

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

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**As at 15 September 2023**

## Current priority outcome areas

### System leadership – national

#### Pay Transparency

The Ministry for Women and the Ministry of Business, Innovation and Employment have reset the work programme for the next phase of the pay transparency and grouped the work programme into the following five workstreams:

##### *Completing outstanding actions arising from Phase one of the work*

1. Practicalities around calculating the pay gap (e.g. what the pay period should be and what elements of pay can practicably be included).
2. Application of the system (e.g. how the system applies to foreign companies and groups of companies).
3. Reporting (e.g. what reporting requirements will apply when an employer meets the size threshold but has less than 20 employees within a category).

##### *New actions in Phase two of the work*

4. Ethnic pay gap reporting.
5. Functions of the regulator and who should undertake those functions.

#### Meeting of the National Advisory Council on the Employment of Women (NACEW)

NACEW met online on 6 September 2023. The meeting focused on the pay transparency work programme. Minister Radhakrishnan attended the meeting to discuss the next steps for this work. A letter of expectation has been sent to NACEW members from you and Minister Radhakrishnan, which outlines their role in phase two of pay transparency.

NACEW will provide advice and feedback on policy papers developed by the Ministry for Women and the Ministry of Business, Innovation and Employment. Advice and feedback provided by NACEW will be reflected in the papers officials draft for Ministers.

#### Going forward, NACEW will be consulted on:

- The work to complete outstanding actions from phase one of the work programme including: what is required to calculate the pay gap and what the pay period being measured should be, how a pay gap system applies to foreign companies, and what reporting requirements will apply when an employer meets the size threshold but has less than 20 employees.
- Phase two actions on ethnic pay gap reporting and the functions of the regulator and who should undertake those functions.

The next NACEW pay transparency meeting is on 18 September.

#### Pay Equity

9(2)(h)

# s9(2)(h)

## **North Island Weather Events (NIWE), Funders Forum**

There have been two NIWE Funders Forum meetings (5 and 12 September). At each meeting, the Regional Public Service Commissioners from cyclone-impacted regions provided updates on the distribution of emergency response funds and reported on issues in their regions. This included discussing further funding for silt and wood slash removal, fence building, support for residents who have received buy-out notices, the low uptake of the Temporary Accommodation Allowance (parameters too tight for many) and roading issues.

Officials also discussed cross-boundary coordination and building future climate resilience. The Commissioners noted the latest forecasts are for a hot dry summer. This will be helpful for the recovery but may be an issue if the regions are inundated with visitors. If drought conditions ensue, stock feed, which is already running low, will be critical.

We are continuing to stay connected with wāhine in regions affected by the cyclone events and are providing information and feedback into this forum.

## **Cross agency Employment, Education, and Training (EET) workforce plan coordination**

The weekly coordination meeting for the cross-agency EET workforce plan was held on 6 September to discuss construction workforce projections. Early estimates show recovery projects may create an annual demand for 10,000 on-the-ground construction workers from 2025 until 2027 across the affected areas.

Concerns discussed included the need to balance the skills and needs of the local workforce with immigration and where/how the workforce would be accommodated. The workforce is expected to move from project to project. No agency currently has overall responsibility for worker accommodation.

## **Pacific Islands Forum Women Leaders Meeting**

The second annual Pacific Islands Forum Women Leaders Meeting (PIFWLM) was held in Suva, Fiji on 31 August – 1 September 2023.

Ambassador for Gender Equality (Pacific)/Tuia Tangata Louisa Wall led the New Zealand's delegation at this high-level meeting. The Ambassador was supported by officials from MFAT, the NZ High Commission in Suva, and a senior Manatū Wāhine official.

Ambassador Wall attended a range of bilateral meetings and engagements as part of her visit and was able to connect with Ministers and leaders from across the region, including Hon Katy Gallagher, Minister for Finance of Australia, and Hon Lynda Tabuya, Minister for Women, Children and Poverty Alleviation of Fiji.

The key item on the meeting agenda was a discussion on the revitalised Pacific Leaders Gender Equality Declaration (PLGED), which is set to be endorsed at the Forum Leader's Meeting in November. This follows the endorsement process outlined in your last report, with the inclusion of two new meetings being held at the Chief Executive level.

