

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

As at 9 June 2023

Current priority outcome areas

Pay Transparency

The draft Cabinet paper, *Development of a Pay Transparency System – Phase One*, was sent to you and Minister Radhakrishnan on 7 June 2023 for your consideration, before Ministerial consultation (9 to 14 June 2023). The draft Cabinet paper addresses agencies' comments and will be considered by the Cabinet Social Wellbeing Committee on 21 June, and we will provide you with talking points for this meeting. NACEW discussed pay transparency with Minister Radhakrishnan as part of their meeting on 8 June and are supportive of the recommended way forward for pay gap reporting.

We met with Dr Sumeo and Human Rights Commission (HRC) staff on 2 June 2023. Dr Sumeo noted the importance of including ethnicity in pay gap reporting as the evidence is that racism and racial discrimination are contributing to pay gaps and that a human rights approach prioritises those that are most affected, who are often marginalised in the workplace. HRC also provided us with the results of an online survey on pay transparency (May 2023) which found 64 percent of respondents considered pay transparency a significant or very significant issue and 63 percent supported pay transparency policies being implemented.

We also met with PowerCo on 7 June to discuss their diversity and inclusion work and pay gap measurement and reporting, and have a meeting arranged with Westpac on 19 June 2023. Both organisations are members of the Champions for Change and are very supportive of pay transparency.

System leadership – national

Women's Equality Strategy Timeline

Manatū Wāhine are leading consultation and engagement on the draft Women's Equality Strategy. Please see the table below for upcoming engagement dates.

Date	Location	Attendees
09 June	Online	Tauranga partner is Dr Val Cheah: Network of women hui 1
	Online	Tauranga partner is Dr Val Cheah: Network of women hui 2
12 June	Online	Health Quality Safety Commission – experts from the Mortality Review Committees
	Online	The Good Shepherd, Nicola Eccleton
13 June	Online	Public drop-in session

Date	Location	Attendees
	Online	Mama Moving Mountains (please note this has been changed from in person to fit timeframe)
14 June	Online	Community Law Centres across Aotearoa
	Online	Public drop-in session
15 June	Online	Suse Reynolds Executive Chair, Angel Association NZ
	In person	Māori Women's Development Inc.

The Leadership Learning Hub

We launched the Leadership Learning Hub, which you announced at the Leadership and Legacy event on 6 June. The online hub was created with support from the DIA Digital Innovation Fund to develop a centralised portal for governance opportunities in New Zealand. The project had strong co-design from governance agencies and the governance communities to ensure it is fit for purpose.

Over the coming months, the hub will display more opportunities available across Aotearoa New Zealand, and videos that we are currently producing. These videos will feature diverse women from a range of governance backgrounds and will set out the public sector appointment process. We hope the hub will make it easier for women to access opportunities and learn about the appointments process – and in turn, join our nominations service, develop their governance skills and apply for board roles.

Report on Wāhine Māori Economy

Manatū Wāhine have commissioned BERL to undertake a report on the Wāhine Māori Economy. This report will fill a significant information gap and provide a foundational platform for the Ministry and all of government in its approaches to addressing some of the most enduring economic issues that confront all women. The report uses data from Stats NZ's Integrated Data Infrastructure (IDI) to quantify the full economic ecosystem relating to wāhine Māori and their whānau.

Preliminary results from the IDI data show:

- More wāhine Māori are classed as being “high-skilled”, particularly wāhine Māori business owners, rising from 65 percent in 2013 to 71 percent in 2018.
- In terms of financial support being accessed, over 30 percent of wāhine Māori accessing benefits were accessing sole parent support in 2013. This figure has risen to over 40 percent in 2018.
- There has also been a disparity in home ownership rates for wāhine Māori households compared to non-wāhine Māori households in major regions. For instance, home ownership rates for wāhine Māori households in the Tāmaki Makaurau region for 2018 were less than 40 percent, compared to over 60 percent for non-wāhine Māori households.

The full draft report, with finalised calculations, is due to be delivered by BERL by late June 2023.

Equal Pay Taskforce meeting with Public Service Advisory Group for Ensuring Equity

The Public Service Advisory Group for Ensuring Equity [Report No. 2023-0139 refers] met for the first time on 1 June. The agenda included a deep dive into Kia Toipoto, the Public Service Pay Gaps Action Plan 2021-24, specifically the Māori, Pacific and ethnic communities' pay gaps work programme, as well as updates on pay equity, diversity and inclusion, and pay transparency.

The Advisory Group was highly engaged in the discussion which focused on the importance of: intersectional approaches to addressing inequity; targeted leadership development programmes for Māori, Pacific and ethnic communities; valuing diversity and building cultural capability, and the visibility of voices from employee-led networks. The group noted that organisational action plans are key to addressing pay gaps and broader inequities, and acknowledged the leadership shown by the Public Service to drive change in this area through Kia Toipoto.

