

## DECENT WORK ACTIVITIES – All Agencies

### Accident Compensation Corporation

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF <sup>1</sup> ALLOCATION
Ensuring the maintenance of reasonable income for earners following injury in or out of the workplace	The Injury Prevention Compensation and Rehabilitation Act 2001 ensures that all New Zealand workers with injuries acceptable for cover under the legislation continue to receive at least 80% of their pre-injury earnings during rehabilitation or recovery	Accident Compensation Corporation	1, 2, 8, 14, 15
Financial incentives by levy adjustments for employers to encourage safer working environments	Four current Accident Compensation Corporation Workplace Incentive Programmes provide for downward or upward adjustments in workplace levies. Downward adjustments are available under three programmes; a “risk sharing” option that is generally most suitable for larger businesses, a three level downward levy adjustment that is most suited to medium to large employers and a programme specifically focused on small businesses in six key industry sectors. Another programme targets poor performing employers.	Accident Compensation Corporation	6, 14, 15, 18
Supporting early return to work following injury	The Accredited Employer Programme enables employers to maintain injured workers at work, or return them to work early in a safe and supportive environment.	Accident Compensation Corporation	6, 8, 9, 11, 14
Workplace Safety	The Accident Compensation Corporation has	Accident Compensation	6, 14, 15, 20

<sup>1</sup> CSF – Critical Success Factor. A full list of Critical Success Factors can be found at the end of this document.

Programmes	developed injury prevention programmes for identified key high-risk industry sectors. This is in collaboration with supportive industry associations and employee representatives for the joint implementation of initiatives to reduce the incidence of work-related injuries of serious consequence.	Corporation	
Public Safety Programmes	The Accident Compensation Corporation has developed and implemented, and continues to develop and implement, a range of programmes aimed at high-risk areas of non-work activities. These include falls, sport, home, school, road, cultural and recreational activities where either the number and/or severity of injuries occurring requires preventive action.	Accident Compensation Corporation	6, 14, 15, 18
Tripartite initiatives to create and maintain workplace safety initiatives	The Accident Compensation Corporation's workplace incentive programmes promote and facilitate tripartite involvement in creating and maintaining safer working environments in individual workplaces. The Accident Compensation Corporation also actively promotes and supports the building of workplace health and safety capability through initiatives such as the provision of assistance to the NZ Council of Trade Unions and Business NZ for the development and delivery of employee health and safety representative courses.	Accident Compensation Corporation	6, 14, 15, 19, 21

### Business New Zealand

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF ALLOCATION
Equal Employment Opportunities education	Business NZ provides continuing education for employers on Equal Employment Opportunities.	Business New Zealand	6, 9, 11, 18
Education on Contracting Out and Sale and Transfer of Business	Business NZ provides continuing education for employers on Education on Contracting Out and Sale and Transfer of Business.	Business New Zealand	6, 18
Advice to employers on Work-Life Balance	Business New Zealand provides advice to employers on Work-Life Balance issues.	Business New Zealand	6, 11, 16, 18

### Career Services

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF ALLOCATION
Career information, advice and guidance	Career information, advice and guidance to assist people to make informed work and learning decisions in the context of the life they want to lead. Services are provided through the Career Services website, freephone advice line and offices located around New Zealand.	Career Services	5, 6, 8, 11, 18

### Department of Corrections

ACTIVITIES	DESCRIPTION	LEAD	CSF ALLOCATION
Prisoner employment strategy	This strategy creates a framework and programme of work that will help to address the significant skills deficits and obstacles prisoners face in obtaining sustainable post-release employment, which in turn will contribute to reducing re-	Department of Corrections	5, 6, 8, 11

	offending.		
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ACTIVITIES	DESCRIPTION	LEAD	CSF <sup>2</sup> ALLOCATION
Regional labour market development	Collaborative development of strategies and action plans to address skills, productivity and participation issues at a regional level. This involves working with local government, business/industry associations, economic development agencies, training providers, unions and other government agencies.	Department of Labour	5, 6, 8, 14, 17, 18, 20
Sectoral labour market development	Collaborative development of strategies and action plans to address skills, productivity and participation issues at a sectoral level. This involves working with sector bodies, local government, business/industry associations, economic development agencies, training providers, unions and other government agencies.	Department of Labour	5, 6, 8, 14, 17, 18, 20
Ageing Workforce Programme	Work Directions is developing a new work stream focusing on the ageing population and older workers issues. This work stream has two objectives, firstly to influence thinking and enhance the quality of debate and policy development. The second objective is to focus and consolidate Work Directions, departmental and potentially cross-Government research and	Department of Labour	8,9,11,15,16,18

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<sup>2</sup> CSF – Critical Success Factor.

	analysis activities on older workers.		
Labour Market monitoring and analysis	Collecting, analysing and disseminating labour market knowledge through reporting on employment and unemployment, skills, migration, wages, labour market outlook, as well as sub-population and regional labour markets.	Department of Labour	17, 18
Review of the level of the adult, new entrants and training minimum wages	The Department of Labour provides advice on the setting of minimum wage levels that best achieves the objectives and criteria agreed by Government for the minimum wage. As a part of this process, the Department analyses submissions made by interested parties on minimum wage rates.	Department of Labour	1, 2, 3, 4, 8, 9, 11
Protection of children at work	The Government is considering the potential ratification of ILO Convention 138 (Minimum Age of Employment). It is also carrying out a work programme to improve knowledge of existing protections for children at work, compliance with children's employment rights, and detection of exploitation when it does occur.	Department of Labour	1, 3, 4, 8, 9, 12, 18
Pay and Employment Equity plan of action for the next five years	The Government is proceeding to implement the action plan for pay and employment equity in the public service, public health and public education sectors. A dedicated unit has been established in Department of Labour which is developing tools and processes to enable agencies to implement the action plan and a tripartite Steering Group has been established to oversee the work of the unit.	Department of Labour	2, 4, 8, 9, 11, 16, 19
Support for small businesses	The Department of Labour provides information and assistance to small and medium-sized	Department of Labour	6, 10, 13, 14, 15, 18, 19, 20, 21

