

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

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**As at 19 August 2021**

## **Move to COVID-19 alert level 4**

The move to COVID-19 alert level 4 has meant that all Ministry staff are working from home. This transition has been smooth with all staff having laptops and remote access to all Ministry systems. The Ministry leadership team is focused on ensuring the wellbeing and health and safety of our people during lockdown, especially in their roles within their wider whānau. We will also be engaging regularly with our PSA delegates. The experiences from last year's alert level 4 lockdown showed that the Ministry was able to continue to deliver on all our key performance outcomes and deliverables, and that our staff were agile in their work practices.

As the circumstances evolve over the coming days, we will work with our stakeholders on any changes to events or activities that you and the Ministry are involved in, and advise you accordingly. We will keep in touch with stakeholders to monitor any particular impacts for women from this change in alert levels.

*Tracking log item: n/a*

## **Current priority outcome areas**

### **Women's Employment Action Plan (WEAP) update**

We are incorporating comments from the Employment, Education and Training (EET) Deputy Chief Executives and Chief Executives into the WEAP. We are incorporating more on improving outcomes for women in education and employment in the front section of the plan, developing the sections on each of the groups of women who are marginalised in the labour market (wāhine Māori, Pacific women, ethnic and culturally diverse women, older and young women, and mothers - in particular sole mothers). We are also working on further developing the draft action plan. The draft plan will go back to the EET DCEs next week and CEs on 7 September 2021. A final draft of the WEAP will be provided to you by 9 September 2021.

#### *Stakeholder engagement*

- Officials met with the Ministry of Business, Innovation and Employment (MBIE) innovation team this week to learn about female-headed start-ups.
- Because of COVID-19 alert level 4 restrictions, this week's consultation with groups in Northland and Whangārei has been cancelled. We will reschedule this for a later date.
- Ministry officials have a meeting with Teresa Tepania-Ashton, CEO, Māori Women's Development Inc on 23 August 2021 to talk about microfinancing wāhine-Māori-led businesses.
- You are joining the NACEW meeting on 8 September 2021, and a discussion on the WEAP is on its agenda.
- We are arranging a meeting for officials with Traci Houpapa (Chair, NACEW); Prue Kapua, Māori Women's Welfare League (MWWL); and Alofa Lale and Bernadette Pereira, P.A.C.I.F.I.C.A.

*Tracking log item: n/a*

### **COVID-19 work programme**

#### **Second Cabinet paper on 'Building resilience for women'**

To meet the recommendations in the Cabinet paper, *Building Resilience for Women - COVID-19 and Beyond* [CAB-21-MIN-0113], we are progressing work with officials from Ministries of Health, Education, Housing, and the Joint Venture, to complete reports on the social impact of COVID-19 on women, and on actions taken by these agencies to address this. This information will be included in the October Cabinet paper.

We will provide you with a copy of the draft Cabinet paper for consideration and a timeline for ministerial consultation by 29 September 2021. The paper is intended to go to the Social Wellbeing Cabinet Committee on 27 October 2021.

*Tracking log item: n/a*

## **Mana Wāhine Roopū update**

### **Joint Research Committee (JRC)**

*(content shared with Minister Jackson)*

The Roopū Director will attend the next meeting of the JRC on 23 August 2021 to progress finalisation of guidelines for commissioning researchers and of the related project briefs JRC members are drafting.

*Tracking log item: n/a*

### **Other news**

Last weekend, the Indigenous Nurses Aotearoa conference was held in Wellington. Over 500 Māori nurses attended, including key claimants in the Mana Wāhine and Health kaupapa inquiries. Pay inequity between nurses working for Māori health providers and nurses who work for district health boards was raised, together with a call for more funding for Māori health providers, and the need to continue to break down barriers for whānau, hapū, and iwi to access health care. JRC Chair, Ripeka Evans, was a keynote speaker focusing on increasing the numbers of wāhine and tāne Māori nurses.

The conference received some media coverage and illustrates the connectedness across kaupapa inquiries and the profile key claimants have.

*Tracking log item: n/a*

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

### **National Action Plan for Women**

We are preparing advice, to come to you on 1 September 2021, about a recommendation on the possibility of a National Action Plan for Women. We will liaise with your office to follow this up with an in-person discussion with you, ahead of feeding into the Cabinet paper due in October.

