

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

As at 18 August 2023

Current priority outcome areas

System leadership – national

Pay transparency – pay gap reporting

Following the announcement on developing a pay gap reporting system at Spark on Friday 11 August, we are working with MBIE to develop a timeline for phase two of this work. This will include progressing how to measure the ethnic pay gap and matters relating to the regulator, compliance and reporting.

Meeting of the National Advisory Council on the Employment of Women

You are attending the online meeting of the National Advisory Council on the Employment of Women (NACEW) on 6 September 2023 with Minister Radhakrishnan.

Agenda items for discussion include:

- the next steps on pay transparency including the role of NACEW in phase two of this work
- future work programme areas for NACEW
- horizon scanning on key employment issues for women
- an update on the implementation of *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*.

We will provide you with an aide memoire for this meeting by 30 August.

Kōhine project update

Manatū Wāhine recently met with Kootuitui ki Papakura, the community service provider that is leading the delivery of the Kōhine Toa Service, located within Papakura High School.

This initiative is a partnership with Te Puni Kōkiri and Ministries of Women, Education and Social Development. It provides intensive wrap around support for kōhine who have either left school since 2020 or who are disengaged from training and employment.

Exploring the provision for wrap around support is an action in *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*.

There are currently four kōhine participating, with recruitment underway for more participants. We observed the impact of the service during a recent onsite visit, during which one of the kōhine called the coordinator to advise that her and her whānau had been evicted from their property, effective immediately. The Kootuitui team responded quickly and within 30 minutes had found emergency accommodation, arranged transport, groceries and had set up a meeting with MSD to talk about long term accommodation options. This has meant that the kōhine can continue to work with Kootuitui on her future development.

Release of the national gender pay gap

On 15 August, Stats NZ released new data on incomes, including an updated national Gender Pay Gap (GPG). The 2023 GPG now stands at 8.6 percent. Stats NZ advised that because of sampling error, this figure should be considered as unchanged from the 2022 GPG, which was 9.2 percent.

The median hourly earnings of both men and women increased by \$2.15 compared with 2022, however these gains were not equally shared. Wāhine Māori, Pacific women and Asian women continue to have pay gaps two to three times higher than that of European women.

Nominations team continues webinar series

The Manatū Wāhine Nominations Team hosted the Islamic Women's Council of New Zealand (IWCNZ) on Thursday 10 August for an introduction to public sector board appointments webinar, alongside Te Kawa Mataaho Public Service Commission, Ministry for Ethnic Communities and Department of Internal Affairs. The webinar covered how the nominating process onto public sector boards work, the work of government nominating agencies to promote public sector board roles to diverse communities, what appointing agencies look for when recruiting for these roles and top tips for engaging with nominating agencies.

Around 20 IWCNZ members attended, with all participants rating the webinar highly, and half of respondents said that their next step will be to apply for board roles. This webinar is part of a series that Manatū Wāhine run with Te Puni Kōriki, Ministry for Pacific Peoples, Ministry for Ethnic Communities and Whaikaha Ministry of Disabled People to support members of our collective Nominations Services.

Nominations Service – annual stocktake of gender, Māori, Pacific and ethnic diversity on public sector boards and committees

Whaikaha Ministry of Disabled People is leading work to include disability data in the annual board stocktake. At this stage there is not a firm reporting timeframe but will update you when we have more information in a future Fortnightly Report. Manatū Wāhine will provide ongoing support to Whaikaha throughout this process as appropriate, based on our experience with the processes we undertook to get ethnicity data included in 2019.

Media reporting on women's sport rises from 15 percent to 28 percent in two years

In July, Sport NZ published the third annual report from the Sport NZ-Isentia study of gender balance in sports news coverage, covering the 2022 period. It shows that women's sport now accounts for 28 percent of all sports news coverage – up from 21 percent in 2021 and 15 percent in 2020. New Zealand's media coverage of women's sport is now seven times the global average of 4 percent.

The visibility of women in the top three sports that generate the most overall coverage (Rugby, Cricket and Football) has grown significantly, with the three codes averaging 21% in 2022 – compared to 11% in 2021.

Globally, the Media and Gender study is one of the most significant of its kind. Sharing the data helps relevant organisations track progress and identify opportunities for improvement. This study is a great example of the impact a collaborative approach by media, broadcasters and sports organisations can have on improving the visibility of female athletes and teams in sports news

media.

2023 Annual Report

Manatū Wāhine is currently drafting its 2023 Annual Report to highlight our work programme and achievements over the last financial year (1 July 2022 – 30 June 2023). This will cover topics such as gender budgeting, women's leadership, our international engagements, and the Ministry's operations and finances.

We will provide your office with a short briefing and a final draft of the report next week for your information and review. A final designed copy will be finished in late September for tabling at Parliament in late October.

Suffrage 130

Suffrage Day 2023 is on 19 September where we will commemorate the 130th anniversary of the signing of the Electoral Act 1893, which enshrined into law the right for women to vote in parliamentary elections in New Zealand. The Ministry is working on its plans to commemorate this milestone and will finalise details shortly. Some of the activities include:

- Working with our partner, Te Puna Mātauranga o Aotearoa the National Library of New Zealand, to hold an event on Suffrage Day that will feature both historical and 'across the generations' discussions.
- Working with artist Kate Hursthouse to develop her Our Wāhine portrait series which celebrates the achievements of women. This will be shared as part of our month-long social media campaign.
- Highlighting a range of Suffrage 130 events taking place across the country on our website: <https://women.govt.nz/about-us/history-womens-suffrage-aotearoa-new-zealand/suffrage-130>.

We will provide your office an aide memoire on our commemorations in the next few weeks to outline the opportunities and activities once finalised.