	enterprises (SMEs) and the SME sector on workplace issues and opportunities. The Small Business Information Unit provides SME-targeted workplace practice information with and through Business NZ networks, such as Productivity Tool Kit workshops with Chambers of Commerce.		
Extension of paid parental leave to self-employed parents	Self-employed parents are now eligible for 14 weeks paid parental leave, bringing greater flexibility and equity to the workplace and additional support for working parents. Both employees and the self-employed are now eligible for a subsequent period of paid parental leave if their expected date of delivery or adoption is at least six months after they return to work from previous leave.	Department of Labour	1, 2, 8, 9, 12, 16, 18
Parental leave evaluation project	A three-stage research project to measure the success of the parental leave scheme.	Department of Labour	1, 2, 8, 9, 12, 16, 18, 20, 21
National Advisory Council on the Employment of Women (NACEW)	NACEW is an advisory body providing advice to the Minister of Labour. NACEW is supported by the Department of Labour through the provision of an Executive Officer and advisory support to assist the development and implementation of their work programme. Currently this is via three subgroups focusing on precarious employment and particularly public contracting, pay and employment equity issues, Maori and Pacific women in enterprise and a joint DOL/NACEW decision-making project on balancing work and caring responsibilities.	NACEW, Department of Labour	8, 9, 11, 14, 16, 17, 18, 20, 21

Work/Life Balance Project	The Work/Life Balance project is developing a policy programme to promote a better balance between paid work and life outside of work. A three year work programme is underway which includes a pilot project with workplaces, further policy work on a range of issues, activities to influence change in workplace cultures, and practices and research into work/life balance issues.	Department of Labour	6, 8, 9, 10, 12, 14, 16, 18, 20, 21
Work/Life Balance workplace project	The project identifies and promotes workplace policies and practices that help people to balance participation in paid work with the other activities that are important to them. An advisory group has been established to advise on proposed communications activities and products flowing on from the Workplace Pilots, identify opportunities for awareness raising around work-life balance and identify champions and influencers.	Department of Labour	6, 8, 9, 10, 12, 14, 16, 18, 20, 21
Workplace Productivity Agenda	The Workplace Productivity Agenda lifts productivity through awareness raising, providing workshops through Chambers of Commerce and developing diagnostic tools for businesses. Evaluation will include responses to the diagnostic tool, feedback from Chambers of Commerce and identifying gaps in awareness-raising.	Department of Labour	10, 12, 13, 14, 15, 18, 20, 21
Employment Relations Education Ministerial Advisory Committee	The Committee assesses applications for funding from the Employment Relations Education Contestable Fund; makes recommendations to the Minister of Labour around funding allocations; sets	Department of Labour	5, 6, 12, 13, 14, 15

	a strategic direction for the Contestable Fund; exercises the power delegated by the Minister of Labour to approve courses of employment relations education and courses of training for Health and Safety representatives. The Department of Labour provides secretariat support for this Committee.		
Workplace Health and Safety Strategy for New Zealand to 2015	The Workplace Health and Safety Strategy is a framework for action that sets out a vision, a set of principles, outcomes and an implementation plan for achieving healthy people in safe and productive workplaces. It also aims to reduce the work death toll in New Zealand.	Department of Labour	6, 9, 14, 15, 20, 21
Industrial Relations Foundation	The Department of Labour provides secretariat support for the IRF. The IRF funds research into industrial relations related topics and is allocated annually through a Steering Committee made up of the Minister of Labour, Business NZ, the NZCTU, and DOL. The purpose of the funding is to promote the overall knowledge of better industrial relations within New Zealand.	Department of Labour	13, 14, 17
The Partnership Resource Centre	The Partnership Resource Centre helps employers and unions to build new positive workplace partnerships. These partnerships help employers and unions to respond to change, build capability and improve performance, worker contribution and the quality of the workplace for employees.	Department of Labour	12, 13, 14, 18
Better Work Working Better (BWWB)	BWWB sets out the Government's aspirations for high quality employment in productive and	Department of Labour	5, 6, 8, 10, 11, 13, 14, 15, 16, 17

	innovative industries, regions and businesses that drives sustainable economic growth and opportunities for all New Zealanders. Goals under BWWB are high levels of participation in high-quality, well-paid and diversified employment; a diverse, adaptable and highly-skilled workforce; high-quality and productive workplaces within an effective regulatory environment and high-performing sector and regional labour markets.		
Choices for Living, Caring, and Working Plan of Action	This ten-year plan improves support for children and families by increasing the choices available for parents and carers. This will enable people to have real choices about how they balance their caring responsibilities, involvement in paid work, time for leisure and learning, and time to be involved with friends, family and the community.	Department of Labour	8, 9, 11, 12, 13, 14, 16, 18
Providing information for migrants and increasing awareness amongst employers on the benefits of employing migrants	The Auckland Chamber of Commerce delivers employment assistance and job-seeking services to migrants via presentations and seminars as well as one-on-one employment finding sessions with individuals as required. The Canterbury Migrant Employment Programme, run by the Canterbury Chamber of Commerce, provides a migrant employment recruitment service for skilled migrants to gain employment and opportunities to improve their job search strategy.	Chambers of Commerce, Department of Labour	6, 8, 9, 11, 12, 14, 18
Increasing awareness of the benefits of migrant employment and	Effective management of the New Kiwis migrant recruitment service via the <a href="http://www.newkiwis.co.nz">www.newkiwis.co.nz</a> and <a href="http://www.nzrecruitme.co.nz">www.nzrecruitme.co.nz</a> websites.	Department of Labour, Auckland Chamber of Commerce	8, 11, 12, 14, 18

