

Ministry for Women Weekly Report to the Minister for Women

As at 29 January 2019

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

Wai 2700 Mana Wāhine Inquiry

Te Rūnanga o Ngā Toa Awhina - the rūnanga of the Public Service Association - has issued a press release about the formal registration of its claim under the Mana Wahine Inquiry. It was one of the more than 100 claims lodged before September 2018. Its formal registration means it has been assessed as eligible under the Waitangi Tribunal Act 1975. The claim is about employment disparities for wāhine Māori in the public service. The State Services Commission is aware of the claim. 9(2)(f)(iv)

The Inquiry has now been formally initiated with the appointment of Judge Sarah Reeves as the Presiding Officer. We are awaiting her directions on how she wants to run the Inquiry, which we expect within the next few months.

[Tracking log item: n/a]

Development of a new Carers' Strategy Action Plan

We met with MSD on Monday, 28 January to discuss the development of a new Carers' Strategy Action Plan and its alignment with our work on women in unpaid work. MSD will provide us with the analysis of its online engagement survey on caring and the targeted engagement it undertook with Māori, Pacific, younger, and older carers to help inform our work.

We have agreed to join the working group on the Carers' Strategy Action Plan, along with ACC, Health, TPK, MPP and the Office for Disabilities. We suggested MSD discuss the Action Plan with the Gender Pay Principles Working Group. The Action Plan is scheduled to go to SWC in May. At this meeting Minister Sepuloni will seek approval to go out to wider consultation with a discussion document. This will be followed by six weeks consultation and the launch of a new Carers strategy in July and Action plan in September/October. We will provide you with a briefing on the Strategy and how it helps us to shape our work on women's unpaid work

[Tracking log item: n/a]

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

Taskforce

MOGSSER - Pay Equity Oversight

SSC has advised that it is making minor updates to the GOV paper on Pay Equity Oversight of claims in the State sector, including SSC's engagement with the Council of Trade Unions and other governance mechanisms. Originally due to MOGSSER in December (that meeting was cancelled), the paper will now be on the agenda for the 13 February MOGSSER meeting. This paper will come to you from SSC along with a memo detailing how SSC addressed comments from your office.

[Tracking log item: n/a]

Gender Pay Gap - Gender Pay Gap Action Plan

Agencies, with unions and employees, are finalising their Gender Pay Gap Action Plans for 2019. The Taskforce will brief you on the progress agencies are making in its first monthly report. You will receive this report in the week of 4 February 2019. It will also include information on the Action Plan milestones for this year and opportunities for Ministers to be involved.

The gender pay principles sub group and the Taskforce are developing a guide for public service agencies on removing bias from recruitment policies and practices. The Ministry for Women is coordinating the development of this guidance as part of the sub group. This is the working group that developed the 2018 Gender Pay Gap Principles. This guide is the first in a series on removing bias from human resources and remuneration practices, which will be released over the course of this year.

Further guidance will also be released mid-February on how agencies can ensure that gender is not a factor in setting starting salaries.

[Tracking log item: n/a]

Pay Equity - Tripartite oversight mechanisms

Following the meeting of the Ministerial State Sector Pay Equity Forum on 15 November 2018, the SSC and the New Zealand Council of Trade Unions (NZCTU) have been working together on the following:

- finalising the Terms of Reference, Pay Equity Claims in the State Sector, Ministerial State Sector Pay Equity Forum, State Sector Pay Equity Oversight Committee, and Sector Working Committees
- preparing for the second meeting of the State Sector Pay Equity Oversight Committee, to be held on 19 February 2019 and co-chaired by the State Services Commissioner and the President of the NZCTU
- supporting the three sector leads (Health, Education and Public Service) to prepare for the inaugural meetings of the three Sector Working Committees in February 2019
- preparing for confirming the scope and membership of the Data Sub Committee, chaired by Lewis Holden, Deputy State Services Commissioner.

[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 have been continuing to work as part of the Joint Venture to develop the strategy and action plan. We anticipate we will be in a position to brief you in late February on opportunities for your involvement in the public engagement phase, including publication of our literature scan on sexual harassment in the workplace as part of this.

[Tracking log item: n/a]

System leadership, impact and reputation

Leadership

Women on Private Sector Boards

Global Women has identified 27 NZX-listed companies without female directors. This figure compares with five UK FTSE-listed 350 companies with all-male boards. In the United States, less than three percent of listed companies have no female directors and in Australia this is less than five percent. We have shared this article on LinkedIn.

[Tracking log item: n/a]

Gender analysis tool

Following completion of the gender analysis tool prototype, we have been alerting colleagues across the public service to its availability for user testing. Policy analysts can now use the tool in their work, and provide feedback and suggestions for improvement. We will be actively seeking out feedback through emails to users and workshops, as needed. We can demonstrate the tool at our next meeting with you on 11 February. We have received positive responses from a wide range of agencies and enthusiasm to use it.

[Tracking log item: n/a]

International

International Women's Caucus

You are scheduled to attend the International Women's Caucus meeting, to be hosted by the Ministry, on Tuesday, 12 February 2019. We will provide a briefing, including a list of attendees, the agenda and talking points, by 7 February. The meeting will focus on preparations for CSW63. Ministry of Foreign Affairs and Trade officials will provide updates on the Sustainable Development Goals Voluntary Presentation and the Trade for All agenda.

