

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

As at 17 March 2023

Current priority outcome areas

Te Mahere Whai Mahi Wāhine Women's Employment Action Plan

Pay Transparency update

s 9(2)(f)(iv)

Engagements

NACEW held two online meetings on 13 March 2023:

1. NACEW talked with their partner organisations about the impact of the cyclone on flooding on women, implementation of *Te Mahere Whai Mahi Wāhine*, and pay transparency. The meeting was attended by YWCA, P.A.C.I.F.I.C.A, Iti Rearea Collective, National Council of Women, Rural Women, Shama Ethnic Women's Trust, and the Human Rights Commission, with apologies from the Māori Women's Welfare League, Māori Women's Development Inc, and Global Women.
2. Manatū Wāhine, MBIE and NACEW met to discuss their role as the pay transparency advisory group, s 9(2)(f)(iv)

We will provide you with notes from both these meetings, along with minutes from NACEW's regular meeting on 9 March, by 20 March 2023.

We have also provided the updated table of NACEW-led engagements on pay transparency.

Engagement held	Date
Business NZ	3 March 2023
NACEW Partner agencies	13 March 2023
NACEW meeting	9 March
Engagement confirmed	Date
Council Trade Unions	15 March
Institute of Directors	15 March
Future of Work tripartite forum	3 April
Champions for Change co-chairs	17 April

Engagement being confirmed	Date
Xero	Time to be confirmed
Do Good Jobs	Time to be confirmed
Chartered Accountants	Time to be confirmed

National Careers System Strategy

We provided feedback on the draft National Careers System Strategy (NCSS). The proposed strategy, under the development leadership of the Tertiary Education Commission, is an update to the current strategy.

We asked that women be specifically included in the priority groups. Women have different labour market characteristics than men and have unique needs across the course of their careers. There is intersectionality across women and the priority groups specifically identified: Māori, Pacific peoples, disabled people, and youth. Including women gives acknowledgement to the unique situation women in these groups face. The strategy also needs to acknowledge the impact of unconscious stereotypes on children throughout their schooling and in their career choices and address ways to minimise this.

The revised NCSS should strive to ensure that all people are treated equally, regardless of gender or ethnicity. We asked that “without bias” be added to the principle, Te Kounga | Quality, and as a recommendation within the Focus Area – Grow Quality Careers Support.

Ara Poutama Aotearoa Department of Corrections, Reference Group meeting: *Wāhine – E rere ana ki te pae hou Women’s Strategy 2021 - 2025*

We attended a reference group meeting on 27 February for the *Wāhine – E rere ana ki te pae hou Women’s Strategy 2021 – 2025*, and discussed progress on the project: *Learning and Development Pathway and Support for Custodial Staff working in Women’s Prisons*.

Interviews have been completed with around 120 custodial staff, other prison and national staff, and 16 women in prisons via the wāhine panels. They are now preparing the final report for approval to proceed to the Development Stage, looking to recruit further resourcing and connecting with other pilots across Corrections.

Driver Licence Improvement Programme

We participated in the second round of engagement sessions for the Driver Licence Improvement Programme, which discussed challenges to accessing driver’s licences. Waka Kotahi is consulting widely to ensure all voices are heard.

The paper outlining the recommended direction for the future driver licence system is due to Ministers mid-Year.

System leadership – national

International Women's Day

Wednesday 8 March was International Women's Day 2023 with a range of events around New Zealand marking the occasion. This included Zonta Wellington's parliamentary breakfast which was attended by Manatū Wāhine and a range of women's organisations and stakeholders.

Since 1 March, we have shared a social media series across our four channels – Facebook, Instagram, Twitter, and LinkedIn – around International Women's Day following the "DigitALL" theme set out by UN Women Asia Pacific. This series has included information on online gender-based violence and how to keep safe online, and sharing stats and profiling the innovative women and organisations that support women in the NZ tech industry.

We have also shared updates from the CSW67 delegation as this has the technology connection through the CSW67 priority theme, and we have profiled the NGO delegate – Norie Ape – as part of the women in tech series.

Each of our channels have seen a doubling in engagement and visitors to our pages during this campaign period as well as new followers. The overall response to the content was positive across all channels, particularly posts which celebrated IWD (<https://bit.ly/3TbHLru>) and the profiles of wāhine in STEM (<https://bit.ly/3FkMbqk>).

International Women's Day 2023 marked the beginning of our commemorations for 130 years of women's suffrage in New Zealand, and we will be sharing more updates (and providing a fulsome memo on Suffrage 130 opportunities) shortly.

