



Briefing to the incoming Minister for Women

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Overview

Tūtira mai ngā iwi, tātou tātou e...

E te rangatira, nau mai haere mai!

Welcome to your role as Minister for Women.

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:

- matters about which we will advise you in the first 100 days
- your role as Minister for Women and the Ministry’s role in relation to you
- an introduction to the Ministry’s organisational goals, leadership, and structure
- an overview of priority areas for women
- publications you may be interested in reading
- feedback we received from stakeholders earlier this year.

You may wish to familiarise yourself with the Women portfolio issues by talking to a broad range of stakeholders. We are happy to arrange visits and/or an event at your convenience.

We look forward to working with you.

The next step will be for us to agree a work programme reflecting your portfolio priorities.

We will provide the following briefings in the next three months

<p>Early November</p>	<p><i>An update of the current work to close gender pay gaps in the public and private sectors</i></p> <p>The Ministry will seek your decisions on proposals for action, such as providing tools to help employers measure the gender pay gaps in their organisations. Measuring pay gaps is the first step employers can take.</p> <p><i>Nominating women for Queen’s Birthday Honours 2018</i></p> <p>The Ministry will provide you with a list of suggested candidates for Queen’s Birthday Honours in 2018, and seek your decisions on who you would like to support.</p>
<p>Mid November</p>	<p><i>Preventing digital harm to young women</i></p> <p>The Ministry will share the findings of its new research on preventing digital harm to young women. This is an opportunity for you to release the findings and decide on next steps for this work.</p> <p><i>More transparency about the gender mix of appointments to state sector boards and committees</i></p> <p>We will seek your views on a proposal to raise awareness of the gender mix of directors on state sector boards and committees.</p>
<p>Late November</p>	<p><i>Leading delegations to two major international events in 2018</i></p> <p>The Ministry will provide an overview of the Women portfolio international engagements for 2018 and seek your decisions on leading the delegations to:</p> <ul style="list-style-type: none"> • the 62nd session of the Commission on the Status of Women (CSW62) in New York in March 2018 • the examination of New Zealand’s country report on the Convention on the Elimination of All Forms of Discrimination against Women in Geneva in July 2018.
<p>Mid December</p>	<p><i>Launching gender pay gap research</i></p> <p>The Ministry will seek your decision on proposals to launch research into the impact part-time work and parental leave have on the gender pay gap and women’s employment.</p> <p><i>Commemorating 125 years of Suffrage in 2018</i></p> <p>The Ministry will seek your views on proposed plans to commemorate the 125th anniversary of Suffrage.</p> <p><i>Launching online profiles of diverse women leaders</i></p> <p>As part of our <i>Inspiring Women</i> leadership series the Ministry will seek your decision on launching profiles of diverse women leaders, developed with SUPERdiverse WOMEN.</p>

The role of the Minister for Women

The Minister for Women is the Government's lead for improving the lives of New Zealand women and girls. As Minister for Women you:

- set the portfolio priorities for improving the lives of New Zealand women and girls and lead policy proposals to achieve these priorities
- take an overarching view of policy issues across government
- work with your ministerial colleagues to ensure the Government's policies reflect the views and needs of New Zealand women and girls.

You are well placed to advocate for the interests and aspirations of New Zealand women and girls. This includes engaging New Zealanders on the issues of importance to women and girls and raising awareness about achievements and concerns.

In working to enhance the lives of women and girls you have the opportunity to contribute to the achievement of the Government's social and economic goals. For instance, supporting low income women into sustainable work will improve their lives and the lives of their families and whānau.

The Minister for Women is not currently responsible for any legislation.

As Minister for Women, you are able to access Ministry services to support you to:

- develop initiatives to support the achievement of your portfolio priorities
- influence your ministerial colleagues and other decision-makers in government on policy issues that affect women
- influence leaders in the private and community sectors to take action
- support suitable women for appointment to state sector boards and committees.

We will provide you with:

- credible evidence on issues of importance for New Zealand women and girls
- opportunities to draw attention to these issues
- advice on:
 - policy priorities for this portfolio
 - the impact on women and girls of policy and operational proposals in other portfolios
 - influential stakeholders in the government, business and community sectors
- support to host events to influence stakeholders, share knowledge and develop solutions
- Ministerial support services so you can meet your legislative, ministerial and accountability requirements and a Women portfolio private secretary.

