

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

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**As at 14 July 2022**

## Current priority outcome areas

### ***Te Mahere Whai Mahi Wāhine Women's Employment Action Plan (WEAP) update***

We have sent the draft WEAP implementation plan to the Ministry of Business, Innovation and Employment (MBIE), as the lead agency for the Employment Strategy.

Our next step is to arrange meetings and/or workshops with the lead agencies for each of the WEAP actions. We are also meeting with agencies on the actions for women across the other six employment actions plans; for example, we are meeting with the Ministry for Ethnic Communities next week to discuss how we address the 12 actions in the Action Plan for migrant and ethnic women.

s 9(2)(f)(iv)

### **Mana Wāhine Roopū update**

#### **Mana Wāhine Kaupapa Inquiry**

Your attendance at the fourth tūāpapa hearing, in Whakatāne, on 11 July 2022, was positively received. We will provide you and Minister Jackson with a memo, reporting on the full hearing, on 3 August 2022.

On 1 July 2022 claimant coordinating counsel filed a final witness list with the Waitangi Tribunal for tūāpapa hearing five, being held at Waiwhetū marae in Lower Hutt, from 22-26 August 2022. Fifty witnesses are expected to be heard over this five-day hearing.

Roopū officials attended a meeting of the Joint Research Committee and claimants on 12 July 2022 to discuss the further iterations of the draft research briefs.

The Brief of Evidence of the Director Joint Roopū has now been filed in the Waitangi Tribunal, in relation to the Justice Kaupapa mini inquiry on claimant funding. We are now awaiting further information on the hearing dates for later in the year.

### **Equal Pay Taskforce update**

#### **Pay Transparency**

We expect to be asked for input into Ministerial briefings on pay gap and average pay reporting in the Public Service, including the roll-out of *Kia Toipoto* to Crown entities, given Minister Radhakrishnan has taken over the pay transparency work from Minister Wood.

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

#### ***Kia Toipoto* Guidance**

In early June, the Equal Pay Taskforce (the Taskforce), in collaboration with Te Whakapiri (the working group for *Kia Toipoto* – the Public Service Pay Gaps Action Plan), released two sets of guidance to help agencies and Crown entities create and publish their first *Kia Toipoto* action plans. Agencies will publish their plans by 15 November 2022, and entities will publish by 31

December. By publishing these plans, they will be meeting the *Kia Toipoto Te Pono* | Transparency milestone.

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

### ***Kia Toipoto* Workshops**

During June 2022, the Taskforce and Te Whakapiri held five workshops to support agencies and entities to apply the guidance, including a tailored workshop for small agencies and entities. 208 agency and Crown entity officials and union representatives attended these workshops. Crown entity representatives, most of whom are new to work on closing pay gaps, were particularly engaged in the workshop content. We will follow up with any agencies or entities that have not attended the workshops, to ensure they understand how to apply the guidance.

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

### **Pay equity settlements**

Two further pay equity settlements have been ratified: Kaiārahi i te reo, and administration and clerical workers in schools. A signing ceremony was held by the Ministry of Education on 4 July 2022. The settlement corrects the pay of over 11,000 employees and the Kaiārahi i te reo settlement is the first pay equity settlement for a Kaupapa Māori workforce.

Contact: Amy Ross, Manager Pay Equity Taskforce, Ph: s 9(2)(a)

### **Ministerial forum on Pay equity**

The Ministerial forum on pay equity was reconvened on 29 June 2022. The last meeting of this forum was in February 2021, when the work was concluded. The forum was well attended with six Ministers and all major CTU affiliates represented. The Taskforce is now establishing a pay equity committee to sit under the forum, and a new terms of reference.

Contact: Amy Ross, Manager Pay Equity Taskforce, Ph: s 9(2)(a)

## **System leadership – national**

### **Mahi Aroha Carers' strategy**

Over the last month we have increased our involvement with the Mahi Aroha Carers' Strategy refresh. In New Zealand, around 73 percent of unpaid carers are women, and they face educational, financial, and health ramifications for providing care. The Ministry for Social Development is reporting to Minister Sepuloni on the strategy in mid-August 2022. This report will direct her to have a conversation with you about the strategy and the role of gender within it. We will brief you on this prior to the paper being presented to Minister Sepuloni.

### **Climate change and gender**

Since April 2022, we have been exploring climate change and gender policy. We expect to provide a brief to you on 21 July, on the impacts of climate change on women. This paper will be the first in a series of four outlining our findings regarding climate change and gender, and suggesting next steps for the Ministry.

## Governance CV training session

On 6 July 2022, the Nominations team co-hosted a Governance CV online training session for members of our nominations database.

We worked in collaboration with the Ministry for Pacific Peoples and the Ministry for Ethnic Communities to host this event, with governance expert Simon Telfer presenting. Members of the Office for Disability Issues and Te Puni Kōkiri nominations databases were also invited to attend the training. This is part of the cross-agency work to increase the pipeline of diverse candidates for public sector board and committee roles.

The session attracted 98 attendees, with many more interested but unable to attend this time. At least 65 percent of the attendees were women. Through a multi-choice feedback poll, 78 of the 79 respondents indicated they would recommend this training to others. Many positive comments were received, both during and after the event.

Two further training sessions/webinars are being planned for September and November 2022 – a lunchtime session and another evening session.

