

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

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**As at 22 September 2022**

## Current priority outcome areas

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

#### **Action: Monitoring action in the labour market - Future of Work**

At the Future of Work Tripartite Forum you attended on 19 September 2022, it was suggested there should be a separate forum on women's employment. Ministry for Women officials have since met with the Just Transitions team at the Ministry of Business, Innovation and Employment (MBIE). We understand the separate forum concept will be discussed at the next Future of Work Governance Group meeting on 20 October. The Ministry for Women will work with MBIE to support this discussion. In the interim, Ministry for Women officials will consider what a separate forum could look like, the possible benefits, and how it would sit alongside the proposed Employment Summit in April 2023.

### **Mana Wāhine Roopū update**

#### **Mana Wāhine Kaupapa Inquiry**

##### **Wai 3060 Justice Kaupapa Inquiry**

On 15 September 2022 Dr Ngawati gave evidence on behalf of the Joint Roopū in the Whakatika ki Runga mini-inquiry into funding of claimant participation in Waitangi Tribunal processes.

Crown witnesses included representatives from other Kaupapa inquiry lead agencies, including Kararaina Calcott-Cribb (DCE Te Kāhui Māori Housing at MHUD), John Whaanga (Director-General for Māori Health at MoH), Warren Fraser (DCE Strategy, Policy and Legal at Te Arawhiti), and Rajesh Chhana (Dep Sec Policy at Ministry of Justice).

The Tribunal and claimant lawyers were highly critical of the Crown's failure to implement a centralized funding model and the consequent lack of consistency in claimant funding policies and practice across government agencies.

The Joint Roopū's approach to claimant funding in the Mana Wāhine inquiry was commended by the Tribunal and claimant counsel. Of note was the Roopū's ongoing engagement with the claimant community about funding for hearing participation and claimant-led research through the Joint Research Committee, the effort to include tikanga in the design and application of the funding model, and the level of flexibility the Roopū has shown to accommodate the varying circumstances of claimants and their witnesses. Claimant counsel and the Tribunal panel have also suggested some amendments and improvements to our current claimant policy which we will be working through in coming weeks.

The joint roopū are now following up a request from Judge Wainwright for additional information on the budget allocation and expenditure relating to the Mana Wāhine Kaupapa Inquiry.

#### **All-of-government approach to claimant funding**

Officials from Ministry of Justice, along with Te Arawhiti and lead agencies of Kaupapa inquiries, are leading work to establish a permanent, whole-of-government policy to provide claimant funding for kaupapa inquiries.

Roopū officials are meeting regularly with colleagues on this work and expect to play a key role in the development of interim guidance to consider the issues of:

- upfront funding for claimants' travel and accommodation costs to attend Tribunal events,
- upfront funding of claimants' administrative costs when preparing for Tribunal hearings, such as office supplies, internet, phone, photocopying, and printing,
- payment in advance of administrative and logistical costs that arise directly from claimants' work to gather evidence for Tribunal hearings, and
- funding for those people who facilitate or co-ordinate the involvement of tangata turi (Māori deaf community).

Ministry of Justice officials intend to provide an update for Hon Kiri Allen on 30 November 2022 on options for the way forward. We will provide you with a full update on the all-of-government claimant funding mahi in November.

### Tuāpapa Hearing Six – Ōtautahi

The Joint Roopū is attending the final hearing in the Tūāpapa phase this week, at Ngā Hau e Whā Marae in Ōtautahi. The hearing begins on 20 September and concludes on 23 September 2022. 24 twenty witnesses are scheduled to appear – 9 via AVL. We will provide you with an aide memoire summarising the key themes from this hearing week on 6 October.

### Huihuinga Wāhine hui

Dr Ngawati also presented on the Mana Wāhine Kaupapa Inquiry at the Federation of Māori Authorities hui on 16 September 2022. Te Ringahua Hata – a claimant and consultant to claimant lawyers Annette Sykes and Co., was also on the panel.

### Other news

Otago Professor Jacinta Ruru (Raukawa, Ngāti Ranginui, Ngāti Maniapoto) MNZM, has been awarded the University of Otago's top honour, the Distinguished Research Medal. Professor Ruru is an influential Māori legal scholar who has been thinking and writing for the last 20 years about environmental law and how this could recalibrate to be more respectful of Māori rights, interests, and responsibilities. In receiving her award, Professor Ruru noted the significance for the discipline of kaupapa Māori research and the value of mātauranga Māori.