The role of the Ministry for Women

The Ministry is the Government's principal advisor on achieving better results for New Zealand women and girls. We work alongside, and collaborate with, other government agencies, not-for-profit organisations, business, community and iwi groups to identify issues and improve outcomes for women and girls.

More women are participating in the labour market than ever before and more women are now gaining qualifications than men. There is also growing recognition of the prevalence of, and harm caused by, violence against women and girls.

Our job, however, is to identify and take action in those areas in the workforce and society where women and girls continue to be disadvantaged (e.g. gender pay gap) or at greater risk of harm (e.g. sexual violence).

The Ministry does not have legislative, funding or service delivery functions that we can use to create change. We rely on building evidence to influence others, publicising issues, providing advice and supporting national policy and local initiatives.

We influence through our understanding of New Zealand women and girls

There are a range of ways we can influence others to achieve change.

- We can undertake qualitative research to understand the views of women and girls, such as our research into online harm amongst girls and use our findings to inform policies across government.
- We can analyse data, such as our recent analysis of data on young women who are not in education, employment or training, particularly young mothers.
- We can draw on the expertise of non-government women's organisations and organisations that support the victims/survivors of sexual violence and family violence.
- We can gather the views and experiences of women, such as women with low incomes and women who are participating in the Māori and Pacific Trades Training programmes in South Auckland and Northland.
- We can partner with other government agencies to achieve cross-government goals, such as our contribution to developing pay equity processes with the State Services Commission and the Ministry of Business, Innovation and Employment.
- We can run events for stakeholders around the country to promote and encourage action, such as our recent events encouraging employers to close gender pay gaps in their organisations.

Many women also engage with us through our social media channels. We are planning new online options to enable us to hear from more women, especially younger women and girls. We can brief you further on these plans.

We are a policy agency dedicated to the provision of gendered advice

The Ministry is responsible for the delivery of high quality, expert, gendered policy advice 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.

The Ministry is one of three stand-alone population agencies. We improve outcomes for women and girls and contribute to the achievement of cross-government policy goals by:

- identifying and influencing key stakeholders in the government, private and community sectors
- creating and promoting evidence, tools and advice to help these stakeholders address the issues that matter to women
- ensuring gender issues are addressed.

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 and Ministry staff provide high-quality ministerial servicing.

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 700 board-ready women. When vacancies arise we propose suitable candidates to the agencies managing the appointments process. In 2016 we nominated nearly 500 women for board appointments. This effort has contributed to women holding more than 45 percent of the directorships appointed by ministers, the highest percentage ever.

We are currently designing a more modern interactive service for women on our database, recruiting more women in high-demand fields and geographic areas and developing options to raise awareness of the gender mix of directors on state sector boards and committees. The Ministry also monitors the number of women directors in its annual Gender Stocktake.

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

Despite the fact that there remain important areas where women and girls are disadvantaged New Zealand has a strong international reputation as a country committed to gender equality and empowerment.

New Zealand's reputation enables our delegates at international fora to showcase New Zealand's progress and influence the international gender equality agenda. This in turn strengthens our position as a good international citizen. These fora also provide opportunities to learn from international best practice, which can then inform domestic policy.

The Women portfolio is responsible for ensuring compliance with our 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).

We contribute to the Government's implementation of the United Nations Sustainable Development Goals (SDGs), particularly as experts on Goal 5. We also support New Zealand's attendance at international fora.

Having these roles within the Ministry ensures that our international involvement is informed by our deep knowledge about issues of importance for women and girls.

Further details on this role are included in the attached Appendix 1.

In partnership with the Ministry of Business, Innovation and Employment (MBIE) we provide administrative and advisory support to the National Advisory Council on the Employment of Women (NACEW)

NACEW is an independent advisory body to the Minister for Women on matters related to women's employment. It provides an independent view that may differ from the public service advice you receive. You can also use the networks of Council members to create change in the business community and Council members can act as champions for advancing government policy.

The Council convenes four times per year. Council members are: Traci Houpapa (Chair), Andrew Cleland, Tagaloatele Peggy Fairbairn-Dunlop, Theresa Gattung, Kerry Prendergast, Mark Verbiest, Norah Barlow, Katherine Rich (BusinessNZ representative), and Erin Polaczuk (CTU representative).

As Minister you can set the agenda for NACEW, for instance, you could ask for advice on options to help close the gender pay gap in the private sector and to improve employment opportunities for women on low incomes.