Electrify Aotearoa conference

The Ministry attended the Electrify Aotearoa conference in Auckland on Tuesday 1 August. This conference has a focus on high growth tech companies. There were some informative presentations on the strength AI can have for a business. The Ministry is interested in further understanding how to consider this in the future of their own ways of working and would also like to investigate how to support broadening the accessibility of this conference to more wāhine. Working with entrepreneurship is an action in *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*.

System leadership – international

APEC report released

On 9 August we published a new report, *APEC Covid-19 Indigenous and Diverse Women-Led MSME Responses*, to coincide with International Day of the World's Indigenous Peoples. The report explores the experiences of nine indigenous and diverse women from New Zealand, Chile, Peru, Papua New Guinea and Canada who sustained and operated MSME's (Micro, Small, and Medium Enterprises) in the Asia-Pacific region throughout the COVID-19 pandemic. This report was part of our work with the Asia-Pacific Economic Cooperation (APEC) Policy Partnership on Women and the Economy (PPWE) group.

As part of our recognition of International Day of the World's Indigenous Peoples, we profiled one of the wāhine from the report across our social media channels: Gretta Carney (Te Ātihaunui a Pāpārangī) of Hapī Ora Cafe in Ahuriri Napier City. Hapī is a wāhine-driven business focused on providing ethical, sustainable and healthy kai. Carney noted in the report how they experienced financial and staffing hardships during the COVID-19 lockdowns but were able to move to online sales for their products to continue to support and provide for their community and whenua. To help with the recovery after the lockdowns, Gretta said: "we really just need to be more locally focused and work with the community and upscale ourselves to be self-reliant." This included a focus on employing rangatahi and helping them grow their sense of their own self-worth through their mahi and training.

APEC Women's Equality Forum

As previously agreed, Kellie Coombes, Secretary for Women is currently leading the head of delegation for New Zealand at the Women's Equality Forum (WEF) taking place between 15 and 21 August 2023 in Seattle, Washington, and will deliver New Zealand's statement at the High-Level Policy Dialogue on Women and the Economy.

We will update you on the progress of the WEF, the outcome of the negotiations on the WEF statement and the bilaterals meetings with Japan, Australia, Peru, Chile, Mexico, and the United States. These meetings will discuss international cooperation, Policy Partnership on Women and the Economy (PPWE) priorities, trade, indigenous rights, and to offer our support to the United States as hosts of the WEF this year.

Visit by UN Women Executive Board

Ministry officials hosted and met with the UN Women Executive Board delegation on Monday 14 August, who are in the region visiting New Zealand and Vanuatu.

The nine-person delegation was headed by the President, H.E. Mr. Sergiy Kyslytsya, Ambassador and Permanent Representative of Ukraine to the United Nations, and included three Vice-Presidents (H.E. Ms. Leonor Zalabata Torres, Ambassador and Permanent Representative of Colombia; H.E. Mr. Vathayudh Vichankaiyakij, Ambassador and Deputy Permanent Representative of Thailand to the United Nations; and Ms. Nelly Banaken, First Counsellor at the Permanent Mission of the Republic of Cameroon to the United Nations).

There were three meetings across Monday:

- A morning session on New Zealand's Pacific engagement with MFAT and Ministry officials, such as via our gender-tagged overseas development assistance (ODA) and foreign policy priorities in the Pacific region, such as regional unity and building resilience to climate change and security risks.
- A one-hour meeting with Ministry officials and Te Puna Aonui representatives, focused on eliminating violence against women and girls (VAWG) and *Te Aorerekura*. The Executive Board were very interested to hear about New Zealand's ninth CEDAW periodic report; gender mainstreaming and gender budgeting; the Mana Wāhine Kaupapa Inquiry; climate change; women, peace and security; migrant women and how New Zealand supports its diverse communities, such as through *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*; and gender definitions.
- Almost 20 civil society and non-governmental organisations, academic representatives and experts who work on addressing VAWG joined the Executive Board for a discussion and afternoon tea. The guests included representatives from PACIFICA, Maori Women's Welfare League, the NZ Family Violence Clearing House, the National Mortality Review Commission, Auckland University, Sahaayta and Gandhi Niwas, The Backbone Collective, and several Women's Refuges.

During their trip, the Executive Board also met with UN Women Aotearoa New Zealand, the Rt Hon Dame Helen Clark, and the Governor General Dame Cindy Kiro.

New Zealand contributes NZD \$2.5million annually for core funding to UN Women, facilitated by the Ministry of Foreign Affairs and Trade (MFAT) who helped to coordinate their visit.

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Report	Ministry for Women Annual Report 2023	MW 23-24 0030	24/08/23

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide Memoire	Minister's meeting with Commissioner Sumeo	MW 23-24 0016	31/08/23
Aide Memoire	Meeting with NACEW, 6 September 2023	MW 23-24 0029	31/08/23

Ministerial letters and responses		
Subject	Log number	Due date
Draft response to 9(2)(a) pay parity	MW 23-24 0036	23/08/23
Draft response to 9(2)(a) period poverty	MW 23-24 0037	23/08/23

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
Ministry OIA requests			
Response to 9(2)(a) event costs	MW DOIA 23-24 0002	31/08/23	7/09/23
Minister OIA requests			
NONE			

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

Proactive releases in progress	
Title	Planned release date
Fortnightly Reports – June 2023	31 August 2023
Fortnightly Reports – July 2023	30 September 2023

Publications and events in the next six months

Publications or event	Date	Agency lead
Nil	N/A	N/A

Proactive release

This Weekly Report will be considered for release within three months of publication, under the Ministry's 'proactive release of documents' policy.

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Kellie Coombes
Secretary for Women



Hon Jan Tinetti
Minister for Women

Date: 20/08/2023