increasing employment opportunities for skilled migrants throughout New Zealand and internationally	The <a href="#">newkiwis website</a> focuses upon relationship building with potential and registered employers to promote the benefits of employing migrants in the workplace. While the <a href="#">nzrecruitme website</a> complements the newkiwis service and matches the skills of <i>prospective</i> migrants to the business community.		
Providing information to employers on the Immigration Act 1987 to encourage compliance in the workplace	The Compliance Branch of the Border and Security Group undertakes employer site visits. Information is provided to employers on how to determine if someone is legally entitled to work in New Zealand, and the penalties for employing illegal workers.	Department of Labour	6, 12, 18
Establishing a point of contact for migrants and refugees to access information about services available to them	The Settlement Support New Zealand initiative has established a national network of migrant resource services to improve access to settlement information and advice for migrants and refugees, and strengthen the responsiveness of local mainstream agencies to their settlement needs. The initiative has been successfully established in 19 local areas throughout New Zealand, with local Settlement Coordinators appointed.	Department of Labour	6, 9, 11, 18
Realising Youth Potential	Contributing to policy development and implementation around the goal of the Government that all young people will be participating in education, skills, or other structured learning relevant to their abilities and needs until they reach the age of 18. This includes	Multi agency, Department of Labour	5, 8, 11, 17, 18, 20

	all young people in work, transition to work, and in tertiary education and training have a coherent set of learning opportunities and the appropriate support mechanisms available to achieve sustainable skills and career outcomes. This is a joint activity with the Mayors Taskforce for Jobs.		
Incorporation of labour components in trade agreements	The Government's framework on the integration of labour issues with trade agreements continues to be used in all trade negotiations to which New Zealand is a party, including with ASEAN, China, Malaysia and the Gulf Cooperation Council. New Zealand has concluded agreements with the Kingdom of Thailand and with Singapore, Brunei and Chile, and a range of labour-cooperation activities are now underway.	Department of Labour	4, 10, 17, 21, 22
Bilateral relations with Australia	The Minister of Labour has a standing invitation to attend the Workplace Relations Ministers' Council Meeting in Australia, held twice a year. Joint tripartite meetings are held with Australia over ILO matters. New Zealand's Department of Labour and Australia's Department of Employment and Workplace Relations also holds an annual forum to discuss labour issues.	Department of Labour	19, 21, 22
Hosting international visits to share information on employment issues	The Department of Labour hosts many international visitors. This is an opportunity to share information on employment issues. The Department's policy for hosting International visits was implemented in 2003.	Department of Labour	21, 22
Sharing best practice on	The Department of Labour leads the domestic co-	Department of Labour	18, 22

labour issues with other APEC economies	ordination of the APEC Labour and Social Protection Network (LSPN) of the Human Resources Development Working Group.		
Tripartite engagement of ILO matters	The Department of Labour convenes quarterly tripartite meetings to discuss ILO matters; organises New Zealand's tripartite participation at the annual conference, including delegates' briefings; arranges and funds tripartite attendance at four-yearly Asian Regional Meetings; and coordinates tripartite consultation on reports and questionnaires submitted to the ILO, and on the ratification of ILO Conventions.	Department of Labour	17, 19, 21, 22
Reporting on ILO Conventions	As a member of the ILO, New Zealand has certain reporting obligations to fulfil. These involve reporting regularly on New Zealand's application of ratified Conventions (Article 22 reports); as requested on the application of unratified Conventions (Article 19 reports); annually on progress made on implementing the principles underlying the two core Conventions New Zealand has not ratified (under the ILO's Declaration on Fundamental Principles and Rights at Work); reporting on the texts of newly adopted ILO labour standards to Parliament (the A7 report) and responding to ILO questionnaires to inform discussions at the annual International Labour Conference.	Department of Labour	4, 19, 21, 22
WorkSite	The Department of Labour maintains WorkSite, a cross-government Internet portal with information	Department of Labour	6, 11, 18

	about skills and work. The Department of Labour also publishes a quarterly e-newsletter (WorkSite Watch), attends expos, and is involved in government portal community.		
New Zealand Now	The <a href="#">New Zealand Now website</a> is a Government initiative that links expat New Zealanders and migrants to all the information they need to know about living and working in New Zealand.	Department of Labour	6, 11, 18
Talent New Zealand businesses need	<p>Identifying opportunities for responding to skill and talent shortages, taking account of relevant work already underway. This includes the tertiary education reforms, the business tax review and the Immigration Change Programme.</p> <p>There will be a specific focus on attracting the talented people New Zealand firms need, both immigrants and expatriates.</p> <p>The Talent Work Policy enables employers to gain 'Accredited Employer' status, and gives them access to a special category of Work to Residence Visa for the offshore talent they need to supplement their New Zealand work force.</p>	Department of Labour	5, 11, 17, 18, 20
Working Holiday Scheme	This programme provides a cultural exchange, strengthens international linkages, brings in temporary labour and contributes positively to the economy.	Department of Labour	5, 6, 11, 16
Literary, Numeracy and Language Strategy	The Department of Labour will continue to lead work focussed on changing employer and	Department of Labour	5, 6, 8, 9, 14