NACEW is currently focused on reducing barriers to women's employment and supporting women to return to work. It is also investigating the collection of information about women's participation in the workforce.

You may wish to talk with NACEW chair Traci Houpapa before the next meeting on 12 November 2017. We can make arrangements for this to happen.

The Ministry's organisational goals and structure

The Ministry's organisational goals

The Ministry is focused on being more diverse in our perspectives and advice, collaborating more effectively with our partners and improving the visibility of the work that we do.

Our policy and research work is making a difference. A recent survey of stakeholders (attached as Appendix 3) indicates that our work is valuable to other agencies and that the evidence and analysis that we undertake is being utilised. There is an opportunity to build on this and ensure that our policy and research work is relevant and accessible. The development of practical tools and guidance, based on the evidence, is a step we can take to achieve this.

Being visible and transparent in what we do and why, what we are delivering and the outcomes we are achieving helps us to demonstrate the value that we are adding.

We understand what is unique about the circumstances of New Zealand women and we aim to provide more channels for women and girls to have a say about what is important to them.

We are a small agency operating as part of a bigger system which includes our colleague agencies, communities, not-for-profit organisations and the business community. Collaborating with our partners helps us make a bigger difference. Our small size means we focus on priority areas where we can make the biggest impact.

Organisational structure and budget

The Ministry has around 30 full-time equivalent staff, the majority of whom are in policy roles. We have an operating budget of \$5.2 million, \$3.6 million of which covers personnel costs.

Leadership Team

The Ministry's Leadership Team includes the Chief Executive and four Directors.

Renee Graham, Chief Executive

Contact: 04 916 5825, 021 226 2387

Margaret Retter, Director Policy

Women in leadership; skills, employment and income; and pay equity.

Contact: 04 916 5841, 021 525 461

Helen Potiki, Director Policy

Ensuring women and girls are free from violence; international; and ministerial servicing.

Contact: 04 916 5822, 021 807 228

Jenny Coleman-Walker, Director Business Support

Finance, planning and reporting; IT; human resources; and corporate services.

Contact: 04 916 5831, 022 479 4354

Kirsty Anderson, Director Communications

Communications, including media enquiries.

Contact: 04 916 5821, 021 606 982

Priority areas for women

We focus on a small number of Ministerial priorities where the biggest difference for women and girls can be made

The following section provides information about priority areas for women and our recent work and advice about the next steps under the following headings:

- valuing women's contribution in the labour market
- improving the lives of women on low incomes
- increasing the safety from violence of women and girls
- increasing women's representation in leadership.

Similar themes of income equality and adequacy, participation in education and work, safety from violence and representation at decision-making levels are common for programme governments around the world both in developed and developing countries.

There is considerable scope within each of these areas to decide on the directions you want to take

Within each of these broad areas there is a wide range of options and opportunities for action. We look forward to discussing with you how you want to contribute to improvements for women and girls over the next three years, which areas are of greatest interest to you and whether there are other areas you want to focus on.

The policy priorities of the Government also have significant implications for women, such as the planned extension to paid parental leave. We are ready to provide you with advice on the gender implications of these, and other Government priorities.

Valuing women's contribution in the labour market

Women are participating in the labour market at greater rates than ever before (65 percent in 2017 compared to 55 percent in 1995). More women than men graduate with a bachelor degree or higher qualification each year.

Despite these gains, on average women continue to be paid less than men. The gender pay gap is currently 9.4 percent.

Women are concentrated in lower-paid industries, under-represented in leadership and undertake the majority of unpaid work.

