

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

As at 17 March 2022

Current priority outcome areas

Women's Employment Action Plan (WEAP) update

We are currently consulting with government agencies and Employment Action Plan leads on the wording of the actions in the WEAP, and will discuss the draft WEAP at the Employment Education and Training (EET) DCEs meeting on 18 March 2022. Following this, we will confirm the actions for the EET CE meeting on 30 March 2022, and EET Ministers meeting on 7 April 2022. We have drafted a revised timeline, with the WEAP to be presented to the Social Wellbeing Cabinet Committee for approval on 4 May 2022. We have been advised Minister Sepuloni wishes to jointly launch the WEAP with you. We will work with your office to find a suitable date/timeframe for the launch.

Family Violence

Ministry officials met with Te Puni Kōkiri on 16 March 2022 to discuss alignment between Te Aorerekura - the National Strategy for the Elimination of Family Violence and Sexual Violence and the Action Plan's action 3 - Strengthening Wāhine Māori leadership (TPK lead) and action 4 - Wāhine Māori leadership succession (Ministry lead). We are meeting with the Chief Māori advisers at the Joint Venture to progress action 4.

We also met with Ranjna Patel, Director and Founder at Tāmaki Health & Gandhi Nivas, to discuss the early intervention and prevention services she is providing for men identified at risk of committing harm in the family home, including residential facilities provided by Gandhi Nivas, for perpetrators. We will discuss her approach with the Joint Venture.

Mana Wāhine Roopū update

On 14 March 2022 the Waitangi Tribunal heard witnesses speaking to the WAI Claim 2624 (Alcohol Healthcare Claim) about the impact of fetal alcohol spectrum disorder (FASD) on whānau Māori. Alcohol exposure in pregnancy can have devastating, intergenerational effects. Half of all pregnancies are estimated to be exposed to alcohol, resulting in approximately 1800 babies being born with FASD in New Zealand each year. There are parallels within the Mana Wāhine Kaupapa Inquiry with themes relating to antenatal and postnatal mental health for Māori māmā.

Professor Jacinta Ruru (Raukawa, Ngāti Ranginui, Ngāti Maniapoto) has been appointed to the board of Te Mana Whakahaere (Te Wānanga o Aotearoa). She has also been appointed by the New Zealand Law Society to join the panel conducting an independent review examining the regulation and representation of legal services in Aotearoa New Zealand.

Members of the Joint Roopū joined the National Library of New Zealand webinar "Tapu 2022: Mareikura/Goddess" on International Women's Day. This event was inspired by the book 'Wāhine Toa' by Robyn Kahukiwa and Patricia Grace and included a panel of wāhine Māori speakers.

On 3 March 2022, Dr Kathie Irwin MNZM (Claimant and Deputy Chair of the Joint Research Committee) was one of the speakers at the Poipoia Te Manawa Māui event designed to “inspire a bicultural public sector that upholds the mana of Te Tiriti o Waitangi and makes better decisions for Aotearoa”. Speakers featured other wāhine Māori including Lil Anderson (Te Rarawa, Ngāpuhi) Tumu Whakararae of Te Arawhiti, who has been appointed a Leadership and Teaching Fellow on a 12-month secondment with the Australia and New Zealand School of Government.

System leadership – events and communications

Future of Work: next steps following Governance Group meeting on 7 March 2022

At the meeting with the Future of Work Governance Group, we were invited to work with Social Partners on deciding the best focus for a further discussion on women’s employment with the Governance Group, in September 2022. We will develop some options for consideration and test these with you before connecting with our Social Partners. We intend to scope out potential options by mid-April 2022 for further discussion. s 9(2)(f)(iv)

[REDACTED]

We are also going to connect with colleagues at the Treasury and Te Puni Kōkiri, as there may be opportunities to work collaboratively on this mahi.

Mind the Gap meeting

As Minister for Women, you are meeting with the representatives of Mind the Gap, Hon Michael Wood - Minister for Workplace Relations and Safety, Hon Priyanca Radhakrishnan - Minister for Diversity, Inclusion and Ethnic Communities, and Hon Aupito William Sio - Minister for Pacific Peoples at 10am on 22 March 2022, via Zoom.

This is a follow-up from the meeting you and Minister Wood held with the Mind the Gap organisers in December 2021. Since that time, Mind the Gap has sent through draft legislation, which you acknowledged in a letter (18 January 2022). The Mind the Gap representatives (Dellwyn Stewart - YWCA, Jo Cribb - Mind the Gap, Mike Jaspers, and Hayden Munro - Capital NZ) would like to discuss their draft bill on pay transparency: The Pay Equity Information Reporting Bill. To support this meeting, MBIE has drafted a briefing for Minister Wood and a copy will be sent to your office. The briefing outlines the key elements of the proposed bill.

Mind the Gap is running a campaign to advance ethnic and gender pay reporting in New Zealand, which includes:

- pay transparency in legislation
- support for businesses to self-report their gaps
- a public campaign encouraging the public to #justask their employers, banks, supermarkets, etc. about their pay gaps

- meetings with Ministers, MPs, and the Education and Workforce Select Committee about the policy statement and how they can support the Government to advance mandatory reporting.