We support the current draft text (provided in the previous fortnightly report). Manatū Wāhine continues to work with MFAT to provide final feedback. We will provide you with the final draft for your formal sign off in the coming weeks.

## Engagement and Services

### Future Directors Diversity Programme Pilot

Last week, our Nominations Service hosted the other nominating agencies (Ministry for Ethnic Communities, Whaikaha, Te Puni Kōkiri, and Ministry for Pacific Peoples) alongside the Public Service Commission and colleagues from the appointing agencies (The Treasury and Ministry of Business, Innovation and Employment) to shortlist candidates for the Future Directors Diversity Programme Pilot.

The programme was developed by the Public Service Commission to help build a pool of diverse, board ready candidates for future appointments. It provides an opportunity for potential board members to observe and participate on a Crown board for 12-18 months to gain first-hand experience and build their capability to further their career in governance. Nominating agencies identify suitable candidates, support the candidates to apply for the role, and supporting in the shortlisting process. To date, three boards have taken part, and board chairs involved in the first tranche of the pilot are now considering candidates.

Four Manatū Wāhine candidates were shortlisted for three board roles. It is anticipated that further candidates will be appointed to other board roles later this year.

### Manatū Wāhine Physical Activity and Wellbeing Fund

Manatū Wāhine provided a final project report to the Ministry of Business, Innovation and Employment on the *Physical Activity and Wellbeing Fund*. This report provided key information to MBIE about the fund, the application process and Fund recipients, which we have recently shared with you through our fortnightly reports.

#### **Some highlights included:**

- We funded 123 organisations, with an average grant of \$8,130.
- Most applications support more than one population group (such as Māori and Pacific women and girls), and/or support people facing intersecting barriers (such a poverty and cultural barriers).
- A common theme across applications was women and girls feeling disinclined to participate in sport for example, lack of body confidence, and feeling intimidated in male-dominated environments.

We expect that many thousands of women and girls will benefit from the fund. We are developing some case studies of the initiatives that are already underway through the Fund, such as culturally appropriate swimming lessons for ethnic communities and a sports mentoring programme for at-risk girls, which we will share once complete.

## Suffrage 130 commemoration activities and sponsorship

On 19 September, we are hosting a Suffrage Day event in partnership with the National Library of New Zealand, *Across the generations: an evening to commemorate 130 years of women's suffrage in Aotearoa New Zealand*.

We have been sharing details of public Suffrage 130 events taking place around the country on our website and social media channels to support a national commemoration of this milestone. Events include musical performances, museum tours, exhibitions, and talks, and are taking place in Auckland down to Timaru.

We also offered our key partners the opportunity to access a small amount of sponsorship funding to support commemoration events. While interest was not particularly high, we are pleased to be able to provide some support for two events being hosted by local branches of the National Council of Women of New Zealand's (NCWNZ) – one in Manukau and another in Christchurch.

The Christchurch event is being recorded so that speaker presentations can be published on the NCWNZ website and broadcast on local community radio.

## Operational updates

### Fiscal Sustainability and Effectiveness Programme (FSEP)

On 28 August 2023, the Minister of Finance wrote to you as the Minister for Vote: Women to confirm a 1% (\$140,000) permanent reduction to our baseline funding from 2024/25 fiscal year. In that letter the Minister also set out guidelines for the departments to use when looking at options for savings.

The Ministry will follow the guidelines and will ensure we are on track to meeting the required savings from our baseline funding from 2024.

## Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Aide Memoire	International Women's Caucus – Terms of Reference, July 2023	MW 23-24 0038	14/09
Aide Memoire	NACEW Minutes 6 September	MW 23-24 0055	21/09

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide Memoire	Suffrage 130 event	MW 23-24 0051	14/09
Aide Memoire	Minister's visit to Shama Ethnic Women's Trust Friday 22 September	MW 23-24 0046	14/09

Ministerial letters and responses		
Subject	Log number	Due date
DRAFT response Lord Raj Loomba	MW 23-24 0050	18/09

Official Information Act requests in progress			
Subject	Log number	Due to Min's office	Due to requester
<b>Ministry OIA requests</b>			
Request for stats on employees and contractors since 2017	MW DOIA 23-24 0003	14/09	25/09
<b>Minister OIA requests</b>			
Nil			

**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

Date: 24/09/2023