

# Ministry for Women Weekly Report to the Minister for Women

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**As at 22 January 2019**

## **Part 1: Current priority outcome areas**

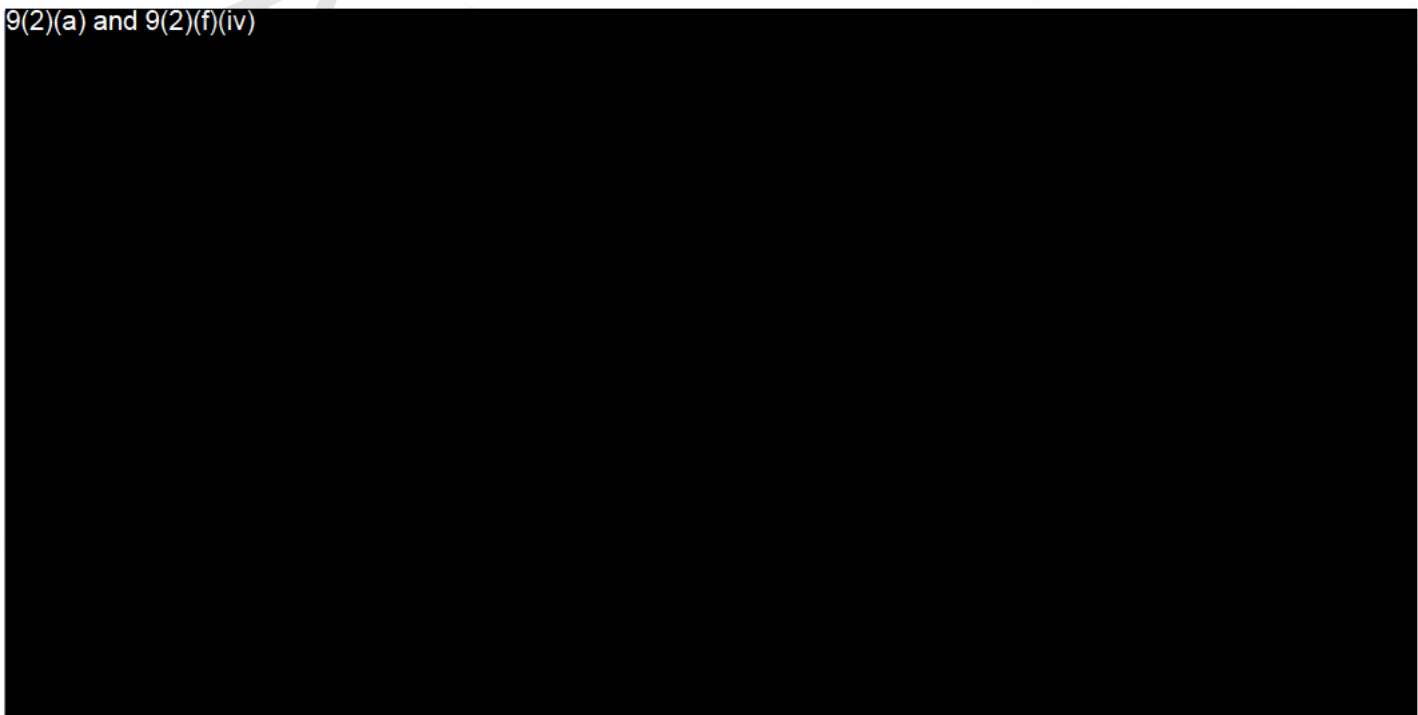
### **The contribution of all women and girls is valued**

#### **Wai 2700 Mana Wāhine Kaupapa Inquiry**

We are continuing to work with Te Puni Kōkiri to develop proposals for a joint team to lead the Crown's input and response to the Inquiry. The Waitangi Tribunal has now formally initiated the Inquiry, with the appointment of a Presiding Officer, Judge Sarah Reeves. We expect Panel members will also be announced shortly. Judge Reeves will issue directions on the next steps for the Inquiry in due course.

*[Tracking log item: n/a]*

9(2)(a) and 9(2)(f)(iv)



### **All women and girls are financially secure and can fully participate and thrive**

#### **Pay equity legislation**

Last week, the Ministry attended a meeting organised by MBIE with the NZCTU and BusinessNZ, as employee and employer representatives and members on the (Reconvened) Joint Working Group on Pay Equity Principles. We discussed major issues that arose from NZCTU and BusinessNZ and other submissions on the Equal Pay Amendment Bill.

