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Ministry for Women Weekly Report to the Minister for Women

As at 16 October 2018

Part 1: Current priority outcome areas

Financial security for all women and girls

Gender Pay Gap and Pay Equity Taskforce Update

Flexible work pilots

Section 9 (2) (j)

These agencies will need to gain agreement from their leadership teams to confirm their participation. We will then convene a meeting of all the participating agencies to formalise our approach and to agree on the initial steps we will take, such as gathering baseline information on the uptake of flexible work options within these agencies.

[Tracking log item: N/A]

Workshops on developing Agency Action Plans

Agency GPG Action Plans are due in February 2019. To assist agencies, the Taskforce, together with the PSA, will host a two-part workshop series on developing agency plans. Participants will be invited from all public service departments plus PSA organisers and delegates. Stephanie Nichols from the Taskforce will be the Ministry's representative and will be involved in running these workshops.

Workshop 1, on Monday 5 November, will be an introduction to the GPG, covering the GPG and pay equity context, causes of the gap, and presenting agency case studies.

Workshop 2, mid-November (dates to be finalised), will focus on developing a robust plan and on measuring gender pay gaps within agencies, using the guidance that is being finalised with StatsNZ. This workshop will also provide an opportunity for agencies and union representatives to discuss how they will work together to develop their agency's plan.

[Tracking log item: N/A]

Closing gender pay gaps in starting salaries

This week, a group of agencies that have closed gender pay gaps within the same roles are discussing draft guidelines on closing gender pay gaps in starting salaries. The Ministry for Women is included in this group. Further discussions on approach and feasibility are scheduled with the general managers in human resources next week.

We will provide further details on this and other action plan initiatives in our next monthly update, which is due next week.

[Tracking log item: MW 18-19 0071]

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[Tracking log item: N/A]

Valuing all women and girls' contribution

Māori and Pacific Trades Training Hui/Fono

The Ministry attended the Māori and Pacific Trades Training (MPTT) hui/fono, hosted by the Tertiary Education Commission (TEC) last week. The MPTT consortiums raised concerns about heavy contractual compliance, inconsistent messaging on tertiary sector changes, and TEC's delayed information sharing. TEC stated it is keen to have closer working relationships with consortium members to support outcomes for Māori and Pacific learners and linking them into the workforce. The Ministry will keep in touch with TEC and advise if there are any further developments.

[Tracking log item: N/A]

Suffrage 125

As part of the evaluation of Suffrage 125 outcomes, we have arranged for two questions to be added to the Omnibus Survey, led by Colmar Brunton. This is a regular online survey of 1,000 New Zealanders, based on a representative sample.

The survey questions will enable us to report on awareness of Suffrage 125, attendance at events, and any increase in the awareness of the issues affecting New Zealand women and girls. The survey will take place in late October and the results will be included in your briefing on the evaluation of the Suffrage 125 programme (7 November 2018). We will also use these results in our wider communication and report back of the programme with external stakeholders.

Distribution of the grants from the Suffrage 125 Community Fund has completed with only one organisation unable to accept their grant. The applicant was Southland Museum & Art Gallery and the approved amount was \$8,000. We approached them to discuss possible amendments to their application and they confirmed that, due to changes in their organisation, they are no longer able to take part in the proposed project.

The Ministry intended to absorb the full costs of the administration of this fund (approximately \$30,000). Following the withdrawal of this application, the Ministry has decided not to reallocate the funding and instead use this amount to offset some of the costs to administer this fund.

[Tracking log item: MW 18-19 0153]

Freedom from all forms of violence and harassment for women and girls

Family violence and sexual violence

The Ministry is working with the Multi-Agency Team to identify names of wāhine Māori to ensure strong representation on Te Rōpu, the interim group being established to partner with the Crown to develop effective strategies and services for wāhine and their whānau affected by violence. Decisions will be made over the next few weeks.

[Tracking log item: N/A]

The Crossroads: Trans-Tasman Online Safety Conference 2018

Last week, a Ministry official chaired and spoke on a panel addressing women's online experience of digital harm. Other panel members were from Amnesty International, Shakti, Women's Legal Services New South Wales, and Shine. The conference was co-hosted by Netsafe and the Australian Office of the E-Safety Commissioner. Keynote speakers included representatives from Facebook and Google. Discussions with DIA indicated it is actively considering how online safety can be addressed as part of its work on digital safety.

Within the joint venture on family violence and sexual violence, there are emerging discussions at the steering group, in which the Ministry participates, [REDACTED]

[REDACTED] A Ministry official also met with Facebook's head of global safety to discuss our work on digital harm against young people.

