakapiri has developed strategic focus areas and a work plan that illustrates connections and new initiatives in particular areas across the Public Service.



Hononga | Partnerships

Partnering for greater impact

We will build strong and authentic partnerships with wāhine Māori, Pacific women and women from ethnic communities creating greater collective impact.



Whakahiato Umanga |

Career Progression

Lifting accountability across the system

We will support our kaitiaki to grow and develop to their full potential. By lifting accountability across the system, we can ensure workforce and career development programmes improve outcomes for women, Māori, Pacific and ethnic communities.



Parongo | Information

Building understanding of pay gap drivers

We will grow our data to build understanding about drivers of Public Service pay gaps, making sure it is visible, available and used. We will weave this with the voices of wāhine, Māori, Pacific, ethnic, Rainbow and disability communities to inform our work.

Mahere Mahi | Work Plan

The strategic focus areas aim to show connectivity across the Public Service to achieve Kia Toipoto outcomes and focuses on deliberate action and targeted approaches for our wāhine, Māori, Pacific and ethnic communities. It recognises intersectionality and the divergence of identities in this space and are inclusive of gender, tāngata whaikaha Māori, disabled people and members of Rainbow communities.

This mahi strategically aligns with Papa Pounamu and complements the Disability and Rainbow Four Point Plans.





Hononga | Partnerships

Outcome

The system reflects, and is responsive to, wāhine Māori, Pacific women, and women from ethnic communities, including disabled and Rainbow public servants who are part of these communities.

Our actions will include working with agencies and Crown entities to:

- promote and share case studies of existing regionally led approaches that create regional opportunities
- establish the Ethnic Public Servant's Advisory Group to provide expert oversight for all our work
- support agencies and Crown entities to embed accessible and culturally appropriate recruitment, career development and leadership opportunities
- promote accessible leadership and career pathways across the Public Service for rangatahi.



Whakahiato Umanga | Career Progression

Outcome

There is equitable provision of, and access to, career development programmes and commitment to long-term investments that support Māori, Pacific and ethnic communities' aspirations to achieve equitable outcomes, including disabled and Rainbow public servants who are part of these communities.

Our actions will include working with agencies and Crown entities to:

- establish a workforce development community of practice to share best practice
- evaluate the success of existing targeted development programmes, including participation, accessibility, and impact on, careers progression
- co-design new culturally appropriate and accessible development programmes where these are needed.



Pārongo | Information

Outcome

Information about the drivers of Public Service pay gaps for Māori, Pacific and ethnic communities is visible, available, shared and used.

Our actions will include working with agencies and Crown entities to:

- conduct and share deep dives into occupational segregation for Māori, Pacific, ethnic, disabled and Rainbow communities
- weave an intersectional lens into data collection and co-design changes that can be made to Te Taunaki
- release and publicise Māori, Pacific, ethnic, disability and rainbow deep dives.

Te Whakapiri has agreed key partnerships with agencies to support the Māori, Pacific and Ethnic Communities 3 year Work Plan.



Te Kawa Mataaho
Public Service Commission



Manatū Wāhine
Ministry for Women

Te Puni Kōkiri
MINISTRY OF MĀORI DEVELOPMENT



Whaikaha
Ministry of Disabled People