*Tracking log item: MW 21-22 0067*

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

### **2021 national gender pay gap**

The official gender pay gap in the June 2021 quarter was 9.1 percent. This measure is based on the difference between median hourly wage and salary earnings for men and women. Median hourly earnings for women rose by \$0.80 (to \$26.37), while earnings for men increased by \$0.74 (to \$29.00). The new gender pay gap equals the figure recorded in June 2012, which was the lowest gap recorded since the series began.

*Tracking log item: MW 21-22 0065*

Employment statistics for disabled people

Employment statistics for disabled people aged 15-64 in the June 2021 quarter showed that the unemployment rate for working-aged disabled people was 9.6 percent, compared with 4.0 percent for non-disabled people of the same age. The unemployment rate for disabled women is 8.2 percent, and the rate for disabled men is 10.8 percent.

A high sampling error means that we consider the rates for men and women as roughly comparable, however, both rates are well above those for non-disabled New Zealanders, and indicate that disabled New Zealanders have more difficulty finding work. Manatū Wāhine has requested income data from Stats NZ to enable us to provide advice on gender pay gaps for disabled women.

*Tracking log item: MW 21-22 0065*

Gender Pay Taskforce | Te Rōpū Whakarite Utu Ira Tangata update

*(content shared from the Taskforce)*

*Pay Equity in the Funded Sector*

The Cabinet paper seeking amendments to the Framework for Oversight and Support of Pay Equity Claims in the Funded Sector [CAB 20-MIN-0366 refers] has been deferred to the GOV meeting on 23 September 2021. Additional background to the paper is being considered to provide more context for Cabinet. We are also considering including the Minister of Finance as a co-sponsor of the paper.

*Pay Equity Centre of Excellence*

The CBC met on 17 August 2021 to discuss the Cabinet paper proposing the establishment of a pay equity centre of excellence and seeking agreement to a Between Budget Contingency of \$3m in this current financial year and a pre-commitment against the Budget 2022 operating allowance for \$3m in both the 2022/23 and 2023/24 financial years. The recommendations were agreed.

*DHB Nurses pay equity claim*

s 9(2)(j)


*Introducing Te Orowaru*

The name of the new Pay Equity Work Assessment tool is Te Orowaru. Te Orowaru refers to the sound of rippling water. These ripples carry the message of change: change for the system, change for our communities and for whānau. This is our aspiration for how the new work assessment tool will enable lasting change and equity for women.

*Launch of Te Orowaru and announcement of the Pay Equity Centre of Excellence*

We will be launching Te Orowaru and announcing the Pay Equity Centre of Excellence on Wednesday 8 September from 3.30pm – 5.30pm. We are in the final stages of securing a location and formal invitations will be sent out on Thursday 19 August.

You have indicated that you would like to host and speak at the event.

*Tracking log item: Event briefing from the Gender Pay Taskforce*

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

### **National Strategy on Family Violence and Sexual Violence**

Officials are continuing to support the Joint Venture on Family Violence and Sexual Violence to develop the National Strategy. It is important that the Strategy speaks to a full range of audiences, including women, and that they can see themselves in the Strategy. We will provide you with talking points, should you require these, for next week's meeting with the Family Violence and Sexual Violence Ministers.

*Tracking log item: n/a*

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

### **International – APEC update**

The Ministry's APEC team hosted the first of three Policy Partnership on Women and the Economy (PPWE) sessions on Tuesday (17 August 2021), chaired by Renee Graham. A key outcome of the session was strong progress on the drafting of the Women and the Economy Forum (WEF) statement. We judge that we are close to reaching consensus on some of the more contested wording, well in advance of the WEF in September. Julia Torreblanca, Chair of the APEC Business Advisory Council's Inclusion Working Group, delivered opening remarks stressing the importance of an inclusive recovery from COVID-19. Sessions two and three will take place on Thursday and Saturday (19 and 21 August 2021) and will be attended by the Chair and the New Zealand delegation virtually unless alert levels change.

Preparations for the WEF are progressing well, with much of the media and communications arrangements being finalised in the coming weeks. Next week, we are scheduled to pre-record the tikanga component of the meeting with the assistance of Kura Moeahu of Te Atiawa.

*Tracking log item: n/a*

### **System leadership – Long-term insights briefing**

The Employment, Education and Training LTIB working group is continuing to clarify the scope of the long-term insights briefing. We are also working to confirm what each agency's contribution will be to the content of this briefing. We will brief you on the outcomes of these discussions once decisions have been finalised."

