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# **Ministry for Women's Weekly Report to the Minister for Women**

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**As at 28 March 2018**

## Part 1: Current priority outcome areas

### Women's skills, employment, and income

#### ***Joint Ministerial meeting on key decisions to progress pay equity legislation***

You will meet with the Minister of Workplace Relations and Safety on 4 April to discuss key decisions to progress pay equity legislation. The meeting is to discuss the key decisions prior to the Ministerial Oversight Group on State Sector Relations (MOGSSER) on 12 April. The Ministry will provide draft talking points on the key decisions, which can also be used for the MOGSSER meeting.

You have now received two joint papers prepared by MBIE and the Ministry on key decisions needed to progress pay equity legislation, and on tools and information to support pay equity and wider work to address the gender pay gap. The Ministry is comfortable with the recommendations in the papers, with the exception of a recommendation on back pay: that the court should only be able to award back pay back to the date on which a claim is made, to a maximum of six years. The Ministry sees merit in setting back pay to the date on which new legislation is passed. This is primarily because setting back pay to the date that new legislation is passed is more likely to treat all affected women employees equally and to be seen to do so by affected employees.

#### ***Stats NZ, SSC and Ministry for Women Joint Technical Paper***

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The Ministry has been working with Stats NZ and SSC to jointly develop guidelines for organisations on measuring and analysing gender pay gaps. This contributes to our work to provide resources and advice to employers to support action to close the gender pay gap. The guidelines, which are still in draft, recommend that organisations undertake various analyses (including gender representation, and data cuts by ethnicity and tenure) to understand the possible causes of any gender pay gaps they may have. The guidelines are not prescriptive to acknowledge that all organisations are different. It is anticipated that publication by Stats NZ will be in late April. We will provide you with a briefing on the guidelines including options for promoting them, especially to the private sector. The guidelines will be tailored for the public service and there will be additional opportunities to launch the public service version.

#### ***Meeting with the Minister and State Services Commission officials on public service gender pay gap***

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### Women's safety from violence

#### ***Early survey findings on the prevalence of digital harm, No More Harm Conference***

Netsafe has shared early findings of its survey of 1,001 14-17 year olds. The survey investigated a broad range of New Zealand teens' experiences of unwanted digital communications. Two key findings are that:

- teens experience digital harm at twice the rate of adults (20 percent compared to 10 percent)
- girls are more likely to experience unwanted digital communications, and to be more affected than boys, including being unable carry on with daily activities.

The new research continues the Ministry and Netsafe partnership to prevent and reduce digital harm for young people. The partnership has resulted in three research publications: the Ministry's *Insights into Digital Harm*, and Netsafe's *Teens and 'sexting' in New Zealand*, and *New Zealand teens' digital profile: A factsheet*.

Netsafe and Ministry officials will attend the No More Harm Conference in Melbourne 12 -13 April to present our findings and how these might apply to prevention practices.

**Parental leave booklets****Women's representation in leadership*****Cabinet paper to the Cabinet Appointments and Honours Committee: State Sector Boards: Increasing the Representation of Women Board Members***

The Ministry will provide you with the draft Cabinet paper on State sector boards: *Increasing the representation of women board members* next week. The purpose of the paper is to seek the Cabinet Appointments and Honours Committee's approval to set a new target of 50 percent for women's participation on state sector boards and committees. The paper proposes four actions to drive women's participation up on state sector boards and committees:

1. Collective government action (increasing accountability)
2. Supporting state sector board appointments (increasing demand)
3. Increasing the supply of qualified women board candidates (increasing supply)
4. Monitoring progress on increasing women's participation on state sector boards (tracking progress).

***Briefing on a one day symposium on women in governance***

You will receive a briefing on 29 March on the possibility of a one day symposium on women in governance, to be held before July 2018. The symposium would bring together a wide range of stakeholders to discuss what action is needed to increase women's participation in private sector governance roles in New Zealand. We note in the briefing that a large number of women in leadership events are happening between now and the end of June, as well as a range of other government symposiums and summits. These may involve many of our key stakeholders.

The briefing includes alternative approaches to increase women's participation in governance for you to consider, including a roundtable discussion with sector leaders, online discussion about women in governance, sharing best practice stories of success, and public consultation on women in governance. We have asked to discuss your preferred approach.

***Meeting with Spark New Zealand on Westpac /Stuff Women of Influence***

Ministry officials met with Spark New Zealand to discuss promotional activities for the 2018 Westpac/Stuff Women of Influence programme, to be launched in April. The Ministry sponsors the Public Policy category and Spark sponsors the Community/Non-for-Profit category. We agreed to work together and offer ideas to the programme organisers, as appropriate. Spark briefed the Ministry on its diversity and inclusion strategy, activities to promote women leaders and its pay equity work. Spark is transforming its business to a more agile organisational model. We are keen to work with them more closely to see how they are addressing pay equity and the gender pay gap, particularly within this new way of working.

