

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

As at 25 November 2021

PROCESSED FOR RELEASE

Current priority outcome areas

Women's Employment Action Plan (WEAP) update

CTU Women's Council

We met with members of the CTU Women's Council on 18 November 2021, where they identified an initial list of actions that could be included in the WEAP:

- s 9(2)(ba)(i)

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Pacific Business Trust

We met with the Pacific Business Trust on Friday 19 November to discuss the support they provide for Pacific women entrepreneurs. They have agreed to work with us to develop, for publication, an Insights report on the experiences of the women attending their HATCH entrepreneurship programme. We expect planning for this work to take place during December 2021 and January 2022 and be implemented over the first half of 2022.

NACEW members lead on the Plan

We have arranged a meeting on 13 December with the New Zealand Indigenous Women's Business Network (IWBN), which is part of the Australia New Zealand Leadership Forum. The IWBN is co-chaired by Traci Houpapa and Laura Berry (Chief Executive Officer, Supply Nation – Australian leader in supplier diversity), and works collaboratively to advance indigenous economic development and promote the role of indigenous women in business.

Theresa Gattung is organising a third women's entrepreneurship workshop and has invited David McLean to join the group to discuss women's access to mainstream finance. We are also working with Angela McLeod to survey Rural Women NZ members on barriers and actions for employment.

Former Refugees, Recent Migrants, and Ethnic Communities Employment Action Plan

We met with the Ministry for Ethnic Communities Te Tari Mātāwaka on the Former Refugees, Recent Migrants, and Ethnic Communities Employment Action Plan. This plan was discussed at

the EET Ministers' meeting on 18 November and is expected to be presented to the Social Wellbeing Cabinet Committee before Christmas. s 9(2)(g)(i)

Mana Wāhine Roopū update

Mana Wāhine Kaupapa Inquiry

Claimant representatives on the Joint Research Committee have made progress on the moderation process for the six project briefs being drafted. Scheduled for completion at the end of January 2022, these briefs are expected to be ready to tender in the first quarter of 2022. The Joint Rōpū will be contracting wāhine Māori researchers to take this research forward and has completed negotiating the required *Funding Protocol* with claimant counsel.

Deputy Chair of the Joint Research Committee, Dr Kathie Irwin, is reviewing the current Kohanga Reo Diploma, available to kohanga reo teachers, to potentially offer it at Degree level. Dr Irwin estimates 91 percent of the kohanga reo workforce are wāhine Māori. Should Degree status be achieved, this will have a significant impact on the opportunities and career options for this large group of wāhine Māori, their tamariki, and whānau.

Other news

President of the **Māori Women's Welfare League** (key claimants in the Mana Wāhine Kaupapa Inquiry), Prue Kapua, has been appointed to Chair the New Zealand Police Women's Advisory Network. This follows the League's pledge to further cooperate with the Police to support whānau safety in their homes and communities.

CEO of **Māori Women's Development Inc.**, Teresa Tepania-Ashton MNZM, received positive media coverage of her current visit to Dubai to take part in the Te Aratini Festival of Indigenous and Tribal Ideas. This event has provided a platform for indigenous peoples to share knowledge and aspirations as part of the Dubai Expo 2020. Hon Nanaia Mahuta also spoke at Te Aratini – an initiative created by the Iwi Chairs Forum, supported by MFAT and TPK.

The New Zealand Māori Council (claimants in the Mana Wāhine Kaupapa Inquiry) and senior Māori leaders have applied to the Waitangi Tribunal for an urgent inquiry into the Government's pandemic response for Māori. The application alleges the Crown's COVID-19 framework significantly and irreversibly prejudices Māori, and that the 90 percent vaccination target disproportionately exposes Māori to life-threatening risks. The urgency claim is based on the move to the traffic light system and removal of the Auckland border in December.

The Waitangi Tribunal has released its report on *Comprehensive and Progressive Agreement for Trans-Pacific Partnership* (CPTPP) as part of the final stage in this inquiry which began in 2016 into claims concerning the Trans-Pacific Partnership Agreement. The Tribunal concluded that the risks to Māori interests, arising from the e-commerce provisions, are significant and reliance on the exceptions and exclusions to mitigate that risk falls short of the Crown's duty of active protection. As a result, the Tribunal found the Crown has failed to meet te Tiriti/ the Treaty's standard of active protection and this failure constitutes a breach of te Tiriti/ the Treaty's principles of partnership and active protection. This is of broad interest to the joint rōpū, in terms of te Tiriti references by the Tribunal, as part of the Mana Wāhine Kaupapa Inquiry.

