

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

As at 28 July 2022

Current priority outcome areas

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

WEAP implementation

We are continuing to develop the implementation plan, working with the other employment action plan leads to identify cross plan actions. We met with the Interim Chief Executive, Māori Women's Development Inc (MWDI) on 27 July 2022 to discuss actions that support wāhine Māori entrepreneurship and how we can work together. We also met with the Pay Equity Taskforce on the gender pay gap and pay equity actions.

Mana Wāhine Roopū update

Mana Wāhine Kaupapa Inquiry

On 22 July 2022 we received Memorandum Directions from Judge Reeves regarding claim eligibility and tūāpapa hearings five and six. Judge Reeves outlined the expected approach for these two hearings, focusing on timing and ensuring all witnesses are heard. Guidance was given that all evidence is to be taken as read and only a summary is to be presented by each witness. The current timetable requires a rigorous approach, to ensure all scheduled witnesses can speak.

On 25 July 2022 the Waitangi Tribunal provided us with a copy of the Takapou Whāriki draft project brief, prepared for Tribunal-commissioned research for the Mana Wāhine Kaupapa Inquiry. We are now reviewing the draft project brief and seeking comment from relevant agencies, prior to the 16 August deadline for feedback.

This followed the earlier decision by Judge Reeves on 3 June 2022 that Takapou Whāriki would also proceed as a commissioned research project that will form part of the Waitangi Tribunal's research programme – this is in addition to the six reports being commissioned by the Waitangi Tribunal and the Joint Research Committee.

Other news

Associate Professor Diane Ruwhiu (Ngāpuhi) has been appointed as the first Deputy Dean of the Otago University Graduate Research School. Diane is an Associate Professor in the Business School's Department of Management, with a strong portfolio of expertise related to Māori research, postgraduate supervision, and teaching.

The University of Waikato has appointed two wāhine Māori as Professors in Te Pua Wānanga ki te Ao Faculty of Māori and Indigenous Studies, and Mātai Moana (Marine Research). Professor Sandy Morrison (Ngāti Maniapoto, Ngāti Rarua, Te Arawa) centres her research on climate change, Te Tiriti o Waitangi, adult education, and Indigenous development. Professor Kura Paul-Burke (Ngāti Awa, Ngāti Whakahemo) is focused on combining mātauranga Māori and Western science to assist co-developed kaitiakitanga for our marine species and spaces.

System leadership – national

Pay Equity

Next week you will receive the Taskforce bi-monthly report. It will include an update on the development of the Cabinet paper '*Extending the benefit of NGO social workers pay equity claim in the Funded sector*' for SWC in October, which you are co-sponsoring with Minister Hipkins. The Ministry and the Taskforce will engage closely with your office on the development of this paper in the next couple of weeks, given the complexity and significance of this piece of work.

The Taskforce will also provide you with a briefing, ahead of the Ministerial Oversight Group on State Sector Employment Relations (MOGSSER) meeting on 10 August 2022. The Taskforce is preparing two pay equity-related papers for this agenda. One is a summary of the lessons learned from the pay equity claims process so far, which you will present. This is a report-back paper from the recent discussion with unions and agencies at the Ministerial Oversight Forum meeting last month. The second is a paper on some of the potential impacts of extending the social worker pay equity settlement to the funded sector, and Minister Hipkins will lead this item.

Future of Work Tripartite Forum

You have been invited to attend the meeting of the Future of Work Tripartite Forum Governance Group on 1 September 2022, and to provide a paper for consideration at the Forum meeting on 19 September. We will discuss the proposed content and structure of this paper, and what you might like to say at the Governance Group meeting, at the officials' meeting on 3 August 2022.

This follows your attendance, in March 2022, at the Future of Work Tripartite Forum. The Ministry provided a paper for discussion at this meeting which provided an overview of issues facing women in the labour market. It also explored how those issues were likely to be impacted by emerging labour market trends such as automation, flexible working policies, and shifting workforce demographics (MW 21-22 0207 refers.)

System leadership – international

World Economic Forum Global Gender Gap report 2022

The World Economic Forum Global Gender Gap was updated for 2022, earlier this month. New Zealand has retained its overall global ranking of 4th, behind Iceland, Finland, and Norway, and is the only East Asia and Pacific country in the top 10.

New Zealand achieved parity across the board in the Education subindex and is ranked 1st in this category. In Health and Survival, it has improved its ranking in healthy life expectancy to 100th.

This year New Zealand ranked 39th in the Economic subindex. That is lower than last year, as the rate at which women participate in the workforce has decreased. However, wage equality for similar work increased. In the Political Empowerment subindex, New Zealand improved its score from last year by 0.03 to rank 4th, as its share of female leadership at head-of-state level increased.

<https://www.weforum.org/reports/global-gender-gap-report-2022/in-full/economy-profiles-5b89d90ea5>

Ministerial Servicing

Policy advice and reports in progress			
Type	Subject	Log number	Due date
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
Aide memoire	New research on access to healthcare	MW 22-23 0039	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
Briefing	Future of Work options for Minister to consider	MW 22-23 0017	4/08/2022
9(2)(f)(iv)			

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	International Women's Caucus meeting, 11 August 2022	MW 22-23 0021	4/08/2022
Briefing	Six monthly Ministerial Satisfaction survey	MW 22-23 0004	4/08/2022
Aide memoire	Gender Budgeting pilot review Ministerial meeting, 15 August 2022	MW 22-23 0023	11/08/2022
Aide memoire	Minister's call with Hon Katy Gallagher, 16 August 2022	MW 22-23 0042	11/08/2022
Aide memoire	Mana Wāhine Kaupapa Inquiry: Pre Tūāpapa hearing 5	MW 22-23 0028	15/08/2022
Aide memoire	8th Women in Leadership Summit NZ Auckland, 24 August 2022	MW 21-22 0329	17/08/2022
Aide memoire	Launch of the Retirement Commission's National Strategy for Financial Capability, 25 August 2022	MW 22-23 0016	18/08/2022
Aide memoire	PSA women's network Biennial Conference, Wellington, 31 August 2022	MW 22-23 0040	25/08/2022
Briefing	Future of Work Governance Group 1 September 2022 – Discussion paper	MW 22-23 0044	25/08/2022

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

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
Ministry OIA requests			
Information on s 9(2)(a)	MW-OIA 21-22 0034	7/07/2022	4/08/2022
Pay transparency	MW-DOIA 22-23 0002	28/07/2022	5/08/2022
Organisational questions	MW-DOIA 22-23 0003	28/07/2022	5/08/2022
Minister OIA requests			
None			

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
None			

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	September 2022	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: 30/07/2022