

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

As at 28 October 2022

Current priority outcome areas

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

Update on the Implementation plan

You received the *Te Mahere Whai Mahi Wāhine* implementation plan in last weekend's bag. The implementation plan covers progress on the actions over the past six months and planned progress over the next six months.

Progress on *Te Mahere Whai Mahi Wāhine* actions:

- *Explore strengthening digital connectivity for wāhine Māori and Pacific and ethnic women in business:* we met with the Office for Seniors to discuss their Digital Inclusion – Digital Literacy Training for Seniors work.
- *Monitor and report on the impact of the Government's Broader Outcomes Procurement Rules on women in employment:* we met with MBIE to discuss their procurement processes.
- *Investigate women entrepreneur's access to business funding:* a Ministry official has joined the Ecosystem Group: remove the funding barrier for women, an initiative developed by New Zealand Trade and Enterprise. This group is focussed on how to remove the barriers that women face raising funds to grow.

Mana Wāhine Roopū update

Mana Wāhine Kaupapa Inquiry

We are continuing to progress our forward planning and consolidation of insights post the conclusion of the Tūāpapa Phase of the Mana Wāhine Kaupapa Inquiry.

We are also working with the Joint Research Committee (JRC) to finalise their processes for commissioning their research. Manatū Wāhine and the JRC are working through the details of the Request for Proposal (RFP) application process and the required infrastructure to support a robust procurement process. The JRC is aiming to send the RFP out on 4 November 2022. We will continue to update you as details are finalised.

Joint Roopū officials have also been working with the Ministry of Justice and other agencies on the issue of claimant funding. An interagency working group has been established to develop joint advice and options for improving the guidance used by Kaupapa Inquiry led agencies to inform their approaches to claimant funding. The formation of the working group has emerged from Whakatika ki Runga – a mini-inquiry that commenced in July 2022 in relation to funding for claimants participating in Waitangi Tribunal processes, including legal aid. The hearings for this mini-inquiry were completed in October 2022 and the Tribunal will release their findings before the end of 2022.

The Ministry for Justice will prepare a briefing for relevant Ministers on interim recommendations by 30 November 2022.

System leadership – national

Event recap: Suffrage Day and Equal Pay Act 50-year commemoration

Over the past month, we have commemorated Suffrage Day (19 September 2022) and the 50th anniversary of the Equal Pay Act 1972 (20 October 2022). The Ministry also conducted a five-week social media campaign to highlight the connections between both events and the real impact they have today. Both events and the social media items were well received by other government agencies and the public. Some posts reached 200 likes and 40 shares across platforms which is the Ministry's highest social media engagement in recent years. Secretary for Women, Kellie Coombes, also shared a blog post on why equal pay is important, which received positive feedback.

2023 marks 130 years of women's suffrage in New Zealand, and we will begin planning commemoration activities in early 2023.

Photos of both events have been shared with your office for your future use.

Women's Health Strategy

We are supporting the development of the Women's Health Strategy. We are working in a project team led by Manatū Hauora Ministry of Health, alongside the Public Health Agency, Te Aka Whai Ora Māori Health Authority and Te Whatu Ora Health New Zealand.

We are supporting building the evidence base for the Strategy including:

- The determinants of women's health as they differ to men, and between different groups of women
- Gender differences in experiences of health, the health system, and barriers to health
- Major causes of morbidity and mortality for women as compared with men, and between different groups of women
- Health and wellbeing issues that are specific to women, and that impact women more frequently.

This evidence base will support the knowledge and information gathered through public engagement on the Women's Health Strategy. This engagement is expected to begin before the end of this year, pending Ministerial decisions. We will update you on the planned engagement approach in November 2022.

Increasing Diversity on Government Boards project

Following well-attended sessions in July and September, the Nominations team is co-hosting an online, Governance CV training session on Tuesday 1 November for wāhine on our nominations database, and the nominations databases of other population agencies. We currently have 90 wāhine registered to attend this training session with governance board appointments expert Simon Telfer from Appoint Better Boards.

We continue to work collaboratively with relevant agencies on the work to increase diversity on public sector boards and committees. We will be drafting a paper to update you more fully on this work which will be with your office by the end of November 2022.