[Tracking log item: MW 18-19 0309]

Commission on the Status of Women (CSW)

We will provide a briefing on CSW63 seeking your approval of the proposed official delegation, including the NGO delegate, and the proposed topic of a New Zealand side event. MFAT has advised that, due to the United States' recent Government shut down, visa applications are taking longer than usual and applications must be submitted as soon as possible to ensure delegates can travel as part of the official delegation. By late February we will provide you with a progress briefing, which will include your draft CSW programme.

[Tracking log item: MW 18-19 0308 and MW 18-19 0314]

The issue of representation of wāhine Māori on the official delegation at CSW has been raised with the Ministry. We have worked through possible options, and we now understand there is not an appetite to join the official delegation, given the limitations this places on independent voice. However, the Ministry's Chief Executive is continuing to build positive working relationships with Māori NGOs, and ensuring that representatives of Māori NGOs at CSW are recognised for their important role in the context of the Crown-Māori relationship.

[Tracking log item: n/a]

Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)

We will provide a briefing which seeks your approval to adopt the United Nations simplified reporting procedure for New Zealand's CEDAW reporting. The simplified reporting procedure will significantly lessen the burden of the reporting process.

[Tracking log item: MW 18-19 0298]

Communications*Communications for 2019 local elections*

Local Government New Zealand (LGNZ) has asked the Ministry to be part of a plan to encourage more women to stand as candidates at the 2019 local elections. Our Communications team will lead this work and encourage Ministry stakeholders to share messages about the elections.

In 2016 we worked with LGNZ in a similar way. The 2016 election results had the highest percentage of women candidates (35 percent) and women elected (38 percent) in the last 28 years. The proportion of women elected to local authorities has been rising since 1989. Having more women in decision-making provides greater diversity and ensures councils are representative of the populations they serve.

[Tracking log item: n/a]

International Women's Day

A number of organisations across New Zealand are planning events to celebrate International Women's Day. We have provided advice on a proposed public event for you to lead at lunchtime on Friday 8 March. We will continue to prepare for your speeches and messages to celebrate this day and support events across New Zealand.

Part 2: Operational matters

Social Services and Community Committee Annual Review questions into the Ministry for Women

The Ministry received the standard annual review questions in November 2018. The questions are generic to all core government agencies and mostly a repeat from last year. There are four new questions relating to Government working groups, inquiries or reviews. We will provide our draft responses to you on 5 February, with your feedback to the Ministry required by Tuesday, 12 February. The Ministry will submit our final answers to the Clerk of the House on Friday, 15 February 2019. Some of the answers involve information relating to NACEW and we will inform the NACEW Chair of this information before it is released.

[Tracking log item: MW 18-19 0233]

Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
Quarter 2 report	MW 18-19 0289	30 January 2019 <i>(sent to Minister's Office 30 January)</i>
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 <i>(sent to Minister's office 30 January)</i>
NZ delegation to CSW including proposed side event	MW 18-19 0308	1 February 2019
Annual review standard questions <i>(note, updated date)</i>	MW 18-19 0233	5 February 2019
Taskforce monthly update - January 2019	MW 18-19 0311	7 February 2019
Review of Whanau Ora (SWC 13 February 2019)	MW 18-19 0315	8 February 2019
Pay transparency - proposed timeline of work from August 2019	MW 18-19 0310	20 February 2019
CSW - preparation and draft programme	MW 18-19 0314	25 February 2019
Pay transparency – case studies	MW 18-19 0317	28 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 <i>(sent to Minister's office 30 January)</i>
Proposed public event for International Women's Day	MW 18-19 0313	31 January 2019
Meeting briefing - getting women into engineering (lead: Transport)	MW 18-19 0307	4 February 2019
Attendance at International Women's Caucus meeting (12 February 2019)	MW 18-19 0309	7 February 2019
Speech notes for International Women's Day 2019 breakfast	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
Proposal for a Gender Conference	MW 18-19 0305	14 February 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)
Ministerial OIAs			
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	31 January 2019	5 February 2019
9(2)(a) - 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) - 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)
Ministry OIAs			
9(2)(a) [REDACTED] - Personal grievance and workplace bullying complaints (formal and verbal) - 2014 to 2018.	MW 18-19 0295	4 February 2019 (sent to Minister 28 January 2019, Minister's office responded 30 January 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

Nil

Part 8: Publications and events in the next six months

Publication/event	Date	Agency lead
<i>To be confirmed by the Taskforce – Event with SSC on starting salaries in the public service</i>	Proposed date - end February	Taskforce
Proposed public event for International Women's Day	8 March 2019	Ministry for Women (MW 18-19 0313 refers)
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
Publication of the 2018 Literature Scan on international responses to sexual harassment	May-June 2019	Ministry for Women
Pānui wāhine (Winter issue)	June 2019	Ministry for Women



Helen Potiki
Acting Chief Executive

Noted

Hon Julie Anne Genter
Minister for Women
5 February 2019

Hon Julie Anne Genter
Minister for Women

Date: