

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

As at 10 February 2023

Current priority outcome areas

Mana Wāhine Kaupapa Inquiry

Waitangi Tribunal Research Commission

On 19 January 2023, the Tribunal commissioned Dr Helen Potter to undertake an audio-visual gathering of oral testimony by wāhine Māori involved in the Inquiry for the Tribunal's Takapou Whāriki research project. The researchers will seek participation from a broad selection of wāhine Māori participants of diverse ages, workforces, lifestyles, geographic locations, and wāhine Māori gender identities and sexualities. The project will give participants the opportunity to deliver oral testimony in a less-formal setting than standard Waitangi Tribunal hearings, with the intention that the kōrero delivered will be broader in scope than might otherwise be allowed.

The resultant research report, which will collate and present the information conveyed in these kōrero sessions, will, where possible, focus on the following broad issues:

- (a) What does mana wāhine mean to the wāhine Māori participants?
- (b) How do wāhine Māori see themselves?
- (c) What aspects of wāhine Māori-tanga are most important to wāhine Māori?
- (d) How do wāhine Māori influence, and how are they influenced by, their communities in te ao Māori and/or te ao Pākehā?

A draft report will be circulated to parties by 30 November 2023 for feedback, with the research due to be complete by 29 February 2024.

Tribunal Directions: 27 January 2023

Tūāpapa evidence

The Tribunal panel intend to publish an online index or guide to the evidence presented during the six tūāpapa hearings held between February 2021 and September 2022. Appendix B: Te Arataki – A guide for the tūāpapa hearings for the Mana Wāhine Kaupapa Inquiry (Wai2700, #3.1.312(b)) will be used as the organising framework to collate and categorise the evidence.

The purpose of this publication is to:

- (a) make the tūāpapa evidence more accessible to claimants, wāhine Māori, researchers, government officials, Tribunal panels, and other interested members of the public;
- (b) provide a valuable resource for parties preparing evidence and submissions for the remainder of the inquiry research and hearing phases; and
- (c) serve as an aide-memoire and resource for researchers during the research phase, as well for the panel and staff during the report-writing process.

Publication of the index is anticipated to be released in the first quarter of 2023.

Evidential Gaps

Contrary to the Tūāpapa evidence received so far, the Tribunal has identified particular areas they would like further coverage of. This includes, but is not limited to, karanga (Ceremonial call), pre-

waka narratives, moko kauae (Chin tattoo), whakanoa (Removal of tapu), toi wāhine, and other regional perspectives.

The Tribunal has suggested two wānanga be held with expert witnesses on the proposed topics to fill these evidential gaps. Parties will also be invited to file suggestions on possible pūkenga (specialists/expert witnesses) and further topical areas by 22 February 2023.

Judicial Conference

The Tribunal will convene a Judicial conference in Wellington on Thursday 9 March 2023, 10am – 3pm to discuss the points raised above, commencement of substantive hearings and wider inquiry planning.

Joint Research Committee: Claimant led research

The Joint Research Committee and Manatū Wāhine are in the final stages of commissioning two independent researchers to undertake the Whakapapa and Whānau Report; and Te Ao Tūroa Report. The JRC will soon be readvertising requests for tender for both the Rangatiratanga Brief; and Whai Rawa Brief. These four research commissions make up the JRC's Ngā pou hine research programme.

Te Mahere Whai Mahi Wāhine Women's Employment Action Plan

Introduction to R.A.W (Reclaim Another Woman) Programme

RAW was set up to help break New Zealand's ever-growing cycle of intergenerational offending, educational underachievement, persistent poverty and violence for a group of disadvantaged women. Through inclusion, community and opportunity, RAW operate a farm in Te Aroha, Waikato that houses up to seven wāhine on parole.

The Ministry met with the RAW Operations Manager to discuss how we could work together to support this initiative and their long-term vision. RAW has invited the Ministry and the Minister for Women to meet after April. They have also requested their voice and stories be included in our research and insights in the future. We will also discuss the work RAW is doing to support women on parole with Ara Poutama Aotearoa Department of Corrections and how the work RAW is doing can link to actions on training and employment in Wāhine - E rere ana ki te pae hou: Women's Strategy 2021-2025.

We will follow up directly with your office as it this progresses.

