

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

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**As at 26 August 2021**

## **Current priority outcome areas**

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

We have sent a revised draft of the WEAP for discussion at the Employment, Education and Training (EET) Deputy Chief Executives (DCEs) meeting scheduled for Friday 27 August. This Plan has been updated to reflect the feedback of Chief Executives and DCEs, and includes:

- a revised front section
- draft infographic on wāhine Māori and Pacific women's employment (note: we are drafting infographics for older and younger women, sole mothers, and women with disabilities)
- an analysis of employment actions for women across the other six action plans
- the cross-cutting actions that impact on all seven action plans
- a draft action plan with high-level themes and actions to support women into training and employment.

As noted in the memo on recommendations for the October Cabinet paper (refer MW21-22 0069), we are recommending that targeted engagement on the draft actions be led by the National Advisory Council on the Employment of Women (NACEW), together with its partner agencies (Māori Women's Welfare League, P.A.C.I.F.I.C.A., National Council of Women of New Zealand, Rural Women, NZYWCA, Global Women and Māori Women Development Inc.), with support from Manatū Wāhine.

Engagement will run from October 2021 to February 2022. Once targeted engagement has been completed, a final Women's Employment Action Plan will be presented for Cabinet consideration in March 2022.

We are continuing to prioritise targeted engagement with women who experience poor labour market outcomes, including wāhine Māori, Pacific women and other marginalised groups in the labour market. We met with five key Māori and Pacific women leaders on 25 August to progress this work: Prue Kapua, National President, and Denise Ewe, Māori Women's Welfare League; Alofa Lale, President, P.A.C.I.F.I.C.A.; Bernadette Pereira, NACEW and former President P.A.C.I.F.I.C.A., and Traci Houpapa, chair NACEW and Federation of Māori Authorities.

We are also providing you with talking points on 2 September 2021 for your meeting with NACEW on 8 September from 11.15am to 11.45am (by Zoom) to discuss the WEAP.

*Tracking log item: MW 21-22 0047*

## **Mana Wāhine Roopū update**

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

*(content shared with Minister Jackson)*

The Roopū Director attended a JRC meeting on 23 August 2021 to progress the finalisation of guidelines for commissioning researchers and the related draft project briefs JRC members are drafting. The JRC agreed to the Director starting discussions with a recommended wāhine Māori academic to moderate the draft briefs before they go out for tender.

During the JRC meeting, Chair Ripeka Evans welcomed Dr Sharon Gemmell MNZM as a new claimant representative (following the resignation of Khylee Quince). Dr Gemmell holds a Doctorate in Indigenous Development and Advancement, a Masters (Hons) in Māori Studies from Te Whare Wananga O Awanuiārangi, and a Masters in Education from Victoria University. In 2018 she was awarded the New Zealand Order of Merit (MNZM) for her services to education and Māori. Dr Gemmell has been a Director of Blenheim-based Koru Institute Training and Education for nearly twenty years.

*Tracking log item: n/a*

### **Takapou Whāriki process – next steps**

The Waitangi Tribunal is drafting a 'reflections paper' on this alternative process (allowing wāhine to record their stories through a videographer) that was trialled in Whangārei at the same time as the 3rd tūāpapa hearing. Once this paper is available, the JRC will convene to consider further options for the takapou whāriki process for discussion by the claimant community at a wānanga, to be held before the 4th tūāpapa hearing in Whakatāne on 22–26 November.

*Tracking log item: n/a*

### **Tūāpapa hearings**

During the JRC meeting on 23 August 2021, the Waitangi Tribunal representative advised that the Mana Wāhine Kaupapa Inquiry panel and Tribunal staff are considering the impact of COVID-19 restrictions on future hearings. The key message, at this time, is that the Tribunal would be reluctant to postpone hearings because of the flow-on impact on other scheduled hearing weeks. Instead, the Tribunal would likely consider an online hearing process. We will keep you informed as further information becomes available, noting your possible attendance at the November hearing.

*Tracking log item: n/a*

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

National Strategy on Family Violence and Sexual Violence

The Joint Venture Business Unit (JVBU) asked agencies to send in their final comments on the Family Violence and Sexual Violence Strategy this week. We have asked that the Mana Wāhine Kaupapa Inquiry is referenced in the Strategy, given family violence and sexual violence are key themes from some of the claims submitted by wāhine Māori and there is a need for coordination across the Crown agencies on this topic. As agreed in a meeting with Fiona Ross, Director JVBU, on 6 August 2021, we have provided the JVBU with a gender analysis across the nine engagement cohort write-ups.

*Tracking log item: n/a*

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

### International

#### *Policy Partnership on Women and the Economy meetings*

The second suite of APEC Policy Partnership on Women and the Economy (PPWE) meetings was held over three sessions on 17, 19 and 21 August 2021. This marked the end of New Zealand's APEC PPWE hosting responsibilities at officials' level, with Thailand taking over as hosts for 2022. Renee Graham is staying on as the PPWE chair throughout 2022, for the remainder of her two-year term.

Most of session 2 (19 August 2021) was a dedicated policy discussion, with four panellists and three break-out discussion groups facilitated by panellists. Theresa Gattung participated as a panellist in this session. The theme of this panel discussion was *Women-led businesses at the centre of digitally inclusive economies*. Throughout the session, the PPWE chair encouraged participants and panellists to think deeply about the following themes:

- supporting women-led businesses at every stage
- supporting the digitalisation journey for these businesses, especially where need technology to adapt to COVID-19.

