

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

As at 29 July 2021

Part 1: Current priority outcome areas

Women's Employment Action Plan (WEAP) update

Over the last week, the Ministry met with the Ministries for Pacific Peoples and Ethnic Communities, Te Kawa Maataho Public Service Commission, and the Tertiary Education Commission, to discuss the development of the action plan. We discussed the scope of the plan, particular issues, and initiatives that are underway or being planned for specific groups of women. This will inform actions for inclusion in the WEAP. We are scheduled to meet with Ministry of Social Development, Ministry for Business, Employment and Innovation, and Te Puni Kōkiri next week.

On 20 July 2021, Bernadette Pereira, National Advisory Council on the Employment of Women (NACEW), hosted a focus group with Pacific women in South Auckland. The group talked about what a skilled workforce would look like for Pacific women, which would acknowledge and include their language, skills, culture, strengths and customs. 'A Pacific skilled workforce builds a workforce that looks like us, celebrates us, celebrates our talents and abilities and appreciates who we are and meets the needs and celebrates Pacific women and their families' was one of the statements from the focus group. Bernadette is arranging a follow-up workshop to discuss these ideas further. Two focus groups are also scheduled with wāhine Māori, in Gisborne on 29 July 2021.

NACEW and its social partners (YWCA, Rural Women NZ, National Council of Women of New Zealand, Māori Women's Welfare League Inc, PACIFICA, and Global Women) are meeting on 3 August 2021 to discuss the WEAP. We will provide you with an update on the outcomes of this workshop. We are working with NACEW members to arrange meetings about the WEAP: Katherine Rich with BusinessNZ, and Erin Polaczuk with the Council of Trade Unions and the Public Service Association.

We are developing draft content for the action plan and will provide you with a draft in early-August.

Tracking log item: n/a

Mana Wāhine Roopū update

(content shared with Minister Jackson)

Claimant funding

The roopū is currently processing claimant expense claims from the third Tūāpapa (contextual) hearing held at Terenga Paraoa Marae in Whangārei, 12–15 July 2021. We recently updated our procedures to further simplify the process for claimants and their representatives.

Tracking log item: n/a

System leadership

The Director of the roopū was interviewed by Dr Tim Crawford (Queen's University Belfast, and a current Winston Churchill Fellow) as part of his research on international practice in Canada and New Zealand to encourage marginalised youth into education. The focus of the interview was the roopū work in lifting outcomes for wāhine Māori.

Tracking log item: n/a

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

Department of Corrections hui

Ministry staff attended a Department of Corrections hui to undertake ‘refreshing’ the Corrections *Wāhine – E Rere Ana Ki Te Pae Hou: Women’s Strategy 2017-2021*. Participants included Corrections staff, a member of Ngati Whatua Runanga, the President of Te Ropu Wāhine Māori Toko I te Ora (Māori Women’s Welfare League Inc), and the Chief Executive, Te Putahitanga o te Waipounamu (the Waipounamu Whanau Ora Commissioning Agency), and two wāhine living in their communities on parole.

This discussion aligned with the Ministry’s focus on increasing women’s social and economic wellbeing, and supporting the economic independence of women who are detached from the labour market, for whatever reason.

Key outcomes for the day were: refining the scope of the work being undertaken to develop a wāhine Māori strategy; the need for a strategy to take a cross-sector, cross-agency, and all of government approach when considering how best to support wāhine Māori who enter the justice system; that attention must be given to the high-level of wāhine Māori on remand who cannot access any support systems while in prison; the need for Corrections to provide a clear and demonstrated commitment to upskill staff; and the acknowledgement that, support for wāhine Māori will positively support all women in the Correction system.

Another hui to finalise the strategy document will be held in late August and will take into account the current consultations being conducted with Corrections staff and wāhine in prison.

Tracking log item: n/a

Gender Pay Taskforce | Te Rōpū Whakarite Utu Ira Tangata update

(content shared from the Taskforce)

Pay Equity Education Resources

The Taskforce is creating a suite of short, accessible videos to inform and educate people about what Pay Equity is and the Pay Equity process. We are progressing with the production of the first four videos which the Taskforce will start filming later this week. The topics include “What is Pay Equity?”, “Being interviewed as part of a Pay Equity claim”, “Conducting an interview”, “What it means to be a comparator”.