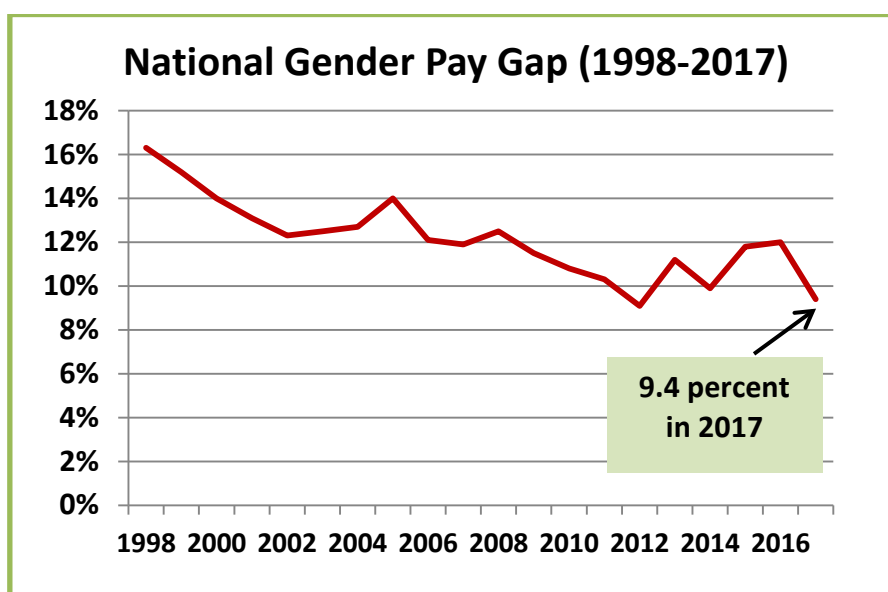
To balance their paid and unpaid work, women are more likely to work part-time and take career breaks which can reduce their chances of advancing in their careers.

While factors like working in lower-paid industries and part-time work contribute to women being paid less than men, the Ministry's recent research shows that the most important factors in women's lower pay are hard-to-measure factors, including bias and discrimination.

*Women doing the same work as men add the same value to their employers but are **paid less**.*

*80 percent of New Zealand's gender pay gap is due to hard-to-measure factors including **bias and discrimination**.*

The gender pay gap has stalled in recent years



While we have data on the national gender pay gap and on gender pay gaps in public service agencies, data on gender pay gaps in private sector firms is not published.

Lack of this type of information is likely to limit the ability of women to negotiate equitable pay with private sector employers. It also makes it hard to assess the impact of any interventions to close the gender pay gap.

Pay equity is a contributor to reducing the gender pay gap

We contributed expertise to support the development of pay equity principles. We have also worked with lead agencies on the development of tools for employers and employees to support pay equity processes.

We are well placed to provide you with advice on the implications for women of the steps Government wants to take to implement pay equity.

The state sector can lead the way on closing the gender pay gap

A Gender Pay Principles Working Group involving state sector employers and union representatives has been meeting since June 2017. This group aims to develop principles to assist state sector employers end workplace gender inequalities and address the underlying drivers of the gender pay gap. The principles are expected to be completed by the end of the year. The Ministry is providing secretariat services to this group.

The Ministry has also collaborated with the State Services Commission (SSC) on earlier initiatives in the core public service to improve gender balance in leadership and increase the availability of data on the gender pay gap. Among other things, the SSC now publishes gender pay gaps for each agency and asks chief executives to identify the actions they are taking to close these gaps.

Business employers also have a significant role to play in closing gender pay gaps

We are currently working on non-legislative actions that can be taken to encourage employers to address their gender pay gaps such as providing them with information and resources.

The Ministry has published guidance on how employers can close the gender pay gaps in their organisations. Actions include measuring pay gaps, making flexible work normal for men and women, and addressing unconscious bias. Employers have told us they would welcome more detailed tools and resources.

A number of countries, including Australia and the United Kingdom, have recently introduced legislation requiring employers to share pay information or report gender pay gaps. We are monitoring the impact of these initiatives and can provide you with further advice on pay transparency and reporting if required.

Pay gaps are different for different groups of women

Many women experience the compounding effect of gender and ethnic pay gaps. For instance, in the public service the average salaries of Pākehā employees are higher than for other ethnic groups and the average salaries of Pasifika employees are the lowest of all ethnic groups. However, within each ethnic group men's salaries are higher than women's.

Actions you could take in this area include:

- implementing pay equity to enable work in female-dominated industries to be appropriately valued
- supporting public service and state sector action to close gender pay gaps, such as the development and implementation of gender pay principles
- implementing a plan to help close gender pay gaps in the private sector, including promoting understanding about the gender pay gap among employers, providing tools and resources to support employers and considering legislative options
- highlighting the combined impact of gender and ethnic pay gaps so that barriers facing women from different ethnic groups are not overlooked
- using the planned extensions to paid parental leave to encourage men to take a greater role in the care of their children by taking parental leave and working flexibly
- supporting efforts to increase the participation of women in high-demand, well-paid occupations like digital technology and the trades.

Improving the lives of women with low incomes

On average girls and women do well in education. Despite this, women with no or low qualifications are at risk of long-term benefit dependency and/or low-paid and insecure work.

