

**Ministry for Women
Weekly Report
to the Minister for Women**

As at 28 February 2019

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

Women's contribution to unpaid work

The Ministry is drafting a work programme for 2019 on understanding the contribution and value of women's unpaid work in New Zealand. A memo will be provided to you by 15 March, for your consideration.

Women make up the majority of those in unpaid work, including in caring roles. This makes an important contribution to the economy and plays a pivotal role in society, to individuals, and to communities. However, it is not visible, widely understood, recognised, or acknowledged, as 'real' work. The impact of women's unpaid work is not usually considered in the development of government policy or investment decisions, and is not regularly measured (e.g. Time Use Surveys).

[Tracking log item: MW 18-19 0354]

Meeting with Minister Mahuta

You are scheduled to meet with Minister Mahuta on Thursday, 7 March (4.30pm – 5.00pm), to discuss the joint work programme with Te Puni Kōkiri on wāhine Māori and employment, and how her and your agency might work together to lead the Crown's participation in the Mana Wāhine Kaupapa Inquiry. We will provide you with talking points prior to the meeting.

[Tracking log item: MW 18-19 0347]

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

Gender Pay Gap and Pay Equity Taskforce Update

Gender Pay Gap Work Programme - Public Service Gender Pay Gap Action Plan

The majority of agencies are on track to deliver their gender pay gap action plans by the end of February 2019, and four agencies have already submitted their plans.

The Public Service Action Plan has set a higher bar for agencies compared to the plans that were developed in 2017. There are higher expectations this year of detailed data analysis and interpretation, and of employee and union engagement. While we are confident that agencies are taking the process seriously and making every effort to meet the new expectations, some agencies are experiencing challenges.

Ten of the 33 agencies have indicated that their plans will be delayed, although four of these agencies will provide their plans in the first week of March 2019. For most of those agencies, they need more time to conclude meaningful consultation with employees and unions. In cases where the delay will be longer than a week, we have asked agencies to submit their draft plans at the end of February 2019, with a brief description of the reasons for their delays and when they expect their plans will be ready. We have also provided some additional guidance to several agencies.

While not required to do so, two non-core agencies have submitted plans, and two more non-core agencies are confident they will complete plans by the end of February 2019.

We will report next week in our monthly report on the number of plans that have been submitted.

[Tracking log item: n/a]

Pay Equity Work Programme - Tripartite Oversight Mechanisms

Following on from last week's update, the Sector Working Committees for the Education and Public Service sectors are arranging their first meetings for 7 March 2019. The purpose of these meetings is to confirm respective memberships and develop workplans for the next six months. We are awaiting an update from the Health Sector Working Committee on the date of its first meeting and next steps.

[Tracking log item: n/a]

State Sector Pay Equity Bargaining: Education sector - Media activity around the Post Primary Teachers Association (NZPPTA) claim

A media report from last week outlined concerns held by the NZPPTA that the transitional provisions proposed in the Equal Pay Amendment Bill would require it to re-lodge its pay equity claim under the new legislation. Minister Lees-Galloway clarified through the media that the intent of the provisions is to allow current cases to continue and that the confusion may be due to drafting issues which can be addressed at select committee or through a supplementary paper.

9(2)(j)

[Tracking log item: n/a]

Equal Pay Amendment Bill Select Committee hearing in Auckland

The Education and Workforce Committee heard oral submissions in Auckland on 25 February. Issues raised by submitters to improve the Bill, included:

- Strengthening the Bill to ensure 'educational support' for claimants through a commission or new unit. The most disadvantaged were identified as needing more support. Over 80% of people in the private sector are not in unions.
- Identifying pay transparency as a key enabler and an important mechanism to reduce ethnic gender pay gap. Germany, Canada, and United Kingdom were listed as examples of jurisdictions where pay transparency has worked. The Select Committee requested advisors to provide information on these overseas examples.
- Extending the bill to transgender people.

