

DECENT WORK – Ministry of Women’s Affairs

ACTIVITIES	DESCRIPTION	LEAD	CSF ¹ ALLOCATION
Action Plan for New Zealand Women	This Action Plan for New Zealand Women is a whole of government approach to improving the position of New Zealand women. Work under the Action Plan is focussed on three themes: economic independence, work-life balance and wellbeing.	Ministry of Women’s Affairs	6, 8, 9, 11, 14, 16, 18
Nominations Service	The Nominations Service actively develops a database of potential governance nominees of women who are available for selection as possible candidates for the wide range of governance roles required by government boards and committees. The Nominations Service also supports the achievement of a greater gender balance in decision-making in statutory bodies across the public sector.	Ministry of Women’s Affairs	6, 9, 11, 18
Research into occupational segregation	The Ministry of Women’s Affairs is undertaking several research projects on occupational segregation (the tendency for men and women to do different types of jobs, and for some jobs to be dominated by men or women). The purpose of these projects is to establish if there are links between occupational segregation, labour market responsiveness and productivity; and the extent to which gender affects young people’s decision-making about careers in gender-segregated	Ministry of Women’s Affairs	5, 6, 8, 9, 11, 17

¹ CSF – Critical Success Factor

	occupations.		
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DECENT WORK CRITICAL SUCCESS FACTORS

1. Comprehensive and appropriate legislative framework, including minimum employment code.
2. Government mandates and supports appropriate social protections such as accident compensation, health, income support and basic education.
3. Standards are enforceable, institutionally supported, and politically accepted.
4. New Zealand signs up to and complies with international instruments.
5. Education equips people with skills they can transfer to the workplace, and opportunities exist for lifelong learning and targeted skill enhancement.
6. The capacity and capability of all sectors and participants is built and supported.
7. There is investment in appropriate technology and other capital items.
8. There is high participation in the workforce.
9. Equal opportunity is expected and delivered.
10. More quality jobs are created.
11. People have real choices about work opportunities.
12. Constructive employment relationships exist.
13. Employers and unions understand the value of constructive relationships through engagement and partnership.
14. Workplaces are productive.
15. Workplaces are safe and healthy.
16. People are satisfied with their working lives because the organisation of their work supports the need to balance work requirements with societal and family responsibilities.
17. Strategic and other labour market planning is based on sound knowledge about the labour market.
18. Relevant information is communicated and accessible to those who will benefit from it.
19. Through strong, representative, and accountable social partners, tripartism and social dialogue are an integral part of "the system".
20. The contribution of engagement with and between all sectors and participants at all levels is valued and promoted.
21. The process for social dialogue and engagement at all levels have real authority and impact.

22. New Zealand engages internationally, whether through tripartite, government, or private processes or initiatives.