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[Tracking log item: N/A]

Gender analysis tool – workshop

The Ministry held a workshop with public sector agencies on its proposed gender analysis tool. This meeting was to work through the content and structure of the tool. The next step is finalisation of this content ahead of the development of the online tool, to be implemented in December. We will keep you abreast of this tool and how we socialise it with agencies.

[Tracking log item: N/A]

Mana Wahine

We will provide you with a briefing on the next steps, following yesterday's Mana Wahine meeting.

[Tracking log item: MW 18-19 0195]

Nominations Service

Services received and delivered this week -

Appointing Agency	Board	Vacancies	Number nominated
Tertiary Education Commission	University of Auckland	Members	4
Tertiary Education Commission	Lincoln University	Members	5
Tertiary Education Commission	Massey University	Members	1
Tertiary Education Commission	University of Otago	Members	3

Part 2: Operational matters

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[Tracking log item: MW 18-19 0152]

Part 3: Policy briefings (in progress)

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Subject	Log Number	Due date
Cab schedule - Living Standards framework - brief summary, any unresolved issues and a proposed solution	MW 18-19 0183	19 October 2018
Ministerial Oversight Group on State Sector Employment Relations meeting - monthly update	MW 18-19 0071	24 October 2018
Quarterly report for 1 July to 30 September 2018	MW 18-19 0180	24 October 2018
APEC public-private dialogue on structural reform and gender	MW 18-19 0150	31 October 2018
	MW 18-19 0184	31 October 2018
Information and tools to support pay equity claims	MW 18-19 0159	31 October 2018
Briefing on work programme and major events November 2018 - March 2019	MW 18-19 0043	6 November 2018
Memo requesting explanation of Air New Zealand gender pay gap calculations	MW 18-19 0193	6 November 2018
Evaluation of Suffrage 125	MW 18-19 0153	9 November 2018
Rotorua Family Harm project: interim evaluation	MW 18-19 0107	November 2018 (tbc)

Subject	Log Number	Due date
Briefing on gender pay gap, women in leadership, media release when SSC releases the HRC data	MW 18-19 0191	November 2018 (tbc)
CEDAW recommendations and next steps	MW 18-19 0174	tbc
Release of briefings referred to in weekly report	MW 17-18 0338	tbc
Mana Wahine – next steps	MW 18-19 0195	tbc

Part 4: Event and meeting briefings (in progress)

Nil

Part 5: Recent correspondence**New ministerial correspondence (in progress)**

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Subject	Log Number	Due date
Ministerial regarding support for domestic violence victims - [REDACTED]	MW 18-19 0188	1 November 2018
Ministerial on accessibility of work for women - [REDACTED]	MW 18-19 0179	5 November 2018
Letter of thanks for Nelson branch of NCW and Universities NZ Women in Leadership Group	MW 18-19 0182	6 November 2018
Ministerial regarding a proposal to remove GST from menstrual products	MW 18-19 0192	6 November 2018
Ministerial regarding the use of titles	MW 18-19 0194	7 November 2018

Correspondence between ministers

Nil

Minister and Ministry-initiated correspondence

Nil

New Parliamentary Questions

Nil

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Current OIA/Ombudsman/Privacy Act requests to the Minister/Ministry

Subject	Log Number	Due date (to Minister)	Due date (to requestor)
OIA (Minister) – [REDACTED] on behalf of Denise Lee MP – All advice received regarding the Government's Equal Pay Amendment Bill and the Reconvened Joint Working Group on Pay Equity Principles	MW 18-19 0169	19 November 2018	26 November 2018
OIA (Minister) – [REDACTED] – All weekly briefings received in the role of Minister for Women, from February to August 2018.	MW 18-19 0187	29 November 2018	7 December 2018

Part 6: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
SWC TBC	Employment Strategy	MBIE	Recommend at least one population agency be represented on the Labour Market Ministers' Group. Offered assistance with gender perspectives. We were included in MBIE's developing draft on 15 October 2018.
SWC TBC	Early Learning Strategic Plan for Public Consultation	Education	Acknowledge early learning also provides means for labour market engagement.

Part 7: Publications and events in the next six months

Publication/event	Date	Agency lead
Commonwealth Women's Parliamentarians event for women in leadership on quotas versus targets	31 October 2018	HRC and Commonwealth Women Parliamentarians. Ministry for Women's involvement
State Services Commission – release of 2018 Human Resource Capability data	October 2018 (tbc)	State Services Commission
Equal pay awards final event	7 November 2018	YWCA
Pānui wāhine Summer edition	Early December	Ministry for Women

Helen Potiki
Acting Chief Executive

Hon Eugenie Sage
Acting Minister for Women

Date: