

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

As at 1 September 2023

Current priority outcome areas

Mana Wāhine Roopū update

Pay Transparency

The next NACEW meeting will be on the 6 September 2023. The main agenda items are:

- next steps for pay transparency
- potential future work programme areas for NACEW
- horizon scanning on key issues in the employment space.

Minister Radhakrishnan will be attending the meeting to discuss the next steps on the pay transparency work programme. A report on the pay transparency work has been provided for this meeting. This report was requested by NACEW.

A draft letter of expectation for NACEW to confirm their role as the pay transparency advisory group in phase 2 was sent to your office 31 August.

We have met with the Ministry for Business, Innovation and Employment (MBIE) to consider how their work on modern slavery could relate to the work on implementing a gender pay gap system in particular looking at the potential functions of a pay gap regulator and costings as the modern slavery project has completed costings with the Companies Office and are ready to develop a budget bid.

Officials have also developed a flowchart that outlines the different stages of reporting to a regulator for pay gap reporting. This flowchart is intended to help identify the functions of the regulator as well as any compliance mechanisms needed.

On 17 August, we ran a workshop with MBIE to test questions on ethnicity pay gap reporting. Work is underway to gather ethnicity data and information from the Integrated Data Infrastructure research database.

Following the release of updated gender pay gap data on 15 August, the Ministry has updated the contents of *What's My Gender Pay Gap?* an online tool provided on the Manatū Wāhine website. This tool allows users to visualise gender pay gap data by specific dimensions including industry, occupation, age group, region, ethnicity, and disability status.

s9(2)(h)

9(2)(f)(iv)

Therapists (New Zealand Educational Institute)

We noted that our comments have been incorporated to the paper *Contingency for the Settlement of the Therapist Pay Equity Claim*, which went to Cabinet on 28 August.

Pacific Islands Forum Women Leaders' Meeting (PIFWLM) taking place this week

The second PIFWLM is taking place in Suva, Fiji, this week 31 August – Friday 1 September. As agreed by you, Ambassador Wall is head of the New Zealand Government delegation, comprised of officials from Manatū Wāhine and the Ministry of Foreign Affairs and Trade (MFAT).

Endorsing the revitalised Pacific Leaders Gender Equality Declaration (the PLGED) is a key agenda item for this year. The process for this has changed slightly since your last briefing [MW 23-24 0034 refers], which initially advised that the declaration would only be considered at PIFWLM (not endorsed) before being considered by Forum Leaders in November. The draft PLGED was also not yet available but has since been circulated.

Women leaders and supporting officials have considered the draft revitalised PLGED and will discuss this on Day 2 (1 September 2023) of PIFWLM.

9(2)(h) [Redacted text block]

The PIF Secretariat had previously indicated that Women Leaders (including yourself and Ambassador Wall as the Head of Delegation) would be provided with a second draft of the

¹ The 12 areas are women and poverty; education and training of women; women and health; violence against women; women and armed conflict; women and the economy; women in power and decision-making; institutional mechanisms for the advancement of women; human rights of women; women and the media; women and the environment; and the girl child. The two additional areas of Women and Culture and Women and Disability are derived from the 2020 Pacific Report on the Beijing 25th Anniversary.

PLGED after the PIFWLM seeking your in principle endorsement out of session before it is considered for endorsement by Forum Leaders in November 2023.

This process has changed in the lead up to PIFWLM and may change again on the day. It is possible that the draft revitalised PLGED will be agreed on Day 2 during the PIFWLM session and will be forwarded directly to the Pacific Islands Forum Leaders in November. We will keep you updated on next steps for the PLGED depending on the outcome of these discussions.

APEC Women and the Economy Forum

Manatū Wāhine attended the APEC Women and the Economy Forum and related meetings in Seattle, USA from 15-20 August. You had delegated representation at this meeting to the Secretary for Women, who delivered New Zealand's statement in the High-Level Policy Dialogue on Women and the Economy (HLPDWE) meeting on 20 August and made an intervention in the Joint HLPDWE/Small Medium Enterprises Ministerial Meeting (SMEMM) later that day.

Alongside a wide range of useful workshops and discussions on topics such as gender mainstreaming and gender budgeting, the care economy, women in e-commerce, procurement, and inclusive trade; officials took the opportunity to meet bilaterally with counterparts from Japan, Canada, Papua New Guinea, Mexico, and hosts the United States. These were valuable, wide-ranging discussions that identified a range of shared interests and potential for further cooperation and engagement.