	workplace practices around improving literacy, numeracy and language skills.		
Iwi labour market development	Collaborative approach to support iwi labour market development issues, including the use of interactive labour market tools. Such tools can assist the decision making process through enabling iwi to develop a better understanding of relevant labour market conditions.	Department of Labour	6, 7, 12, 17, 18
Upskilling Partnership Programme	This programme will engage employers and workers in foundation skills training, and improve understanding of what forms of training work best and what the business benefits are from investing in foundation skills. It will contribute to the ongoing development of a medium to long-term strategy to improve the foundation skills (literacy, numeracy and language) of workers, unemployed people and groups close to the labour market.	Department of Labour	5, 6, 8, 14
Labour market analysis tools	First arising from the Ngāti Awa labour market capacity building project, a series of interactive labour market tools have been developed to allow quick and easy access to detailed labour market information at a disaggregated (sub-national and sub-population) level. The tools use updatable databases to provide information on key labour market indicators, education and training, industry and occupations to support decision making.	Department of Labour	5, 6, 8, 17, 18, 21
Metal manufacturing project in Rotorua	The metal manufacturing project started as a Department of Labour initiative and developed into a joint exercise with ACC, to ensure compliance	Department of Labour	1, 2, 3, 14, 15, 18

	and reduction in the number of ACC claims in the metal manufacturing sector.		
Recognised Seasonal Employer Scheme	The Recognised Seasonal Employer Scheme is an immigration policy which facilitates the temporary entry of seasonal workers into New Zealand to fill shortages in New Zealand's horticulture and viticulture industries when no New Zealanders are available. This scheme encourages Pacific people to return year after year, and build up their skills and productivity.	Department of Labour	3, 5, 6, 8, 9, 12, 14, 22

### Maritime New Zealand

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF ALLOCATION
Inspections on board vessels to protect working conditions	Inspection for compliance in accordance with relevant recognised ILO/International Maritime Organisation standards and parallel New Zealand standards.	Maritime New Zealand	1, 2, 3, 4, 12, 14, 15
Industry-based solutions to health and maritime safety issues	Groups made up of employer/employer/researcher interests are convened for different sectors and act as a focus for health and safety awareness and develop industry-based solutions to key risks. Maritime NZ provides support services to these groups.	Maritime New Zealand	6, 14, 15, 18, 20
Development of activity-specific codes of safe working practice on board ships, and associated injury	Maritime NZ, in partnership with Accident Compensation Corporation, the Seafood Industry Training Organisation and the commercial fishing industry, has developed guidelines for health and safety on board small commercial fishing vessels	Maritime New Zealand	5, 6, 14, 15, 18, 20

prevention training	and associated specific health and safety training which is recognised by the NZQA. The guidelines are now being used as the basis for the development of guidelines for the domestic passenger and non-passenger fleet, and similar guidelines have been developed for the international fleet.		
Fishing Industry Safety and Health Advisory Group (FishSAFE)	FishSAFE is an industry-led partnership between Maritime NZ, ACC and the commercial fishing industry. It acts as a "clearing house" for a wide variety of issues relating to health and safety in the commercial fishing industry.	Maritime New Zealand	6, 14, 15, 20, 21
Development of an industry-led website for fishing industry safety and health matters	The <a href="#">FishSAFE website</a> has been established to communicate the work of FishSAFE and ensure that resource material is available to the wider industry.	Maritime New Zealand	6, 15, 18
Development of a range of targeted educational and support material for maritime health and safety	Guidance material is developed based on identified needs and target audiences. This will form part of a wider "safety communications strategy" currently being developed.	Maritime New Zealand	15, 18
Initiatives to reduce short and long term injuries in the stevedore work force when working aboard ships.	A stevedore industry based steering committee has been established to work in partnership with Maritime NZ, Department of Labour, and related agencies. The prime objective of the activity is to achieve a reduction in stevedore injuries. Stevedore injury statistics are currently being analysed. Outcomes are expected to include guidelines for the safe handling of ships' cargoes,	Maritime New Zealand	5, 6, 8, 13, 14, 15, 18, 20, 21.

	an efficient “alert” system of communication between NZ ports, and a benchmark pre-discharge/loading safety survey report.		
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### Ministry of Economic Development

ACTIVITIES	DESCRIPTION	LEAD	CSF ALLOCATION
Small Business Advisory Group	This group provides ongoing advice to the Ministerial Group on Small Business on any issues affecting small and medium-sized enterprises. It identifies issues, suggests priorities, explores solutions, provides assistance and advice to government departments on dealing with SMEs and provides suggestions on ways for enhancing SME and government agency performance.	Ministry of Economic Development	6, 12, 14, 15, 18, 20, 21
Growth and Innovation Advisory Board	The Growth and Innovation Advisory Board advises the Prime Minister, Government and others on the growth and innovation framework and strategies.	Ministry of Economic Development	7

### Ministry of Education

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF ALLOCATION
Early Childhood Education	The Government subsidises early childhood education (ECE) for children aged 0 to 5 , and up to 20 hours a week Free ECE for 3 and 4 year olds in teacher-led services, aiming to increase participation in quality ECE services, improve quality of ECE services and promote collaborative relationships.	Ministry of Education	8, 9, 11, 16, 18

Compulsory free education for all New Zealand children	Compulsory free education for all New Zealand children	Ministry of Education	1, 2, 5, 9, 18
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### Ministry of Health

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF ALLOCATION
Te Tāhuhu Improving Mental Health 2005-2015	This Strategy aims to value diversity and support and enable people with experience of mental illness and addiction to fully participate in society and in the everyday life of their communities and whanau.	Ministry of Health	6, 8, 9, 11, 18
Te Kōkiri The Mental Health and Addiction Action Plan 2006 - 2015	Te Kōkiri focuses on implementing Te Tāhuhu Improving Mental Health. It provides the way forward from policy to implementation. Central to this work is enabling people with experience of mental illness and addiction to fully participate in society and in the everyday life of their communities and whanau.	Ministry of Health	6, 8, 9, 11, 18
Tauawhitia te Wero - Embracing the Challenge: National mental health and addiction workforce development plan 2006-2009	This sets out a vision for a mental health and addiction workforce development plan responsive to the needs of people who access services. It is intended to act as an umbrella plan providing national direction on workforce development through to 2009.	Ministry of Health	5, 6, 8, 9, 10, 11, 18
<a href="#">Let's get real: Real skills for people working in mental health and</a>	Let's get real is a project to produce a framework of the essential knowledge, skills and attitudes required to work in mental health and addictions	Ministry of Health	5, 6, 8, 9, 10, 11, 18