Meeting with Karen Vercoe, Te Arawa Lakes Trust

During the COVID-19 pandemic, Te Arawa Lakes Trust set up a call centre to help hapū and iwi access services. This was so successful that the call centre is still active and has partnered with 14 other organisations in the area to offer support and services to the community. Employing 50 people, currently the call centre is primarily funded through Manatū Hauora and will be coming up for review this year.

Te Arawa Lakes Trust holds data on the success of employing wāhine and the impact this has on whānau and the wider community. The Ministry is discussing with Te Arawa Lakes Trust how to share their data and insights.

The Ministry will explore options to support where appropriate.

Hanga Aro Rau – Workforce Development Council – Māori Workforce team

The Ministry and the Māori Workforce Development team of Hanga Aro Rau (HAR) - Workforce Development Council, have developed a strategic partnership to better leverage existing networks and future initiatives. With a focus on wāhine Māori there are several initiatives that align with the Te Mahere Whai Mahi Wāhine and wider work programme. A schedule of proposed events will be shared with the Ministry to discuss further. The Ministry will share and promote HAR's programmes and training incentives. HAR has also offered access to their extensive network to help raise the voice of wāhine Māori within the Ministry's work.

Deposit Takers Bill

The Deposit Takers Bill creates a depositor compensation scheme and strengthens the Reserve Bank's supervision and enforcement powers. The Bill is currently before the Select Committee. As part of its review, the Select Committee is considering the impacts of the Bill on smaller entities such as non-bank deposit takers, and the role smaller institutions may play in offering credit to businesses run by women, and other more vulnerable groups. The Reserve Bank contacted Manatū Wāhine to ask if we knew of any research in this space, particularly with regard to financial inclusion. We provided research on financial inclusion, which indicates that a reduction in financial inclusion has an adverse impact on vulnerable groups. In New Zealand, smaller, non-bank institutions are likely to be filling the gaps left by the main banks. s 9(2)(f)(iv)

This work relates to Te Mahere Whai Mahi Wāhine action on access to business funding, and to our vulnerable wāhine generally.

System leadership - national

s 9(2)(f)(iv)

s 9(2)(f)(iv)

Pay Transparency Engagement - Mind the Gap hui, 8 February 2023

As part of the Pay Transparency Targeted Engagement process, officials attended an in-person business leaders hui led by Mind the Gap, in Auckland CBD. About 15 private businesses attended, ranging in size from a large international corporates to SMEs of approximately 50+ employees. It was a very positive meeting of 'like-minded' people who have expectations of a fair pay for all workers and are committed to contribute to processes that support this outcome.

After some full discussions, the meeting unanimously agreed that pay transparency should be a mandatory system, and that the size of business it applies to will be important. Participants suggested that:

- a pay transparency system will need to be designed to support different types and levels of business.
- many large corporates are already measuring diversity including pay gaps. It is SME's and those with variable working arrangements/employees, that will require more support to design a system that accurately reflects their situation.
- ensuring that simplicity is at the heart of the system is key.
- don't reinvent the wheel, for example, use existing data collections systems e.g audited accounts and IRD returns.
- education is critical, with available tools, an app, a place for employers to get consistent advice.

s 9(2)(g)(i)

Pay transparency changes in Australia

The Australian Government introduced new legislation, *The Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023* on 8 February 2023, which is designed to help close the workplace gender pay gap. Drawing on data already provided by employers, reporting will commence in 2024 for companies with 100 or more workers. The new reform was recommended by the 2021 Review of the Workplace Gender Equality Act 2012. s 9(2)(f)(iv)

Gender budgeting exercise: Analysis provided to the Treasury

Ministry officials reviewed the gender analysis contained in 27 participating budget initiatives, and provided an assessment to the Treasury on 20 January. Our review looked at the direct and indirect impacts identified on women and girls, particularly wāhine Māori, how strong and complex the analysis carried out was, and whether any insights were missing from the analysis (such as further opportunities to highlight the gendered nature of society and key issues for women, and opportunities to tailor the initiative to further improve outcomes for women and girls and mitigate these challenges).

Like the Pilot, the quality of analysis varied from in-depth and well-articulated findings that addressed the motherhood penalty, gender and ethnic pay gaps, women's economic participation and wellbeing, and maternal health, to high-level statements. There was a marked increase in the quality of insights provided by agencies that participated in the Ministry's workshops and 'peer-review' service (where we gave feedback on the draft bids prior to their final submission). This approach has enabled agencies to provide deeper insights and obtain gender-disaggregated data.

