

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

As at 26 May 2023

Current priority outcome areas

Pay Transparency

You received the joint Ministry for Women and Ministry for Business, Innovation, and Employment briefing, Pay transparency – Key policy decisions for phase one on 25 May 2023. This is the first milestone in meeting the report back to Cabinet by 30 June 2023, with developed policy proposals for pay transparency legislation. You are meeting with Minister Radhakrishnan on Monday to discuss your joint decisions on the key policy areas for phase one of the development of a pay gap reporting system. These decisions cover: who the pay gap reporting system should apply to, what should be measured and reported on, and should there be any requirements in addition to reporting (eg action plans).

The Equal Pay Taskforce and the Strategic Information team have supported the development of this first paper, drawing on their experience and knowledge in measuring, analysing, and reporting gender and ethnic pay gaps, and in implementing work programmes to close these gaps in the Public Service since 2018. This work aims to ensure that any proposed legislation aligns with Kia Toipoto, the Public Service Pay Gaps Action Plan 2021-24, which applies across Public Service agencies, Crown entities and non-Public Service Departments, reaching approximately 230,000 employees.

Te Mahere Whai Mahi Wāhine Women's Employment Action Plan

Tahatū update

Tahatū is the new online career planning solution that the Tertiary Education Commission (TEC) is developing. Manatū Wāhine attends the two-monthly Tahatū Advisory Panel meetings. The latest meeting was held on 11 May. TEC provides a progress report for Tahatū which includes feedback from across multiple agencies. Tahatū is progressing as per plan. The first release targets 13–19 year-olds. Eight hundred occupations have been mapped in the Integrated Data Infrastructure to identify the study path to various careers. The first phase targets school-to-tertiary and school-to-work pathways. Work-to-work, including careers changes, will be next. Job profile videos are almost complete, with 168 videos made, 56.5% featuring women and 43.5% featuring men. The main ethnicity percentages were: 29% Pākehā, 15% Māori, 11% Asian and 7% Pacifica. 18.5% did not provide a ethnicity. Third party videos will also be included. Some videos are now available on YouTube: <https://www.youtube.com/watch?v=7fcYrH1-slo&list=PLJB39P6VVAhIWpWiqjCWTNuTlaFjT6nwN>.

The meetings of the Advisory Panel have been extended to March 2024.

System leadership – national

P.A.C.I.F.I.C.A visit to Ministry for Women

Manatū Wāhine hosted members of the PACIFICA organisation at the Ministry on Thursday 18 May. The intention of the meeting was to introduce the incoming President Repeka Lelaulu and Secretary for Women, Kellie Coombes. We discussed the ongoing relationship between our two organisations and our commitment to including Pacific voices in the work of Manatū Wāhine.

One of the areas PACIFICA is focussing on is supporting their community into home ownership. It was agreed that we would schedule quarterly meetings between PACIFICA and the Ministry.

Kōhine Project confirmed

Te Puni Kōkiri has confirmed funding for the programme delivery, and recruitment to fill positions within the programme is underway. The programme is set to run from June 2023 for 18 months. Twenty kōhine will participate in the programme throughout that time. We will keep you updated as the programme develops.

In 2022, Kootuitui ki Papakura (Kootuitui) participated in two wananga with Ngāti Tamaoho, Manatū Wāhine and Te Puni Kōkiri.

The wananga were held with 10 kōhine from Papakura who explored how two years of COVID-19 in Tamaki Makaurau had impacted their lives. The learnings from the wananga provided a rationale for a second phase of this project.

The project has had recent backing from the Gattung Foundation as well as the four original Ministry partners: Manatū Wāhine, Ministry of Education, Ministry of Social Development and Te Puni Kōkiri. Manatū Wāhine has committed to funding ongoing and real-time evaluation so that this programme can evolve and iterate as it is delivered. The Ministry of Education also hopes to use this model in other programmes as the analysis is developed. This is an exciting and innovative concept that we will ensure has a communications plan built around it.

