

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

As at 14 October 2022

Current priority outcome areas

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

Update on the Implementation plan

We are drafting the *Te Mahere Whai Mahi Wāhine* implementation plan for you to consider next week. The implementation plan will cover progress on the actions over the past six months and planned progress over the next six months. It will also include actions that we are working on with the other employment action plans. At the next available officials group, we can discuss how you might wish to take the implementation plan to the Employment, Education and Training Ministers Group (EETMG).

Progress on *Te Mahere Whai Mahi Wāhine* actions

- *Improving pay transparency*: we have advised the remaining members of the National Advisory Council on the Employment (Traci Houpapa, David McLean, Theresa Gattung and Bernadette Pereria) that NACEW will support the development of pay transparency. This is ahead of the Equal Pay Act 50th anniversary celebrations.
- *Develop an Online Career Planning solution to provide quality information and support on learning and career pathway (includes wāhine Māori)*: this *Te Mahere Whai Mahi* action is led by the Tertiary Education Commission (TEC). We are a member of the Tahatū Panel, which is supporting the development of the online solution.
- *Explore strengthening digital connectivity for wāhine Māori and Pacific and ethnic women in business*: we met with the Ministry of Business Innovation, and Employment (MBIE) to discuss women in the tech sector, in particular, the Digital Skills and Talent Plan which is part of the Digital Technologies Industry Transformation Plan (MBIE).

Working with other action plans

We have been working with the Ministry of Ethnic Communities on how to progress an action in the *Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan*, to 'understand specific barriers, and to identify and tailor education and employment programmes for women who are disadvantaged in employment'.

The Office for Seniors has released their tender seeking a provider to deliver a course on supporting older people into entrepreneurship as part of the *Older Workers Employment Action Plan*. We have linked this action to actions in *Te Mahere Whai Mahi* on women in business and entrepreneurship. will keep you updated with progress of this mahi.

We have supported MBIE's refresh of the Employment Strategy which will be presented to the EETMG (date to be confirmed).

Mana Wāhine Roopū update

Mana Wāhine Kaupapa Inquiry

With the conclusion of the Mana Wāhine Kaupapa Inquiry Tūāpapa phase last month, Manatū Wāhine has been working on consolidating and documenting the key insights and achievements of this phase, as well as undertaking some forward planning to consider how we might support the upcoming phases of the Inquiry.

We are also working closely with the Joint Research Committee to support their research programme in both procurement and management. We expect to provide you and Minister Jackson a more fulsome update, as well as a retrospective look at the Tūāpapa phase, next month.

System leadership – national

Update on Ministry for Women Annual Report 2021/22

You will receive a copy of the Ministry for Women's Annual Report for the year ended 30 June 2022 this week. You will also receive a letter to the Leader of the House which requests the Annual Report 2021/22 be presented to the House on 18 October 2022.

s 9(2)(f)(iv)

National Advisory Council on the Employment of Women

s 9(2)(f)(iv)

Women's Rugby World Cup 2021

The Ministry supported an NZTE event, *Taking on the world: ambitious leaders making their mark*, on 7 October 2022 as part of the lead-up to the Women's Rugby World Cup 2021. The Ministry contributed to the hosting and catering costs, and promoted the event on social media and the September issue of *Te Karanga* to our stakeholders.

The event showcased inside stories of leaders and sports and business, including former women's rugby players, sponsors, and commentators.

The Ministry will be supporting the Black Ferns on social media throughout their world cup campaign.

System leadership – international

World Assembly of Women – Prime Minister’s Keynote

We are assisting the Ministry of Foreign Affairs and Trade (MFAT) with preparing content for a speech for a pre-recorded keynote address by the Prime Minister at Japan’s World Assembly of Women event in December 2022.

You and the Prime Minister were both invited to this event in person by Japan’s Special Advisor on Women’s Empowerment, Ms Masako Mori, during her recent visit to New Zealand. We coordinated with MFAT to advise that while in-person attendance from New Zealand was not a priority, a pre-recorded address by the Prime Minister would be a welcome gesture of support.

The speech will cover the importance of women’s empowerment and will be an opportunity to highlight some key domestic developments, including *Te Mahere Whai Mahi Wāhine*.

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) – ninth periodic report

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. Topics include social, economic, justice and health.

