

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

As at 25 November 2022

Current priority outcome areas

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

Update on the Implementation plan

We are working with the Ministry of Foreign Affairs and Trade and New Zealand Trade and Enterprise to arrange a New Zealand Women in Export Online Event for the New Year. We intend to include speakers from New Zealand and the OECD. We will update you as we further develop the event.

Following our meeting in Northland with Mama Moving Mountains, we are working with them to develop insights on how we can strengthen entrepreneurial pathways and supports for wāhine Māori. These insights will be used to inform the joint action in *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan* and *Te Mahere Whai Mahi Māori: Build stronger entrepreneurial pathways and supports for wāhine Māori*.

Mana Wāhine Roopū update

Tribunal Research

The Waitangi Tribunal has commissioned Helena Rattray-Te Mana to prepare a report on contemporary justice issues for wāhine Māori focusing on equity and disparities in wellbeing from 1990 to 2020 for the Mana Wāhine Kaupapa Inquiry. This report will also examine the disproportionate incarceration rates of wāhine Māori as well as the impacts of family and sexual violence, and access to equitable justice outcomes.

The report is due to be filed to the Tribunal by 18 December 2022.

Claimant Funding for Kaupapa Inquiries

Ministry for Justice (MoJ) is due to file a briefing to Minister Allan on 30 November 2022 on next steps for claimant funding in Kaupapa inquiries. The briefing responds to a request from the Tribunal in Whakatika ki Runga for the Ministry to consider funding claimants for some activities that are not covered in the current guidance for lead agencies and to consider moving to an upfront funding model.

Matters covered in the briefing include:

- whether to revise the interim guidance now, or wait until the Tribunal releases its report in February
- if the guidance is revised now, who or what will be funded for each of the additional activities raised by the Tribunal (administration costs, organisational/evidence gathering costs and accessibility costs for tāngata whaikaha).

We have been working closely with MoJ and other lead agencies on the advice to Minister Allan. We will brief you once the advice to Minister Allan is finalised. We suggest you include a discussion on claimant funding in the agenda for your forthcoming hui with Minister Jackson on 7 December 2022.

System leadership – national

The Wāhine Māori Economy

Officials met with the Business and Economic Research Limited (BERL) team that has been commissioned to develop a series of economic reports focused on wāhine Māori, Pacific women, ethnic women and a general women’s economy report. These reports will align to their earlier Te Ohanga Māori 2018 report prepared for the Reserve Bank. BERL has further developed their Social Accounting Matrix to recognise levels of women’s ‘volunteering’ and are preparing to commence a statistical study using the Integrated Data Infrastructure (IDI). Accounting for any unexpected delays, we expect to discuss their preliminary findings in mid-February 2023. We will keep you advised as this work progresses.

Hanga-Aro-Rau Workforce Development Council

The Ministry presented at the conference hosted by Hanga-Aro-Rau the Workforce Development Council for Manufacturing, Engineering and Logistics, on approaches that can support increasing women into their workforces. Pay transparency, gender pay gaps, ethnic gender pay gaps, and pay equity issues were described as part of the ecosystem of work Manatu Wāhine is working on to support women and girls in employment.

Coordination of available opportunities for employers, training providers and potential workers highlighted the need for timely, culturally relevant information and welcoming approaches to be developed and available, particularly for women and girls and Māori and Pacific learners. Attendance was well supported by employers and other Te Pukenga (New Zealand Institute of Skills and Technology) providers and signals an ongoing engagement with Regional Skills Leaders Groups and their Workforce Development Plans.

s 9(2)(f)(iv)

[Redacted]

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- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

[Redacted]

2022 Review of Retirement Income Policies (RRIP) – Gender implications

The Retirement Commission (Te Ara Ahunga Ora)'s 2022 RRIP will be released on Tuesday 29 November 2022. Recommendations are targeted for the Government, employers, the financial services industry and Te Ara Ahunga Ora. There are several gender-responsive recommendations included in response to the 20% gender gap in KiwiSaver balances. Recommendations include, for example:

- Paid Parental Leave (PPL): No minimum KiwiSaver contributions for employees on PPL, and for both employers and the Government to continue KiwiSaver contributions during PPL. The Retirement Commissioner wants to support those (predominately women) on parental leave with the view that PPL should not be a barrier to retirement savings
- Bias-free and targeted advice to women, by the Financial Services Industry
- Enabling KiwiSaver contributions for those under age 18 and over age 65 (this will enable younger women working to 'front load' their retirement savings should they take time out of paid work later in life)
- Honouring Te Tiriti: Te Ara Ahunga Ora will establish an advisory rōpū to consider retirement income policy changes to better support Māori. Te Ara Ahunga Ora did a survey with kaumatua on what retirement looks like for Māori and intergenerational living and these voices are in the RRIP. Building on this, the Retirement Commissioner wants to establish the rōpū for a 'for Māori by Māori' approach to retirement that gives Māori a voice.

