



**Manatū
Wāhine**

**Ministry
for Women**



2020

**Briefing to the
Incoming Minister**

**Ngā Tohutohu mō
te Minita Tomo Mai**

Welcome to the Women portfolio

E te rangatira, nau mai haere mai ki te Manatū Wāhine

Ka nui te mihi ki a koe te Minita mo ngā wāhine o Aotearoa.

Minister Tinetti, welcome to the Ministry for Women

Special greetings to you, the Minister for all women of Aotearoa.

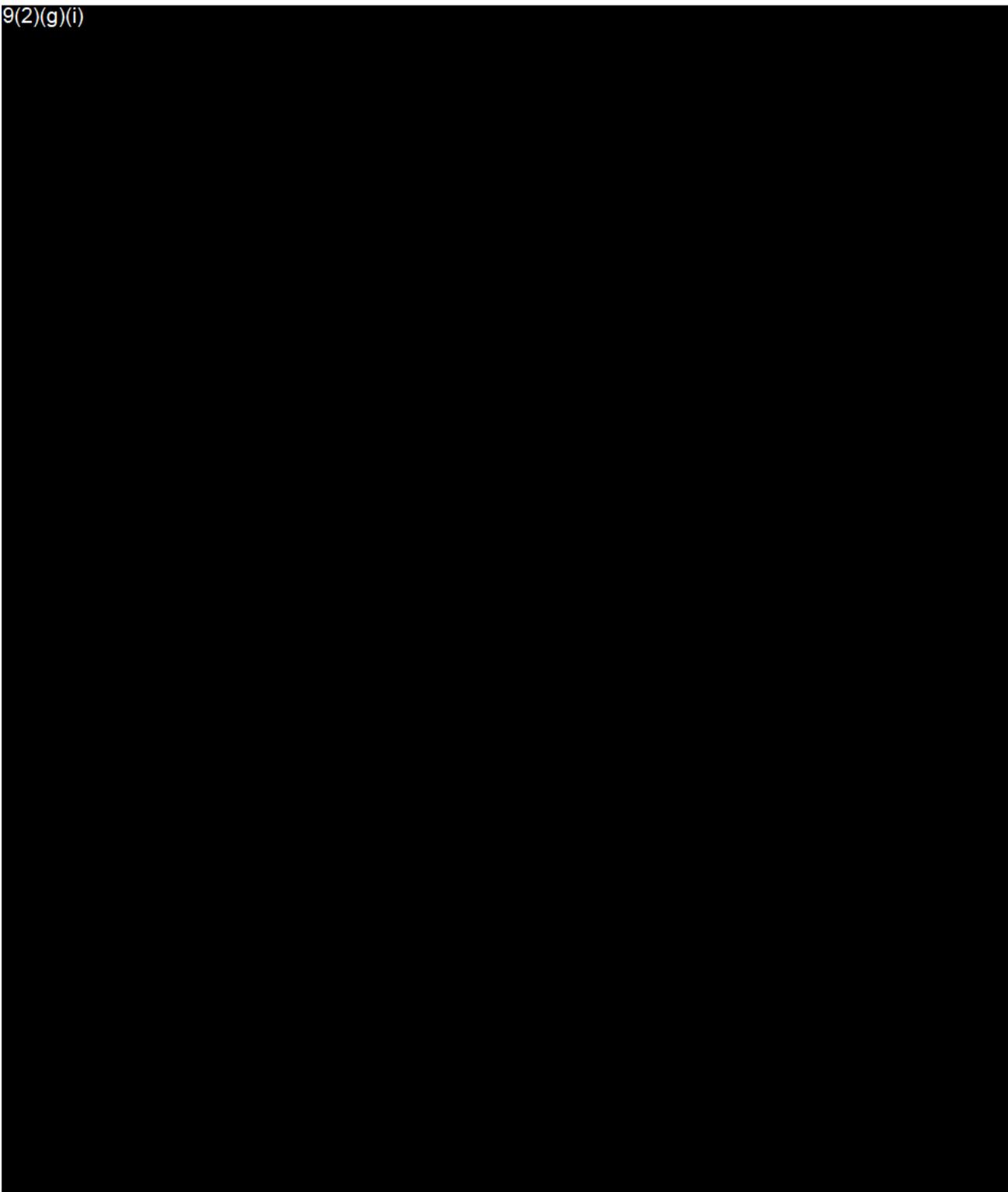
The purpose of this document is to offer you a broad overview of the Women portfolio, and provide a foundation for our initial discussions about your policy priorities. It sets out:

- upcoming opportunities and advice in the next three months (p.2)
- information on your role as the Minister for Women (p.4)
- information on the Ministry's role, recent work and priorities (p.5)
- an introduction to the Ministry's structure (p.9)
- opportunities to improve outcomes for women (p.11)
- our advice on the views of stakeholders (p.17)
- the Ministry's current work programme (Appendix One).