Discussions were timely and insightful, and provided the opportunity for women business leaders to share best practice, challenges and ideas for economies to implement long after the sessions had ended. In break-out groups, economies established what the key barriers and enablers are to support women-led businesses and also contribute to broader objectives on economic growth and wellbeing.

It was clear COVID-19 has affected women in business disproportionately, most economies referenced balancing paid work and unpaid caring responsibilities as one of the key barriers to supporting women in business. Digital technology and the establishment of strong networks and mentors were noted as key enablers (noting though that access to digital technology was a barrier).

Economies were very complimentary of New Zealand as hosts this year, particularly continuing to host the last two sessions under COVID-19 alert level 4.

*Tracking log item: n/a*

#### *Women and the Economy Forum (WEF) Statement and update*

The WEF statement was largely finalised during a productive discussion in session 1 (17 August 2021) of the second suite of PPWE meetings. We are currently working through a final version based on some final feedback and will circulate this to economies as soon as possible. We expect this will be the version that is endorsed at the WEF.

The key content of the statement remains as we have previously signalled, with a strong emphasis on gender-responsive approaches to the recovery from the pandemic. Other key areas highlighted in the statement include the share of unpaid care work carried out by women and girls, gender-based violence, and the need to prepare women and girls for the future workforce through appropriate education, skills and training.

We will share the statement with you once it is finalised, along with a wider briefing on the WEF.

*Tracking log item: n/a*

*Outcomes from your meeting with Minister Monsef (Canada) of 26 August 2021.*

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*Tracking log item: MW 21-22 0074*

### System Leadership

#### *Department of Corrections Strategy - Hōkai Rangī*

As part of the Ministry's ongoing participation in the refresh of the Corrections' Wāhine – E Rere Ana Ki Te Pae Hou: Women's Strategy 2017–2021 (Women's Strategy) and the implementation of the Corrections overarching organisational strategy Hōkai Rangī, Ministry officials visited He Korowai Trust in Kaitiāia on 17 August 2021.

He Korowai Trust is an independent trust that provides a range of temporary, transitional and long-term housing for tangata whenua and a full range of health and wellbeing services to support 'independent accommodation and living'. The trust has partnered with the Ministry for Social Development, Te Puni Kōkiri, the Ministry for Housing and Urban Development, the Ministry of Justice, and Foundation North to fulfil the Trust's mission to "develop tino rangatiratanga" in their community.

The Trust sees its housing and other social programmes as a natural connection point to Hōkai Rangī, and has supported its General Manager in contributing to the refresh of the Women's Strategy. It provides a next step for wāhine Māori who are returning from prison into the Kaitiāia community. One of the board members is a recent parolee and spoke about using personal experiences of the prison system and returning to the community as the basis for supporting wāhine Māori to reclaim their mana and reconnect with support networks. We will continue to be involved with Corrections' refresh of the Women's Strategy and consider how the Trust's work may link to the development of the Women's Employment Action Plan.

*Tracking log item: n/a*

## **Ministerial Servicing**

### Policy advice in progress

Type	Subject	Log number	Due date
Memo	Summary of meeting with Hon Maryam Monsef, Minister for Women and Gender Equality and Rural Economic Development, 26 August 2021	MW 21-22 0074	27 August 2021
Memo (with Ministerial letter)	Summary of the third International Women's Caucus meeting, 10 August 2021	MW 21-22 0059	30 August 2021
Briefing	Advice on a National Action Plan for Women	MW 21-22 0067	1 September 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	2 September 2021
Briefing	Key messages re parental leave and gender norms	MW 21-22 0025	2 September 2021
Memo	NACEW Zoom meeting, 8 September 2021	MW 21-22 0047	2 September 2021
Briefing	Manatū Wāhine Ministry for Women - Annual Report 2021 - draft	MW 21-22 0031	6 September 2021
Briefing	Manatū Wāhine Ministry for Women – Statement of Intent (SOI) 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
Memo	Release of the publication - Mana Wāhine: A history of Te Ohu Whakatupu	MW 21-22 0061	21 September 2021
Memo (joint with TPK)	Meeting with Minister Jackson, 30 September 2021	MW 21-22 0028 (TPK 43662)	21 September 2021

Event and meeting briefings in progress

These briefings are current but may be adjusted if the events are postponed, cancelled or altered due to the COVID-19 Alert Levels at the time of the event.

Type	Subject	Log number	Due date
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 (PM)	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
The Southern Initiative (TSI) Report 'What about the Menz'	MW 21-22 0046	31 August 2021
APEC Business Advisory Council (ABAC) - Recommendations for the empowerment of women	MW 21-22 0060	6 September 2021



**Cabinet papers consulted on**

Cabinet meeting/ Date/Department	Title of paper
Social Wellbeing Committee (SWC) Date unknown by agency – due to Covid-19 re-prioritisations Ministry of Education	Māori Medium Education

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PROACTIVE RELEASE

## Publications and events in the next six months

Publication/event	Date	Agency lead
Annual Report for year ended 30 June 2021 – draft for consultation	6 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: 29/08/2021