Update on the Manatū Wāhine Physical Activity and Wellbeing Fund

Applications for the \$500,000 Manatū Wāhine Physical Activity and Wellbeing Fund close on Monday, 29 May. As of 25 May we have received 110 applications, seeking a total of \$1,755,756.31. We expect to receive a large number of applications over the next few days.

The Assessment Panel will convene in mid-June. The Panel comprises four NGO members and Manatū Wāhine representation. We will inform applicants whether their applications have been successful by early July. Also in early July, we will brief your office on successful applications and put the organisation names, funded amounts and brief project descriptions on our website.

Upcoming event: Leadership and legacy: celebrating women leaders in Aotearoa, 6 June 2023

The Ministry is working to organise an event at the National Library on Tuesday 6 June 2023, 5 – 7pm, to begin our commemorations of 130 years of women's suffrage in New Zealand. This event is focused on celebrating the legacy of the suffrage movement's leadership on women in leadership today. The 2022 public sector boards and committees figures and the new Leadership Learning Hub, a new search tool of curated courses and resources for the governance sector to upskill will also be launched at the event.

There will also be a moderated panel discussion between Caren Rangī ONZM (as moderator) and four wāhine leaders from a range of sectors to discuss their leadership journey and what can support future leaders. The confirmed speakers are:

- **Professor Rawinia Higgins** - Māori Language Commission Chair and Deputy Vice-Chancellor (Māori) at Te Herenga Waka Victoria University of Wellington
- **Nurain Janah** - Director, consultant, and coach focused on diversity, inclusion and empowering women of colour
- **Qiane Matata-Sipu** – Award winning creator of NUKU, which aims to amplify the voices of indigenous women
- **Brooke Roberts** – Entrepreneur, businesswoman, and co-founder of Sharesies

You will be the host of this event and deliver a speech to announce the data and Hub, discuss women's leadership, and introduce the panel session.

We have sent invitations out for attendees to join us in-person and via Zoom. In-person attendees will include people from the public sector, our key stakeholders, staff and students from wellington schools, and people from the governance sector.

There are still spaces available for in-person attendees, so if there are people you would like to invite, we welcome your Private Secretary to get in touch with us.

A full aide memoire will be sent to your office with the relevant information and speaking notes on 31 May.

New Manatū Wāhine Ministry for Women website set to launch next week

We are preparing to launch of our refreshed website on Tuesday 30 May around 11am, pending any further unforeseen issues that may delay it by 1-2 days.

The website will still be on www.women.govt.nz, however all of the content and the design of the website have been refreshed and updated. We will announce the go-live of the site on social media. The website will continue to be updated and more content added to it throughout 2023.

System leadership – International

FIFA WOMEN'S WORLD CUP 2023: Planning for high level visits

Planning is underway, coordinated by the Ministry of Foreign Affairs and Trade (MFAT), to prepare for potential high-level visits to New Zealand during the FIFA Women's World Cup. The Cup will attract high-level visitors, and interest will continue to emerge throughout the Cup, including as teams progress through the knock-out stages, which may attract visitors at more senior levels.

MFAT is aware of strong interest from a number of senior foreign ministers, ministers of sports, as well as potential interest from a small number of leaders. As part of any visit there will likely be opportunity for meetings and engagement on areas of common interest, including women's empowerment and gender equality. We will keep you updated on potential opportunities as planning progresses.

Women Deliver Conference 2023: May update

We last provided you with an update on the Women Deliver Conference, due to be held from 17-20 July 2023 in Kigali, Rwanda (as well as virtually), in the beginning of November 2022. Since then, officials have been working with the Australian Government to support civil society organisation (CSO) inclusion, and with MFAT to provide New Zealand support where possible. Manatū Wāhine will participate in the conference and planning meetings virtually where that is an option, and are prioritising support for CSO participation and Pacific representation.