We look forward to discussing your priorities for the portfolio and the priorities of the Government, and how the Ministry's work programme can assist.

Upcoming opportunities and advice

9(2)(g)(i)



9(2)(g)(i)



The role of the Minister for Women

The Minister for Women is the Government's lead for improving the lives of women and girls in Aotearoa New Zealand. As the Minister, you set the priorities for the portfolio and set the direction of the Ministry for Women's work programme.

Alongside a strong work programme for the portfolio, you can make the most difference for women and girls when you:

- **lead** work to improve outcomes
- **partner**, with ministerial colleagues, on joint work and participate in important groups where decisions are being made
- **highlight** issues publicly, when appropriate, and encourage action to address.

Work that can improve outcomes for women is often not under the Ministry's direct control and requires partnering with others to achieve. It makes things easier if you are a member of multi-Minister groups that are considering issues that particularly affect women and girls. You bring a gender perspective to government decision-making, and being present in the right discussion forums can help to influence the outcome.

Some current key multi-Minister groups considering issues that affect women and girls, that you may want to propose being a part of, are:

- any ministerial group that supports a whole-of-government response to family violence and sexual violence, co-ordinated by the Minister for the Prevention of Family and Sexual Violence
- any ministerial group that considers women's employment issues in the COVID-19 recovery phase, such as the former Employment, Education and Training (EET) Ministers' group
- the Cabinet Appointments and Honours Committee (APH) that considers appointments to state sector boards and committees, and nominees for Honours.
- any ministerial group that considers pay equity in the state sector, such as the former Ministerial Oversight Group on State Sector Employment Relations (MOGSSER).

The Ministry for Women will support you in your role

The Ministry is the Government's principal advisor on achieving better results for women and girls in Aotearoa New Zealand. We will assist you by providing:

- credible evidence and advice on issues for New Zealand women and girls
- opportunities to draw attention to these issues, for instance, by hosting events that can influence stakeholders, share knowledge, and develop solutions
- support to progress your priorities within government processes, including support around budget processes and attending working groups
- high quality ministerial support services so you can meet your legislative, ministerial and accountability requirements. We will provide a Women portfolio private secretary.

The role of the Ministry for Women

The Ministry is responsible for the delivery of high quality and expert gendered policy advice to you as Minister for Women, and to the Government and the public sector. The Ministry also provides advice that anticipates the future needs of New Zealand women and girls. This requires us to be politically neutral, to provide free and frank advice, and to be open and transparent.

We have a clear vision and outcomes for what we want to achieve



The Ministry's Statement of Intent 2018-2022 (SOI) sets out our vision that Aotearoa New Zealand is a great place to be a woman or girl, wāhine Māori succeed as Māori, and gender is not a barrier to wellbeing.

To achieve this vision, the Ministry's policy advice is focused on three strategic outcomes:

- ensuring the contribution of all women and girls is valued
- ensuring all women and girls are financially secure and can fully participate and thrive
- ensuring all women and girls are free from all forms of violence and harassment.

For reference, the Ministry's current work programme is attached as Appendix One. You will be asked to consider the work programme to ensure that it reflects your priorities for the portfolio.

Our strategies

We have three strategies that drive our approach, which are to:

- lead work that improves outcomes for all women and girls
- increase our leadership and impact (both in Government and the wider society)
- deliver excellence, and grow our reputation.

The first two strategies determine what we work on and how we do it. The third strategy is about building our capability for advice and enhancing the service we provide. Underpinning these strategies are our organisational behaviours and key principles. Our internal behaviours and principles complement our public service values set out in the Public Service Act 2020.

We are agile and collaborative in order to make the best impact

To fulfil our vision, we identify and take action in those areas in the workforce and society where women and girls continue to be disadvantaged (e.g. the gender pay gap) or are at greater risk of harm (e.g. sexual violence¹). The small size of our Ministry means we prioritise work where we can make the biggest impact.