MBIE and the Ministry are currently identifying key issues to be included in the Cabinet paper, to be considered by DEV in late February or early March.

The departmental report responding to the issues raised by submissions is due to the Select Committee by 13 March 2019.

MBIE and the Ministry will also be preparing a briefing for you and Hon Iain Lees-Galloway, Minister for Workplace Relations and Safety, that will outline key policy issues arising from the submissions. These issues include:

- whether to include a bright line test or 'approximate' threshold to define 'predominantly female' when considering work that is subject to a pay equity claim, and whether any definition should be included in legislation or the Code of Practice;
- whether a definitional threshold is needed for male comparator occupations; whether the 65-day period for employers to respond to employees' raising pay equity claim(s) is reasonable;
- 9(2)(f)(iv) consideration of other avenues to resolve employment disputes e.g. under the Human Rights Act 1993; and the issue of back pay.

[Tracking log item: MW 18-19 0301]

### State sector pay equity research

In November last year, the first meeting of the Ministerial State Sector Pay Equity Forum, which included the NZCTU, SSC, and agencies from various sectors, was held. NZCTU had initiated data discussions with MBIE and SSC prior to the meeting and at this meeting NZCTU asked questions about the availability of data on workforces that might make pay equity claims.

Since November, we have been working with MBIE and NZCTU to look at existing information and how additional IDI (Integrated Data Infrastructure) research can be used to improve the evidence base for pay equity claims. Together we are scoping a research project to help NZCTU identify groups for potential pay equity claims and, potentially, to produce comparators. In part, this work is required because of the delay in Census data. We expect to continue discussing this work with NZCTU next week. MBIE has indicated that it will consider funding the work.

[Tracking log item: n/a]

## **All women and girls are free from all forms of violence and harassment**

### Joint venture on family violence and sexual violence

We provided input to an early draft of the Joint Venture's Cabinet paper on designing the national strategy to end family violence, sexual violence and whānau violence. We understand the plan is for ministerial consultation on the Cabinet paper 11-22 March 2019, and for the paper to be lodged with the Cabinet Office on 28 March 2019. The current proposal in the paper is for Under-Secretary Logie to launch public engagement on the strategy and action plan on 29 April 2019. The public engagement phase would run until 7 June 2019. We continue to be involved in the ongoing development of the proposal and Cabinet paper.

The intention is that the Under-Secretary's office would work with other Ministers' offices to discuss opportunities for them to contribute, including attendance at public meetings. We are in discussion with the Joint Venture Business Unit about a proposed public session focused on sexual harassment. This event would form part of the public engagement programme, and could be opened or hosted by you. It would provide an appropriate forum to launch the Ministry's literature scan on sexual harassment in the workplace, as a stimulus for discussion in the session.

We are working with the Joint Venture Business Unit on timing for briefing and decisions on this event, and will update you over the next few weeks.

*[Tracking log item: pending]*

## **System leadership, impact and reputation**

### Gender mainstreaming

The gender analysis tool prototype is now available on the Ministry's developer's test site. We will begin user-testing with policy officials across the public service, and refine the tool on the basis of their feedback. Delays in completion of technical work on the tool meant we were unable to upload it in December as planned. Access to the test site requires a password which we will give to testers.

To complement this work, the Ministry has also been invited to join a DPMC-led working group to bring together a common Policy Quality Framework that applies across the public service, starting on 24 January 2019. This is an opportunity for the Ministry to work with colleagues to integrate stronger gender analysis as part of core expectations on government departments. We are also working with the Cabinet Office to strengthen guidance on gender implications statements in Cabinet papers. They have indicated they are happy to help to promote the use of the gender analysis tool, once it is finalised.

*[Tracking log item: n/a]*

## **Part 2: Operational matters**

### **Quarter 2 report: 1 October to 31 December 2018**

Every quarter the Ministry prepares a high-level report on our achievements for the quarter and how these fit with our key priorities. In October, you received our Quarter 1 report for the period 1 July to 30 September 2018. This report was accompanied by a cover memo that outlined a range of Ministry projects as well as the intention to align our future quarterly reporting to the Ministry's new Statement of Intent. The next report for Quarter 2 covers the period 1 October to 31 December 2018, and will be provided to you by 30 January 2019, with a cover memo detailing our achievements, under each of our new strategic outcomes.