## System leadership – national

### Gender analysis

*Bringing Gender In* gender analysis tool: Fernhill Solutions has started work to refresh the analysis tool, meeting with stakeholders who use the tool to identify what works and what could be improved on. s 9(2)(g)(i)

The Ministry previously commissioned Fernhill to draft the APEC *Empowering Change* gender analysis tool, as part of an APEC-funded project.

s 9(2)(f)(iv)

s 9(2)(f)(iv)

## System leadership – international

### Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

Work is continuing to develop the next periodic report on New Zealand's implementation of CEDAW, based on the list of questions received from the CEDAW Committee in July 2022. We are expecting information from government agencies on a range of topics by 30 September, which will feed into the report. Letters have been sent from your office to Ministers whose portfolio areas are most relevant to this work.

We are aiming to provide a draft report to your office by 7 November for Ministerial consultation, ahead of the Social Wellbeing Cabinet Committee meeting of 7 December.

### Women, Peace and Security

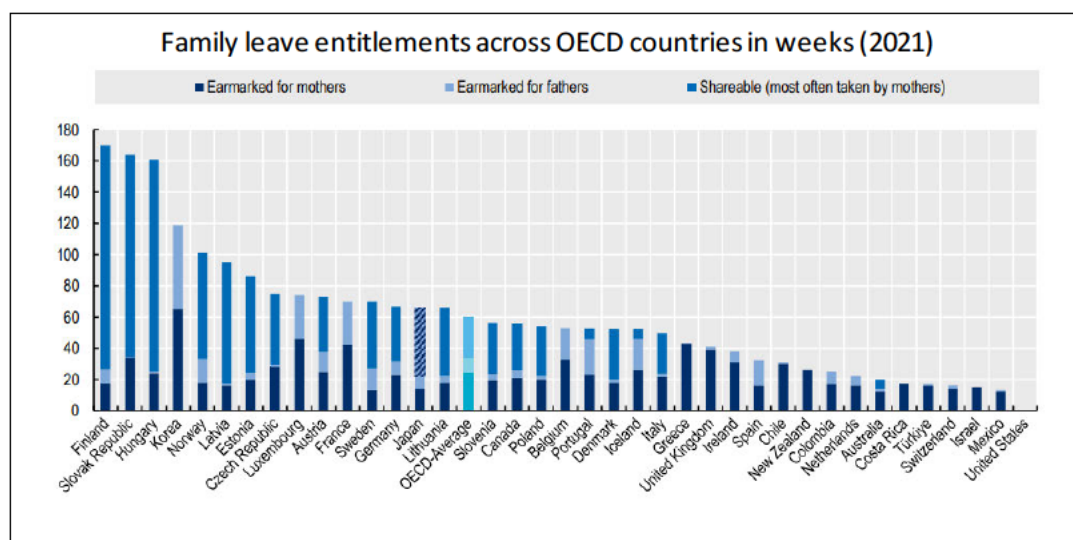
Manatū Wāhine met with MFAT and New Zealand Police to check in on work and progress in the Women, Peace and Security (WPS) space. Discussions are ongoing to determine how to resource a refresh of New Zealand's *National Action Plan (NAP) on Women, Peace and Security 2015-2019*, which is of interest to NGOs and included in the CEDAW list of issues. The development of the previous Plan was resourced and coordinated by MFAT. s 9(2)(g)(i), s 9(2)(f)(iv)

### Paid Parental Leave policies around the world – International Equal Pay Day Event with Iceland

To mark International Equal Pay Day on 20 September 2022, OECD and Iceland's Permanent Delegation to the OECD hosted a virtual panel discussion on global approaches to paid parental leave (PPL) policies. The event was a great success, and included high profile participants and Ministers from Iceland, New Zealand, Portugal, and Japan. You pre-recorded a keynote address which was warmly received. Key takeaways include that:

- Iceland is a world leader in equal paid leave offering 9 months PPL (3 months for each parent and an additional 3 months to be shared as parents see fit).
- Although New Zealand has increased PPL to 26 weeks, this is still below the OECD average.
- PPL legislation and policies are only part of the solution. There needs to be social change and company incentives around attitudes to encourage fathers to take up PPL and reduce stigma on fathers taking PPL.
- Affordable and accessible childcare is key to supporting working parents. The Deputy Secretary-General of the OECD, Ulrik Vestergaard Knudsen, delivered closing remarks in which he thanked you and Iceland for your comments and bringing attention to the issues of accessible childcare and gender pay gaps.





## Equal Pay Taskforce

### OECD Secretariat

The OECD Secretariat has asked to meet with the Taskforce, MBIE, and Manatū Wāhine to learn more about pay transparency and Kia Toipoto in particular, as a good example of an intersectional approach. Their request is in response to information provided for an OECD questionnaire on pay transparency.

