

Manatū Wāhine Ministry for Women Weekly Report to the Minister for Women

As at 10 December 2020

Part 1: Current priority outcome areas

COVID-19 work programme

Supporting women through the COVID-19 pandemic and beyond

By 23 December 2020, we will provide you with a briefing on COVID-19's impact on women in the labour market, which will outline the Ministry's three focus areas for work and a recommended plan for your engagement with Cabinet. You could share this briefing with your ministerial colleagues.

As discussed at the officials meeting this week, we will focus on the following three areas and provide you with three discussion papers on:

- case for change (data and evidence)
- immediate response and identifying new opportunities for women in the COVID-19 labour market response
- Building Back Better – addressing the longer-term structural inequalities that impact on women's participation in the labour market, and to minimise the impact of similar events on women in the future.

In the new year, we will consult with agencies in the EET (Employment Education and Training) Secretariat and we will use the weekly report to update you on the progress of this work.

Tracking log item: MW 20-21 0120

Mana Wāhine roopū update

Tribunal Directions

On 7 December 2020, Presiding Officer Judge Reeves issued Memorandum-Directions on a range of matters. Below is a summary of the key points to keep you informed of developments in the lead up to the first Tūāpapa hearing from 3-5 February 2021, in Kerikeri.

- The Presiding Officer has set various timeframes to assist the claimants' progress to elect claimant and claimant counsel representatives to the Joint Research Committee (JRC).
- In relation to the Tūāpapa hearings, the Presiding Officer has indicated her support for a timetable leading up to Tūāpapa hearings one and two. Originally submitted by claimant counsel on 18 November 2020, this plan outlines details of practical arrangements for the Tūāpapa hearings, a guide to evidence, the role of claimants, witnesses and counsel, and the coordination and timetabling of oral evidence.
- Judge Reeves has confirmed that the Crown must seek leave to file any evidence in reply in relation to Tūāpapa hearings one and two, by 5 March 2021.
- These directions also advise that the second Tūāpapa hearing will be held at Tūrangawaewae Marae in Ngāruawāhia from 24-26 February 2021.
- Judge Reeves has indicated that she wishes to finalise the research programme in the first quarter of 2021. To prevent any further delays, she has directed the JRC to file its submissions on the scoping report by 19 March 2021. The Tribunal will then issue a decision on the final research programme by 30 April 2021.
- In relation to eligible claims, Judge Reeves has indicated her support for a broad and inclusive approach to claim eligibility. She intends to issue a finalised list of claims before the end of 2020.

Tracking log item: n/a

The contribution of all women and girls is valued

Gender Pay Taskforce | Te Rōpū Whakarite Utu Ira Tangata update

(content shared from the Taskforce)

Human Rights Commission announces inquiry into the Pacific pay gap

The Human Rights Commission will conduct an inquiry into the Pacific pay gap during 2021. The inquiry will examine discrimination experienced by Pacific workers in the manufacturing and retail, trade, and accommodation sectors, and will focus on equal pay, pay parity, and pay equity issues, working conditions, recruitment, and retention of Pacific workers.

The [media release](#) announcing the inquiry states that ‘the pay gap between Pākehā men and Pacific women in the public sector is a staggering 27 percent.’ We do not know what data this measure is based on, and for methodological reasons Te Kawa Mataaho does not calculate or publish ethnic gender pay gaps. Our transparent workforce data does enable average pay for ethnic groups in the public service to be compared, and as a result, our workforce data is often cited in conversations about employment equity.

The 2020 Public Service Workforce Data, which was released on 9 December, shows that the Pacific pay gap (the difference between average pay for all Pacific and all non-Pacific employees) has fallen from 20.1 percent in 2019 to 19.5 percent in 2020. It also shows that Pacific women had the fastest growing average salaries in the public service in 2020, as they did in 2019. However, they are still the lowest paid group in terms of gender and ethnicity.

Te Kawa Mataaho’s Gender Pay Gap and Diversity and Inclusion workstreams both contribute to addressing ethnic pay gaps in the public service. Achieving employment equity for Māori, Pacific, and Asian women will be a focus of the Gender Pay Taskforce’s forward work plan. The Diversity and Inclusion work programme focuses on tackling the underlying barriers to pay equity by addressing bias, and by developing greater cultural competency and inclusive leadership through learning for all public servants.

Tracking log item: n/a

All women and girls are free from all forms of violence and harassment

STOP Domestic Violence Conference

On 2 and 3 December 2020, officials from the Ministry attended the Australian online STOP Domestic Violence Conference, with the theme *Multi-Sectoral Collaboration: Unifying Our Mission*.

The conference discussed the impact of COVID-19 on indigenous women's experience of violence, and cultural approaches to family violence prevention.

We will use the information from the conference in the development of the Ministry's family violence work and in discussion with the Joint Venture.