- Women make up 60 percent of minimum wage employees.
- Women are more likely to be unemployed and underemployed than men.
- Women head 84 percent of sole-parent households and sole parent households are over-represented in measures of low income and material hardship.
- Māori and Pasifika women are over-represented in the lowest income groups.

Planned changes to the welfare system, increasing the minimum wage and increasing housing affordability all have the potential to improve the lives of women on low incomes and their families and whānau.

Supporting low-income women into education, training and sustainable, well-paid work is transformational for them and their children

An additional way to improve the lives of low-income women is to support them into work with long-term prospects for good pay and employment.

Employment offers people a wide range of additional benefits, including strengthened self-esteem and social networks. Women with their own incomes are also better placed to leave abusive relationships.

More affordable tertiary education will help women access the education they may need. Consistent support, however, is also needed to help women overcome the full range of barriers they face to staying in education and in the early stages of work and training.

We know, for instance, that young mothers make up around one-third of young people who are not in education, employment or training (NEET) for more than six months. These young mothers have lower levels of qualifications than other long-term NEETs and are less likely to hold driver licences. Many of these young women want to work but childcare needs and lack of driver licences add additional barriers to finding and staying in work and training.

Attracting more women into high-demand, male-dominated industries works for women and helps fill skill shortages

There is high demand for skilled workers in industries like construction where prospects for sustainable, well-paid work are good. The Government's regional development investment will increase demand further. There are, therefore, opportunities for you to work with your Ministerial colleagues to ensure women can benefit from the jobs that will be created.

We can support you as we have worked with employers in road transport and construction, and with training providers to increase the number of women in these industries. As a result of our work in Canterbury the number of women in the Canterbury construction industry quadrupled between 2009 and 2016.

Children who spend most of their childhood supported by benefits are more likely to have spent time on a benefit themselves by the time they are 21.

We were instrumental in establishing targets for women in Māori and Pacific Trades Training programmes (MPPT). This programme provides sustained support for participants through training and into employment. As a result of targets women's participation has increased from 21 percent to 29 percent from 2014 to 2016.

We are advising government agencies, training providers, and employers in South Auckland and Northland on how to support low-skilled women into high-quality work, particularly Māori and Pasifika women. We expect successful approaches in these areas can be applied more widely.

We are identifying opportunities to support vulnerable women and their children

We are supporting the management of the Auckland Region Women's Corrections Facility to connect women who have been released from prison with the local MPTT programmes.

We recently talked to 40 vulnerable mothers about parenting, nutrition, stress, and housing as part of inter-agency work on at-risk groups.

These mothers are stressed by juggling many issues like debt, health problems, housing and childcare costs, relationship breakdowns, and understanding benefit entitlements. They often feel judged by the services they access, and experience problems accessing specialist health care, like those for children with disabilities.

Government's plans to improve housing affordability will benefit women

Housing costs represent an increasing proportion of incomes, particularly for people on low incomes where women are over-represented.

Home ownership acts as a buffer against poverty in retirement, but declining home ownership means that future cohorts of retiring women may be at risk of poverty. Women's retirement incomes are lower than men's and women live longer.

Access to health services is a problem for some groups of women

Some groups of women, including rural women and young vulnerable women, have greater difficulty than other women accessing health services such as mental health services and maternal and reproductive health services.

Actions you could take in this area include:

- promoting opportunities for women in male-dominated fields such as the infrastructure industries where demand for skills is high and employment and pay prospects are good
- supporting the Ministry to collaborate with other government agencies and local stakeholders to support low income women, especially women with children, into training and high quality work
- seeking advice on how you can contribute a gendered perspective to the Government's work on housing
- supporting the Ministry to increase and share knowledge about low-income and vulnerable women and their needs, like our recent use of the Integrated Data Infrastructure to learn more about young mothers who are NEET
- supporting the Ministry in its increasing focus on Māori and Pasifika women and low-income women.

Increasing the safety of women and girls

Safety from violence is an internationally recognised pre-condition for well-being and full participation in society and the economy.

One in four New Zealand women experience sexual violence over the course of their lifetime and one in four women experience violence from an intimate partner over their lifetime.

Māori women are twice as likely as other women to experience intimate partner and/or sexual violence.

Girls are twice as likely as boys to be the victims of child sexual abuse.

The social cost of family violence has been estimated at \$4 billion a year and the cost of sexual violence has been estimated at \$1.8 billion a year.