[Tracking log item: n/a]

P.A.C.I.F.I.C.A National Conference

We attended the P.A.C.I.F.I.C.A National Conference and AGM Programme, held 15 to 17 February at Parliament Buildings and Victoria University. The three day conference was filled with personal stories of Pacific families migrating to New Zealand, generation shifts, and New Zealand born Māori and Pacific experiences. Some of the keynote speakers at the event were Saunoamaali'i Dr Karanina Sumeo, EEO Commissioner for the New Zealand Human Rights Commission, Jenny Marcroft, Marama Davidson, Hon Aupito William Sio, and Agnes Loheni, 9(2)(f)(iv)

Key topics discussed at the event:

- Closing the pay gap of 21% for Pacific women working in the public service.
- How to increase the number of Pacific and Māori owning their own home.
- How the government can work with Pacific and Māori Women to increase numbers of these women in leadership in government.
- How the government can work collectively with the Pacific and Māori communities to draw-out different perspectives and engage in supporting future Pacific and Māori aspirations.

It is possible that these topics may be raised in future discussions between Ministers and P.A.C.I.F.I.C.A.

[Tracking log item: n/a]

Research on occupations for pay equity claims

The Ministry has facilitated an integrated data project to help the NZCTU identify occupations that might be further investigated for potential Pay Equity claims across the labour market. The Ministry has secured economist 9(2)(a) from Motu for the work and it will be funded by MBIE. We have also requested ethnic breakdowns which may be of use for the Ministry and relevant to the Mana Wāhine enquiry.

9(2)(a) co-authored the Parenthood and Labour Market Outcomes research report that the Ministry published in May 2018.

[Tracking log item: n/a]

System leadership, impact and reputation

International

CSW63 – Development of your programme

Ministry and MFAT officials continue to develop the programme for your attendance at CSW63. There have been some changes since you last reviewed the programme and officials will provide you with a verbal update on the changes at the officials' meeting scheduled for Monday, 4 March. As we begin to finalise the programme, it is likely that more changes will occur. To ensure you receive the most complete programme of work, you will receive your final briefing on Friday, 8 March. We will keep your office informed of any significant developments as necessary.

[Tracking log item: MW 18-19 0356]

Communications

International Women's Day – bike ride

The Ministry is continuing to share your bike ride event with stakeholder groups. At the moment the Facebook group shows over 30 people attending and 300 people interested.

We have planned more promotion next week for all of the International Women's Day events. This includes promoting a permanent online exhibition of 125 influential local women, *Standing on the Shoulders*, produced by Ngā Taonga Sound & Vision. Profiles of 60 women were published on Suffrage Day last year and the other 65 profiles will be launched online on International Women's Day. They used archived film, radio, and television recordings from Ngā Taonga's archives for the profiles.

[Tracking log item: n/a]

Part 2: Operational matters

Gender Pay Action Plan

The Ministry will submit our initial Gender Pay Action Plan to the State Services Commission (SSC) on Friday, 1 March. The draft plan has been given to your office for comment and feedback that will be included in the final version submitted to SSC. The focus for the 2019 year will be implementing flexible work by default, and the collection and analysis of human resources data and metrics.

[Tracking log item: n/a]

Release of Weekly Reports

The Ministry is publishing a package of Weekly Reports from January to November 2018, on our website. These reports have already been released in response to Official Information Act requests (MW 17-18 0266 and MW 18-19 0187 to 9(2)(a) and MW 17-18 0285 and MW 18-19 0268 to 9(2)(a)). The Ministry expects that this publication of Weekly Reports, and the planned proactive release of Weekly Reports going forward, will support a reduction in future Official Information Act requests for copies of Weekly Reports.

[Tracking log item: MW 18-19 0337]

Part 3: Policy advice (in progress)

Type	Subject	Log number	Due date
Briefing	Ministerial Certification of Contingent Liabilities and Assets as at 31 December 2018	MW 18-19 0353	28 February 2019
Briefing	Pay transparency - case studies	MW 18-19 0317	1 March 2019
Memo	Joint work programme Women and TPK - talking points for Ministers Genet and Mahuta meeting - Thursday, 7 March 2019	MW 18-19 0347	4 March 2019
Memo	9(2)(f)(iv)	MW 18-19 0310	5 March 2019
Briefing	Advice on Voluntary National Review of the Sustainable Development Goals	MW 18-19 0332	5 March 2019
Briefing	CSW63 - Programme (final)	MW 18-19 0356	8 March 2019
Memo	Update: sexual harassment work programme	MW 18-19 0344	13 March 2019
Briefing	Update on gender in Indicators Aotearoa New Zealand	MW 18-19 0329	14 March 2019
Memo	Work programme on the contribution and value of women's unpaid work	MW 18-19 0354	15 March 2019
Briefing	Proactive release practices from the Ministry for Women	MW 18-19 0337	21 March 2019