We work alongside, and partner with, other government agencies, not-for-profit organisations, business, community, and iwi groups, to identify issues and improve outcomes for women and girls.

Our recent collaborative approach has allowed us to address a much wider range of issues such as: period poverty with the Ministry of Education; pay equity with the Ministry for Business, Innovation and Employment (MBIE); measuring ethnic diversity on boards with the Office of Ethnic Communities; and co-leading the Mana Wāhine Kaupapa Inquiry with Te Puni Kōkiri. Outside of these partnerships, we input into wider governmental decision-making through our membership of officials groups and providing advice as Cabinet papers are developed.

There are a range of other ways we influence others to achieve change. For instance, we:

- develop the capability of stakeholders to address issues for women, e.g. training others to use our gender analysis tool *Bringing Gender In*, or partnering with New Zealand Police to deliver training to its Family Harm Coordinators course on family violence
- undertake research to deepen the understanding of issues and demonstrate the case for action, such as our recent research into the drivers of the gender pay gap. We can also share data towards the same aims, such as through our *What's Your Gender Pay Gap* tool on the Ministry's website, and from having produced the first-ever gender, Māori, and ethnic diversity stocktake of state sector board members
- promote discussion on issues important to New Zealand women, such as publishing essays by thought leaders on unpaid work and on the likely effects of COVID-19
- share the voices of groups of women, such as our insights from mothers in Whāngarei, South Auckland, and Gisborne about their experiences with the benefit system and social services
- share information through our social media channels and pass on the views of women who are engaging with our channels
- run events for stakeholders to promote and encourage action, such as symposiums on the gender pay gap.

¹ [New Zealand Crime and Victims Survey](#): Key findings, Cycle 2 (October 2018-September 2019), p.69-71.

We provide a ministerial service for the Women portfolio

The Ministry provides private secretary support to manage the secretarial business in the Office of the Minister for Women. The private secretary is the primary day-to-day contact, and the key conduit for information to flow, between your office and the Ministry. The private secretary will work alongside the private secretaries for your other two portfolios.

We will meet with you regularly (weekly, if possible, depending on your commitments). We will provide you with a Weekly Report that updates you on priority work and operational matters relating to the Women portfolio. The report also alerts you to any upcoming matters of importance including events, briefings, policy advice, and ministerial correspondence in progress.

We operate a Nominations service for the appointment of women to state sector boards and committees

The Ministry's Nominations service oversees an extensive database of over 1400 women. When board and committee vacancies arise we propose suitable candidates from our database to the agency managing the appointments process. During the 2019/20 year, the Nominations team received 193 requests for candidates from appointing agencies for 400 vacancies. These vacancies were forwarded to 1362 women for their consideration.

Preliminary results indicate that the Government's target of 50 percent of women on state sector boards and committees by 2021 has already been achieved, though this result needs to be verified by the upcoming annual stocktake (as at 31 December 2020). You have an opportunity to work with your ministerial colleagues to refresh the target and ensure that diverse women are being appointed to board roles.

We are responsible for reporting on the Government's international obligations in relation to the status of women

New Zealand has a strong international reputation as a country committed to gender equality and empowerment, despite the fact that there remain important areas where women and girls are disadvantaged. New Zealand's reputation enables our delegates at international fora to showcase New Zealand's progress and influence the international gender equality agenda.

The Women portfolio is responsible for ensuring compliance with New Zealand's international obligations, such as our obligations under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the United Nations Commission on the Status of Women (CSW). The Ministry is the lead agency for the United Nations Sustainable Development Goal 5: Gender Equality.

We provide support to the National Advisory Council on the Employment of Women (NACEW)

NACEW is a ministerial advisory committee, established in 1967, to provide the Minister for Women with high quality independent advice on women's employment issues. NACEW members are appointed based on their individual skills, expertise, and networks, and understanding of current and emerging issues on the employment of women. NACEW can provide you with an independent view that may differ from public service advice.

NACEW has specific partnership arrangements with the National Council of Women of New Zealand, the Māori Women's Welfare League, P.A.C.I.F.I.C.A Inc. (Pacific Allied (Women's) Council Inspires Faith in Ideals Concerning All), the YWCA, and Rural Women New Zealand.

NACEW meets four times a year. The Ministry for Women provides policy and administrative support to NACEW in partnership with MBIE.