The Ministry is a recognised expert on the nature and impact of violence against women and girls

Our role in this area has been to use our knowledge about the prevalence and impact of sexual violence and domestic violence on women and girls to influence other agencies responsible for policy development and implementation.

The Ministry understands what works to prevent and respond to violence, including researching what works for Māori women and Samoan women.

We are sought as advisors by other agencies such as the Ministries of Justice and Social Development, New Zealand Police, and the Accident Compensation Commission. For instance, we have assisted New Zealand Police to design an evaluation of a coordinated family violence response in Rotorua.

The Ministry's advice and research helped establish primary prevention as an issue for the Ministerial Group on Family Violence and Sexual Violence. We have made extensive contributions to this Group including advising on effective support services for victim/survivors.

As Minister for Women, we expect that you will have opportunities to work alongside your colleague, the Parliamentary Under-Secretary to the Minister of Justice (Domestic and Sexual Violence Issues), to further the Government's cross-agency agenda to address domestic and sexual violence.

Some employers are implementing family violence policies as part of broader efforts to increase gender diversity in employment and leadership

Some employers are recognising that employees may be the victims of family violence. Family violence policies in the workplace can include leave for victims, changes to work email addresses and phone numbers to shield victims from harassment and referrals to support providers. Such policies are not, however, standard practice.

Different groups experience different levels of risk and require services that are sensitive to their particular needs

Rates of violence against Māori women, young women and girls are higher than they are for other groups. Additional groups, however, are also at heightened risk, for instance women with disabilities, members of the LGBTQI+ community, and migrant and refugee women. These groups also find it harder to access appropriate violence response services.

Our diverse population suggests an increasing need for culturally appropriate response services including kaupapa Māori services. It also suggests that we need to strengthen our responses to culturally-based forms of violence.

Actions you could take in this area include:

- working alongside your colleague, the Parliamentary Under-Secretary to the Minister of Justice, to progress the Government's goals in the areas of domestic and sexual violence
- sharing best practice on violence against women and girls with your other ministerial colleagues to ensure that Government policy and practice is informed by evidence about the prevalence and impact of domestic violence, sexual violence and online violence
- encouraging employers to implement family violence workplace policies to support employees who are the victims of domestic violence
- supporting approaches to protect young women and girls from online bullying and sexual violence
- seeking advice from us on different groups who experience higher rates of violence
- supporting updated research into the attrition of sexual violence cases out of the court system.

Increasing women's representation in leadership

There is a strong case for increasing women's representation in leadership.

Women in decision-making roles help organisations understand and respond to the needs of all their customers or clients and they supports quality decision-making and innovation. Research also shows a link between companies with more women on their boards and in senior leadership and better financial performance.

More women in leadership roles shows other women and girls that they can succeed and helps motivate them to do so.

The Ministry has been promoting women leaders in a range of business and community roles through our *Inspiring Women* series. Our aim is to show the many ways that women already exercise leadership. There may be opportunities for women leaders to advocate for sustainable practices in business, in communities and in local government, thus aligning the Women portfolio with the Climate Change portfolio.

The Ministry has taken a lead on improving women's leadership representation in the state sector

Our board nominations service has contributed to women holding 45.3 percent of state sector board directorships – the highest proportion ever.

Our advice to the State Services Commission has resulted in:

- more work to grow the pipeline of public service women leaders (women now also hold 45 percent of public service top leadership positions)
- expectations that public service chief executives will report on their gender pay gaps and on the actions they are taking to close them.

Women remain seriously under-represented in private sector leadership

In the 2016/17 year women held only 18 percent of directorships on the boards of companies listed on the New Zealand Stock Exchange (NZX).

In Australia and the United Kingdom high profile collaborations between government and leaders in the private and public sectors are making a difference to women's leadership representation.

Data on women's leadership representation in individual companies in these countries is also published. In the UK women's representation on private sector boards has gone from 12 to 26 percent in five years. In Australia in the top 200 companies the figure was over 25 percent in 2016, up from 8 percent in 2009.

We are currently contributing our knowledge about women's leadership advancement to the Champions of Change, a group of private sector leaders who are committed to greater diversity and inclusion in their organisations.

Kate McKenzie, CE of Chorus, is the only female chief executive of a top 50 company on the New Zealand stock exchange.