We look forward to discussing this with you and receiving your feedback on our progress for the quarter.

*[Tracking log item: MW 18-19 0289]*

## **Part 3: Policy briefings (in progress)**

Subject	Log Number	Due date
Key policy issues arising from submissions to Equal Pay Amendment Act (MBIE/Ministry Joint briefing)	MW 18-19 0301	24 January 2019
Forward-looking plan for the GPG milestones	MW 18-19 0282	30 January 2019
Quarter 2 report	MW 18-19 0289	30 January 2019
Quarterly update on joint work programme with TPK	MW 18-19 0200	31 January 2019
Simplified reporting on CEDAW	MW 18-19 0298	31 January 2019
Annual review standard questions	MW 18-19 0233	15 February 2019

## **Part 4: Event and meeting briefings (in progress)**

Subject	Log Number	Due date
Minister Genter's meeting with Dr Karanina Sumeo, EEO Commissioner (19 February 2019)	MW 18-19 0296	31 January 2019
Speech notes for International Women's Day 2019	MW 18-19 0286	27 February 2019

## Part 5: Nominations Services

Nil

## Part 6: Recent correspondence

### New ministerial correspondence (in progress)

Subject	Log Number	Due date
Letter of support to 9(2)(a) for his work on addressing domestic violence	MW 18-19 0293	30 January 2019
Letters to appointing Ministers regarding women on boards	MW 18-19 0278	22 February 2019
New Year Honours List - congratulations letters from Minister Genter	MW 18-19 0297	22 February 2019

### Correspondence between ministers

Nil

### Minister and Ministry-initiated correspondence

Nil

### New Parliamentary Questions

Nil

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

Subject	Log Number	Due date (to Minister)	Due date (to requestor)
<b>Ministerial OIAs</b>			
9(2)(a) - All copies of emails that the Minister for Women has sent or received in the past 12 months which mention lesbians. Minister's office preparing response.	MW 18-19 0263	n/a	23 January 2019 (Note: sent to requestor on 23 January 2019.)
9(2)(a) - All advice received since 26 October 2017 in relation to gender quotas on private sector boards and pay transparency, including implementing a pay transparency regime via legislation.	MW 18-19 0247	29 January 2019	5 February 2019

Subject	Log Number	Due date (to Minister)	Due date (to requestor)
9(2)(a) [REDACTED] – Submissions made to Cabinet by Minister Genter seeking approval for international travel in the period 26 October 2017 to 18 January 2019.	MW 18-19 0303	11 February 2019	18 February 2019
9(2)(a) [REDACTED] - Weekly reports since 1 August 2018.	MW 18-19 0268	13 February 2019	20 February 2019

Subject	Log Number	Due date (to Minister)	Due date (to requestor)
<b>Ministry OIAs</b>			
9(2)(a) [REDACTED] - Personal grievance and workplace bullying complaints (formal and verbal) - 2014 to 2018.	MW 18-19 0295	4 February 2019	11 February 2019
9(2)(a) [REDACTED] - All correspondence between Minister and Ministry since 26 October 2017.	MW 18-19 0269	13 February 2019	20 February 2019

### Part 7: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Cabinet Legislation Committee	Increasing the Minimum Wage to \$17.70 from 1 April 2019, and Minimum Wage Order 2019	MBIE	Support with no additional comments
Cabinet Social Wellbeing Committee	Review of Home-based Early Childhood Education: Proposals for change	Education	We noted case studies attached to the paper give a human illustration of the play-out of the increased qualifications for ECE home providers. This is a good example of exploring population diversity of policy impacts. We are pleased to see a response to the impact on families of the policy change, including parents who work non-standard hours. We support monitoring the need for new childcare places and development of a data collection on fees charged to parents. The Ministry for Women registered interest in the development of such measures and would be happy to assist if required.

**Part 8: Publications and events in the next six months**

Publication/event	Date	Agency lead
Pānui wāhine (Autumn issue)	late March 2019	Ministry for Women
Women in Governance/Gender Stocktake	May 2019	Ministry for Women
Release of the Gender Analysis Tool	late May 2019	Ministry for Women
Pānui wāhine (Winter issue)	June 2019	Ministry for Women



**Helen Potiki**  
Acting Chief Executive



**Hon Julie Anne Genter**  
Minister for Women

Date: 26 Jan 2019