The priority issues that NACEW has focused on in 2020 include increasing women's representation in leadership, the gender pay gap, pay equity and the impact of COVID-19 on women in the labour market.

Membership

NACEW is comprised of a maximum of nine members (and a minimum of seven). All members of NACEW, including the Chair, are appointed by the Minister for Women for a term of up to three years (through a public nominations process). The terms of the current members commenced on 18 November 2019 and will expire on 17 November 2022. Two members are appointed by you from contributing partner organisations – the New Zealand Council of Trade Unions and BusinessNZ.

The current members of NACEW are:

- Traci Houpapa MNZM JP (Waikato Maniapoto, Taranaki, Tūwharetoa), Chair of NACEW, Chair of the Federation of Māori Authorities, company director, member of the Treasury board, and business leader
- Katherine Rich, BusinessNZ representative and Chief Executive of the New Zealand Food and Grocery Council
- Erin Polaczuk, New Zealand Council of Trade Unions representative and National Secretary of the Public Service Association
- Theresa Gattung, Director of My Food Bag, Chair of AIA Australia and AIA NZ, and country lead for SheEO
- David McLean, Chief Executive of Westpac New Zealand
- Jade (Poh Gaik) Tang-Taylor, Ethnic Diversity Strategy Activator at Foundation North, Advisor to CareerMum, and Founder of #100mumsproject
- Alison Mau, Senior Journalist, Stuff and leader of #metoonz investigation
- Bernadette Pereira, National President of P.A.C.I.F.I.C.A Inc.
- Angela McLeod, Hutt City Councillor and Manager Public Sector, Government & Academic Relationships at Rural Women New Zealand.

Ministry structure

Staffing and appropriation

The Ministry has 39 full-time equivalent staff, the majority of whom are in policy roles. We have a total appropriation of \$7.182 million (including \$0.04 million capital expenditure).

The Ministry has a single appropriation for policy advice and related services. The appropriation sets the legal parameters for the Ministry's work, which is to provide policy advice and other support to Ministers in discharging their policy decision-making and other portfolio responsibilities.

Leadership Team

The Ministry's Leadership Team comprises the Secretary for Women and six Directors.

Renee Graham – Secretary for Women and Chief Executive of the Ministry for Women, Te Tumu Whakarae mō te Wahine

Renee has been Chief Executive of the Ministry for Women since June 2017. Renee has a strong background in leading complex strategic policy development in both the Ministry of Education and Ministry of Social Development. Renee is of Ngāti Toa and Ngāti Raukawa descent.

Cell phone – 9(2)(a) [REDACTED]

Kirsty Anderson – Director, Communications and Stakeholder Engagement

Kirsty leads the Ministry's communications activities. This involves oversight of the Ministry's website, publications, social media, corporate documents, and stakeholder engagement activities. She is currently also overseeing the ministerial servicing function. Kirsty has worked in senior roles in communications for a number of public and private sector organisations.

Cell phone – 9(2)(a) [REDACTED]

Rebecca Barnes – Director, Policy

Rebecca leads the Ministry's policy advice on economic and international issues such as the gender pay gap and pay equity, APEC, and various UN organisations. Rebecca has a wide variety of policy experience across the public sector – focussed on economic and international issues, strategic policy, and futures policy.

Cell phone – 9(2)(a) [REDACTED]

Nicola Ngawati (Ngapuhi, Ngāti Hine) - Kaiwhakahaere Matua (Director), Joint Roopū

Nicola leads the Mana Wāhine roopū (in partnership with Te Puni Kōkiri). Nicola has had a varied career in the New Zealand diplomatic service. She has significant experience working on the interface of the Crown/Māori relationship in the public sector and was appointed to the Diversity Works NZ board in July 2020.

Cell phone – 9(2)(a) [REDACTED]

Peter Noble – Director, Corporate Services

Peter leads the corporate services of the Ministry, including the Nominations service, finance, planning and reporting, information services, property, human resources, and corporate services. Peter worked previously at the Department of Conservation, where he managed property, procurement, fleet, financial support services, and payroll. He also has experience in sustainability management, leading ICT and call centre services, and market research.

Cell phone – 9(2)(a) [REDACTED]

Deborah Malcolm – Acting Director, Policy

Deborah leads the Ministry's policy advice on women's skills, employment, and income and leadership. She has a strong background in the public service with particular focus in social policy and wellbeing.