Nominations for the 2023 King's Birthday Honours round

Nominations for the 2023 King's Birthday Honours round are due with the Honours Unit at DPMC by 24 December 2022. Manatū Wāhine is working on drafting nomination forms for diverse wāhine for you to consider nominating.

The completed forms with a covering memo will be sent to your office by Thursday 8 December 2022 for your consideration. If you have any women in mind that you would like to nominate, please let the Nominations team know and we will complete the background work for these women.

We will draft a letter for you to send to your colleagues encouraging them to nominate wāhine from their electorates if you choose to send this out for this round. This will be included in your weekend bag on Friday 28 October 2022.

System leadership – international

Secretary for Women presentation at Equal Pay International Coalition (EPIC) Regional Conference

Secretary for Women, Kellie Coombes, was invited to make a presentation on pay equity and efforts to reduce the gender pay gap at the EPIC Regional Conference on Wednesday 26 October.

The overarching meeting theme was *Pay Transparency in Asia/Pacific: Public Policy and Company Practices*, with high level speakers featured to highlight public and private approaches from Australia, Japan, and Korea. This is an opportunity to hear about initiatives in other jurisdictions, as well as highlight some of our own successes, including *Te Mahere Whai Mahi Wāhine*.

CSW67: NGO Delegate Selection Process

We have commenced the annual process of selecting an NGO delegate to join the official New Zealand delegation to the Commission on the Status of Women (CSW) session in March 2023 in New York, by inviting members of the International Women's Caucus to form a selection panel.

The selection panel will be responsible for fielding applications, and for selecting an appropriate candidate to represent their perspective in CSW negotiations. As we intend to send a travelling delegation from New Zealand for the first time since 2019, we hope to identify a delegate prior to Christmas to allow plenty of time for them to plan and make travel arrangements. We will advise you of the successful candidate in the formal delegation list in your next CSW briefing.

s 6(b)(ii)

s 6(b)(ii)

National approaches to Equal Pay – Meeting with Canada (21 October)

Together with Public Service Commission (PSC) we had a follow-up meeting with the Canadian Human Rights Commission, Federal Pay Equity Commissioner and Quebec and Ontario Pay Equity Commissions for a deeper dive into equal pay/pay equity legislation.

Gráinne Moss and Amy Ross from the PSC presented on the history and inner workings of New Zealand's Equal Pay Act and amendment, and 50-year anniversary.

A clear difference between the two national approaches is that Canada's regime is proactive (requiring each organisation of 10+ employees to prepare an equal pay plan within 3 years) while New Zealand's is reactive to a claim. A third call will follow to explore further areas of mutual interest.

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Aide Memoire	CEDAW Draft Cabinet Paper and periodic report	MW 22-23 0012	4/11/22
Cabinet Paper	Revised: Gender Principles	MW 21-22 0182	4/11/22
Aide Memoire	Update on Kōhine Māori initiatives	MW 22-23 0122	17/11/22
Aide Memoire	Future of Work – separate forum on women	MW AM 22-23 0114	23/11/22
Aide Memoire	WEAP engagement plan	MW 22-23 0130	November TBC
Cabinet paper	s 9(2)(f)(iv)	MW 22-23 0131	December TBC
Briefing	Mana Wāhine Kaupapa Inquiry	MW 22-23 0132	December TBC
Cabinet paper	s 9(2)(f)(iv)	MW 22-23 0133	Early 2023 TBC
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	EET meeting 17 November 2022	MW 22-23 0069	14/11/22
Aide Memoire	NACEW meeting 21 November 2022, agenda and talking points	MW 22-23 0121	15/11/22
Aide Memoire	Prevention of Family Violence and Sexual Violence Multi-Minister meeting on 24 November 2022	MW AM 22-23 0111	17/11/22
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 s 9(2)(a) – AUT childcare	MW 22-23 0123	31/12/22

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) Nominations Service	MW-DOIA 22-23 0012	31/10/22	
Response to s 9(2)(a) communications on media queries	MW-DOIA 22-23 0013	14/11/22	
Minister OIA requests			

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
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
International Women's Caucus	8 November 2022	Ministry for Women
Rural Women New Zealand Business Awards and AGM	18 November 2022	RWNZ

Proactive release

This Fortnightly 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