Equal Pay Taskforce meeting with Universities NZ Human Resources Committee

The Equal Pay Taskforce met for the first time with the Universities NZ Human Resources Committee on June 1 to discuss implementation of Kia Toipoto. Universities NZ is the peak body for New Zealand's eight universities, entities which must have regard to, rather than give effect to, the Government Workforce Policy Statement. While most universities have wide-ranging diversity, equity and inclusion programmes, they have not fully engaged with Kia Toipoto: two universities have published pay gaps data. At the meeting, the universities expressed interest in Kia Toipoto and shared examples of the equity work they are progressing and the challenges they face. They welcomed the Taskforce's offer of support, particularly as they begin pay gap measurement and analysis. The Taskforce will continue to offer support and encouragement to this group through the Universities NZ channel.

MBIE Startup Advisors Council

The Startup Advisors Council was formed in June 2022 for a 12-month term, with a full report due in mid-2023. As part of their work, the Council commissioned a report from the international firm, Startup Genome, on New Zealand's startup ecosystem. This research, 'Assessing New Zealand's Startup Ecosystem' is now available on MBIE's website (www.mbie.govt.nz/dmsdocument/26386-assessing-new-zealands-startup-ecosystem). Last week, MBIE circulated the Council's draft recommendations for comment and feedback. We have reviewed these and are generally supportive. We have, however, asked for clarification around the size of business covered by the recommendations. Women's entrepreneurial businesses may start small but bring great value to whānau and the community. It is important that entrepreneurial support is also accessible at this level of the ecosystem.

System leadership – International

Planned study tour by Sri Lankan Women MPs

MFAT have advised that the Sri Lanka’s Women’s Parliamentary Caucus (WPC) has chosen New Zealand as the desired destination of a study tour from 27 July-4 August into how we have achieved (globally) high levels of female political representation and leadership. Funded by a US NGO and organised by Wellington-based political consultancy Capital, the programme is likely to focus on female political leadership and gender-sensitive policy making. All 12 female MPs (including 4 Ministers/State Ministers) have been invited to take part.

We understand that the MPs are interested in a broad range of topics – including increasing women’s political empowerment; addressing sexual and gender based violence; gender-responsive budgeting; and the treatment of women by the criminal justice system. It is likely that they may request to meet with you. We will update you as planning progresses and as further information becomes available.

Women Deliver Conference 2023: Melbourne Regional Meeting, 6-7 June 2023

Manatū Wāhine and Ministry of Foreign Affairs and Trade (MFAT) virtually attended the first day of the 2-day regional convening meeting hosted by the Victorian Government Office for Women. Hon Natalie Hutchins, Victoria’s Minister for Women, and Dr Maliha Khan, CEO of Women Deliver, opening remarks included that Women Deliver is an event for ‘all women, including trans women, those who self-identify as women, and women who are or who have lived experiences of being a women’.

Fiona Wiremu (Māori Women’s Welfare League), Mele Wendt (PACIFICA) and Danika Revell (The Period Place) attended from Aotearoa. A priority focus was youth engagement: Fiona echoed this sentiment noting that MWWL members are as young as 10. Her granddaughter became branch president at 14 and joined the MWWL delegation to CSW67 .

Louisa Wall, Ambassador for Gender Equality (Pacific)/Tuia Tangata, spoke virtually on two panel sessions, focused on ‘what does a sustained and transformational gender equality agenda look like?’, and Indigenous and First Nations solidarity. Ambassador Wall spoke on the intersection between decolonisation and feminism as the key to a transformational gender equality agenda to dismantle patriarchal norms inherited through colonisation. She profiled MFAT’s Gender Action Plan and the gender-tagging of New Zealand’s overseas aid. Other sessions focused on feminist funding, feminist foreign policy, indigenous priorities and experiences, and youth-led activism (with a focus on menstrual health and climate justice).

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Report	Cabinet Paper feedback – Ministry of Health strategies	MW 22-23 0315	13/06/2023

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Ad-hoc	Short remarks for opening of Ethnic Women Leadership course	MW 22-23 0308	13/06/2023
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 social 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			
NONE			

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
NONE			

Publications and events in the next six months	
Title	Planned release date
Fortnightly Reports – April 2023	30 June 2023
Fortnightly Reports – May 2023	31 July 2023
Fortnightly Reports – June 2023	31 August 2023
Fortnightly Reports – July 2023	30 September 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.



Kellie Coombes
Secretary for Women



Hon Jan Tinetti
Minister for Women