

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

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**As at 3 March 2022**

## Current priority outcome areas

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

We have now completed the first phase of engagement on the WEAP. Traci Houpapa chaired an online Zoom hui with Māori businesswomen, Shama held two focus group with ethnic women in Hamilton (women looking for work and women in work), and the Iti Rearea Collective held a hui with 30 migrant women in Auckland. We will also analyse the results of the Rural Women NZ survey on employment.

Manatū Wāhine is meeting with the Ministry of Business Innovation and Employment and Te Puni Kōkiri on Friday 4 March 2022 to discuss the action we are co-leading under the Māori Employment Action Plan on Wāhine Māori entrepreneurship.

You will receive a first draft of the WEAP today (Thursday 3 March 2022), and we intend seeking comments from agencies identified as action leads.

### Mana Wāhine Roopū update

#### Mana Wāhine Kaupapa Inquiry

On Thursday 24 February 2022, co-ordinating counsel filed a Memorandum with the Waitangi Tribunal providing a further update on forward planning regarding Tūāpapa hearings.

Key points are:

- The May-June dates (Monday 30 May – Friday 3 June 2022) proposed by Judge Reeves to hear the some of the remaining tūāpapa evidence are unworkable for claimant witnesses, so co-ordinating counsel have submitted the following approach:
  - a. The Whakatāne tūāpapa hearing becomes tūāpapa hearing four, to convene on Monday 11 July – Friday 15 July 2022;
  - b. The Lower North Island tūāpapa hearing becomes tūāpapa hearing five to convene on Monday 22 August – Friday 26 August 2022; and
  - c. The South Island tūāpapa hearing becomes tūāpapa hearing six to convene across two days, either by AVL or in person, at an agreed date after Tuesday 26 August 2022.
- Co-ordinating counsel have updated all their witness lists after working together to confirm remaining tūāpapa witnesses' ability and willingness to prepare and present evidence by AVL (video) for the foreseeable future, given the updated Tribunal COVID-19 Protection Framework Protocol.
- On 24 February 2022, co-lead Minister Jackson announced the appointment of new member Herewini Te Koha (Ngāti Porou, Ngāpuhi, Ngāti Tamaterā), and the reappointment of eleven existing members, to the Waitangi Tribunal. This included the three-year term reappointment of the four members on the Mana Wāhine Kaupapa Inquiry panel: Dr Robyn Anderson, Kim Ngarimu, Professor Linda Smith, and Dr Ruakere Hond.

## Other news

On Wednesday 23 February 2022, Olympian Dame Lisa Carrington (Te Aitanga-a-Māhaki, Ngāti Porou) won the Halberg Awards supreme prize as the New Zealand sportsperson of the year. Carrington was also named sportswoman of the year for a fifth successive time at the Halberg Foundation awards dinner.

Dr Kiri Edge (Ngāti Maniapoto) joins Ngā Pae o te Māramatanga (New Zealand's Māori Centre of Research Excellence) as the new Pouhere Rangahau (Research Theme Manager).

Erin Judge (Ngāti Tūwharetoa) has been appointed as Executive Director of the Justice Sector Leadership Board. In her previous role as Chief Legal Officer at Oranga Tamariki, Erin spent some time on the Mana Wāhine Interdepartmental Steering Group.

## System leadership - International

### Sixty-sixth session of the Commission on the Status of Women (CSW66) – Update

A briefing providing the latest information on preparations for CSW66 was delivered to you on Thursday 24 February 2022. We will continue to assess new invitations to participate in side events or support joint statements as they arise (such as from like-minded partners, including Canada).

The Ukraine-Russia conflict is starting to impact on CSW preparations, such as limiting meeting room availability at the United Nations as urgent discussions take place. The preliminary negotiations of the Agreed Conclusions text (due to commence on Wednesday 2 March 2022) have had to be postponed to Friday 4 March and Tuesday 8 March 2022. s 6(a)

We will continue to work closely with the Ministry of Foreign Affairs and Trade and keep you updated as new information on how CSW may be affected comes to light.