Meeting with Sport New Zealand

The Ministry met with the Diversity and Inclusion Lead at Sport NZ on 21 November 2022. This meeting was an opportunity to understand the key priorities for Sport NZ and identify opportunities for collaboration. We discussed Sport NZ's key achievements to deliver the priority areas of the Government's Strategy for Women and Girls in Sport and Active Recreation. The priority areas include increasing women's participation in sport, boosting women's leadership in sport and increasing value and visibility of women in high-performance sport. We identified opportunities for collaboration on key issues such as reducing the gender pay gap and boosting women's leadership in sport, as well as overcoming barriers that limit women and girls' participation in active recreation, such as gender stereotypes. We will continue collaborating with Sport NZ and explore ways to leverage the momentum created by the FIFA Women's World Cup 2023 to progress these issues.

Equal Pay Taskforce update

Most Public Service departments and departmental agencies are publishing their Kia Toipoto Action Plans, with pay gap data, this week. We have agreed to extensions of between one and four weeks for 10 departments that have requested more time to complete final engagement and sign-off. We will report to you in our October/November bimonthly Equal Pay Taskforce Report with more detail. We (Te Whakapiri) will also undertake a detailed evaluation of the content of these plans in early 2023, so we can assess progress, provide feedback to agencies, and provide a more detailed report to you.

Please note that Manatū Wāhine has published its plan.

System leadership – international

Ongoing preparation for CSW67: New York 6-17 March, 2023

We are continuing to prepare for the 67th Session on the Commission on the Status of Women (CSW67) from 6-17 March 2023. You have agreed to attend this in person [MW BR 22-23 0096 refers], as lead of the New Zealand Government delegation at the United Nations Headquarters, New York.

We are preparing a briefing outlining priorities and options for CSW67 related to the priority theme *“Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls.”*

We are working with relevant agencies in these areas and across your portfolios to align priorities, and met with the relevant DIA, MBIE, and MoE teams last week. We will provide you with a briefing by 15 December seeking your decisions on priorities and events for CSW67.

Women’s rights in Iran – Update on New Zealand’s multilateral efforts

The Ministry is providing gender advice and support to MFAT and Ministers on the multilateral response to protests in Iran and options to remove Iran from the Commission on the Status of Women (CSW). Government efforts and actions are being channelled into two main pathways, in coordination with likeminded partners:

- Human Rights Council: New Zealand is co-sponsoring a resolution calling for a Special Session on Iran in the UN Human Rights Council forum
- CSW: New Zealand will support efforts led by the United States and Canada with a Resolution on the termination of Iran’s membership on the Commission on the Status of Women, to be finalised in November/December 2022 and submitted to the UN Economic and Social Council.

These actions are in line with the proposed approach outlined in the submission to the Minister of Foreign Affairs and Prime Minister. A copy of this submission was referred to your office.

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Aide Memoire	Ministerial leadership group on disability issues, 5 December	MW 22-23 0161	30/11/22
Briefing	Conclusion of Tūāpapa hearings and work programme for 2023	MW 22-23 0141	30/11/22
Aide Memoire	Improving access to childcare – update on current government work	MW 22-23 0150	1/12/22
Aide Memoire	Future of Work – separate forum on women	MW 22-23 0114	1/12/22
Briefing	s 9(2)(f)(iv)	MW 22-23 0145	8/12/22
Briefing	Options for a pay transparency system	MW 22-23 0090	15/12/22

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide Memoire	Meeting with Māori Women's Welfare League, 7 December 2022	MW 22-23 0142	1/12/22
Aide Memoire	Meeting with Minister Jackson, 7 December 2022	MW 22-23 0164	1/12/22
Aide Memoire	Attendance at Social Wellbeing Committee meeting, 7 December 2022	MW 22-23 0158	2/12/22
Aide Memoire	Meeting with EET Ministers, 8 December 2022	MW 22-23 0070	6/12/22
Briefing	s 9(2)(f)(iv)	MW 22-23 0108	16/12/22

Ministerial letters and responses		
Subject	Log number	Due date
Response to Contact Energy media release re parental leave	MW 22-23 0153	25/11/22

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) Staff Leave	MW-DOIA 22-23 0014	29/12/22	6/12/22
Request from s 9(2)(a) – pay transparency briefings	MW DOIA 22-23 0015	5/12/22	12/12/22
Request from s 9(2)(a) – pay transparency emails	MW DOIA 22-23 0016	12/12/22	19/12/22
Minister OIA requests			
Response to s 9(2)(a), various briefings 1	MW-MOIA 22-23 0003	5/12/22	
Response to s 9(2)(a), various briefings 2	MW-MOIA 22-23 0004	5/12/22	
Response to s 9(2)(a), various briefings 3	MW-MOIA 22-23 0005	5/12/22	

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
WPQ 43197 – David Seymour MP	MW-WPQ 22-23 0044	25/11/22	29/11/22

Proactive releases in progress		
Title	Log number	Release date
Weekly Report for week ended 7 July 2022	MW 22-23 0002	30/11/22
Weekly Report for week ended 14 July 2022	MW 22-23 0012	30/11/22
Weekly Report for week ended 21 July 2022	MW 22-23 0022	30/11/22

Proactive releases in progress		
Title	Log number	Release date
Weekly Report for week ended 28 July 2022	MW 22-23 0045	30/11/22
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 events	Date	Agency lead
Nil	N/A	N/A

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