*Tracking log item: n/a*

**Policy advice (in progress)**

| Type                       | Subject  | Log number                | Due date         |
|----------------------------|--|---------------------------|------------------|
| Memo                       | Comparative Australia–New Zealand table on family violence and sexual violence strategies                              | MW 21-22 0026             | 19 August 2021   |
| Email response             | Interview with The Nation, 28 August 2021  | MW 21-22 0064             | 20 August 2021   |
| Briefing                   | Key messages re parental leave and gender norms  | MW 21-22 0025             | 25 August 2021   |
| Briefing and Cabinet paper | Next steps to enhance gender, Māori, Pacific and ethnic diversity on public sector boards and committees – draft paper | MW 21-22 0056             | 30 August 2021   |
| Memo                       | Release of the publication – Mana Wāhine: A history of Te Ohu Whakatupu  | MW 21-22 0061             | 31 August 2021   |
| Briefing                   | Advice on National Action Plan for Women   | MW 21-22 0067             | 1 September 2021 |
| Briefing                   | Manatū Wāhine Ministry for Women Annual Report 2021 – draft  | MW 21-22 0031             | 1 September 2021 |
| Memo                       | NACEW Zoom meeting, 8 September 2021   | MW 21-22 0047             | 2 September 2021 |
| Briefing                   | Manatū Wāhine Ministry for Women Statement of Intent 2021–2025 – draft   | MW 21-22 0057             | 8 September 2021 |
| Memo (joint with TPK)      | Mana Wāhine Kaupapa Inquiry tūāpapa hearings – How are outcomes reflected in current policy thinking                   | MW 21-22 0052 (TPK 43761) | 9 September 2021 |

**Event and meeting briefings (in progress)**

| Type                      | Subject   | Log number    | Due date          |
|---------------------------|---|---------------|-------------------|
| Minister's meeting        | Meeting with Minister Wood, 24 August 2021 – Parental Leave   | MW 21-22 0037 | 19 August 2021    |
| Event briefing and speech | Diversity Works Awards NZ Gala Dinner, 1 September 2021   | MW 21-22 0063 | 26 August 2021    |
| Stakeholder meeting       | Meeting with PSA National Secretaries Kerry Davies and Erin Polaczuk, 7 September 2021                  | MW 21-22 0001 | 1 September 2021  |
| Event briefing            | National Council of Women of New Zealand – 125th birthday celebration, 20 September 2021                | MW 21-22 0043 | 1 September 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 and speech | NZ International Students' Association Future Female Leadership Conference, 18 September 2021           | MW 21-22 0051 | 9 September 2021  |
| Event briefing            | Suffrage Day Parliament Breakfast, 16 September 2021  | MW 21-22 0066 | 9 September 2021  |
| Stakeholder meeting       | Meeting with EEO Commissioner, 20 September 2021  | MW 21-22 0050 | 14 September 2021 |
| Event briefing            | National Council of Women of New Zealand – 125th birthday celebration, 20 September 2021                | MW 21-22 0036 | 15 September 2021 |
| Event briefing and speech | Zonta National Conference, Rotorua, 25 September 2021   | MW 21-22 0049 | 16 September 2021 |
| Event briefing            | Leadership event with Islamic Women's Council New Zealand, 8 October 2021                               | MW 21-22 0055 | 30 September 2021 |

**Ministerial correspondence (in progress)**

| Subject  | Log number    | Due date       |
|--|---------------|----------------|
| Education and Workforce Committee – pay transparency                                 | MW 21-22 0048 | 25 August 2021 |
| International Women's Caucus   | MW 21-22 0059 | 26 August 2021 |
| APEC Business Advisory Council (ABAC) – Recommendations for the empowerment of women | MW 21-22 0060 | 26 August 2021 |
| The Southern Initiative (TSI) Report 'What about the Menz'                           | MW 21-22 0046 | 31 August 2021 |



**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>                   |            |                        |                         |
| Nil                                    |            |                        |                         |

**Cabinet papers consulted on**

| Cabinet meeting/ Date/Department   | Title of paper                   |              |
|--|----------------------------------|--------------|
| Economic and Development Committee (DEV)<br>22 September 2021<br>Ministry of Foreign Affairs and Trade | NZ-EU FTA (Free Trade Agreement) | s 9(2)(g)(i) |

## 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 |
| Launch of the new Pay Equity work assessment tool, National Library | 8 September 2021  | Gender Pay Taskforce             |
| Suffrage Day breakfast, Parliament                                  | 16 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: 19/08/2021