Future of Work Forum update

You will chair the next meeting of the Future of Work Tripartite Forum on Monday 3 April 2023, at the Grand Hall in Parliament. The standing Forum Ministers have placeholders in their calendar, and your office has invited other Ministers/MPs to the Forum:

Standing Forum Ministers	Additional Ministers/MPs that have received invitations
Hon Carmel Sepuloni, Minister for Social Development and Employment	Hon Kelvin Davis, Associate Minister of Education (Māori Education)
Hon Grant Robertson, Minister of Finance	Hon Priyanca Radhakrishnan, Associate Minister for Workplace Relations and Safety
Hon Kiri Allan, Minister for Regional Development	Hon Barbara Edmonds, Minister for Pacific Peoples
Hon Stuart Nash, Minister for Economic Development	Jo Luxton MP, Parliamentary Under-Secretary to the Minister of Education
Hon Willie Jackson, Minister for Māori Development	

Representatives from Business NZ and the New Zealand Council of Trade Unions will also attend and have invited others from their networks.

The agenda for the meeting is provided below. You will receive the final briefing for this Forum on 22 March 2023, which will include an up-to-date list of attendees and an annotated agenda with

suggested talking points. The Forum is also on the agenda for your Manatū Wāhine officials meeting on 29 March 2023.

Agenda Item	Time	Who
Welcome	3:00 – 3:10pm	Minister Tinetti
1. Pay transparency - Introduction	3:10 – 3:15pm	Ministers Tinetti and Radhakrishnan Traci Houpapa, Chair of the National Advisory Council on the Employment of Women
- Presentation	3:15 – 3:25pm	
1A. Social partner response	3:25 - 3:45pm	NZCTU and BusinessNZ
1B. Discussion	3:45 – 4:10pm	Traci Houpapa (facilitation)
Networking and refreshments break	4:10 – 4:30pm	
2. Access to childcare presentation	4:30 – 4:40pm	Dr Suzy Morrissey, Director of Policy, Retirement Commission
2A. Social partner response	4:40 – 5:10pm	NZCTU and BusinessNZ
2B. Discussion	5:10 – 5:35pm	Dr Suzy Morrissey (facilitation)
3. Forum conclusion	5:35 – 5:45pm	Minister Tinetti
Networking and refreshments	5:45pm onwards	

Women in Exporting event – Thursday, 4 May 2023, 9 – 10.00am

The Ministry is working with NZTE to plan the Women in Export event for 4 May 2023. This event was postponed last year.

Minister O'Connor has now confirmed his attendance as well as Jane Korinek, the author of the OECD Trade and Gender Review, a joint project between MFAT and the Trade and Agriculture Directorate of the OECD. We will keep you updated on progress and provide an aide memoire closer with details of the event.

System leadership – international

67th Session of the UN Commission on the Status of Women (CSW67)

The 67th Session of the UN Commission on the Status of Women (CSW67) took place between 6 - 17 March 2023.

You participated via pre-recorded statements for the National Statement, NGO Breakfast, and the Canada side-event on education in the digital age.

Kellie Coombes, Secretary for Women and Chief Executive of Manatū Wāhine, spoke at the Ministerial Roundtable event, and the delegation attended side-events and met with a range of international counterparts including Fiji, Tonga, Chile, Germany, Sweden, and Japan.

The delegation also effectively negotiated for the interests of New Zealand women and girls to be reflected in the agreed conclusions for CSW67.

These were coordinated to include NGO perspectives via the NGO delegate, Norie Ape, and the other NGO representatives present at CSW67. Officials will provide a summary of engagement themes and other outcomes of CSW67 once they return to New Zealand.

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Briefing	§ 9(2)(f)(iv)	MW 22-23 0198	20/03/2023

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Briefing	The Future of Work Tripartite Forum meeting, 3 April 2023	MW 22-23 0241	22/03/2023
Aide Memoire	Meeting with EEO Commissioner Saunoamaali'i Dr Karanina Sumeo, 30 March 2023	MW 22-23 0223	23/03/2023

Ministerial letters and responses			
Subject		Log number	Due date
§ 9(2)(a)	International Women's Day	MW 22-23 0244	17/03/2023
§ 9(2)(a)	gender equity	MW 22-23 0246	24/03/2023
§ 9(2)(a)	women's suffrage	MW 22-23 0247	24/03/2023

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
Ministry OIA requests			
§ 9(2)(a) NACEW meeting minutes and advice	MW DOIA 22-23 0030	24/03/2023	31/03/2023
Minister OIA requests			
§ 9(2)(a) briefings	various MW MOIA 22-23 0007	17/03/2023	24/03/2023

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
10 questions from Nicola Grigg	MW WPQ 22-23 0059	16/03/2023	20/03/2023
Simon Court, number of FTE equivalent working on climate change mitigation	MW WPQ 22-23 0062	21/03/2023	23/03/2023
Simeon Brown, costs on external recruitment Services	MW WPQ 22-23 0063	22/03/2023	24/03/2023

Title	Release date
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.



Anna Chalmers
Acting Director Communications and Engagement

Hon Jan Tinetti
Minister for Women