Cell phone – 9(2)(a) [REDACTED]

Margaret Retter – Director, Policy

Margaret leads special projects on behalf of the Ministry. She has a strong background in the public service with a particular focus in policy development.

Cell phone – 9(2)(a) [REDACTED]

Gender Pay Taskforce

Alex Chadwick – Manager Gender Pay Taskforce, Te Kawa Mataaho Public Services Commission

Alex leads the Government's Taskforce, established by Te Kawa Mataaho Public Services Commission and the Ministry for Women, to close the gender pay gap in the public service and to support achievement of pay equity in the wider state sector. She is a senior manager, lawyer and diversity and inclusion practitioner with expertise in devising and implementing strategy to effect positive workplace culture change.

The Ministry is currently located at 20 Ballance St

The Ministry has temporarily moved from its permanent office space at 22 The Terrace to Level 6, 20 Ballance Street. The building at 22 The Terrace requires strengthening work which the landlord is undertaking, with the work expected to be completed in mid-2021. [REDACTED]

9(2)(b)(ii) [REDACTED]
[REDACTED]

Opportunities to improve outcomes for women

You can build on work to date and also take advantage of new opportunities

We look forward to discussing your priorities for the Women portfolio, and the priorities of the Government, and how the Ministry's work programme can assist in meeting these. The Ministry's current work programme is attached as Appendix One, for your reference. You will be asked to consider the work programme to ensure that it reflects your priorities for your portfolio.

Within each of the Ministry's outcome areas there is a wide range of options and opportunities for action. We look forward to discussing how we can support you to improve the lives of women and girls in Aotearoa New Zealand, which areas are of greatest interest to you, and whether there are any other areas you would like to focus on.

The policy priorities of the Government also have implications for women, such as the five point plan for New Zealand's economic recovery post COVID-19: investing in our people; jobs; preparing for our future; supporting our small businesses, entrepreneurs and job creators; and positioning ourselves globally. The Labour Manifesto policies indicate areas which could benefit women including:

- Closing the pay gap for teachers working in education and care centres, the majority of whom are women
- Investment in apprenticeships and targeted areas of vocational training, if there was a focus on women
- Reinstating the training incentive allowance for sole parents, the majority of whom are women
- Reducing child poverty by focusing on parents, specifically sole parents who have the worst household incomes
- Supporting the Pacific nations with addressing the impacts of COVID-19 on women
- Connecting female-run business exporters to overseas markets and global partners
- Supporting women in prisons through wāhine Māori pathways
- Raising abatement levels
- Making it easier for women to gain pay equity by ensuring better records of pay equity across New Zealand.

We can provide advice on the gender implications of these, and other Government priorities. We are not aware of any particular Government priorities for immediate action in the Women portfolio.

The focus on COVID-19 will continue and its impact on women and girls

Women's outcomes relative to men will remain an important topic as the Government continues in the COVID-19 recovery phase to reset and revitalise the economy. The economic impacts of COVID-19 will be especially felt by women who experience intersecting forms of discrimination. This includes, among others, single mothers on low incomes, wāhine Māori, and Pacific women. Economic policy advice in the recovery phase should seek to mitigate the negative impacts of COVID-19 for these groups in particular.

Recent labour market statistics confirm concerns that COVID-19 is having a significant impact on women in the labour market. The seasonally adjusted unemployment rate for women in September 2020 was 5.8 percent, higher than the rate for men (4.8 percent). Before the national COVID-19 lockdown men's and women's unemployment rates had been approximately the same. Women appear to be more likely than men to lose their job than have their hours reduced, and sixty percent of those who said they had lost their job because of COVID-19 and did not have a new job are women. This suggests women are having more difficulty with job recovery.

The Ministry has been providing advice on the issues that impact on women around COVID-19 and created a pop-up team to drive this forward. We have been working with industry partners such as BCITO (the Building and Construction Industry Training Organisation) and the Master Builders Association to encourage more women and girls into the construction and trades industries.

Earlier this year, the Ministry administered the Government's COVID-19 Community Fund for community organisations that support women and girls as part of the Government's COVID-19 response (\$2 million in total was granted and a full list of recipients is available on the Ministry's website).

We published, on our website, think pieces from 12 prominent New Zealanders on the effects of COVID-19 on women to stimulate discussion on solutions, and to shine a light on the particular experiences of women.

You have an opportunity to influence and work with your ministerial colleagues to address issues for women specifically related to COVID-19 as the recovery continues. Related to this, in the last term, the Employment, Education and Training (EET) Ministers' meeting has been a key multi-Minister group for employment issues.

