

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

As at 21 July 2022

Current priority outcome areas

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

The Ministry is working on several actions in the Action Plan.

Pay transparency: following your meeting with Minister Radhakrishnan, we have met with MBIE to confirm the focus of the briefing due to you on 11 August 2022. We have also arranged a meeting with MBIE, Te Puni Kōkiri, Ministry for Pacific Peoples, and Ministry for Ethnic Communities on the pay transparency work programme. We have talked to the Pay Equity Taskforce about how their resources can support this work.

Women in export: we are meeting with MFAT to get an update on the implementation of their action.

Workplace harassment: we are talking to the Fundraising Institute of New Zealand about how we can support its project on workplace harassment.

Ministry for Ethnic Communities: we are meeting with officials on 21 July 2022 to discuss the actions on which we can work together.

Mana Wāhine Roopū update

Mana Wāhine Kaupapa Inquiry

As part of our role supporting claimants, roopū officials are now processing requests for claimant reimbursement of costs related to the Whakatāne hearing and meeting of the Joint Research Committee.

Other news

Glenis Hiria Philip-Barbara (Ngāti Porou) has completed her fixed term as Assistant Māori Commissioner at the Office of the Children's Commissioner and will shortly be commencing a new role as DCE, Delivery at Manatū Taonga Ministry of Culture and Heritage.

The YWCA has announced a new fund for the greater Wellington region. Building on the legacy of the Māori Women's Transfer Fund, the E Hine Fund will dedicate at least 50 percent of available funds in each round to supporting wāhine Māori. The E Hine Fund aims to provide an opportunity for women and women's groups in Wellington to apply for funding in a community-friendly format that suits them.

Kiwi Ferns captain Honey Hireme-Smiler (Ngāti Raukawa, Ngāti Hauā, Waikato-Tainui) was welcomed to the New Zealand Rugby League's board as an appointed director in its AGM on 16 June 2022. Honey has enjoyed a successful 18-year professional rugby career and, since retiring from the game, has been a coach in the High-Performance Sport New Zealand's Te Hāpaitanga programme and a presenter and commentator for Sky Sport.

Equal Pay Taskforce update

Data collection from Non-Government Organisations

The Pay Equity Taskforce is currently engaging with the NGO community social services sector to gather data which will inform a paper to Cabinet on the opportunity to extend the benefits of the current claim in five NGOs to those doing the same, or substantially similar, work in the wider sector. The data survey closes on 27 July 2022 and will provide further detail to inform costings and implementation options to be reviewed by Cabinet.

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

Workshop with New Zealand Council of Trade Unions - Te Kauae Kaimahi on pay equity lessons learned

On Friday 15 July 2022, officials from the Pay Equity Taskforce ran a workshop with representatives from the CTU and main affiliates regarding the lessons learned at each stage of the pay equity process, over the last three years. This workshop provided the opportunity for rich discussion from all parties and the notes from this discussion will form the basis of a paper from the Pay Equity Taskforce to the Ministerial Oversight Group on State Sector Employment Relations (MOGSSER) on the topic.

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

System leadership – national

Ethnic pay gap research launched on 19 July 2022

The Human Rights Commission has launched new research by AUT into ethnic pay gaps, *Empirical Analysis of Pacific, Māori and Ethnic Pay Gaps in New Zealand*.

The research reinforced that Pacific women and men have the lowest wages, relative to European men and women. After accounting for differences in job-related characteristics and educational attainment, it was found that only 27% of the pay gap for Pacific men and 39% of the pay gap for Pacific women could be explained. The remaining portion of the Pacific pay gap is likely to reflect a range of unquantifiable causes, including factors such as unconscious bias and discrimination.

We are undertaking a wage data project, as part of our work to improve pay transparency. This data will allow industries to undertake discussion focused on their sectors. We intend to include the Human Rights Commission in the research design and discussion with industry and other representatives.

Islamic Women's Council of New Zealand's Leadership Forum

On 15 July 2022, Manatū Wāhine Chief Executive Kellie Coombes attended the Islamic Women's Council of New Zealand's Leadership Forum event at Hamilton Girls' High School.

The concept of this event was first raised with the Prime Minister at the IWCNZ conference in 2019. This event was the first day of the three-day IWCNZ's 2022 national conference.

Manatū Wāhine supported the organisation and funding of this event, alongside the Department of the Prime Minister and Cabinet and the Ministry for Ethnic Communities.

The event created an opportunity for around 70 Muslim women to meet with women leaders from a range of sectors (public, business, legal, and not-for-profit) to ask about leadership experiences, challenges, and lessons.

The forum was opened by the IWCNZ national coordinator - Aliya Danziesen, MP for Mana - Barbara Edmonds, and a video recording from the Prime Minister wishing the attendees well. Participant feedback on this session was positive and we will build on the connections made.

Netsafety Week, 25-29 July 2022

This year's Netsafety Week theme is 'Diversity Matters. Online Safety Done Together'. The week is about understanding different communities' online safety perspectives and promoting respect and positive relationships online. There will be a variety of events people can participate in, including three focusing on gendered online abuse. The Ministry will share information about Netsafety Week through its social media channels.

FIFA Women's World Cup 2023

This week marks one year until FIFA Women's World Cup 2023 is held, with 32 teams taking part. New Zealand and Australia are co-hosting the event from 20 July to 20 August 2023, across nine host cities – four in New Zealand (Auckland, Hamilton, Wellington, Dunedin) and five in Australia (Sydney, Brisbane, Adelaide, Melbourne, Perth).

