

**Ministry for Women  
Weekly Report  
to the Minister for Women**

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**As at 12 November 2020**

## **Part 1: Current priority outcome areas**

### **Mana Wāhine roopū update**

#### Steering Group

On 5 November 2020, the roopū hosted the last Mana Wāhine Kaupapa Inquiry Interdepartmental Steering Group meeting for the year. Good discussions took place between agencies on the Inquiry. Discussions included updates from Crown Law Office on the forthcoming Tūāpapa (contextual) hearings and the last Judicial Conference in October, and Te Arawhiti on the issue of general claimant funding to allow claimants to attend the Tūāpapa hearings, in February 2021, and more broadly across other kaupapa inquiries. Two key meeting papers were discussed and agreed on the development of an all-of-government work programme and an engagement strategy. The next quarterly meeting of the Steering Group will take place in the new year.

*Tracking log item: n/a*

#### Claimant update

Aroha Reriti-Crofts (an original Inquiry claimant in the Mana Wāhine Kaupapa Inquiry WAI 381) recently received her Dame Companion Order of Merit in a presentation from the Governor-General (from the Queen's Birthday Honours). This Honour was in recognition of over 50 years' service to Māori communities. Aroha Reriti-Crofts joined the Māori Women's Welfare League in 1968, and is a past president and life member of the Ōtautahi branch.

*Tracking log item: n/a*

#### Other news

A roopū official attended discussions on the recent launch at the Iwi Chairs Forum of a new iwi specific online data tool. Named Te Whata, and launched by the Data Iwi Leaders Group (Data ILG) in conjunction with Te Kāhui Raraunga Charitable Trust, Te Whata is designed to make iwi data more relevant, accessible, and useful for iwi. Te Whata was developed under the Mana Ōrite Relationship Agreement between the Data ILG and the Chief Data Steward/Statistics NZ. The roopū will continue to monitor Te Whata as part of accessing the most relevant data relating to wāhine Māori.

*Tracking log item: n/a*

## **COVID-19 work programme**

### Update

On 11 November 2020, the Education, Employment and Training (EET) secretariat presented to EET Chief Executives, a paper focused on what the data suggests about labour market impacts on women as a result of COVID-19. The Ministry is not part of the EET secretariat, or the CEs group, but has been working with the EET secretariat on the development of the paper. The latest version includes data from the September quarter Household Labour Force Survey (HLFS) results.

In this quarter, the HLFS shows that the overall unemployment rate has reached 5.3 percent. Unemployment rates for men and women rose by similar amounts over the June to September quarter – up 1.2 and 1.3 percentage points respectively. However, the paper does not note that for women, this was the second quarter in a row to see a significant rise. As a result, and as anticipated, we are seeing a divergence in unemployment levels. Men's unemployment is now at 4.8 percent while women's unemployment has increased to 5.8 percent.

The COVID-19 team will continue to work with the EET secretariat to inform the messaging in the paper. We will provide you with a copy of the paper prior to its distribution to the wider EET ministerial group (expected to meet in early December).

9(2)(f)(iv)

*Tracking log item: MW 20-21 0089*

## **The contribution of all women and girls is valued**

### Spirit of Service awards

On 9 November 2020, the 50 Percent Group attended the Spirit of Service Awards. This group is the governance group for the target of 50 percent of women on state sector boards. The group was one of three finalists in the Leadership in Governance category of the Awards. The group has representatives from: Ministry of Transport, Department of Conservation, Ministry for Pacific Peoples, Office of Ethnic Communities, Department of Prime Minister and Cabinet, The Treasury, Tertiary Education Commission, Ministry of Business, Innovation and Employment, and Manatū Wāhine Ministry for Women. Although the group did not win the award, to be a nominee, and to be recognised for their work promoting women and diversity and inclusion on public sector boards, reflects the calibre of the work of the group.

The 50 Percent Group is now looking at its next steps. Preliminary data shows that 50 percent representation for women on state sector boards and committees has already been achieved and this will be verified by the Ministry's stocktake at the end of 2020 (for release in 2021). The Government's target was for this to be achieved by 2021.