We have also:

- worked with the NZX and Institute of Directors (IoD) in strengthening NZX requirements for companies to publish their diversity policies
- introduced the IoD Future Directors programme into the state sector to increase diversity and grow the pipeline of state sector directors.

Actions you could take in this area include:

- identifying and targeting influential leaders in industries with few women leaders who can act as champions
- encouraging private sector stakeholders, like the NZX and the IoD, to use their influence to improve women's leadership representation
- highlighting the leadership and career stories of women from diverse backgrounds and diverse types of leadership roles
- exploring the potential for current women leaders to advocate for sustainable practices in business and the community
- publicising progress in the state sector to demonstrate to the private sector that progress is possible
- supporting your Ministerial colleagues to appoint more women to state sector boards, particularly to the remaining boards with few women directors
- increasing the number of women on the Ministry's board nominations database, particularly from under-represented geographic locations and occupations.

Appendix 1: Further details on our international work

New Zealand is a signatory to a number of international agreements on the status of women

These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the United Nations Commission on the Status of Women (CSW).

Goal 5 of the United Nations Sustainable Development Goals (SDGs) specifically addresses gender equality. The other 16 SDG goals, including eradicating poverty and improving education, also have implications for women. We are planning how we can progress all of the SDGs in a way that ensures effective sustainable development for women and girls.

Victoria University of Wellington is planning an SDG Summit in April 2018. Participants are likely to include academics, business leaders, and representatives from civil society and government.

We collaborate closely with the Ministry of Foreign Affairs and Trade (MFAT) to fulfil our responsibilities. New Zealand will host Asia-Pacific Economic Co-operation (APEC) in 2021 involving a year-long programme of events. MFAT will be briefing Ministers across government to support planning for APEC 21.

Attendance at other international events provides an opportunity to showcase New Zealand activity to improve outcomes for women and girls, for example the Global Summit for Women, being held in Australia in April 2018.

International reporting processes provide opportunities for the views of non-government interests to be heard

We regularly convene an International Caucus, including representatives of the National Council of Women, Māori Women's Welfare League and PACIFICA, to discuss progress against our international obligations and provides opportunities to contribute to reporting on New Zealand's processes. At international fora we ensure that non-government delegates are briefed about progress being made in negotiations.

The International Caucus is likely to contact you shortly. It has informed us that it would like to see the Minister for Women:

- leading government's efforts to achieve the *Sustainable Development Goals* (SDGs)
- encouraging businesses to sign the voluntary *Gender Equality and Empowerment for Women in the Workplace* (WEPs) and monitor progress made. The WEPs is a UN Women initiative that commits signatory businesses to improving women's status in the workplace
- advocating for Government to sign any additional international treaties on the elimination of violence against women that New Zealand has not already signed
- leading government's policy and investment in preventing and responding to violence against women.

We can provide you with a further briefing on these requests.

As noted on page 3 we will be seeking your decisions on attending international fora scheduled for March and July next year.

Appendix 2: Publications

The following is a list of publications you may want to read. All but the first are Ministry publications from the last few years covering a range of priority areas. We can provide copies of any publications you are interested in.

Public Services Briefing to the Incoming Government

The State Services Commission's cross-agency briefing.

Closing the gender pay gap: actions for employers

A 2017 guide for employers on the actions they can take to close the gender pay gaps in their organisations.

Empirical evidence of the gender pay gap in New Zealand

Research from 2017, on the drivers of the gender pay gap in New Zealand.

Decoding diversity

A 2017 guide for education providers on how to attract and retain girls and women in digital technology education.

2016 Gender Stocktake of State Sector Boards and Committees

Analysis of numbers of women appointed through the Cabinet Appointments and Honours Committee process disaggregated by appointing Minister and agency.

Getting it done: Utilising women's skills in the workforce

A 2015 case study on lessons from the Canterbury rebuild on how to encourage women into trades careers.

Wāhine Māori, Wāhine Ora, Wāhine Kaha: preventing violence against Māori women

Qualitative research from 2015 on what Māori women consider to be protective factors to increase safety from violence.

A malu i 'āiga, e malu fo'i i fafo: Protection for the family, protection for all

Qualitative research from 2015 on Samoan people's understanding of primary prevention of violence against women.

E Tū Ake! Stand tall and proud

A 2014 working paper on raising the qualifications and earnings of low-income women.

Realising the opportunity: Addressing New Zealand's leadership pipeline by Attracting and Retaining Talented Women

A 2013 report on the barriers to women's career progression.

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