

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

As at 18 November 2021

Current priority outcome areas

Women's Employment Action Plan (WEAP) update

We have sent out the WEAP engagement plan in the NACEW meeting pack for discussion at its meeting. NACEW may provide comments and identify further engagement opportunities when you meet with them at 11.30am, 24 November 2021. The plan includes identifying groups you could meet with in Tauranga, and we will discuss this further with you at the next Officials meetings.

We met with Alofa Lale and Bernadette Pereira on 11 November 2021 about supporting the PACIFICA network to hold discussions on the WEAP, and provided text for inclusion in its newsletter. Bernadette is keen to host further discussions with women in South Auckland, and once we can travel again, has asked officials to go to Auckland and meet with this group of women. We are also meeting with the Pacific Business Trust on Friday to discuss the WEAP. s 9(2)(a)

Theresa Gattung held a second women's entrepreneurship discussion on Tuesday 16 November 2021. s 9(2)(ba)(i)

We have also asked Dellwyn Stuart (YWCA) to arrange a young women's meeting/Zoom to get their ideas on work/future of work, and have a meeting with the CTU Women's Council on Thursday 18 November 2021. The Ministry met with the Future of Work Forum secretariat to gauge interest in the Forum (a tripartite grouping of business, unions and government) discussing the WEAP, and make longer term macroeconomic linkages with the (likely) shorter term action oriented focus of the WEAP. A discussion on the WEAP has been put to the FOW Forum as a suggestion and if agreed, we are likely to have a discussion with the group in early 2022.

Mana Wāhine Roopū update

(content shared with Minister Jackson)

Mana Wāhine Kaupapa Inquiry

The Crown Research Working Group held its first hui on 11 November with a great turn out from data and research specialists from many of our partner agencies. s 9(2)(ba)(i)

An update detailing changes to the 2021 Tūāpapa hearings was posted on 11 November 2021 across all four Manatū Wāhine social platforms. This is the first piece of original content to come specifically from the Joint Roopū, and raises awareness of the Mana Wāhine Kaupapa Inquiry in accordance with current strategic objectives. LinkedIn and Instagram show the most engagement, indicating where our most active audience base is.

Other news

Parihaka descendants commemorate tūpuna resilience

On 5 November 2021 residents of Parihaka commemorated 140 years since 1,600 Crown troops invaded Parihaka seeking to confiscate their lands. Dr Ruakere Hond (who is a member of the Mana Wāhine Kaupapa Inquiry panel and also Parihaka Papakāinga trustee) was interviewed by Radio NZ, noting the importance of the day for future generations and also the practical impact COVID-19 had on the arrangements for the day.

Mana Wāhine Aotearoa brand launch

Mana Wāhine Aotearoa, an online support group for wāhine Māori hosted via Facebook officially launched 13 November 2021. Pitched as an online forum providing a supportive community for wāhine Māori, the group aims to provide opportunities to grow, share, learn and evolve, network and wānanga. Mana Wahine Aotearoa is the rebrand of She Talks NZ, which began in April 2020. The roopū will be monitoring this platform in relation to potential connections with members.

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

s 9(2)(f)(iv)

[Redacted]

Gender Pay Taskforce | Te Rōpū Whakarite Utu Ira Tangata update

DHB Midwives claim - s 9(2)(j)

[Redacted]

s 9(2)(j)

[Redacted]

- [Redacted]
- [Redacted]

[Redacted]

[Redacted]

DHB Nurses claim

s 9(2)(j)

DHB Clerical Administration claim

s 9(2)(j)

Implementation costs for pay equity claims

s 9(2)(j)

Launch of Te Orowaru and Kia Toipoto and release of the 2021 Public Service gender and ethnic pay gaps

On 15 November, you released the 2021 Public Service gender and ethnic pay gaps at the launch of Te Orowaru and Kia Toipoto. The launch generated media coverage from 5 outlets so far which included 1 news at 6pm.

Over 600 people joined the online event to hear from 13 speakers, including yourself and Minister Radhakrishnan, Richard Wagstaff, President of the NZCTU, Janice Panoho Kaihautū, PSA, Tania Te Whenua, Principal, Te Whenua Law and Consulting, Saunoamaali'i Karanina Sumeo, Equal Employment Opportunities Commissioner, Mervin Singham, Chief Executive, Ministry for Ethnic Communities.