<a href="#">addictions</a>	services. Quality improvements underpin this initiative with influences on service delivery; education and training; professional development; and recruitment and retention practices.		
National training initiative to boost the numbers of home-based disability support (HBSS) workers who have foundation level training	This initiative aims to support the implementation of training and assessment for HBSS support workers to complete the National Certificate in Community Support Services, Level One.	Ministry of Health	5, 6, 9, 11, 14, 15
Autism Spectrum Disorder (ASD) Workforce Development Project	This initiative aims to implement a training and supervision programme for support workers and professionals (including families) who support children and young people with ASD in Child Youth and Family care.	Ministry of Health	5, 6, 9, 11, 14, 15
Environmental Support Services (ESS) for people with disabilities	ESS are available through Disability Services Directorate-funded ESS providers for provision of equipment and funding for vehicles/vehicle modifications and driving assessments. This support is available to disabled people assessed as eligible and having an essential need to enable them to undertake fulltime employment or vocational training.	Ministry of Health	5, 6, 9, 11, 14, 15
Community Day Activity Funding	Funding is available to support disabled people, especially those with high support needs, to attend vocational activities or community participation activities.	Ministry of Health	5, 6, 9, 11
Development of training and qualifications in	The Ministry of Health's Disability Services Directorate works with relevant training	Ministry of Health	5, 6, 8, 9,11,14,15

needs assessment and service co-ordination (NASC) for disabled people	organisations to identify NASC-specific competencies that will develop into under-graduate and post-graduate national learning programmes.		
Development of training and qualifications in community-based residential services for disabled people	The Ministry of Health's Disability Services Directorate works with providers and relevant training organisations to identify support worker-specific competencies that will develop into under graduate and post-graduate national learning programmes.	Ministry of Health	5, 6, 8, 9, 11, 14,15

### Ministry of Pacific Island Affairs

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF ALLOCATION
Pacific Economic Action Plan (PEAP)	The PEAP provides an overarching response to Pacific peoples' economic priorities with six key goals: Education, Workforce Development, Business Development, Creative, Emerging & Growth Industries, Entrepreneurial Culture and Leadership. This plan identifies milestones to assist government - develop policies and initiatives to enhance Pacific peoples' contribution to the New Zealand economy. Each goal outlines objectives that will address gaps in current government responses and areas of need.	Ministry of Pacific Island Affairs	5, 6, 8, 9, 10, 11, 17, 20
Pacific Women's Economic Development Plan (PWEDP)	The PWEDP is a specific economic development action plan for Pacific women. It identifies specific milestones that further contribute to four of the PEAP goals: Education, Workforce Development, Business Development and Leadership.	Ministry of Pacific Island Affairs	5, 6, 8, 9, 11, 16, 17, 18, 20

## Ministry of Social Development

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF ALLOCATION
Monitoring reports to estimate the impact of Government employment policies and programmes	A series of monitoring reports produced to analyse employment programme effectiveness and Ministry of Social Development delivery. The reports determine the relative effectiveness of employment programmes and services.	Ministry of Social Development	17, 18
<a href="#">Transition to Work Grant</a>	Assists clients to meet the additional cost of looking for work, attending a job interview and taking up employment.	Ministry of Social Development	6, 8
Work Experience	Provides unpaid opportunities in a workplace or work type environment and helps clients gain up to date work experience.	Ministry of Social Development	5, 6, 8, 11, 18
<a href="#">Enterprise Allowance</a>	Helps clients become self-sufficient by way of financial assistance to allow them to prepare for, or enter into self employment.	Ministry of Social Development	6, 8, 11
Job Search Skills training programmes for job seekers	Short-term programmes that provide information on job-search techniques, skills and resources.	Ministry of Social Development	5, 6, 8, 11, 18
Skills Training courses	Training courses or programmes that endeavour to provide job seekers with work-related skills.	Ministry of Social Development	5, 6, 8, 11, 18
Industry Partnerships	Industry Partnerships involve forming partnerships with industries and major employers that have large skill and labour shortages. Partners generally receive a jointly developed tailored recruitment service offer that is responsive to their current and future staffing needs. This initiative	Ministry of Social Development	5, 6, 8, 11

	aims to fill the skill and labour shortages by developing tailored training programmes to meet areas of industry need. These national partnerships are complemented by local industry partnerships.		
<a href="#">Taskforce Green Subsidy</a>	Allows the client to participate in community or environmental based project work to develop work habits and general on the job skills.	Ministry of Social Development	5, 6, 8, 9, 11, 18
<a href="#">Working for Families</a>	Working for Families is a package designed to help make it easier to work and raise a family. It pays extra money to many thousands of New Zealand families. Working for Families is made up of three key components: tax credits administered by Inland Revenue and Accommodation Supplement and Childcare Assistance which are administered by Work and Income.	Ministry of Social Development	1, 2, 6, 8, 9, 11, 14, 16
Regional Funding	Funding that allows MSD to be responsive to emerging job seeker needs and opportunities, primarily regionally driven and targeted.	Ministry of Social Development	5, 8, 11, 18
<a href="#">Mayors' Taskforce for Jobs</a>	This initiative provides funding through MSD for collaborative initiatives between central and local government for projects that have training, education and work outcomes targeted for youth.	Ministry of Social Development	5, 6, 8, 9, 11, 18
<a href="#">Enterprising Communities grants</a>	Enterprising Communities assistance is focused on achieving labour market outcomes for communities and groups who are disadvantaged in the labour market. The aim is to help not for profit organisations develop initiatives leading to sustainable employment opportunities and	Ministry of Social Development	6, 8, 10