To celebrate the 'one year to go' milestone, activities are taking place across Aotearoa and iconic buildings are being lit up in Auckland, Hamilton, Wellington, and Dunedin. In Australia, FIFA is unveiling a Unity Pitch – a temporary football pitch representing the cultures of both host countries and the coming together of the 32 participating countries - to mark the occasion.

The FIFA Women's World Cup provides a unique opportunity to further champion equality for women and girls across the Pacific region, to deliver enduring social impacts, and leave a legacy for future generations. The Ministry will continue to work closely with MBIE, which is the Government lead for FIFA Women's World Cup 2023 arrangements.

System leadership – international

CEDAW: ninth periodic report and tracking tool update

Following the last report back in 2018, the New Zealand Government signed up for [simplified reporting](#) for the next report on New Zealand's implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). This simplified process provides the CEDAW Committee with a more targeted report, enhances the effectiveness of the treaty monitoring system, and strengthens State parties' capacity to respond in a timely and effective manner.

As per this simplified process, a list of issues and questions was released on 8 July 2022 for the New Zealand Government to respond to the CEDAW Committee by 20 July 2023. It covers a broad range of areas including pandemic and recovery efforts; access to justice; stereotypes and harmful practices; violence against women; participation in political and public life; education and employment; health; climate change; rural and migrant women; and marriage and family relations. The Ministry will coordinate this response.

We will provide a further briefing on all aspects of our CEDAW reporting preparations, which will include draft letters to your Ministerial colleagues to advise them of the process, timeline and to encourage inter-agency collaboration.

We are also updating the CEDAW tracking tool hosted on the Ministry website. This tool, developed to make New Zealand's progress against CEDAW more transparent and accessible, has not been updated since the last periodic report in 2018. Information from this update will feed into this next CEDAW report, and be a valuable resource for non-government actors.

Ministerial Servicing

Policy advice and reports in progress			
Type	Subject	Log number	Due date
Briefing	The impacts of climate change on women in NZ	MW 22-23 0014	27/07/2022
Briefing	2021 Annual Stocktake results and NACEW Board Appointment	MW 22-23 0020	28/07/2022
Briefing	Ministerial certification of contingent liabilities and assets as at 30 June 22	MW 22-23 0038	1/08/2022
Advice to Minister	Household Labour Force Survey (HLFS) Results - June 2022 Quarter	MW 22-23 0010	3/08/2022
Joint briefing	Report back on options to progress pay transparency – Joint with MBIE	MW 22-23 0026	11/08/2022
Advice to Minister	Release of Stats NZ incomes data, providing updated national Gender Pay Gap	MW 22-23 0011	17/08/2022
Briefing	WEAP implementation plan	MW 22-23 0025	August 2022
9(2)(f)(iv)			
Briefing	Future of Work options for Minister to consider	MW 22-23 0017	September 2022 TBC

Event and meeting briefings in progress			
Type	Subject	Log number	Due date
Aide memoire	Meeting with Special Advisor on Women's Empowerment to Japan's PM, 26 July 2022	MW 22-23 0019	22/07/2022
Aide memoire, speech notes	Financial Services Council conference, 28 July 2022	MW 22-23 0024	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	Minister meeting with First Union and Veterinary nurses, 28 July 2022	MW 22-23 0018	26/07/2022
Aide memoire	Women in Governance Awards Dinner, 4 August 2022	MW 22-23 0013	28/07/2022

Event and meeting briefings in progress			
Type	Subject	Log number	Due date
Briefing	Mana Wāhine Kaupapa Inquiry Joint Research Committee update and approval	MW 22-23 0027	29/07/2022
Aide memoire	EET Ministerial meeting 4 August 2022	MW 22-23 0015	2/08/2022
Aide memoire	Mana Wāhine Kaupapa Inquiry: Post Tūāpapa Hearing 4 update	MW 21-22 0349	3/08/2022
Aide memoire	International Women's Caucus meeting, 11 August 2022	MW 22-23 0021	4/08/2022
Aide memoire	Gender Budgeting pilot review Ministerial meeting, 15 August 2022	MW 22-23 0023	11/08/2022
Aide memoire	Mana Wāhine Kaupapa Inquiry: Pre Tūāpapa hearing 5	MW 22-23 0028	15/08/2022
Event briefing	8th Women in Leadership Summit NZ Auckland, 24 August 2022	MW 21-22 0329	17/08/2022
Speech notes	Launch of the Retirement Commission's National Strategy for Financial Capability, 25 August 2022	MW 22-23 0016	Mid-August TBC

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
Ministry OIA requests			
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
Minister OIA requests			
None			

Ministerial letters and responses		
Subject	Log number	Due date
Letter regarding Ukraine from s 9(2)(a)	MW 22-23 0037	1/08/2022

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
25575 (2022) Which agencies have vacated or will have to vacate their premises due to earthquake-prone buildings?	MW-WPQ 22-23 0015	26/07/2022	28/07/2022

Publications and events in the next six months

Publications or event	Date	Agency lead
Financial Services Council conference	28 July 2022	Financial Services Council
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
International Women's Caucus meeting	11 August 2022	Ministry for Women / Salvation Army
8th Women in Leadership Summit NZ, Auckland	24 August 2022	Ministry for Women
Launch of the Retirement Commission's National Strategy for Financial Capability	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 Coombes
Secretary for Women



Hon Jan Tinetti
Minister for Women

Date: 24/07/2022