Gráinne Moss launched Te Orowaru, which is a revolutionary new tool designed to understand and measure the skills, responsibilities, effort and experience workers bring to their workplaces every day in Aotearoa New Zealand. Te Orowaru was developed in partnership with Te Kawa Mataaho, the New Zealand Council of Trade Unions and agency pay equity practitioners.

Alex Chadwick and Janice Panoho launched Kia Toipoto, which is the new 2021-24 Public Service Pay Gaps Action Plan designed to support departments and Crown entities address workplace

inequalities and close gender, Māori, Pacific and ethnic pay gaps in the workplace. Kia Toipoto was developed in partnership with Te Kawa Mataaho, Te Rūnanga o Ngā Toa Āwhina/ PSA Te Pūkenga Here Tikanga Mahi, the Ministry for Women, Te Puni Kōkiri, the Ministry for Pacific Peoples, the Ministry for Ethnic Communities and employee led networks. Kia Toipoto builds on the successful Public Service Gender Pay Gap Action Plan 2018-20 and aims to accelerate gains for Māori, Pacific and ethnic communities.

We have refreshed the Te Kawa Mataaho [Pay Gap and Pay Equity webpages](#) with Te Orowaru, Kia Toipoto, and videos for people considering being involved in the pay equity interviewing process.

System leadership, impact, and reputation

International

s 6(a)

Pacific Islands Forum Women Leaders' Meeting

The inaugural Pacific Islands Forum Women Leaders' Meeting is scheduled to take place on 12 January 2022. This follows on from the Pacific Women Leaders' Meeting on 15 October 2021, attended by Hon Jenny Salesa MP and Kellie Coombes. s 6(a)

and we will work closely with MFAT on preparation and briefing, including any discussions about attendance. We will keep you informed with any updates.

System leadership

Chief Executive's appearance at the Education and Workforce Select Committee – 24 November

On Wednesday 24 November, Manatū Wāhine Chief Executive, Kellie Coombes will speak to the Education and Workforce Committee on pay transparency. We've been invited to speak to the committee as part of its wider briefing into pay transparency. Committee members are particularly interested to hear about any work that the Ministry has done or is doing around pay transparency and any New Zealand specific contextual information. We will brief the Committee on our pay transparency work and broader work that covers a range of issues concerning women's employment, the gender pay gap and pay equity. We will also emphasise the support we provide to other agencies and the private sector to promote pay transparency.

Officials will attend your meeting with *Mind The Gap* Friday 19 November 2021 and will provide the background brief to your office early next week, under the 'no surprises' approach.

Operational matters

Office move

As at Thursday 25 November 2021 the Ministry will re-locate its premises at Level 6, 20 Ballance St. All Ministry staff will work remotely until Thursday 16 December 2021, when the Ministry moves back into its former premise at Level 9, Qual IT House, 22 The Terrace. The offices at 22 The Terrace have been fully earthquake strengthened since the Ministry left in February 2020.

Ministerial Servicing

Policy advice in progress

Type	Subject	Log number	Due date
Policy briefing	Family Violence Sexual Violence strategy and implementation plan	MW 21-22 0137	29 November 2021
Policy briefing	Co-Lead Minister meeting, 9 December 2021	MW 21-22 0158	7 December 2021

Event and meeting briefings in progress

Type	Subject	Log number	Due date
Event briefing	Stakeholder briefing for meeting with Kim McGregor	MW 21-22 0169	7 December 2021

Ministerial correspondence in progress

Subject	Log number	Due date
Support for Honours Nomination	MW 21-22 0165	23 November 2021
Help for women entrepreneurs	MW 21-22 0170	24 November 2021

Other in progress

Subject	Log number	Due date
Quarter 1 report - 1 July to 30 September 2021	MW 21-22 0144	23 November 2021
Ministerial Satisfaction Survey - Quarter 1 - 1 July to 30 September 2021	MW 21-22 0145	23 November 2021
Budget 2022	MW 21-22 0171	2 December 2021

Publications and events in the next six months

Publication/event	Date	Agency lead
Women of Influence Awards Gala Dinner	10 February 2022	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: 21/11/2021