*Tracking log item: n/a*

### Governance Essentials Training course in Auckland

On 11 November 2020, in partnership with Office of Ethnic Communities, Ministry for Pacific Peoples, and Office for Disability Issues, the Ministry offered a Governance Essentials training course in Auckland, at the Ministry for Pacific Peoples' office in Manukau. This is the first time the Ministry and these agencies have worked collaboratively to deliver training to increase the number of diverse database members with governance training and skills.

The Ministry provided a place on the course to five people from its Nominations database, with other agencies also having five places each for their members. The course, which was free to the 20 participants, provided an introduction to governance principles, advice on building a governance CV and cover letter, and an overview of public sector governance. Participants were asked to evaluate the workshop, seeking feedback on the effectiveness and impact of the training.

Additional workshops are planned for Wellington on 18 November 2020, and in Christchurch on 25 November 2020.

*Tracking log item: n/a*

### Families Package evaluation and monitoring

On 9 November 2020, an official from the Ministry attended a meeting on progress on the evaluation and monitoring of recent changes to the Government's Families Package. The agencies involved in this work include the Ministry of Social Development, Ministry of Business, Innovation and Employment, the Department of Prime Minister and Cabinet, Oranga Tamariki, and The Treasury. The most significant changes to the package of initiatives over the last 10 years have included:

- the extension of paid parental leave
- the introduction of Best Start, a payment of \$60 per week for families supporting a newborn baby
- increases to the accommodation supplement
- the introduction of the Winter Energy Payment and its extension

The Ministry is particularly interested in how these changes have had an impact on sole parents and low-income families.

*Tracking log item: n/a*

### Social Wellbeing

On 10 November 2020, an official from the Ministry attended a meeting of the Social Wellbeing General Managers. This group supports the Social Wellbeing Board of social sector chief executives. These meetings allow the Ministry to provide a gendered perspective into the work of the group as well as to keep up to date with new initiatives that may impact women. The group considered a draft Oranga Tamariki Action Plan, being a statutory accountability mechanism which requires chief executives of children's agencies (Oranga Tamariki, Ministry of Social Development, New Zealand Police, and the Ministries of Education, Health, and Justice) to set out how they will work together to improve the wellbeing of the core populations of interest to Oranga Tamariki.

The Action Plan sits under the Government's Child and Youth Wellbeing Strategy, which was released in August 2019. Other agencies that support this work include the Department of Corrections, Te Puni Kōkiri, ACC and the Ministries for Youth Development and Housing and Urban Development.

*Tracking log item: n/a*

**All women and girls are financially secure and can fully participate and thrive**

Pay equity update

The Equal Pay Amendment Act 2020 came into effect on Saturday, 7 November 2020. While some material has been published on the Ministry of Business, Innovation and Employment (MBIE) website, we are continuing to work with MBIE on a guide to good practice, as well as engagement with unions, businesses, and other stakeholders such as women's groups and Community Law.

*Tracking log item: n/a*

Gender Pay Taskforce | Te Rōpū Whakarite Utu Ira Tangata update

*(content shared from the Taskforce)*

*Pay equity claims in education*

A large number of pay equity claims were raised in the education sector on 6 November 2020 as the amendments to the Equal Pay Act 1972 (the Act) came into force. The Taskforce is currently working with the Ministry of Education to determine which claims may be consolidated and who the affected employers are for each claim. The claims are:

- Service Managers (NZEI)
- Education Advisors (NZEI)
- Therapists (NZEI)
- School Librarians (NZEI)
- Science Technicians (NZEI)
- Early Childhood Education (ECE) Teachers (NZEI) (this claim extends an existing NZEI claim covering ECE teachers employed by Barnardos, Salvation Army, and employees under the Early Childhood Education Collective Agreement)
- Psychologists (NZEI)
- Psychologists (APEX)

These join the two current claims which are both in the assessment phase; administration and support staff in schools and kaiārahi i te reo in schools.

*Public Sector Administrative and Clerical Work claim (PSA) and Customer Service Officers claim (PSA)*

9(2)(f)(iv)

[Redacted content]

Tracking log item: n/a

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

### Gender-based violence

On 2 November 2020, an official from the Ministry met with Kaarin Gaukrodger, a member of the United Nations Women New Zealand Board and participant in its upcoming 16 Days of Activism campaign against gender-based violence. In following up from this meeting, the Ministry has connected Ms Gaukrodger to staff from the Joint Venture on Family Violence and Sexual Violence so they can discuss the campaign.