As part of International Women's Day, on 8 March 2022, Mind the Gap launched a voluntary registry (<https://www.mindthegap.nz/>) where 47 organisations voluntarily published their gender pay gaps. Companies on the registry include Air New Zealand, MediaWorks, Westpac, Spark, and Fonterra.

The Education and Workforce Select Committee is currently holding a briefing into pay transparency and the Human Rights Commission presented a petition to Parliament advocating for pay transparency legislation.

Key points for the meeting

- Addressing pay transparency has been raised as a priority issue during the engagement on the Women's Employment Action Plan. Members of this group have been part of the NACEW and partner meetings.
- Pay Transparency is a key aspect of pay equity and helping reduce the gender pay gap.
- You and Minister Wood have agreed to work closely to consider advice on the planning and scoping of work on pay transparency.
- To inform the next steps, the Ministry for Women and MBIE will start planning the work in April 2022; this will include analysing the Select Committee recommendations.
- You can ask the Mind the Gap representatives about their proposal, including whether they considered any non-legislative options for a pay transparency regime.

System leadership - International

SheTrades Outlook survey

The International Trade Centre approached New Zealand late last year seeking our participation in their trade and gender benchmarking tool, SheTrades Outlook (SheTrades). The Minister for Trade and Export Growth approved New Zealand joining and wrote to you in February this year to ask that your officials assist the Ministry for Foreign Affairs and Trade with an institutional survey.

The Ministry has been supportive of this initiative. SheTrades is a tool that stands to help New Zealand improve its trade and gender settings. Participation in SheTrades supports the Government's Trade for All agenda and wider objectives around building a more productive, sustainable, and inclusive economy. Areas of the survey relevant to our work which we have provided information on include: defining women-owned businesses, engagement on gender equality with the private sector, awards programmes which recognise good practice, and participation of women in strategic roles. This a cross-government exercise, with a number of agencies involved in supplying information.

We will keep you updated on progress and milestones from this initiative.

Operations

Ministry reviewing External Performance Measures

The Ministry is reviewing the output performance measures with a view to adding new measures to improve future performance reporting. The Ministry currently has three performance measures: policy advice to the Minister, stakeholder satisfaction, and independent review of policy quality.

The review will enable us to ensure our measures reflect the work that the Ministry undertakes. The Ministry will provide a separate briefing on Thursday 31 March 2022 to seek your approval. Any approved new measures will be included in the final 2022/23 Estimates of Appropriation document that will be sent to you by 7 April 2022.

Nominations for the 2023 New Year Royal Honours

The Honours Unit, at the Department of Prime Minister and Cabinet, is currently receiving nominations for 2023 New Year Honours. The closing date for this round of nominations is expected to be mid-June 2022.

The Ministry is now seeking potential candidates for 2023 New Year Honours. We plan to start work on up to ten nominations for this round. If you have suggestions of women to be included, please let us know and we can include these women in the nominations we prepare.

The Honours Unit advises us that, in most circumstances, candidates must have served a minimum of ten years in their field to be considered for a Royal Honour, and their application must demonstrate how they have made a difference in their community or field of work. All Ministerial Honours nominations must be accompanied by at least one letter of support to provide depth to the nomination and validate the candidate's character and achievements. These also allow the Ministry to seek any further information that is required for the nominations we prepare.

You may also wish to encourage your parliamentary colleagues to put women forward for consideration who are doing great things within their portfolios or electorates. They can send their nominations directly to the Honours Unit, or they could send their nominations to your office. Then these 'external' nominations could be sent through to the Honours Unit, with your endorsement, along with the nominations that we will prepare.

The nominations compiled by the Ministry will be submitted, along with any provided by your office, for your approval and signature prior to the Honours Unit closing for submissions. This means that the Ministry will need to receive any external Honours nominations no later than Friday 6 May 2022.

Should you wish to send letters to your parliamentary colleagues encouraging them to complete nominations for deserving women, officials will provide a draft letter along with an advice sheet, setting out the requirements for Ministerial nominations.

Ministerial Servicing

Policy advice in progress			
Type	Subject	Log number	Due date
Briefing	Manatū Wāhine Ministry for Women - Quarter 2 report - 1 October-31 December 2021	MW 21-22 0242	21/03/2022
Briefing	Analysis of the Social Unemployment Insurance scheme's potential impacts on women	MW 21-22 0228	23/03/2022
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

Event and meeting briefings in progress			
Type	Subject	Log number	Due date
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
Written Parliamentary Questions			
In relation to Reply 3124 (2022), what reports and advice, if any, has been given by the Ministry for Women to the Ministry of Health on women's health issues, by date and title?	MW-WPQ-21-22 0067	21/03/2022	23/03/2022
Ministry OIA requests			
Consultation on the proposed social unemployment insurance scheme	MW-OIA 21-22 0021	6/04/2022	13/04/2022

Publications and events in the next six months

Publication/event	Date	Agency lead
CSW66 Side event with Fiji	17 March 2022	Manatū Wāhine
Meeting with Mind the Gap and Ministers Wood, Radhakrishnan, and Sio,	22 March 2022	Manatū Wāhine
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: 20/03/2022