Part 4: Event and meeting briefings (in progress)

Type	Subject	Log number	Due date
Briefing	Launch options for the gender analysis tool	MW 18-19 0330	7 March 2019
Speech/Talking Points	Minister's visit, 8 April 2019, to Wellington Women Lawyers' Association	MW 18-19 0331	1 April 2019
Briefing plus speech notes	Her Voice convention, Wanaka, 13 April 2019	MW 18-19 0345	3 April 2019

Part 5: Ministerial correspondence (in progress)

Subject	Log number	Due date
Ministerial on GPG	MW 18-19 0316	4 March 2019
9(2)(a)	MW 18-19 0328	4 March 2019
PhD research project	MW 18-19 0335	6 March 2019
Women's health research on associations with abortion	MW 18-19 0336	6 March 2019
Support for victims of sexual violence	MW 18-19 0355	13 March 2019

Part 6: WPQs/OIA/Ombudsman/Privacy Act requests to the Minister/Ministry (in progress)

Subject	Log number	Due date (to Minister)	Due date (to requestor)
Written Parliament Questions			
9133 (2019) - As of 27 February 2019, what has been the total cost of any surveys of external stakeholders or customers carried out by the Minister's ministry(s), agencies or departments since 1 November 2017?	WPQ 18-19 0003	5 March 2019	8 March 2019
9135 (2019) - As of 27 February 2019, how many times has the Minister's ministry(s), agencies or departments carried out surveys of external stakeholders or customers since 1 November 2017?			
9134 (2019) - As of 27 February 2019, have any surveys of external stakeholders or customers carried out by the Minister's ministry(s), agencies or departments since 1 November 2017 asked any questions in any way related to political preferences of the respondents?			

Subject	Log number	Due date (to Minister)	Due date (to requestor)
Ministerial OIAs			
9(2)(a) [redacted] – Minister OIAs - 2017 General Election - present (23 September 2017 to 25 January 2019)	MW 18-19 0324	n/a	4 March 2019 (with extension)
Complaint – Ombudsman – 9(2)(a) [redacted] response to OIA MW 18-19 0246	MW 18-19 0319	n/a	4 March 2019
9(2)(a) [redacted] – BDMRR Bill	MW 18-19 0339	11 March 2019	18 March 2019
9(2)(a) [redacted] – Reports submitted to Cabinet (by Minister Genter) for international travel - USA, March 2018 and Europe, May to June 2018	MW 18-19 0348	Sent to Minister 27 February 2019	25 March 2019
9(2)(a) [redacted] – International Women's Day breakfast - costs and key note speaker communication	MW 18-19 0350	6 March 2019	25 March 2019 (8 March 2019 - at the request of the requester)
Ministry OIAs			
9(2)(a) [redacted] – Demographic breakdown of Ministry for Women staff	MW 18-19 0338	11 March 2019	18 March 2019
9(2)(a) [redacted] – Furniture (spend on, reasons for spend, disposal of)	MW 18-19 0343	12 March 2019	19 March 2019
9(2)(a) [redacted] – International travel Under Secretary Logie July 2018 - Ministry for Women participation	MW 18-19 0351	19 March 2019	26 March 2019

Part 7: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Nil			

Part 8: Publications and events in the next six months

Publication/event	Date	Agency lead
Public event for International Women's Day	8 March 2019	Ministry for Women
Pānui wāhine (Autumn issue)	late March 2019	Ministry for Women
<i>To be confirmed by the Taskforce –</i> Event with SSC on starting salaries in the public service	proposed date - end of April 2019	Taskforce
Women in Governance/Gender Stocktake	April/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



Renee Graham
Chief Executive



Hon Julie Anne Genter
Minister for Women

Date: 3 March 2019