We are working with CTU affiliates to ensure the video content will be valuable. The videos will be available mid-September on the Te Kawa Mataaho website and will be used in Pay Equity claim training sessions across the Public Sector.

The new pay equity work assessment tool is near completion and is entering its design phase. The tool, consisting of a questionnaire and a factor plan, has undergone a complete overhaul for use in a modern Aotearoa New Zealand including to enable assessment of the cultural competencies required for specific work. Completed with union and agencies, the new tool will be translated into te reo Māori and will be relaunched with a new name in the next few months. The tool will be available on the Te Kawa Mataaho website and will be promoted across the Public and Private sectors.

PSA Collaboration

The Taskforce will be meeting with PSA leadership this week (week of 29 July 2021) to determine how we can better collaborate specifically on the pay gap for wāhine Māori and women of other ethnic minority groups.

Taskforce Cabinet papers being considered at GOV in August and September

Agency feedback has been received on the Taskforce Pay Equity Centre of Excellence Cabinet paper. This paper seeks an out of cycle contingency of \$3M to accelerate the operational delivery of pay equity. This includes the establishment of a new pay equity centre of excellence in the Public Service, which will be located at Te Kawa Mataaho the Public Service Commission. This Cabinet paper is to be considered at the Cabinet Government Administration and Expenditure Review Committee (GOV) on 12 August 2021.

The Taskforce Cabinet paper on Pay Equity in the Funded Sector is to be considered at GOV on 2 September 2021. This Cabinet paper seeks agreement to amend the current Framework for oversight and support of pay equity claims in the funded sector. These amendments aim to mitigate or eliminate barriers faced by the funded sector to the timely and efficient resolution of pay equity claims. This paper is currently out for agency consultation.

DHB Nurses pay equity claim

s 9(2)(j)

[REDACTED]

Tracking log item: n/a

System leadership, impact, and reputation

System leadership

Long-term insights briefing

Manatū Wāhine Ministry for Women recently partnered with a sub-group of Education, Employment and Training (EET) agencies on a long-term insights briefing. The sub-group was comprised of the Ministry for Business, Innovation and Employment (MBIE), Ministry of Social Development (MSD) and Ministry of Education (MoE).

These briefings are a new requirement for government departments under Schedule 6 of the Public Service Act 2020. Their primary purpose is to enhance public debate on long-term issues and contribute to future decision-making. This includes making information publicly available about medium-to-long term trends, risks and opportunities that may affect New Zealand in the future. The briefings must be independent of Ministers, with a focus on the future, rather than on current government policy or priorities.

The joint briefing with MBIE, MSD, and MoE will have a focus on those aged 16–24 who are at risk of cycling in and out of low-level tertiary education and/or low-paid part-time or casual work. Manatū Wāhine will contribute a gendered perspective to this work, ensuring that there is a strong focus on women in this group.

Consultation has opened on the proposed topic for the briefing. The Ministry has reached out to key stakeholder groups such as the International Women's Caucus and has also promoted the consultation through all of its social media channels. We will provide a briefing on the progress on the long-term insights briefing in the coming weeks.

Looking ahead, the group will publicly consult on the draft report in early 2022, before it is finalised and provided to the House of Representatives in mid-2022.

Tracking log item: n/a

Part 2: Operational matters

No update this week.

PROACTIVE RELEASE

Part 3: Policy advice (in progress)