	financial independence.		
Local Industry Partnerships	Local industry partnerships are designed to help address local skills shortages and respond quickly to emerging local employment opportunities, where the skills of the local workforce do not match those required for the jobs. Working directly with industry to identify and contract the appropriate training courses, they aim to open up sustainable jobs and new career opportunities to unemployed people and others currently disadvantaged in the labour market. These partnerships complement the national partnerships.	Ministry of Social Development	5, 6, 8, 20
Innovative Employment Assistance (IEA)	IEA programmes trial new strategies to help Sickness and Invalids' Beneficiaries into work.	Ministry of Social Development	5, 6, 8, 9, 11, 18
Supported employment for people with disabilities	The provision of supported employment is part of Ministry of Social Development's ongoing services for people with ill-health or disability seeking to re-enter the workforce. This service is offered by a range of providers throughout the country.	Ministry of Social Development	6, 8, 9, 11
Skills Investment Subsidy	Skills Investment is a subsidy that invests in disadvantaged job seekers by making a temporary contribution to their wages and training to enable them to access and maintain employment.	Ministry of Social Development	6, 8, 9, 11
Training Incentive Allowance	Training Incentive Allowance provides non-taxable assistance to clients receiving certain types of benefits to undertake employment related training that will improve their skills and increase their chances of getting work.	Ministry of Social Development	5, 6, 8, 9, 11

In-work support	The In-work Support programme provides support to improve the prospects for Work and Income clients to remain in employment.	Ministry of Social Development	6, 8, 11
Training Opportunities Employment Programme	This programme provides full-time, fully funded training options to targeted Work and Income clients, enabling them to develop skills and gain credits towards nationally recognised qualifications. This assists the move into employment, further education or training.	Ministry of Social Development	5, 6, 8, 11, 18
Migrant Employment Assistance	Migrant employment assistance provides funding for organisations that work with recognised migrant communities and deliver projects to develop the skills needed to access the labour market.	Ministry of Social Development	5, 6, 8, 18
<a href="#">Youth Transition Services</a>	Youth Transition Services (YTS) assists young people as they transition from school to further education, training, work or other activities that contribute to their long-term independence and wellbeing. YTS works with local providers giving support to young people through further education, training or other activities.	Ministry of Social Development	5, 8, 11, 17, 18

### Ministry of Women's Affairs

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF 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	Ministry of Women's Affairs	6, 8, 9, 11, 14, 16, 18

	independence, work-life balance and wellbeing.		
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 occupations.	Ministry of Women's Affairs	5, 6, 8, 9, 11, 17

### Ministry of Youth Development

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF ALLOCATION
Youth Development Partnership Fund	The Youth Development Partnership Fund provides an opportunity for the Ministry of Youth Development, territorial authorities and young people to work together to provide new and	Ministry of Youth Development	5, 6, 8, 11, 14, 18

	innovative local youth development projects. Territorial authorities can apply to the Ministry for funding for projects that benefit local young people through a positive youth development approach.		
Services for Young People Fund	The Ministry of Youth Development purchases Youth Development Services that offer young people (12-24 year olds) personal and social development and learning opportunities. These opportunities facilitate participation, inclusion and engagement, leading to achievement, awards or qualifications and long term economic and independent well being.	Ministry of Youth Development	5, 6, 8, 11, 14, 18

### **New Zealand Council of Trade Unions**

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF ALLOCATION
Increase union density and the extent of collective bargaining in the aged care and disability sectors in order to improve wages	The NZCTU works with the Service and Food Workers Union (SFWU) and the New Zealand Nurses Organisation (NZNO) to improve wages and employment conditions in the aged care sector through collective agreements. The unions are jointly co-ordinating the Fair Share for Aged Care campaign. The NZCTU also works with the Public Service Association (PSA) and the SFWU in their campaign to improve wages and conditions for disability sector care workers through a focus on increasing coverage of collective agreements.	New Zealand Council of Trade Unions	5, 6, 9, 10, 12, 15, 19, 20, 21
Advocacy on protection of children at work	The NZCTU seeks New Zealand's ratification of ILO Convention 138 – Minimum Age Convention, 1973,	New Zealand Council of Trade Unions	3, 4, 8

	enabling the removal of New Zealand’s reservation against the UN Convention on the Rights of the Child (UNCROC) Article 32, paragraph 2 in a manner that is consistent with the concept of Decent Work as applied in New Zealand conditions. The NZCTU also liaises with Action on Child and Youth Aotearoa (ACYA), Caritas, Child Poverty Action Group, Every Child Counts and other relevant community organisations to develop a code of best practice for child employment.		
Calling for ratification of and compliance with ILO Conventions	The NZCTU calls for ratification of relevant ILO Conventions, and improvements to current legislation and policy so they are in line with ratified conventions. The NZCTU liaises with affiliated unions to monitor compliance with ILO Conventions that NZ has ratified. The NZCTU reports to Government and the ILO on this compliance.	New Zealand Council of Trade Unions	3, 4, 19
Providing a worker perspective on the incorporation of labour standards in trade agreements	The NZCTU provides the Government with information on international labour practices and contributes to discussions with the Government on labour aspects of possible trade agreements, including direct reference to ILO core labour standards.	New Zealand Council of Trade Unions	4, 18, 19, 20, 21, 22
Calling for extension of paid parental leave and family-friendly policies	The NZCTU monitors the provision, and advocates for extended application, of paid parental leave and breast feeding breaks so that New Zealand can comply with ILO Convention 183 – Maternity Protection, 2000.	New Zealand Council of Trade Unions	3, 4, 6, 8, 9, 16