The 16 Days of Activism against gender-based violence is an annual international campaign that starts on 25 November 2020, the International Day for the Elimination of Violence against Women, and will run until 10 December 2020, Human Rights Day. The campaign is focused on the prevention and elimination of violence against women and girls, and calls for global action to increase awareness, galvanise advocacy efforts, and share knowledge and innovations.

*Tracking log item: n/a*



## **System leadership, impact, and reputation**

### International

#### *Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)*

New Zealand is required to report every four years on our progress towards meeting obligations under CEDAW. Following the 2018 report, the Government was provided with a list of priority issues to provide an interim report on in 2020.

The interim report, submitted in September 2020, covered the resourcing of the Human Rights Commission and its ability to receive and process complaints from migrants, reducing gender based violence, decriminalisation of abortion, and reviewing the Family Court.

Although New Zealand's interim report was submitted on time, it will not be assessed until February 2021 due to the impacts of COVID-19 on the United Nations office in Geneva.

*Tracking log item: n/a*

#### *Asia-Pacific Economic Cooperation (APEC)*

This week, we received a near-final draft of the all-of-government priorities for APEC 2021. These are:

1. promoting economic and trade policies that strengthen recovery, including urgent monetary and fiscal responses, an enhanced structural reform agenda, and an improved trade and investment environment;
2. ensuring the long-term resilience of the region's recovery by creating the policy foundations for inclusive and sustainable growth; and
3. pursuing innovation and a digitally enabled recovery by accelerating APEC's work in support of the digital economy.

Priority 2 will support the work the Ministry is doing with the Policy Partnership on Women and the Economy, ensuring that policy outcomes from APEC meet the needs of women and girls across the region.

Cabinet has not yet agreed the priorities for New Zealand's host year. A Cabinet paper is currently being finalised by the Ministry of Foreign Affairs and Trade; and we will provide you with any further information to support discussion of APEC at Cabinet, in due course.

*Tracking log item: n/a*

## **Part 2: Operational matters**

### Presentation of Annual Report 2020

The Ministry's Annual Report 2020 is ready to be presented to Parliament. We have prepared a letter for your office to send to the Leader of the House, along with two copies of the Annual Report, in preparation for the opening of Parliament on 25 November 2020. The Leader of the House's office will then authorise the Bills Office to present the report. Once the Annual Report is presented, it will be published on the Ministry's website and on Parliament's website (as papers presented to Parliament).

*Tracking log item: MW 20-21 0076*

**Part 3: Policy advice (in progress)**

Type	Subject	Log number	Due date
Memo	Distribution of grants from the COVID-19 Community Fund	MW 20-21 0074	13 November 2020
Joint briefing (Taskforce)	Taskforce introductory briefing to Minister Tinetti	MW 20-21 0085	16 November 2020
Briefing	Ministry Q1 report – July to September 2020	MW 20-21 0073	18 November 2020
Briefing	COVID-19 and women: an overview	MW 20-21 0089	18 November 2020
Other	Briefing to the Incoming Minister (BIM) – proactive release	MW 20-21 0088	23 November 2020

**Part 4: Event and meeting briefings (in progress)**

Type	Subject	Log number	Due date
Event briefing	Rural Women New Zealand AGM	MW 20-21 0087	17 November 2020

**Part 5: Ministerial correspondence (in progress)**

Subject	Log number	Due date
Ministry Annual Report 2020 – to Leader of the House	MW 20-21 0076	17 November 2020
Congratulations on Ministerial appointment	MW 20-21 0086	24 November 2020

**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)
<b>Written Parliamentary Questions</b>			
Nil			
<b>Ministerial OIAs</b>			
Nil			
<b>Ministry OIAs</b>			
9(2)(a) [REDACTED] Sensitive expenditure	MW-OIA 20-21 0008	23 November 2020	30 November 2020
9(2)(a) [REDACTED] – Briefing to Incoming Minister	MW-OIA 20-21 0009	27 November 2020	4 December 2020

**Part 7: Cabinet papers consulted on**

Committee/Date	Title of paper	Department	Comments
Nil			

**Part 8: Publications and events in the next six months**

Publication/event	Date	Agency lead
Nil		

**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: 14/11/2021