

	If we implement these initiatives:	In the short term (3-5 years) we will see:	The long-term work might include	Ways we might measure progress	Stakeholders				
Systemic	<p>Research initiatives: More research into nature of Sexual Harassment and bullying within the sector</p> <ul style="list-style-type: none"> · Broader survey on what is needed · Research on demographic makeup of sector · Research on why women leave the sector/when or whether they come back 	Inclusive Training Opportunities	<p>And we will have</p> <p>There is an established bystander culture at organisational, industry and system levels but the work is still ongoing</p>	<p>A strong foundation of:</p> <ul style="list-style-type: none"> · Incorporating legislative framework in practice (facilities, pay equity, Human Rights Act etc) · Civility, Bullying and Harassment Education in trades training · Interpreting Te Tiriti values as it applies to the sector 	<p>More women (and diverse groups) in the workforce</p>	 Sector Organisations			
	<p>Sector Agreement and Coming Together initiatives: Develop common language around Bystander and Sexual Harassment</p> <ul style="list-style-type: none"> · Use common language, multilingual · Creating catch-phrases for the sector 	Supportive experience for those reporting instances					Normalising accommodation of different work practices & worker needs	Increased retention rates	 Workforce Development Councils
	<p>Include Bystander/ Harassment/ Bullying in H&S processes, practices</p> <p>Creating a central connector/communication & dialogue mechanism for the Sector</p> <ul style="list-style-type: none"> · Working towards Sector best-practice reporting · Tier 1 taking leadership · Leveraging vertical and horizontal sector relationships (eg: training providers, clients) towards agreement on approach 	Taking instances reported seriously					Change the narrative (Sector Agreement)	More women in leadership/management	
Industry	<p>Bystander culture development initiatives (in addition to training): Bystander posters/visual aids on site Initiate reporting service (eg: App) for reporting incidents Showcase range of rolemodels</p>	Addressing long hours	Valuing Intersectionality	Increased reporting of incidents	 Sector Interest & Advocacy groups				
Organisational	<p>Inclusive training Initiatives: Training Initiatives skills:</p> <ul style="list-style-type: none"> · Technical skills · Leadership · Career development · H&S training <p>Bystander Training:</p> <ul style="list-style-type: none"> · Awareness training · Including Bystander in H&S training · Values-based training · Upskilling managers on Bystander reporting & management processes 	Flexible work options/practices	Interpersonal Skills	Lower levels of sick leave and unexplained absences		 Public Sector Regulators			
		<p>Minimum standards developed and monitoring of facilities on site (eg: toilets, lunchrooms, sanitary products)</p> <ul style="list-style-type: none"> · Look to other industries for minimum standards & best practice 	Leadership Opportunities	Workforce Composition Change	Recognition in high schools of trades as a career option for all				
		Gender neutral comms and marketing	Capacity building	Diverse workforce	 Education & Training Organisations				
		Support provided for SMEs	Everyone keeps mana in tact Culture of Mana	More women leaders					
		Greater reporting: Women/minorities in leadership, Interventions	Organisational Culture Change	Equal pay	 Gendered harm & Inclusive Work Specialists				
		Awareness of support services available	Equitable workplace and industry	Number of unit standards relating to inclusive work					
		Include in trades training	No barriers to training, development or skills-based progression						
		Development of civility and values-based programmes in pre-trades training – development of unit standards							
		Engagement with pre-trades training facilities (eg: high schools, Te Pūkenga, ITOs)							
		Awareness of bystander actions							
		Regular coming together as a sector around issue							
		Toilets for all							
		Inclusive facilities: PPE, sanitary products, lunchrooms							

Factors that enable/Constrain behaviour change

Individual factors

- Skills
- Maturity – knowing self
- Length of service
- Age
- Intersectionality

External influences

- Investigation and monitoring of legislative framework eg: worksafe/H&S/HR
- Influence of socio-cultural groups associated with local workforce
- Client characteristics

Leadership

- Grooming to accept existing behaviour
- Being taken seriously when raising concerns
- Culture of inclusivity
- Ignoring behaviour or brushing it off

Nature/structure of work and sector

- Intersectionality & Skill recognition
- Number of women working on site
- Hierarchical position in sector (Tier 1 etc)
- Size of organisation – larger are better
- Stress – hours of work
- Low cost contracts
- Lack of adequate facilities
- Isolated sites

Stakeholders

Sector members

- Tier 1 as leaders
- Larger organisations
- Small and medium sized enterprises
- Sector interest groups (e.g. NAWIC, Industry Associations, women's networks)

Education and training

- Universities (research & training)
- Te Pūkenga
- Other TEOs
- Workforce Development Councils
- Schools

Clients

- Large contract customers
- Impact of low cost contracts

Local workforce socio and cultural affiliations

- Marae/iwi
- Migrant worker groups
- Whānau
- Church
- Gangs

Support/Intervention/Government:

- Worksafe/MBIE
- HRC
- Organisational
- EAP
- Non-government
- Unions
- Gendered Harm