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

### Q&A Session for Small Organisations

On 14 September 2022 we supported a Q&A session for small agencies and Crown entities on Kia Toipoto, organised by the Retirement Commission and the Social Wellbeing Agency (SWA). About 15 organisations attended. The purpose was for small entities, in particular, to learn from SWA's experience of implementing the Gender Pay Gap Action Plan, and to apply this in their own contexts.

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

### Kia Toipoto Workshops

The Taskforce delivered its third set of Kia Toipoto workshops and guidance to help agencies and entities meet the last of this year's Kia Toipoto milestones Te whai kanohi i ngā taumata katoa | Leadership and representation:

- 45 people attended the workshop for Crown entities
- 66 people attended the workshop for agencies
- 57 people attended the workshop for small entities and agencies.

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

### The Equal Pay Act 1972 50th Anniversary

The Taskforce has been leading a cross-agency project to commemorate the 50th anniversary of the Equal Pay Act 1972 (the Act). The Taskforce has been working with representatives from Ministry for Women, National Library, Ministry of Culture and Heritage, MBIE, and New Zealand

Council of Trade Unions, with the purpose of collectively developing and aligning commemorative activities which highlight the significance of the Act to a national scale.

The main feature of the commemoration is the event taking place on 20 October, held at the National Library of New Zealand, which will be livestreamed online for those who cannot attend in person. The event will be an opportunity to reflect on 50 years of the Equal Pay Act and explore what a future may look like where all people are paid fairly for the work they do.

The Taskforce will also be releasing content and resources to share from 1 October, to encourage wider engagement and participation from key stakeholders and the general public.

Contact Amy Ross: Manager – Pay Equity, Advice and Assurance ph. **s 9(2)(a)**

## Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Aide memoire	Options to improve OSCAR grant funding and subsidies	MW AM 22-23 0094	28/09/2022
Briefing	Commission on the Status of Women (CSW) attendance advice	MW BR 22-23 0096	28/09/2022
Briefing	WEAP implementation plan	MW 22-23 0025	29/09/2022
Aide memoire	Mana Wāhine Kaupapa Inquiry: Post Tūāpapa hearing 6, 19-23 September 2022	MW 22-23 0031	6/10/2022
Briefing	October Baseline Update 2022 (OBU 2022)	MW BR 22-23 0087	12/10/2022
Aide memoire	Mana Wāhine Kaupapa Inquiry: Update on JRC contracted projects	MW 22-23 0032	28/10/2022
Briefing	Timeline for the policy and legislative process to develop a pay transparency regime	MW BR 22-23 0090	TBC
Briefing	Mana Wāhine Kaupapa Inquiry Joint Research Committee update and approval	MW 22-23 0027	TBC

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide memoire	Prevention of Family Violence and Sexual Violence Multi-Minister meeting on 29 September 2022	MW 22-23 0072	27/09/2022
Aide memoire	Rail and Maritime Transport Union Women's Council, Wellington, 18 October 2022	MW AM 22-23 0098	12/10/2022
Aide memoire	50th anniversary of Equal Pay Act, 20 October 2022	MW AM 22-23 0099	13/10/2022
Aide memoire	Meeting with Project Gender, 20 October 2022	MW AM 22-23 0097	13/10/2022
Aide memoire	NACEW meeting 26 October 2022	MW 22-23 0075	20/10/2022

Ministerial letters and responses		
Subject	Log number	Due date
s 9(2)(a) - Abuse of Equal Pay funding in rest homes	MW 22-23 0091	28/09/2022
s 9(2)(a) - Migrant Victims Bill	MW 22-23 0092	28/09/2022

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
Departmental OIA requests			
Nil	n/a	n/a	n/a
Minister OIA requests			
Nil	n/a	n/a	na

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

Proactive releases in progress		
Title	Log number	Due date
Weekly Report for week ending 5 May 2022	MW 21-22 0302	30/09/2022
Weekly Report for week ending 12 May 2022	MW 21-22 0308	30/09/2022
Weekly Report for week ending 19 May 2022	MW 21-22 0322	30/09/2022
Weekly Report for week ending 26 May 2022	MW 21-22 0328	30/09/2022
Weekly Report for week ending 2 June 2022	MW 21-22 0332	30/09/2022
Weekly Report for week ending 9 June 2022	MW 21-22 0346	30/09/2022
Weekly Report for week ending 23 June 2022	MW 21-22 0358	30/09/2022
Weekly Report for week ending 30 June 2022	MW 21-22 0359	30/09/2022

## Publications and events in the next six months

Publications or event	Date	Agency lead
Rail and Maritime Transport Union Women's Council, Wellington	18 October 2022	Rail and Maritime Transport Union
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: .....