### New Zealand – United Kingdom Free Trade Agreement (NZ-UK FTA)

The NZ-UK FTA was signed in London overnight (NZT 2:30am) on Tuesday 1 March 2022 by Minister for Trade and Export Growth Damien O'Connor and the UK Secretary of State for International Trade Anne-Marie Trevelyan.

Manatū Wāhine co-led negotiations for the first bilateral Trade and Gender Equality Chapter for Aotearoa New Zealand. The chapter aims to improve gender equality and advance women's economic empowerment through addressing barriers preventing women accessing the benefits of trade. The chapter builds on the Global Trade and Gender Arrangement, with additional focus on cooperation on data analysis, monitoring the gender-based effects of trade, and providing opportunities for wāhine Māori to engage in trade.

The Ministry has shared information online about this milestone agreement. Any enquiries your office receives on the NZ-UK FTA should be forwarded to the Minister of Trade and Export Growth's office for consideration, in the first instance.

## System leadership – events and communications

### International Women’s Day – promotion of childcare reports

For International Women’s Day, the Ministry will be promoting the recent research reports it has developed with Dr Izi Sin, using the Growing Up in New Zealand (GUINZ) research study.

Childcare is essential infrastructure for mothers to engage with paid work and education. The Ministry partnered with Dr Sin to understand more about problems accessing childcare, to strengthen its policy advice in the areas of paid work and child poverty.

Three reports from this study are now available on the Ministry’s website:

1. Who has problems accessing childcare;
2. How persistent the issues are in accessing affordable childcare; and
3. Whether childcare is experienced differently for those with previous childcare issues.

The next report, due later this year, will estimate loss of wages for those with childcare issues.

This study showed childcare access issues affected 7.7 percent of the GUINZ cohort when the child was nine months old, and 7.5 percent when the child was two years old. Māori and Pasifika mothers were two to three times more likely to experience issues accessing childcare than Pākehā mothers. Mothers cited a range of access issues, and cost was cited as a major factor for all, but for Pasifika mothers in particular.

The study found nearly 90 percent of parents had a choice about the type of childcare they used, however there were differences between ethnic groups – Pākehā parents are less likely to report lack of choice (9 percent) and Pasifika reported the greatest restrictions (17 percent).

## Equal Pay Taskforce Update

### Pay Equity Claims

s 9(2)(j)

### *Kia Toipoto* Workshops

Te Whakapiri, the *Kia Toipoto* working group, is holding online workshops in March on implementing *Kia Toipoto* for Crown entities and agencies. The workshops for Crown entities will focus on introducing *Kia Toipoto*, understanding pay gaps, and applying the guidance we are releasing in

March on ensuring bias is not a factor in starting salaries, or in salaries for the same or similar roles. The workshops for agencies will focus on embedding and extending the work they have already done under the Gender Pay Gap Action Plan to work towards closing all pay gaps. There is a separate workshop for how small agencies and entities can scale *Kia Toipoto* to size.

Contact: Nardine Sleeman, Manager Gender, Māori, Pacific and Ethnic Pay Team, Te Kawa Mataaho Public Service Commission, s 9(2)(a)

### Te Whakapiri Working Group

On Wednesday 25 March 2022, members of Te Whakapiri, the *Kia Toipoto* working group, presented a *Kia Toipoto* orientation and Q&A session to Crown entity monitoring agencies. The session focused on what entities need to do to meet the *Kia Toipoto* milestones for 2022, and how the Equal Pay Taskforce and Te Whakapiri will support both entities and monitors. Monitors are aware that we will provide ongoing support to entities including by releasing guidance and holding workshops beginning in March.

Contact: Nardine Sleeman, Manager Gender, Māori, Pacific and Ethnic Pay Team, s 9(2)(a)

### International Women's Day

Tuesday 8 March 2022 is International Women's Day. This year the theme is #breakthebias. To celebrate International Women's Day, Te Kawa Mataaho, the Fale, and the Equal Pay Taskforce will be running a social media campaign, sharing infographics about our work, and publishing an article on women in leadership.