The **Waitangi Tribunal** has published an update of its strategic goals, set out in its Strategic Direction 2014–2025; the update reviews the Tribunal's progress to date and resets the strategic goals through to 2025. Of key interest to your role, as co-lead of the Inquiry, is the reference to "substantially advance or complete kaupapa and contemporary claims" over the period 2020-2025.

Joint Rōpū members will be looking for opportunities to discuss this further with Tribunal staff in the new year, and as part of the Joint Research Committee.

System leadership, impact, and reputation

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

On 24 November 2021, I addressed the Education and Workforce Committee as part of its inquiry into Pay Transparency. Committee members were particularly interested to hear about any work the Ministry has done, or is doing, around pay transparency and any New Zealand specific contextual information.

I briefed the Committee on:

- our research undertaken on pay transparency in other jurisdictions
- our partnership with Te Kawa Mataaho Public Service Commission and the Gender Pay Gap taskforce
- work on the Ministry's online tool '*What's my Gender Pay Gap?*'
- our advice and support to different groups, regarding data and measurement
- other policy work, such as the development of the *Women's Employment Action plan*.

I emphasised Pay Transparency is part of a broader set of initiatives underway by this Ministry, broader government agencies, and the private sector to alleviate gender pay gaps; I also noted the importance of working with others to promote pay transparency.

The Ministry is to provide the Committee with further information by 6 December, on pay equity claims and identifying ethnic gender pay gaps in smaller agencies, where privacy is an issue.

The Committee asked to see the 2018 Jurisdictional research our Ministry developed on the impact of pay transparency on employers and employees – if this is to be revised soon, then to advise when the updated version will be available. The Committee also asked for a written update on the Women's Employment Action Plan.

National Advisory Council on the Employment of Women (NACEW)

NACEW met on 24 November, where you joined the discussion at 11.30am. NACEW discussed a range of issues, s 9(2)(ba)(i)

[REDACTED] We will discuss the outcome from this meeting at the official's meeting next week.

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
Briefing	Budget 2022	MW 21-22 0171	2 December 2021
Policy briefing	Co-Lead Minister meeting, 9 December 2021	MW 21-22 0158	7 December 2021
Memo	Mana Wāhine Kaupapa Inquiry Post Judicial Conference, 13 December 2021	MW 21-22 0159	16 December 2021

Event and meeting briefings in progress

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

WPQs and Official Information Act requests in progress

Subject	Log number	Due date (to Minister)	Due date (to requester)
Written Parliamentary Questions			
<u>53948 (2021)</u> Further to 51405 (2021), what were the dates of engagements/meetings with the Equal Pay International Coalition?	MW-WPQ 21-22 0036-0038	29 November 2021	1 December 2021
<u>54040 (2021)</u> Further to 51394 (2021), what are the government agencies that Manatū Wāhine Ministry for Women gave advice to?			
<u>54042 (2021)</u> Which officials and stakeholders did the Minister meet with in her capacity as Minister for Women where the Women's Employment Action Plan was discussed, and what were the dates of these meetings/events?			
Minister OIAs			
Request from Nicola Grigg for: Agendas, meeting minutes, briefings and advice	MW-OIA 21-22 00010	14 December 2021	20 December 2021

Ministry OIAs			
Request from Tait Dench for:	MW-OIA 21-22 00011	14 December 2021	20 December 2021
1. any report(s) to Cabinet on the impact of COVID-19 on women including the development of a Women's Employment Action Plan.			
2. Any advice provided to other government agencies regarding the impact of COVID-19 on women.			
3. Any briefings/ advice/ applications and correspondence relating to two community funds set up in response to the immediate needs of women (because of COVID-19)			

Cabinet papers consulted on

Cabinet meeting/ Date/Department	Title of paper	
Social Wellbeing Committee 8 December 2021 Ministry of Social Development (MSD)	Foundations setting of the welfare system	s 9(2)(g)(i)
CBC meeting 29 November 2021 Te Kawa Mataaho Public Service Commission	Common leave and leave maxima	

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: 27/11/2021