We are liaising with other agencies on the information to present in the report.

We are on track to brief you with the draft report in early November, ahead of its consideration at the Social Wellbeing Cabinet Committee meeting of 7 December 2022.

Advancing gender equality and women’s empowerment at United Nations General Assembly Third Committee

The 77th session of the Third Committee (Social, Humanitarian affairs and Human rights issues) of the UN General Assembly runs for two months over October-November 2022. The Committee covers items relating to the advancement of women, the protection of children, indigenous issues, the treatment of refugees and the promotion of fundamental freedoms through the elimination of racism and racial discrimination, and the right to self-determination.

The Ministry are providing technical knowledge and advice to MFAT to assist with the various deliverables (resolutions, joint statements etc.). Over 100 resolutions will be negotiated, and negotiations on the Resolution on Violence against Women and Girls is quickly becoming a “mini-CSW”.

Prioritisation of New Zealand’s engagement is guided by MFAT’s [International Human Rights Action Plan](#) which directs New Zealand to have a Leadership role in gender equality and women’s empowerment, and sexual orientation and gender identity.

New Zealand’s national statement on the advancement of women, which the Ministry helped draft, is available here: [NZUN twitter](#).

Equal Pay Taskforce

Cabinet Paper

The Cabinet paper *Extending the benefits of the pay equity settlement for social work in the Funded Sector* is in your weekend bag for review prior to Ministerial consultation (due out the

week of 17 October). Ministerial consultation is intended to be completed and the paper ready for consideration at Cabinet Social Wellbeing Committee (SWC) on 9 November 2022.

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

Equal Pay Bi-Monthly Reporting

We have provided the Bi-Monthly report to your office on 5 October 2022, a separate report was prepared for Minister Radhakrishnan with particular reference to *Kia Toipoto* and the Gender and Ethnic pay and Representation data.

A copy has been sent to Minister Hipkins for his information.

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

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Aide Memoire	Mana Wāhine Kaupapa Inquiry – Post Tūāpapa Hearing 6	MW 22-23 0023	20/10/22
Briefing	Te Mahere Whai Mahi Implementation Plan	MW 22-23 0025	21/10/22
Aide Memoire	Future of Work – separate forum on women	MW AM 22-23 0114	2/11/22
Aide Memoire	CEDAW Draft Cabinet Paper and periodic report	MW 22-23 0012	7/11/22
Briefing	Timeline for the policy and legislative process to develop a pay transparency regime	MW BR 22-23 0090	TBC
Briefing	Outcomes from the COVID-19 Community Fund 2021	MW BR 22-23 0093	TBC

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide memoire	NACEW meeting 26 October 2022	MW AM 22-23 0075	20/10/22
Aide memoire	Education, Employment and Training meeting, 27 October 2022	MW AM 22-23 0068	25/10/22
Aide memoire	s 9(2)(f)(iv)	MW AM 22-23 0108	16/12/22

Ministerial letters and responses		
Subject	Log number	Due date
Response to letters about the Government of Iran	MW 22-23 0115	18/10/22
Response to s 9(2)(a) , Iranian Women in NZ Organisation	MW 22-23 0117	18/10/22

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
Ministry OIA requests			
Response to s 9(2)(a) Living Wage s 9(2)(a)	MW-DOIA 22-23 0011	20/10/22	27/10/22
Response to s 9(2)(a), Nominations Service	MW-DOIA 22-23 0012	31/10/22	7/11/2022
Minister OIA requests			
Nil	n/a	n/a	n/a

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

Proactive releases in progress		
Title	Log number	Release date
Weekly Report for week ended 7 July 2022	MW 22-23 0002	31/10/22
Weekly Report for week ended 14 July 2022	MW 22-23 0012	31/10/22
Weekly Report for week ended 21 July 2022	MW 22-23 0022	31/10/22
Weekly Report for week ended 28 July 2022	MW 22-23 0045	31/10/22
Weekly Report for week ended 4 August 2022	MW 22-23 0055	30/11/22
Weekly Report for week ended 11 August 2022	MW 22-23 0058	30/11/22
Weekly Report for week ended 25 August 2022	MW 22-23 0066	30/11/22

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
Launch of the Pacific Pay Gap Inquiry Report	19 October 2022	The Equal Employment Opportunities Commission
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: 16/10/2022