There is an opportunity for you to support the social media campaign by creating your own post or sharing the Te Kawa Mataaho posts.

More information about the global campaign can be found here [International Women's Day 2022 \(internationalwomensday.com\)](https://internationalwomensday.com).

Contact: Nardine Sleeman, Manager Gender, Māori, Pacific and Ethnic Pay Team, s 9(2)(a)

## Ministerial Servicing

Policy advice in progress			
Type	Subject	Log number	Due date
Briefing	Updated list of initiatives funded, trialled, or implemented since February 2021	MW 21-22 0217	10/03/2022
Briefing	Analysis of the Social Unemployment Insurance scheme's potential impacts on women	MW 21-22 0228	31/03/2022
Memo	Mana Wāhine Kaupapa Inquiry landscape	MW 21-22 0160	28/04/2022
Memo	Initial policy advice for the National Action Plan Cabinet report back	MW 21-22 0182	TBC
Briefing	Manatū Wāhine Ministry for Women - Quarter 2 report - 1 October-31 December 2021	MW 21-22 0242	TBC

Event and meeting briefings in progress			
Type	Subject	Log number	Due date
Briefing and speech	Future of Work Governance group talking points/memo	MW 21-22 0240	3/03/2022
Briefing and speech	Meet with care and support workers, to celebrate International Women's Day and discuss equal pay	MW 21-22 0239	4/03/2022
A3	Minister's portfolio priorities and deliverables 2022	MW 21-22 0229	10/03/2022
Memo	NACEW meeting, Thursday 24 March 2022	MW 21-22 0241	17/03/2022
Briefing	Pacific Islands Forum Women Leaders' Meeting Briefing	MW 21-22 0202	Postponed TBA

WPQs and Official Information Act requests in progress			
Subject	Log number	Due to Minister	Due to requester
<b>Written Parliamentary Questions</b>			
Since coming to office in November 2020, what is the average number of working days it has taken for the Minister to proactively release a Cabinet paper?	MW-WPQ 21-22 0050	3/03/2022	8/03/2022
Since coming to office in November 2020, how many Cabinet papers has the Minister taken to Cabinet in total?	MW-WPQ 21-22 0051	3/03/2022	8/03/2022
Since coming to office in November 2020, how many Cabinet papers has the Minister proactively released within 30 working days?	MW-WPQ 21-22 0052	3/03/2022	8/03/2022
Since coming to office in November 2020, how many Cabinet papers has the Minister proactively released after more than 30 working days?	MW-WPQ 21-22 0053	3/03/2022	8/03/2022
Since coming to office in November 2020, how many Cabinet papers has the Minister proactively released in total?	MW-WPQ 21-22 0054	3/03/2022	8/03/2022
<b>Minister OIA requests</b>			
None			
<b>Ministry OIA requests</b>			
Further questions on nominations process	MW-OIA 21-22 0019	9/03/2022	16/03/2022
<b>Ministerial responses</b>			
None			

## Cabinet papers consulted on

Cabinet Date/Department meeting/	Title of paper	Comments
None		

## Publications and events in the next six months

Publication/event	Date	Agency lead
International Women's Day breakfast	4 March 2022	Steph Lewis, MP for Whanganui
ASB celebrates International Women's Day	7 March 2022	ASB
Online event for International Women's Day	8 March 2022	Zonta International/UN Women
Meet care and support workers for International Women's Day	8 March 2022	Public Service Association (PSA)
NACEW meeting	24 March 2022	Manatū Wāhine

## Proactive release

This Weekly Report will be considered for release within three months of publication, under the Ministry's 'proactive release of documents' policy.



**Kellie Coombes**  
Secretary for Women



**Hon Jan Tinetti**  
Minister for Women

Date: 06/03/2022