Looking ahead to 2024, Peru have outlined priority focus areas including inclusive trade and the care economy. We will work with MFAT and others to explore potential activities or projects that might align our interests and provide a useful platform for our engagement next year.

Finally, a key objective of the annual HLPDWE is the Joint Ministerial Statement. Like last year, negotiations were challenging, and full consensus was not reached – all but one paragraph was agreed by all economies. This resulted in the issuing of a Chair's Statement, which is linked below:

<https://www.apec.org/meeting-papers/sectoral-ministerial-meetings/women/chair-s-statement-of-the-apec-2023-women-and-the-economy-forum>

Commemorating Suffrage 130

Today, September 1, is the first in a month-long series, commemorating the 130th anniversary of the enduring legacy of women's suffrage. Our social media coverage will celebrate and honour women linked to the New Zealand suffrage movement as well as an in-person and online event on Suffrage Day at the National Library of New Zealand.

We are collaborating with artist Kate Hursthouse who created [Our Wāhine](#), an illustrated history of New Zealand's extraordinary women for Suffrage 125. As well as celebrating the stories of these women through Kate's project, we are working with Kate to add five additional wāhine Dame Lisa Carrington, Ruby Tui, Patricia Grace Jools, Siouxsie Wiles and Jools and Lynda Topp. These women were selected in part through public feedback via social media for their impact in Aotearoa. You can see the existing series here: [Our Wāhine | 125 Extraordinary New Zealand Women \(ourwahine.nz\)](#). Kate will also share her story at our Suffrage 130 event, along with her mother Karen Brook who wrote the biographies.

We are also sharing details of public Suffrage 130 events taking place around the country on our website to support a national commemoration of this milestone: <https://women.govt.nz/suffrage-130>.

On Suffrage Day, 19 September we are hosting an event at the National Library of New Zealand. The event will feature some of Aotearoa New Zealand's leading wāhine historians, storytellers, and changemakers. An Aide Memoire will be sent to your office by 14 September 2023 providing more information on the Suffrage Day event to support your planned attendance.

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Briefing	International Women's Caucus – Terms of Reference	MW 23-24 0038	08/09/23

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Agenda and talking points	Meeting with the National Advisory Council on the Employment of Women (NACEW)	MW 22-23 0029	31/08/23
Aide Memoire	Visit with Wellbeing Fund recipients	MW 23-24 0038	31/08/23
Aide Memoire	Minister's meeting with Commissioner Sumeo	MW 23-24 0016	31/08/203

Ministerial letters and responses		
Subject	Log number	Due date
Response to 9(2)(a)	MW 23-24 0045	31/08/23
Letter to the members of the National Advisory Council on the Employment of Women (NACEW)	MW 23-24 0043	31/08/23

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
Ministry OIA requests			
The number of full-time employees and costs relating to travel, accommodation, and contractors since 2017	MW DOIA 23-24 0003	14/09/2023	25/09/2023

Minister OIA requests			
Nil			

WPQs in progress			
Subject	Log number	Due to Min's office	Due to requester
Of the agencies for which the Minister has responsibility, if any, what property assets has each agency acquired or disposed of in the last two financial years, if any?	WPQ 25623	04/09/23	06/09/23
Have any employees of the agencies, entities, and departments for which the Minister is responsible, if any, participated in cultural competency training in the 2023 year to date, and if so, how many participated, what form of training did they participate in, how many cumulative work hours were spent participating, and what was the estimated total cost, if any, of any cultural competency training?	WPQ 25850	06/09/23	08/09/23
Have any of the agencies, entities, and departments that the Minister is responsible for, if any, undergone a rebrand, name change, or change of logo since 23 September 2017, and if so, which ones underwent changes, what was changed, and what was the estimated total cost, if any, of those changes?	WPQ 25864	06/09/23	08/09/23
What has been the total combined spend since 1 January 2018, if anything, on office renovations or upgrades, if any, for the agencies, entities, and departments, if any, that the Minister is responsible for, and if there has been any expenditure, what was obtained or achieved as a result of that expenditure, if anything?	WPQ 25865	06/09/23	08/09/23

Proactive releases in progress	
Title	Planned release date
Fortnightly Reports – June 2023	31/08/23
Fortnightly Reports – July 2023	30/09/23

Publications and events in the next six months

Publications or event	Date	Agency lead

Proactive release

This Weekly 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

Date: 03/09/2023