## Ministerial Servicing

Policy advice in progress			
Type	Subject	Log number	Due date
9(2)(f)(iv)			
Briefing	The impacts of climate change on women in New Zealand	MW 22-23 0014	21/07/2022
Advice to Minister	Email response - Household Labour Force Survey (HLFS) Results - June 2022 Quarter	MW 22-23 0010	3/08/2022
Advice to Minister	Email response - Release of Stats NZ incomes data, providing updated national Gender Pay Gap	MW 22-23 0011	17/08/2022

Event and meeting briefings in progress			
Type	Subject	Log number	Due date
Aide memoire	Pay transparency meeting with Minister Radhakrishnan, 19 July 2022	MW 22-23 0007	14/07/2022
Aide memoire	Meeting with CTU on the WEAP, 27 July 2022	MW 22-23 0008	21/07/2022
Event briefing	MWDI Māori Businesswomen's Awards Auckland, 29 July 2022	MW 21-22 0336	25/07/2022
Aide memoire	Prevention of Family Violence and Sexual Violence Multi-Minister meeting, 28 July 2022	MW 22-23 0009	26/07/2022
Aide memoire	Women in Governance Awards Dinner, 4 August 2022	MW 22-23 0013	27/07/2022
Aide memoire	Mana Wāhine Kaupapa Inquiry: Post Tūāpapa Hearing 4 update	MW 21-22 0349	3/08/2022
Event briefing	8th Women in Leadership Summit NZ Auckland, 24 August 2022	MW 21-22 0329	17/08/2022

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
<b>Ministry OIA requests</b>			
Use of Te Reo Māori in documents	MW-OIA 21-22 0035	7/07/2022	14/07/2022
Nominations service	MW-OIA 21-22 0037	13/07/2022	27/07/2022
Women on minimum wage	MW-DOIA 22-23 0001	22/07/2022	29/07/2022
Information on s 9(2)(a)	MW-OIA 21-22 0034	7/07/2022	4/08/2022
Pay transparency	MW-DOIA 22-23 0002	27/07/2022	5/08/2022
Organisational questions	MW-DOIA 22-23 0003	27/07/2022	5/08/2022
<b>Minister OIA requests</b>			
Documents provided to the Minister in May 2022	MW-OIA 21-22 0036	19/07/2022	27/07/2022

Ministerial letters and responses		
Subject	Log number	Due date
Jobs for Mums - s 9(2)(a)	MW 22-23 0006	17/07/2022

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
24059 (2022) What events, if any, did the Minister attend between 01 June 2022 and 30 June 2022 inclusive?	MW-WPQ 22-23 0008	18/07/2022	20/07/2022
24060 (2022) What meetings, if any, did the Minister attend between 01 June 2022 and 30 June 2022 inclusive?	MW-WPQ 22-23 0009	18/07/2022	20/07/2022
24062 (2022) What memos or aide memoires, if any, did the Minister receive between 01 June 2022 and 30 June 2022 inclusive, by title and date?	MW-WPQ 22-23 0010	18/07/2022	20/07/2022
24063 (2022) What papers, if any, did the Minister take to cabinet committee between 01 June 2022 and 30 June 2022 inclusive, by title and date?	MW-WPQ 22-23 0011	18/07/2022	20/07/2022
24061 (2022) What papers, if any, did the Minister take to cabinet between 01 June 2022 and 30 June 2022 inclusive, by title and date?	MW-WPQ 22-23 0012	18/07/2022	20/07/2022
24064 (2022) What reports or briefings, if any, did the Minister receive between 01 June 2022 and 30 June 2022 inclusive, by title and date?	MW-WPQ 22-23 0013	18/07/2022	20/07/2022
24369 (2022) What has been the total amount spent, if any, by agencies under the minister's responsibility on advertising from June 2020 to June 2022?	MW-WPQ 22-23 0014	19/07/2022	21/07/2022

## Publications and events in the next six months

Publications or event	Date	Agency lead
Islamic Women's Council leadership event, Hamilton (Minister not attending)	15 July 2022	Ministry for Ethnic Communities, Islamic Women's Council, DPMC
MWDI Māori Businesswomen's Awards, Auckland	29 July 2022	Māori Women's Development Inc.
Women in Governance Awards Dinner, Wellington	4 August 2022	Governance New Zealand / Women on Boards
8th Women in Leadership Summit NZ, Auckland	24 August 2022	Ministry for Women
National Strategy for Financial Capability launch (Retirement Commission)	25 August 2022	Ministry for Women
PSA women's network Biennial Conference	31 August 2022	PSA / Ministry for Women
Launch of latest stocktake of Māori, gender, and diversity of public sector boards	August 2022 TBC	Ministry for Women
Keynote address at Heretaunga Women's centre event	8 September 2022	Heretaunga Women's Centre
National Council of Women NZ 125th birthday event, Banquet Hall, Wellington	13 September 2022	National Council of Women NZ
Rail and Maritime Transport Union Women's Council, Wellington	18 October 2022	Rail and Maritime Transport Union
Suffrage day event: launch of school resources with National Library	19 September 2022	Ministry for Women
50th anniversary of Equal Pay Act	20 October 2022	Te Kawa Mataaho, MBIE, Ministry for Women and other agencies

## 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 Combes**  
Secretary for Women



**Hon Jan Tinetti**  
Minister for Women

Date: 17/07/2022