<p>Campaigning for and providing training on pay and employment equity</p>	<p>NZCTU-affiliated unions participate in and lead training around pay equity reviews and pay investigations in the core public sector, public health and education sectors. A focus on pay and employment equity in the local government sector has just commenced as part of Phase 2 of the Pay and Employment Equity Plan of Action. The NZCTU also comments on gender pay gaps, makes submissions on gender equity and reviews trends in the gender pay gap.</p>	<p>New Zealand Council of Trade Unions</p>	<p>9, 11, 12</p>
<p>Memorandum of understanding with the Mayors' Taskforce for Jobs</p>	<p>The NZCTU has a memorandum of understanding with the Mayors' Taskforce for Jobs outlining the basis for co-operation to promote training and employment opportunities for young people.</p>	<p>New Zealand Council of Trade Unions</p>	<p>5, 6, 8, 9, 11, 18, 20, 21</p>
<p>Learning Representatives Project</p>	<p>The Learning Representative Programme is a NZCTU-run project funded by the Tertiary Education Commission to enhance worker participation in learning and increase skills. The Project has completed its first phase with a strong initial focus on foundation skills and literacy and a longer-term focus on quality jobs and design of work.</p>	<p>New Zealand Council of Trade Unions</p>	<p>5, 6, 13, 14, 18, 20</p>
<p>Workplace Productivity Education Project</p>	<p>The NZCTU's Workplace Productivity Education Project is designed to enhance productivity in New Zealand. Workshops have been run since October 2006, with more than 1500 participants attending from unions and sectors including banking and finance, food processing, engineering and manufacturing, saw milling, building and</p>	<p>New Zealand Council of Trade Unions</p>	<p>5, 6, 13, 14, 18, 20</p>

	construction, tertiary education, rail and ports, air transport and other infrastructure, retail, health, central and local government.		
Unions working to improve workers' wages and conditions	Unions engage in collective bargaining for existing members and also work to re-unionise the workforce to increase the number of workers covered by collective agreements. The NZCTU supports affiliates' wages campaigns.	New Zealand Council of Trade Unions	10, 12, 13, 18
Campaigning for improvements to work/life balance	Unions and the NZCTU campaign for improvements to hours of work, breaks, leave and other conditions through collective bargaining and discussions with the Department of Labour on improvements to the minimum code.	New Zealand Council of Trade Unions	10, 12, 14, 16, 19
Campaigning to improve conditions of work for mothers	Through advocacy and awareness-raising, the NZCTU is campaigning for improvements to conditions of work for mothers, such as breastfeeding breaks, via legislation and through collective agreements. The NZCTU also trains union delegates to help them raise these issues with employers.	New Zealand Council of Trade Unions	6, 9, 12, 18
Managing the effects of redundancies and company changes on workers	The NZCTU works with businesses and Government to help manage the effects of redundancies and company changes. It advocates for greater use of active labour market policy and is participating at a tripartite level in the development of "security in change" initiatives.	New Zealand Council of Trade Unions	8, 11, 12, 18, 19
Health and safety education and training	The NZCTU raises awareness amongst unions and their members about workers' rights to participate in injury prevention management. The NZCTU	New Zealand Council of Trade Unions	6, 11, 12, 15, 18, 20

	provides three levels of health and safety representative training, with over 20,000 representatives now trained. Additional targeted training is undertaken with companies involved in the ACC Partnership Programme.		
Union guidance/worker perspective on health and safety issues	The NZCTU provides guidance and a worker perspective on health and safety issues through such activities as submitting to ACC on shift-work fatigue as a hazard; contributing to occupational safety and health guidelines; and participating in a number of health and safety fora and advisory groups including The Health and Safety Council and the ACC Ministerial Advisory Group.	New Zealand Council of Trade Unions	15, 18, 19, 20
Advocacy service for injured workers	The NZCTU offers a national phone-based advocacy service that provides union members with advice on ACC entitlements and injury management.	New Zealand Council of Trade Unions	2, 11, 15, 18, 20
Representation and input on migrant worker issues	The NZCTU, union affiliates and the CTU Komiti Pasefika network also discuss ways to strengthen worker rights in Pacific nations and participate in forums on Pacific Labour Market activities. The NZCTU has also launched a specific migrant worker project to develop resources for, and promote the rights of, migrant workers.	New Zealand Council of Trade Unions	3, 10, 11, 18, 19, 20, 21, 22
Older workers	The NZCTU liaises with the Retirement Commission, Human Rights Commission and other government agencies and non-government agencies on issues affecting older workers including part-time work options, retirement	New Zealand Council of Trade Unions	6, 8, 9, 19, 20, 21