Work on Strategic Outcome One: Ensuring the contribution of all women and girls is valued

Improving outcomes for wāhine Māori

The Mana Wāhine Kaupapa Inquiry covers a range of claims which allege prejudice to wāhine Māori as a result of Treaty of Waitangi breaches by the Crown. Kaupapa inquiries are thematic inquiries that deal with nationally significant issues affecting Māori as a whole. The claims range across many fields of Crown policy, practice, acts, and omissions, in both historical and contemporary times. Claimants have sought broad-ranging forms of relief from the Crown. As a result, the Inquiry is expected to have far reaching consequences for wāhine Maori and the Government's future relationships with wāhine Maori. The Inquiry is currently at the preliminary stages with Tūāpapa (contextual) hearings planned for February 2021.

In the last term, the Minister for Women and the Minister for Māori Development were co-leading the Crown's response to the Mana Wāhine Kaupapa Inquiry. The Government's response to the Mana Wāhine Kaupapa Inquiry presents a significant opportunity to improve outcomes, wellbeing, and opportunities for wāhine Māori, and to recognise their strengths and roles.

The Ministry houses the joint roopū that is leading the Crown response to the Inquiry. The roopū has the following three focus areas:

- forming a collaborative approach to the Mana Wāhine Kaupapa Inquiry, in partnership with claimants
- leading and supporting the Crown's involvement in the Inquiry and its response to the issues raised
- working closely with other government agencies to help improve outcomes and focus for wāhine Māori.

The Government response to the Inquiry could be transformational and improve intergenerational outcomes for wāhine Māori through Crown policy and programmes. Your role provides an opportunity to co-lead the Government response to the Inquiry, reflecting the importance of achieving these outcomes. 9(2)(f)(iv)

Leadership and diversity on boards

In the last term, the Government agreed to a 50 percent target of women on state sector boards and committees (state sector boards) by 2021. With 21 other agencies, our Nominations service drives the recruitment of suitable women for vacancies on state sector boards. Preliminary results indicate that the Government's target of 50 percent of women on state sector boards by 2021 has been achieved, though this result needs to be verified by the annual stocktake in December 2020 (to be released in May 2021).

For the 2019 stocktake, we collaborated with the Office of Ethnic Communities (part of the Department of Internal Affairs) to collect and report on representation for Māori and ethnicity data in our stocktake of state sector boards. As a result of this, for the first time, the Government has information about the ethnic makeup of its boards, which has highlighted the areas where diversity needs to increase in order to ensure better representation for all New Zealanders.

The Ministry and Te Kawa Mataaho Public Service Commission have also been leading work to promote diversity and inclusion on state sector boards. Government agencies are working with Governance New Zealand and the Institute of Directors to design accessible training, mentoring, and internship programmes. A report back to the Cabinet Appointments and Honours Committee (APH) will be required on progress, and the Ministry will be ready to provide advice and develop this Cabinet paper in the first half of 2021.

The leadership and diversity on boards work provides an opportunity to lead work with your ministerial colleagues to ensure diverse women are being appointed to board roles.

Assisting in New Zealand's international role and responsibilities

The Ministry leads the Government's international reporting on the status of women. In December 2019, we implemented a tool, available on the Ministry's website, to illustrate New Zealand's progress against the 78 recommendations related to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) received in July 2018. The tool provides an opportunity to remind colleagues of the need for further progress before 2022, when New Zealand is required to report back on all 78 recommendations.

The Ministry is working closely with Ministry of Foreign Affairs and Trade (MFAT) to prepare for New Zealand to virtually host APEC 2021. Renee Graham, the Ministry's Chief Executive, is the chair of the Policy Partnership on Women and the Economy group, and the Ministry will host the Women and the Economy forum. The Ministry also recently worked with MFAT on the development of a Trade and Gender Arrangement, agreed by the Inclusive

Trade Action Group (ITAG) consisting of New Zealand, Canada and Chile in July 2020. This is New Zealand's first trade arrangement specifically on trade and gender.

You will have multiple opportunities to highlight New Zealand's commitment to, and progress towards, gender equality in international forums. This will include the 64th session of the United Nations Commission on the Status of Women (CSW) in March 2021 (to be held virtually or in New York), and the Gender Equality platform in Paris in July 2021.