There are five Budget Ministers (BM) meetings to finalise the Budget package before it goes to Cabinet. The Ministry's gender analysis has fed into the Vote Analyst's assessments, which will

be moderated by the Treasury Budget Team before initial advice goes to Ministers for BM2 on 20 February 2023. BM3 will take place on 8 March 2023.

Moving forward with the governance digital innovation project

The Nominations team is continuing to move forward with building an inclusive digital platform to help connect people with governance resources, information, and training opportunities. Following extensive research and consultation with aspiring directors and governance organisations, a prototype was developed in December 2022. This was then shared with stakeholders for feedback and will now be developed and refined based on their input. Initial feedback has been positive, and it is felt that a digitized platform will make governance training and opportunities more inclusive and accessible.

A steering group, including Independent Directors and representatives from the public sector, has been established and is now providing direction and oversight for the project. The funding for this digital initiative, which was received from the cross-Government digital innovation fund, ends on 30 June 2023.

System leadership – international

International Women’s Caucus

Manatū Wāhine hosted the International Women’s Caucus meeting on Tuesday 7 February. Attendees greatly appreciated hearing from you in person about your priorities and work programme for the year. The meeting agenda and discussions focused on CSW preparation, the CEDAW draft report consultation, opportunities presented by FIFA World Cup hosting and planned work on the women’s strategy. International Women’s Caucus meetings are planned, on Tuesday 9 May and Tuesday 10 October 2023. We have shared these dates with your office.

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. In December, you approved Norie Ape as the NGO delegate for the delegation [MW 22-23 0176] and we are finalising the final New Zealand Government delegation.

Officials have met with relevant multilateral partners in preparation for engagement at CSW67, including the national statement and for the negotiation of the agreed conclusions. s 6(a)

Officials will virtually attend the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) CSW67 meeting and the second PIFs meeting this week. This ensures that New Zealand aligns with like-minded partners and those in the Asia-Pacific, and that we can effectively negotiate for New Zealand women and girls, and for international gender equality.

We are working with relevant agencies to align priorities, including DIA, MBIE, DPMC and MoE, and are working with your office on the timing of your next briefing.

CEDAW consultation

Following the public launch of the draft ninth periodic CEDAW report on 26 January, we continue to promote consultation on this report through a range of channels and stakeholders. We have received good engagement on the report so far through the online survey platform. We are organising several online hui for stakeholders who prefer to provide their feedback in this form, and will add to this according to demand. The Ministry will continue to update you as consultation progresses, and will provide you with an updated report in June.

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
s 9(2)(f)(iv)	[REDACTED]	MW 22-23 0197	15/02/2023
Ad-hoc item	Post-hearing questions – Annual Review	MW 22-23 0183	16/02/2023
Briefing	s 9(2)(f)(iv)	MW 22-23 0201	16/02/2023
Briefing	Ministerial Submission 2023 March Baseline Update	MW 22-23 0192	16/02/2023

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide Memoire	Attendance at EET Ministers' Meeting, 16 February 2023	MW 22-23 0208	13/02/2023
Briefing	CSW67: priorities, statement and delegation, New York, 6-17 March 2023	MW 22-23 0108	14/02/2023
Speech	Financial Services Council's International Women's Day breakfast, 8 March 23	MW 22-23 0205	15/02/2023
Aide Memoire	Attendance and opening address of the Soroptimist International Aotearoa Conference of clubs	MW 22-23 0206	16/02/2023

Ministerial letters and responses		
Subject	Log number	Due date
Nothing to report		

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
Ministry OIA requests			
s 9(2)(a) – pay transparency emails	MW DOIA 22-23 0016	09/01/23	16/02/23

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
s 9(2)(a) – various questions on work programmes and process documents	MW DOIA 22-23 0020	11/01/23	16/01/23
s 9(2)(a) – Royal Honours Nominees	MW DOIA 22-23 0024	17/02/2023	24/02/2023
s 9(2)(a) information on gender non-binary at work	MW DOIA 22-23 0025	22/02/2023	1/03/2023
s 9(2)(a) Carbon Travel Limits	MW DOIA 22-23 0026	28/02/2023	7/03/2023
Minister OIA requests			
Nothing to Report			

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
Nothing to report			

Title	Release date
Fortnightly Reports – December 2022	28 February 2023
Fortnightly Reports – January 2023	31 March 2023
Fortnightly Reports – February 2023	28 April 2023
Fortnightly Reports – March 2023	31 May 2023

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