Type	Subject	Log number	Due date
Memo (joint with TPK)	Mana Wāhine Kaupapa Inquiry – tūāpapa hearing three (12–16 July 2021)	MW 21-22 0010 (TPK 43558)	29 July 2021
Ministerial meeting	Meeting with Minister Davidson, 12 August 2021	MW 21-22 0003	3 August 2021
Briefing	Victoria State Government Family Violence Initiatives – Indigenous Responses	MW 21-22 0006	4 August 2021
Briefing (Taskforce (joint))	Taskforce Joint Report – Gender Pay Gap Action Plan Progress Report – July 2021	MW 21-22 0009	4 August 2021
Email response	Household Labour Force Survey (HLFS) results – June 2021 quarter	MW 21-22 0020	4 August 2021
Briefing	Statement of Intent (SOI) options	MW 21-22 0024	4 August 2021
Briefing	Options paper outlining options regarding gender budgeting	MW 20-21 0331	5 August 2021
Briefing	Release of Gender Pay Gap 2021	MW 21-22 0033	5 August 2021
Briefing	Manatū Wāhine Ministry for Women – Quarter 4 report – 1 April to 30 June 2021	MW 21-22 0038	5 August 2021
Survey	Ministerial Satisfaction Survey – Quarter 4 – 1 April to 30 June 2021	MW 21-22 0039	5 August 2021
Briefing	Ministerial certification of contingent liabilities and assets for Ministry for Women as at 30 June 2021	MW 21-22 0018	9 August 2021
Briefing	Suffrage Day events	MW 21-22 0040	9 August 2021
Ministerial meeting	Employment, Education and Training (EET) Ministers' meeting, 12 August 2021	MW 21-22 0023-1	10 August 2021
Memo	New Zealand Income Survey results – June 2021	MW 21-22 0021	11 August 2021
Memo	Comparative Australia–New Zealand table on family violence and sexual violence strategies	MW 21-22 0026	18 August 2021
Briefing	Key messages re parental leave and gender norms	MW 21-22 0025	25 August 2021

Part 4: Event and meeting briefings (in progress)

Type	Subject	Log number	Due date
Stakeholder meeting	Meeting with Champions for Change, 11 August 2021	MW 21-22 0015	5 August 2021
Event briefing	Girls' Brigade New Zealand Conference	MW 20-21 0333	5 August 2021
Stakeholder meeting	Meeting with Belong Aotearoa, 16 August 2021	MW 21-22 0032	10 August 2021
Stakeholder meeting	Visit to Warkworth Women's Centre, 18 August 2021	MW 21-22 0007	11 August 2021
Minister's meeting	Meeting with Minister Wood, 24 August 2021 – Parental Leave	MW 21-22 0037	19 August 2021
Event briefing	Business and Professional Women Suffrage Day Women's Multicultural Celebration Lunch, 18 September 2021	MW 21-22 0035	9 September 2021
Event briefing	National Council of Women of New Zealand – 125th birthday celebration, 20 September 2021	MW 21-22 0036	15 September 2021

Part 5: Ministerial correspondence (in progress)

Subject	Log number	Due date
Gender-blind policy on family and sexual violence	MW 21-22 0034	4 August 2021

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			
s 9(2)(a) [REDACTED] – CEDAW research – Bringing Gender In tool, government policies and Cabinet papers	MW-OIA 21-22 0003	4 August 2021	11 August 2021
s 9(2)(a) [REDACTED] RNZ – Staff surveys – morale, job safety, security, bullying and harassment and similar	MW-OIA 21-22 0004	6 August 2021	13 August 2021

Part 7: Cabinet papers consulted on

Cabinet meeting/ Date/Department	Title of paper
Social Wellbeing Committee (SWC) Date tbc Ministry of Social Development	New Zealand's accession to the United Nations Optional Protocol to the Convention on the Rights of the Child on a Communications Procedure (OPCP)
Economic Development Committee (DEV) Date tbc Ministry of Health	Progressing the In-between Travel Settlement for Home and Community Support Workers
Legislation Committee (LEG) Introduction of Bill in December 2021 Ministry of Education	Education and Training Amendment Bill
Government Administration and Expenditure Review Committee (GOV) and Cabinet Date tbc Te Kawa Maataho Public Service Commission	Pay Equity Centre of Excellence
Social Wellbeing Committee 4 August 2021 Ministry of Social Development	Welfare Overhaul Cabinet Paper – Work Programme Update 2021
Social Wellbeing Committee Date tbc Manatū Taonga Ministry for Culture and Heritage	Commemorations Cabinet paper

s 9(2)(g)(i)

Part 8: Publications and events in the next six months

Publication/event	Date	Agency lead
Annual Report for year ended 30 June 2021 – draft for consultation	1 September 2021	Manatū Wāhine Ministry for Women
Suffrage Day celebration (to be confirmed)	September 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.



Kellie Coombes
Secretary for Women

Hon Jan Tinetti
Minister for Women

Date: