

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

As at 31 March 2023

Current priority outcome areas

Te Mahere Whai Mahi Wāhine Women’s Employment Action Plan

Implementing pay transparency

s 9(2)(f)(iv)



Ministry staff attended the pay transparency webinar arranged by Dr Saunoamaali'i Karanina Sumeo, EEO Commissioner, Human Rights Commission on 29 March, where the panel members discussed the importance of a pay transparency system for New Zealand. Panel members included:

- Dave Letele – Life Coach & Founder Butterbean Motivation (BBM) Programme
- Agnes Naera – Chief Executive, Global Women
- Lynette Reed – Founder, Chief Executive of Hybridges Consultancy
- Nina Santos – Delivery Manager, MindTheGap.nz campaign
- Fuimaono Jennifer Laulala – Pacific delegate, Public Service Association Te Pūkenga Here Tikanga Mahi

NACEW-led engagements on pay transparency

Engagement held	Date
Council Trade Unions	15 March
Institute of Directors	15 March
Xero	23 March
Human Resources NZ	24 March
Engagement confirmed	Date
Future of Work tripartite forum	3 April
Chartered Accountants	4 April
Champions for Change co-chairs	17 April

NZ Women in Exporting, 4 May – planning update

We are continuing to plan the NZ Women in Export event with NZTE and MFAT. The event will highlight New Zealand's work on trade and gender and discuss the barriers that women have in accessing trade benefits.

It will also discuss the recommendations of both the BERL report, New Zealand Women in Export Trade and OECD report, Trade and Gender Review as well as provide women exporters an opportunity to share their experiences and insights.

The West Foyer, in the Executive Wing of Parliament Buildings, has been booked and Jane Korinek, author of the OECD report, has confirmed that she will be attending in person. We will provide you with a briefing on the event by 20 April 2023. The event links to actions in [Te Mahere Whai Mahi Wāhine: Women's Employment Action Plan \(2022\)](#)

There will be a specific focus on the following actions:

- Actions 14: Investigate options to reduce barriers to women's participation in exporting (monitoring action led by MFAT)
- Action 10: Build stronger entrepreneurial pathways and support for wāhine Māori entrepreneurs (followed by Pacific, ethnic, disabled, and young businesswomen) (joint lead action with TPK)
- Action 17: Investigate women entrepreneur's access to business funding (Manatū Wāhine lead action)

System leadership – national

Equal Pay Taskforce drop-in sessions for Crown Entities

The Equal Pay Taskforce has facilitated three 45-minute drop-in sessions for Crown entities. These sessions were designed to support entities to complete their first Kia Toipoto pay gap action plans, due at the end of April 2023. The drop-in sessions were well attended with approximately 100 representatives from Crown entities. During the sessions, the Accident Compensation Corporation and the Environmental Protection Authority presented their process, challenges and outcomes, which were received well with lots of questions by Crown entities.

LinkedIn Training Session for nominations database members

On Tuesday 28 March, the Nominations team co-hosted a free one-hour LinkedIn training session for nominations database members. The session was hosted alongside Te Puni Kōhiri, Ministry for Pacific Peoples, Ministry for Ethnic Communities and Whaikaha. It was facilitated by Katie Brown from Social Good and provided an overview of how to create a LinkedIn profile, manage risk and promote your brand.

One hundred and eight people attended the session and the feedback was overwhelmingly positive. Ninety-seven percent of people said they would recommend the session to others, and 96 percent found the session to be inclusive. The Nominations team will continue to work in partnership with nominating agencies to offer regular free governance training sessions throughout the year.

System leadership – international

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

High level Week

Secretary for Women, along with a Manatū Wāhine official attended the high-level week of CSW67 (March 6-10th). This included your pre-recorded statement, the delivery of a statement in the Ministerial roundtable session, attendance at numerous side-events. Manatū Wāhine and MFAT hosted a breakfast for NGO attendees from New Zealand, which was an opportunity to connect and share insights. Your pre-recorded message was warmly received.