**International*****United Nations Commission on the Status of Women***

The 62<sup>nd</sup> Session of the Commission on the Status of Women (CSW62) concluded on Friday 23 March. The closing session included presentation of the draft Agreed Conclusions for CSW62. The Ministry considers the Agreed Conclusions reflect New Zealand's policy positions well, and is pleased that the gender pay gap, climate change, sexual and reproductive health rights, sexuality education, human rights institutions, and increased leadership for women and girls are all well reflected in the text. The Agreed

Conclusions assist the Government's work to empower rural women and will feature strongly in the work of relevant NGOs. You will receive a copy of the Agreed Conclusions once finalised by the CSW Bureau.

In early April your office will lodge a Cabinet Paper on the outcomes and lessons learnt at CSW62 by the Government delegation, and on April 24 you will discuss CSW62 with the International Women's Caucus. Ministry officials will meet with officials from MPI to discuss CSW62 and how to ensure implications for rural women and girls are considered in the government's rural proofing policy initiative.

### ***Convention on the Elimination of All Forms of Discrimination against Women***

New Zealand's examination on the eighth periodic report on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) has been confirmed for Thursday 12 July at the UN Headquarters in Geneva. The Ministry's Chief Executive, Renee Graham has written to the chief executives of MBIE, Education, Health, Justice, Social Development, Pacific Peoples, Primary Industries, NZ Police and Te Puni Kōkiri, inviting a senior official from their respective agencies to join the Government delegation to CEDAW. The Ministry will provide you with the full proposed Government delegation for your approval in mid-April. Approval will then be sought from Hon Winston Peters, Minister of Foreign Affairs, before proceeding to Cabinet. The Ministry is continuing its preparations for the examination and will update you regularly on progress.

### ***APEC Policy Partnership on Women and the Economy***

The Ministry leads New Zealand's engagement with the APEC Policy Partnership on Women and the Economy (PPWE) sub-fora. After consultation with MFAT, we have accepted requests to co-sponsor the following PPWE projects:

- *APEC Gendered Innovation for Technology and Science: Promoting Gender Inclusion in Smart Agriculture* is a project led by Chinese Taipei that promotes gendered innovation approaches in agriculture
- *Advancing Inclusion through Enhancing Women and Girls' Digital Literacy and Skills in the Context of Industry 4.0* is a project led by Viet Nam to build digital capacities for women and girls in the Asia-Pacific region through a policy workshop.



Co-sponsorship requires general support rather than financial resource, and is a means to contribute policy advice and feedback on a project. Co-sponsorship of PPWE projects is one of the ways the Ministry will increase engagement with APEC leading up to New Zealand's host year in 2021.

## **Part 2: Operational matters**

Nil

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## **Part 3: Upcoming briefings and reports**

Subject	Log number	Date due	Status
	MW 17-18 0252	29 March	In progress
	MW 17-18 0253	29 March	In progress
Advice on a one day symposium on women in governance before July	MW 17-18 0242	29 March	In progress

Subject	Log number	Date due	Status
Meeting with Janet Fanslow, Family Violence Clearinghouse	MW 17-18 0278	3 April	In progress
Promotion of the Nominations service	MW 17-18 0281	3 April	In progress
The central agent proposal for domestic violence and sexual violence	MW 17-18 0283	3 April	In progress
Talking points for Pre-MOGSSER meeting with Ministers Genter and Lees-Galloway	MW 17-18 0289	3 April	In progress
NCW Gender Equal NZ event	MW 17-18 0287	4 April	In progress
Meeting with Elizabeth Tennet, CEO of Wellington Pay Equity Coalition	MW 17-18 0273	5 April	In progress
NCEA Review: Release of discussion document	MW 17-18 0299	6 April	In progress
Meeting with Kiri Hannifin, GM Corporate Affairs, Countdown	MW 17-18 0275	9 April	In progress
Parenthood and labour market outcomes research: key messages and launch options	MW 17-18 0291	9 April	In progress
Meeting with Ray Lind, Careerforce	MW 17-18 0276	30 April	In progress
Briefing and speech notes for Women on Boards conference	MW 17-18 0268	3 May	In progress
Meeting with the Chief Executive and Chair of Diversity Works	MW 17-18 0272	16 May	In progress

## Part 4: Recent correspondence

### New ministerial correspondence

Subject	Log number	Date due	Status
Care of Children and Property Relationships Act	MW 17-18 0254	29 March	In progress
School uniforms and having equitable access to education	MW 17-18 0288	6 April	In progress
The revised JWG pay equity principles	MW 17-18 0286	10 April	In progress
Offer of free sanitary items	MW 17-18 0296	10 April	In progress
Board representation	MW 17-18 0293	11 April	In progress
Child care funding policy issues	MW 17-18 0290	12 April	In progress
1972 Equal Pay Act	MW 17-18 0294	13 April	In progress
Bio-data on Minister Genter	MW 17-18 0298	16 April	In progress