Valuing unpaid work

Unpaid work is an emerging area of involvement for the Ministry. Women spend a greater proportion of their time on unpaid and/or caring work, particularly as the primary caregivers for children, ageing relatives, and those with disabilities. The vast majority of this care is provided on an unpaid basis. In New Zealand and internationally, lockdowns and greater levels of working from home, have exposed the 'double-burden' for women by co-locating work and private life, with greater expectations on women to fulfil unpaid care responsibilities.

The Ministry commissioned a series of essays from experts from a variety of academic, cultural, professional, and other backgrounds, as a way to highlight differing aspects of valuing unpaid work. The 13 essays were shared via social media and are available on the Ministry website. We also commissioned an international literature review on women's contribution to unpaid work and a literature review on unpaid work from a Pacific perspective. Both of these reviews are also available on the Ministry website.

You have an opportunity here to champion better measurement of unpaid work and counting unpaid work as a contribution to wellbeing outcomes.

Work on Strategic Outcome Two: Ensuring all women and girls are financially secure and can fully participate and thrive

Reduce pay inequity for women

The previous Government focused on reducing gender pay disparity in both the private and public sector. The gender pay gap within the core public service is currently 9.6 percent (2020) – the lowest gap since measurement began in 2000. The national gender pay gap is 9.5 percent². Women now also make up half of public service chief executive roles and 53 percent of senior leadership roles.

With Te Kawa Mataaho Public Service Commission, the Ministry established the Gender Pay Taskforce (the Taskforce) to implement the Public Service Gender Pay Gap Action Plan and to support state sector agencies to progress pay equity claims. With MBIE, we developed the legislative framework for pay equity, now embedded in the Equal Pay Amendment Act 2020 to be implemented in November 2020.

The Taskforce is ready to advise Ministers on the potential next steps to build on the progress made to date. This could include **9(2)(f)(iv)**

² Note that the Te Kawa Mataaho Public Service Commission uses a different methodology to calculate the public service gender pay gap than Stats NZ uses to calculate the national gender pay gap. Using the same methodology, the public service pay gap for 2020 was 5.8 percent.

Immediately, you have an opportunity here to champion the enactment of the pay equity legislation through your communications.

Work on Strategic Outcome Three: Ensuring all women and girls are free from all forms of violence and harassment

This work will be led by the new Minister for the Prevention of Family and Sexual Violence. However, this is a strategic outcome for the Ministry as violence against women and girls is widespread in Aotearoa New Zealand. Women are more likely than men to suffer abuse from a partner, including repeat victimisation, and are more likely to suffer sexual violence. The impacts of violence are serious, long-lasting, and too often, fatal.

In July 2018, the Government underwent an examination by CEDAW on its 2016 eighth periodic report. The examination highlighted issues around family and sexual violence as significant concerns, and are included in the 78 CEDAW recommendations. The impacts of violence are a focus of claimants to the Mana Wāhine Kaupapa Inquiry.

The Ministry has been supporting the Family Violence and Sexual Violence Joint Venture (the Joint Venture), particularly with our networks to, and understanding of issues facing, diverse groups of women. Our direct engagement has been limited as the Ministry is not an operational agency or a major funder of services, and these agencies have been the focus of the Joint Venture arrangements to date.

You have an opportunity here to provide a stronger representation for women and girls within any ministerial groups working to reduce violence. We can provide further advice as arrangements develop.

Work on cross-cutting and underlying issues for women

To tackle underlying inequities, we need to address the role of institutions and social and gender norms (structural constraints). Societal expectations and norms shape what is expected of women and men and what they expect of others and themselves, and therefore shape the lives they lead. Gender stereotypes continue to hamper women's opportunities to achieve equality.

COVID-19 presents opportunities to change our systems, structures, and norms, and the Ministry is ensuring gender is included in policy discussions so these changes can bring more benefits to all women, and particularly to those who need it the most. The Mana Wāhine Kaupapa Inquiry presents an opportunity for government to introduce structural change that can meaningfully improve outcomes for wāhine Māori. Work to highlight the value of women's unpaid work can rebalance the proportion, and increase the recognition, of the work that women do more than men.

Structural constraints can also be tackled more directly through system-level interventions such as gender budgeting and encouraging the use of *Bringing Gender In*, the Ministry's gender analysis tool.