In addition, we held a wide range of bilateral meetings – this included meeting with Ministers from Finland, Tonga and Fiji; MPs from Germany and Sweden; and with senior officials from Japan, UK, Australia, and Canada. These conversations provide insights on a wide range of topics including pay transparency, gender mainstreaming, equal pay, and addressing gender-based violence, which we will reflect on further and provide a more detailed report in the coming weeks, alongside formal reporting to come from MFAT.

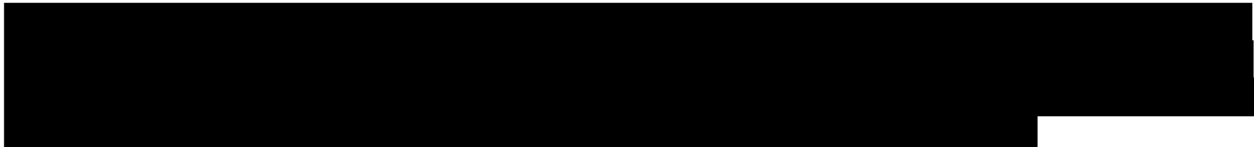
Agreed Conclusions

The second week was focused on negotiations of the Agreed Conclusions. Two Manatū Wāhine officials worked with New York based MFAT staff to represent and advance New Zealand priorities into the final text, which was adopted after almost 90 hours of negotiations and small group and bilateral discussions, at 4am on Sat 18 March.

s 6(a)



s 6(a)



New Zealand also signed onto a joint statement on women and girls in Afghanistan, which was delivered on behalf of 70+ member states.

We plan to share more in the coming weeks via our social media about CSW67 and the negotiation outcomes, the impact we had and what this means for the women and girls of Aotearoa New Zealand.

CEDAW consultation

Consultation continues on the draft ninth periodic CEDAW report, due for submission in July 2023. The consultation has been successful, with respondents providing feedback across a range of issues through the online survey, via email, and in online hui with Manatū Wāhine kaimahi. Online hui have been held with representatives from the International Women’s Caucus, as well as other non-government groups such as the Community Law Centres Aotearoa and Yes Disability who represent young disabled people. Strong themes have been coming through from the consultation, such as the need to:

- Address employment and childcare barriers and ensure income adequacy across all of the life stages.
- Ensure fair, safe and non-discriminatory employment, including for migrant women, as well as improving access to family violence visas.
- Improve the safety and wellbeing of women and address the compounding intersectional discrimination some women face, such as disabled women and migrant women.
- Ensure that gendered impacts are considered by all government agencies and in policy advice.
- Address harmful attitudes and gender stereotypes.
- Address online misogyny and harm.

Manatū Wāhine will continue to collect feedback and update the report as appropriate to reflect what we have heard. Following this, government agencies will review the updated report before we provide this to you for approval. We will keep you updated on this process.

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Briefing	s 9(2)(f)(iv)	MW 22-23 0256	06/04/2023
Briefing	FINAL 2023-24 Estimates and 2022-23 Supplementary Estimates Documents	MW 22-23 0254	12/04/2023

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide Memoire	Meeting with Minister Jackson 5 April	MW 22-23 0226	30/03/2023
Aide Memoire	NZ Women in Exporting 4 May 2023	MW 22-23 0260	20/04/2023

Ministerial letters and responses		
Subject	Log number	Due date
s 9(2)(a) checks and safety measures for sex workers	MW 22-23 0257	06/04/2023

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
Ministry OIA requests			
s 9(2)(a) information relating to the climate reduce certification from Toitū.	MW DOIA 22-23 0031	21/04/2023	28/04/2023
Minister OIA requests			
Nothing to report			

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
Simeon Brown, x8, on expediture of flights, koru club membership vehicles owned by the Ministry and parking infringements	MW WPQ 22-23 0066	30/03/2023	03/04/2023
Simeon Brown, x1, on weekly/fortnightly reports to the Minister	MW WPQ 22-23 0068	03/04/2023	06/04/2023

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.



Kellie Combes
Secretary for Women

Hon Jan Tinetti
Minister for Women