Tracking log item: n/a

System leadership, impact, and reputation

Communications – Inaugural Pacific Cooperation Foundation Youth Leadership Awards

On 9 December 2020, Ministry officials attended the inaugural Pacific Cooperation Foundation (PCF) Leadership Awards, hosted by the Minister for Pacific Peoples, Hon Aupito William Sio, at Parliament. Fourteen young leaders were recognised for contributions in the creative arts, sports, science, academia, health, cultural leadership, and inspiring social change. The Ministry was pleased to sponsor the award for the PCF Young Pasifika Female of Influence Award. This was awarded to Sana Ditta of Christchurch for her initiatives to stamp out racism and support children in her community following the Christchurch mosque attacks.

Tracking log item: n/a

International – APEC Informal Senior Officials Meeting (ISOM)

On 9 December 2020, a Ministry official attended ISOM, which is the first event of New Zealand's APEC host year. Creating inclusive plans that provide opportunities for women and indigenous people have been identified as approaches of the economic cooperation we will create and lead. Speakers included Ms Rachel Taulelei, 2021 Chair, New Zealand APEC Business Advisory Council (ABAC); Hon Damien O'Connor, as Minister for Trade and Export Growth; representatives of the Ministry of Foreign Affairs and Trade; World Bank; and other speakers from the academic and private sectors.

On 15 September, the 2020 ABAC Chair wrote to all APEC Ministers responsible for women, requesting them to: ensure gender equality issues are embedded in COVID-19 responses; implement the La Serena Roadmap for Women and Inclusive Growth; and recognise the importance of healthy women to resilient economies. We were advised that Ms Taulelei, as incoming ABAC Chair, communicated a copy of the letter directly to your office. No response is required to this letter.

We will continue to share information on APEC 2021 as the programme develops.

Tracking log item: n/a

Part 2: Operational matters

Christmas and New Year – office closure and contacts

Over the Christmas and New Year period, the Ministry will be physically closed from the end of Thursday 24 December 2020 to Sunday 10 January 2021, the office re-opening on Monday 11 January 2021.

We will be contactable over this period, and your office has provided our contact details for the duty Minister pack.

Contact details are:

Name and position	Dates available for contact	Contact phone
Renee Graham, Chief Executive	24 December 2020 - 9 January 2021	9(2)(a)
Kirsty Anderson Director Communications and Stakeholder Engagement Acting Chief Executive (9-22 January 2021)	24 December 2020 - 22 January 2021 (throughout, but note coverage may be impacted 3-5 January 2021)	9(2)(a)
Peter Noble Director Corporate Services	24 December 2020 - 22 January 2021 (throughout)	9(2)(a)

Tracking log item: n/a

Part 3: Policy advice (in progress)

Type	Subject	Log number	Due date
Memo	Publication of private sector diversity stories	MW 20-21 0118	10 December 2020
Memo covering Ministerial letter	Government appointments to be made in 2021: information for Cabinet Office	MW 20-21 0110	14 December 2020
Memo	Ministry pamphlet – Growing your trades workforce; how to attract women to your jobs	MW 20-21 0116	16 December 2020
Fact sheets	Updated fact sheets – December 2020	MW 20-21 0117	17 December 2020
Briefing	Impact of COVID-19 on women in the labour market	MW 20-21 0120	23 December 2020
Briefing	Nominations Service – proposed work programme for 2021	MW 20-21 0097	28 January 2021

Part 4: Event and meeting briefings (in progress)

Type	Subject	Log number	Due date
Events and announcements	Manatū Wāhine Ministry for Women – upcoming events and announcements schedule 2020-2021 – update Wednesday 16 December 2020	MW 20-21 0109-3	16 December 2020

Part 5: Ministerial correspondence (in progress)

Subject	Log number	Due date
Nil		

Part 6: WPQs/OIA/Ombudsman/Privacy Act requests to the Minister/Ministry (in progress)

Subject	Log number	Due date (to Minister)	Due date (to requester)
Written Parliamentary Questions			
Nil			
Ministerial OIAs			
Nil			
Ministry OIAs			
9(2)(a) [REDACTED] – Cost of payroll system and associated service costs	MW-OIA 20-21 0010	11 December 2020 <i>(sent 9 December 2020)</i>	18 December 2020

Part 7: Cabinet papers consulted on

Cabinet meeting/ Date/Department	Title of paper	Comments
9(2)(f)(iv) [REDACTED]		

Part 8: Publications and events in the next six months

Publication/event	Date	Agency lead
<i>Pacific Women and Men in Business</i> report launch	tbc	Manatū Wāhine Ministry for Women and Ministry for Pacific Peoples
Update to the <i>Growing your trades work force: attracting women to your jobs</i> booklet first published in 2015	early 2021	Manatū Wāhine Ministry for Women
International Women's Day Breakfast at Parliament with Zonta International and UN Women	8 March 2021	Zonta International and UN Women
36 th anniversary of the establishment of Manatū Wāhine Ministry for Women and launch of Ministry history project with specific coverage of Te Ohu Whakatupu (previously, the Māori unit)	29 March 2021	Manatū Wāhine Ministry for Women

Proactive release

Within three months of the date of this Weekly Report, it will be considered for release under the Ministry's proactive release of documents policy.



Renee Graham
Secretary for Women



Hon Jan Tinetti
Minister for Women

Date: 12/12/20