Under the new Public Service Act 2020, the Ministry is required to develop and consult on a long-term insights briefing that you will table in the House during this Parliamentary term. The purpose of the long-term insights briefing is to publicly provide information about medium-term and long-term trends, risks, and opportunities for women and girls, together with impartial analysis including policy options. This briefing is likely to draw attention to underlying inequities and structural constraints.

The views of stakeholders

The Ministry represents the views of over 2.5 million women and girls in Aotearoa New Zealand. We know that the range of views, and what is needed to improve outcomes, differs between many elements, including age, culture, and the different levels of resources a woman has.

Our analysis of the media environment points to the following issues that our stakeholders are concerned about, in relation to impacts for women:

- improving impacts for women through the recovery from COVID-19
- ensuring there are gender perspectives in policy and decision-making
- increasing women's safety at home, in the community, and in the workplace
- broadening the gender pay gap discussion to focus on the ethnic gender pay gap
- improving outcomes for wāhine Māori
- leading attitude and behaviour change in society to improve outcomes for women.

The independent, non-profit network Gender Justice Collective recently completed a nationwide self-selecting survey, *YouChoose2020*, to find what matters to women and non-binary people, trans women, intersex people, and takatāpui. Key reported findings to date, from over 3500 respondents, include:

- 87 percent of respondents saw *Legislation to ensure pay equity i.e. people get the same pay for similar work/work of equal value* as very important (to women and non-binary people)
- 87 percent of respondents saw *Greater enforcement to ensure the protection of our waterways and rivers* as very important
- 86 percent of respondents saw *Healthcare providers understand the dynamics of sexual and whānau/family violence* as very important
- 85 percent of respondents saw *Mentoring/leadership programmes and coaching for women and non-binary people (to increase their representation in leadership roles)* as very important
- 84 percent of respondents saw *Trained professionals who respond safely and appropriately to women and children who have experienced violence and abuse e.g. policy, social workers, GPs* as very important
- 83 percent of respondents saw *Free visits to GPs for children* as very important.
- 82 percent of respondents saw *Public places that are accessible for people with a disability* as very important
- 81 percent of respondents saw *Better access to publicly-available information about what domestic violence is, including controlling behaviours, and how to get help* as very important
- 79 percent of respondents saw *Stronger government commitment to protecting our native species* as very important
- 78 percent of respondents saw *More legal aid for women who experience violence and abuse* as very important.

The International Women's Caucus

We regularly convene meetings of the International Women's Caucus. These meetings include representatives from the National Council of Women of New Zealand, the Māori Women's Welfare League, and P.A.C.I.F.I.C.A Inc., among many other women's organisations. The meetings discuss progress against New Zealand's international obligations and they provide an opportunity for stakeholders to contribute to reporting on New Zealand's processes.

The International Women's Caucus has informed us that it would like to see the Minister for Women:

- ensure that Te Tiriti o Waitangi and its principles inform the setting of strategic policy and implementation of any work led by the Ministry for Women, and the voices and experiences of wāhine Māori in all decision-making
- adopt a leading role, and stronger stance, on all forms of violence perpetuated against women and girls, which draws on the understanding of the roles colonisation and gender play in such forms of violence
- address gaps in law enforcement and the legislative framework, and associated responses, that prevent family violence victims from experiencing justice
- develop a three-year, Ministry for Women-led, *Aotearoa New Zealand National Action Plan* to fast track gender equality, based on the principles of the United Nations Sustainable Development Goals (SDGs)
- work to ensure that each of the sections of the CEDAW monitoring tool on the Ministry for Women website is populated with information on specific and tangible progress for wāhine Māori, as agreed by Cabinet in 2019
- improve and implement processes that measure and value unpaid work
- close the gender pay gap, across public and private sectors, within three years and close the pay gap between wāhine Māori, Pacifica women, and women of other ethnicities with Pākehā women
- ensure that the COVID-19 economic recovery focuses on gender equality in the job market. In particular, ensuring that funding is targeted at the creation of jobs and training that provide equal access opportunities for women, and include measures to make trades more attractive to women
- ensure women and girls can access confidential and free contraception services at schools and other accessible locations; consent education is delivered in every school; access to sustainable and culturally sensitive period products is made available; and, education about safe online sexual and romantic behaviour is increased.

You will receive an invitation to attend the International Women's Caucus meeting early in the New Year.

You may wish to familiarise yourself with issues that are important for New Zealand women by talking to a broad range of stakeholders. We can provide further advice on key stakeholders that you may wish to meet with.



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