Board/Committee	Role	Appointing Body/Minister	Status/Comments
Whanganui Community Foundation Wellington Community Trust West Coast Trust			

### Part 5: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Social Wellbeing Committee – 28 March	Superannuation Reform Work Programme - Budget Sensitive	Ministry of Social Development	None on the paper. We would like to be involved in the project.
Social Wellbeing Committee – 28 March	Education: approach to reforms of the institutes of technology and polytechnics sector	Multi-agency (Education lead)	Support the paper. Women may be disproportionately exposed to poor outcomes from a 'race to the bottom' 6 percent of women are in the bottom two income quintiles of personal income distribution (New Zealand Income Survey 2017 data).
Social Wellbeing Committee – 28 March	Advancing Whānau Ora Review	Te Puni Kōkiri	Support the paper and proposed review. A gender and ethnicity lens is strongly urged in the development of this review.
Social Wellbeing Committee – 28 March	Review of Home-based early childhood education (ECE)	Education	Out of hours care is essential for those who work non-standard hours. Early education services such as in-home care are generally means to allow women to engage in paid work. Affordability is important.
Social Wellbeing Committee - 4 April Committee	Breaking the intergenerational cycle of family violence and sexual violence (budget sensitive)	Multi Agency Team (Minister of Justice)	Ministry to provide advice.
Social Wellbeing Committee - 4 April Committee	Transforming the Disability Support System: Approval to commence Mid-Central Prototype	Disability Issues, Health	In progress.
Social Wellbeing Committee 11 April	Towards a future-focused, learner-centred Education Workforce Strategy to 2032	Education	Support the paper and request to be consulted on the strategy. Note that the education workforce is disproportionately female.

Committee/Date	Title of paper	Department	Comments
Social Wellbeing Committee April TBC	Establishing a Criminal Cases Review Commission	Ministry for Justice	Support the paper.
Economic Development Committee April TBC	Measuring New Zealand's Progress	Stats NZ	Gender equality cuts across most of the proposed topics, in addition we are advocating for a cross cutting bicultural lens.
Economic Development Committee - 31 May	New Zealand Housing Strategy	Multi-agency (MBIE, Housing and Urban Branch)	Support the paper and proposed two phased approach. Request recognition of gender, ethnicity and locality overlaps in the Problem Definition paper.
Social Wellbeing Committee May TBC	Construction Workforce Strategy	Multi-Agency (MBIE lead: System Strategy and Performance)	Request strategy actions that will proactively include women at all levels of the construction labour market.
Social Wellbeing Committee Date TBC	Developing a New Vision for Pacific Peoples in New Zealand	Ministry for Pacific Peoples	Developing a vision for Pacific peoples in New Zealand has the potential to improve outcomes for Pacific women and their families in NZ. Recommend inclusion of a Gender Impact Statement addressing Pacific women's roles, and that the development of a current and relevant vision for Pacific peoples requires significant input from Pacific women.
Social Wellbeing Committee Date TBC	Enhancing New Zealand Superannuation and Veteran's Pension	Ministry of Social Development	No comments.
Economic Development Committee Date TBC	Establishment of the Fair Pay Agreement Working Group	MBIE	Support the paper and added a suggestion for Gender Impact Statement. Women may be disproportionately exposed to poor outcomes from a 'race to the bottom'.
Appointment and Honours Committee Date TBC	Welfare Expert Advisory Group: Appointment of Chair	Ministry of Social Development	In progress.



Committee/Date	Title of paper	Department	Comments
Committee and date TBC	Employment Strategy and Māori Employment Initiatives Fund <i>(new: establishment of a Māori Employment Initiatives Fund)</i>	Ministry of Social Development and MBIE (MBIE lead: Skills and Employment Policy)	Gender Impact Statement: women are a target group for action; future work will consider options to address labour market disparities for women.
Committee and date TBC	Further amendments to Courts and Tribunals legislation	Ministry for Justice	Support the paper. Have asked for gender disaggregated data.

**Part 6: Upcoming publications and events in the next three months**

Publication/event	Date	Agency lead
Survey/engagement tool – trialling an approach to get women’s voices on a particular topic on the website	April	Ministry for Women
[REDACTED]	April	Ministry for Women
Release on Ministry website of gender pay gap background information	April	Ministry for Women
Launch of commissioned research led by AUT and Motu (Pacheco and Sin) on the long-term economic effect of having children, especially relating to the gender pay gap	May	Ministry for Women

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*Renee Graham*

**Renee Graham**  
Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....