	income and access to the health system.		
Public Service Association Partnership for Quality and Public Service Tripartite Forum	The Public Service Association has entered its third quality agreement with the Government. The Public Service Tripartite Forum allows regular meetings between union members to discuss key workplace issues and processes.	Public Service Association	12, 13, 14, 19, 20, 21
Representation on the Growth and Innovation Advisory Board	The NZCTU is represented on the Growth and Innovation Advisory Board that advises the Prime Minister, Government and others on growth and innovation strategies.	New Zealand Council of Trade Unions	5, 7, 10, 14, 20
Union advocacy and guidance on health workforce issues	The health sector unions have a Health Tripartite Forum and bipartite meetings with District Health Boards to help maintain constructive relationships and improve conditions of work for health sector workers.	New Zealand Council of Trade Unions	3, 6, 12, 13, 19, 20, 21
Union participation in the governance of tertiary education institutions and industry training organisations	The NZCTU nominates union representatives to the councils of most tertiary education institutions and to most of the boards of industry training organisations. There is also a NZCTU nominee on the board of the Industry Training Federation. The purpose of this representation is to ensure that training providers are in touch with workers' needs and that the diversity of potential trainees is reflected.	New Zealand Council of Trade Unions	5, 6, 9, 19, 20, 21
Advocacy and raising awareness on quality flexible work	The NZCTU conducts research, advocacy and awareness-raising on the issue of quality flexible work. Following the passing of legislation providing the right to request flexible work for those with caring responsibilities, the CTU will	New Zealand Council of Trade Unions	9, 11, 14, 16

	monitor its implementation and promote the extension of this right to all workers.		
Retirement savings initiatives	The NZCTU promotes policies to support workplace retirement savings in both the public and private sector. The NZCTU Kiwisaver campaign provides information about Kiwisaver.	New Zealand Council of Trade Unions	2, 19, 21
Industry development projects	The NZCTU runs projects in the forestry and food and beverage sectors and with Māori workers to increase worker participation in industry decision-making and develop improved industry standards.	New Zealand Council of Trade Unions	5, 6, 7, 10, 12, 13, 14, 17, 18, 20, 21
Supporting decent work for disabled people	The CTU is working with the Department of Labour to ensure the successful removal minimum wage exemptions for disabled people working in business enterprises and is coordinating with disabled persons groups on the implementation of this new regime.	New Zealand Council of Trade Unions	8, 9, 10, 11
Kaimahi Maori - Maori Worker Education Project	An initiative of the NZCTU Runanga, this project that draws on Maturanga Maori - indigenous models of leadership and knowledge to promote skills development through participation in the union movement.	New Zealand Council of Trade Unions	6, 12, 18, 20, 21

### **Tertiary Education Commission**

ACTIVITIES	DESCRIPTION	LEAD AGENCY	CSF ALLOCATION
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Vocational Education and Training (VET) in schools – the Gateway Schools programme	The <a href="#">Gateway Schools programme</a> provides senior students with a range of structured learning opportunities in workplaces. Through building links between schools and businesses, students achieve credits in the workplace, which contribute to recognised qualifications on the New Zealand National Qualifications Framework.	Tertiary Education Commission	5, 6, 11, 18
Vocational Education and Training (VET) in schools – the Youth Apprenticeships Pilot	The <a href="#">Youth Apprenticeships Pilot</a> is a one year pilot operating in 10 schools nationwide in 2008. The pilot is a joint agency initiative involving the Ministry of Education, the Tertiary Education Commission and the New Zealand Qualifications Authority. The Youth Apprenticeships Pilot is working with Gateway Schools programme to develop industry related pathways through secondary schooling to enhance opportunities for school students.	Tertiary Education Commission, Ministry of Education, and New Zealand Qualifications Authority	5, 6, 11, 18
Foundation learning programmes for adults	In November 2007 Cabinet agreed to initiate an <a href="#">“upskilling the workforce” strategy</a> that builds on the adult literacy strategy, focussed on literacy, language and numeracy skills for New Zealand workplaces. This strategy aims to build the amount of literacy, language and numeracy provisions being undertaken, and enhance the capability of both tertiary education organisations and industry to build the skills of the workforce.	Tertiary Education Commission	5, 6, 8, 9, 11, 14, 15, 18
Industry Training for people in employment	<a href="#">Industry training</a> facilitates structured training arrangements for employees, both on-job and off-job, linked to recognised qualifications on the	Tertiary Education Commission	5, 6, 11, 14, 15, 18

	National Qualifications Framework.		
Modern Apprenticeships programme	The <a href="#">Modern Apprenticeships programme</a> provides work-based education and training for young people and others wishing to start a new career. Modern Apprenticeships has a significant support function for participants, managed by a Modern Apprenticeships Co-ordinator.	Tertiary Education Commission	5, 6, 11, 14, 18
Skill New Zealand Tripartite Forum	An agreement between the Government, Business NZ and the NZCTU, aiming to create greater awareness of industry training and workplace learning and the skills needs of industry. In 2007, the government and tripartite partners agreed to develop a unified Skills Strategy for New Zealand. The aim of the Skills Strategy is to build a clear consensus on the skill needs of New Zealand moving forward and what the contributions of the various partners are to ensure the skills needs are met.	Tertiary Education Commission	5, 6, 14, 15, 18 ,19, 21
Training for unemployed people over 18 with low qualifications	<a href="#">Training Opportunities</a> offers unemployed people over 18 with low qualifications the chance to gain valuable skills that will help them to find a job.	Tertiary Education Commission	5, 6, 8, 9, 11, 18
Training for young people under 18 with low qualifications	<a href="#">Youth Training</a> offers young people under 18 with low qualifications the chance to gain valuable skills that will help them to get a job.	Tertiary Education Commission	5, 6, 8, 9, 11, 18
Vocational training for young Maori and Pacific people	Skill Enhancement offers vocational training for young Maori ( <a href="#">Rangatahi Maia</a> ) and Pacific ( <a href="#">Tupulaga Le Lumana'i</a> ) people. The combination of programmes approved offers a variety in terms of delivery style, learning environment,	Tertiary Education Commission	5, 6 ,8 ,9, 11, 18

	<p>occupations, industries and locations. In 2006, more than 82% of trainees moved onto further education or employment within two months of exiting the programme. Whereas Nga Kaiarataki Pathfinders aims to help school leavers who are disadvantaged by rural isolation or by issues associated with low socioeconomic background to continue their education.</p>		
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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.