The sub-national Victorian Government (Office for Women), with the support of the Australian Government (Office for Women and the Department of Foreign Affairs and Trade (DFAT), established an Oceanic Pacific Regional Committee (Committee). The Committee includes a diverse mix of organisations from across the region to elevate the voices of women and girls in the lead up to the Women Deliver conference in July 2023. The Committee has also planned two in-person regional events in Fiji on 11-12 May and in Melbourne on 6-7 June. An MFAT official

attended the Fiji event on behalf of New Zealand, and Ambassador Louisa Wall will attend the Melbourne event virtually.

Manatū Wāhine officials shared information provided by Australian colleagues to the International Women's Caucus to encourage Aotearoa New Zealand CSO attendance to the hybrid Women Deliver events, and passed on scholarship opportunities to PACIFICA and Māori Women's Welfare League which the Victorian Government is processing.

MFAT will also fund two Pacific MPs to attend Women Deliver 2023 in Rwanda to support Pacific representation. They are Hon Lenora Qereqeretabua, Deputy Speaker and Associate Minister for Housing, Fiji and Hon Lanelle Olandrea Tanangada, Minister for Education and Human Resource Management, Solomon Islands.

We will update you on the outcomes out of the Melbourne and Kigali conferences.

Women, Peace, Security – cross-agency scoping exercise

Agencies from the inter-agency working group (MoD, NZDF, Manatū Wāhine, NZ Police and MFAT) undertook a half-day planning session on Tuesday 16 May to discuss options to develop a second National Action Plan (NAP) on Women, Peace and Security. During the scoping exercise, agencies discussed the current state of WPS implementation in New Zealand and parameters for the refresh including defining the problem area, risks, objectives, alignment to other national and international strategies, and identified key stakeholders and initial resources.

Immediate next steps include turning the findings from the half-day into a draft project plan and continuing to work with agencies to refine the timeline, scope and identify resources. The refresh of the NAP is of particular interest to the International Women's Caucus, and we will look to engage civil society in the development of the plan in due course.

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Cabinet Paper	9(2)(f)(iv) [REDACTED]	[REDACTED]	[REDACTED]
Briefing	CEDAW – final ninth periodic report	MW 22-23 0200	01/06/2023
Briefing	BRIEFING – Supplementary Estimates questionnaire 2023/24	MW 22-23 0267	09/06/2023
Briefing	Possible gender equality legislation: initial advice	MW 22-23 0306	29/06/2023

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide Memoire	APH Cabinet Committee 31 May 2023 talking points – stocktake results	MW 22-23 307	29/05/2023
Aide Memoire	Women in Leadership 130 years suffrage event – 6 June 2023	MW 22-23 0272	01/06/2023
Aide Memoire	NACEW meeting on 8 June – agenda and talking points	MW 22-23 0291	01/06/2023
Aide Memoire	Participation in various international ministerial engagements	MW 22-23 0203	14/06/2023
Aide Memoire	Estimates hearing 28 June	MW 22-23 0296	14/06/2023

Ministerial letters and responses		
Subject	Log number	Due date
Women's employment forum report back – letter to partners	MW 22-23 0301	13/06/2023

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
Ministry OIA requests			
NONE			
Minister OIA requests			
9(2)(f)(iv) [REDACTED] – various Ministerial briefings	MW MOIA 22-23 0014	26/05/2023	01/06/2023

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
Nicola Grigg MP x3 – advice from NACEW, advertising spend, Mana Wāhine spend	MW WPQ 22-23 0086	26 May 2023	30 May 2023
Nicola Grigg MP x3 – Covid-19 community fund, Manatū Wāhine policy spend, Manatū Wāhine job titles	MW WPQ 22-23 0087	29 May 2023	31 May 2023
Nicola Grigg MP x1 – Cabinet papers from February to May 2023	MW WPQ 22-23 0088	31 May 2023	2 June 2023

Publications and events in the next six months	
Title	Planned release date
Fortnightly Reports – February 2023	28 April 2023
Fortnightly Reports – March 2023	31 May 2023
Fortnightly Reports – April 2023	30 June 2023

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
Director Communications and
Stakeholder Engagement



Hon Jan Tinetti
Minister for Women