

Ministry for Women Weekly Report to the Minister for Women

As at 14 March 2019

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

Meeting with Minister for Māori Development

The meeting with Minister Mahuta to discuss the joint work programme on wāhine Māori outcomes and the Mana Wāhine Kaupapa Inquiry, planned for 7 March 2019, did not go ahead. It is being rescheduled.

[Tracking log item: MW 18-19 0347]

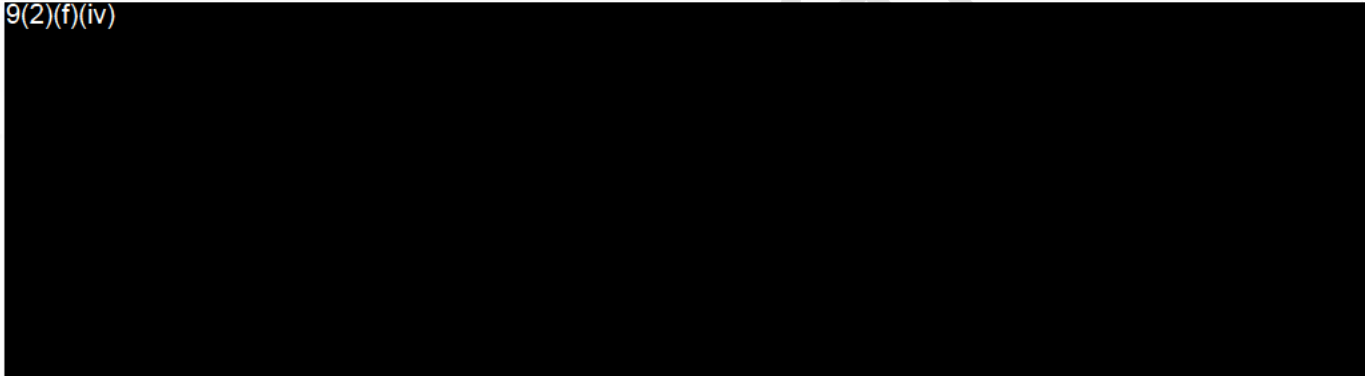
50 percent of women on boards programme

The first meeting of the 50 percent of women on boards Implementation Steering Group will occur at the beginning of April. The Steering Group is chaired by Robyn Smith, Deputy Secretary Corporate Services, Ministry of Transport, and is supported by Ministry for Women officials. It has representatives from the following agencies: Ministry of Justice, Tertiary Education Commission, The Treasury, Office of Ethnic Communities, Department of Prime Minister and Cabinet, Department of Conservation, Department of Internal Affairs, Ministry for Business, Innovation and Employment, and the Ministry of Health.

These agencies appoint well over 80 percent of all board members in the State Sector, so this group will have a direct influence on achieving the target. The initial focus for the group is to understand the current data environment and how they can support the 50 percent goal within their respective agencies. We will provide you with an update following with meeting.

[Tracking log item: n/a]

9(2)(f)(iv)

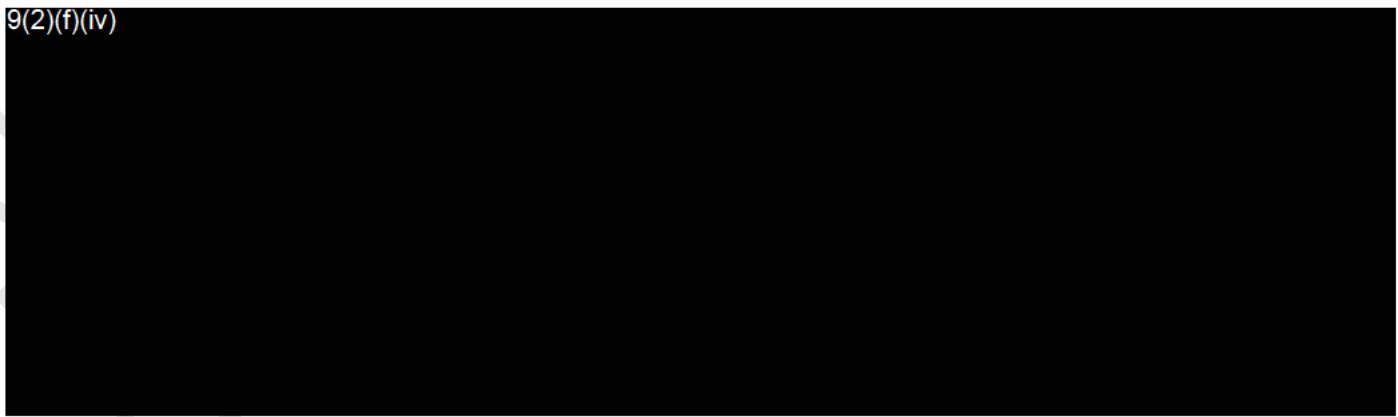


New Zealand Carers' Strategy Action Plan

The Ministry has been sent a draft of the Cabinet paper seeking approval for public consultation on the proposed New Zealand Carers' Strategy Action Plan for 2019 to 2023. A draft of the Cabinet paper will be provided to your office for review early next week, and official agency consultation is planned for 8 April. We will provide you with a briefing on the strategy, and a response to Minister Sepuloni's request for your support of the Cabinet paper, by 28 March.

[Tracking log item: MW 18-19 0371]

9(2)(f)(iv)



FOR IMMEDIATE RELEASE

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

Gender Pay Gap and Pay Equity Taskforce Update (content shared from the Taskforce for Minister Hipkins and Minister Genter)

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

Twenty-one agencies have now submitted gender pay action plans. Having followed up with agencies that have not yet submitted plans, we expect to receive a further six by the end of this week. The remaining six are expected by the end of March although some of these agencies have signalled that this is dependent on completing consultation with the Public Service Association (PSA). Agencies whose plans are not yet complete are generally working on well-advanced draft plans.

[Tracking log item: n/a]

Gender Pay Gap Work Programme - Starting Salaries

Following discussion with your offices on 8 March 2019, the PSA has asked for further information to be included in relation to one aspect of the guidance, which has slightly delayed its release. We are working through this issue with agencies and the PSA and expect to be able to release the guidance to agencies shortly. We will update you when this has occurred.

We are in the process of preparing a briefing for you on the progress that agencies have made in closing the gender pay gap in starting salaries. We are also working with staff in your offices to set a date to publicise this milestone and will report to you shortly with options for public engagement and a communications plan.

[Tracking log item: n/a]

Pay Equity Work Programme - Tripartite Oversight Mechanisms

On 7 March 2019, the Sector Working Committees for the Education and Public Service sectors held their first meetings. The role, membership and next steps of these Committees were confirmed. The Health Sector Working Committee will hold its first meeting on 13 March 2019.

The focus of the Committees over the next month will be to identify and map the female-dominated workforces in each of their sectors, including the characteristics of those workforces such as income level, ethnicity and employment security. The workforce mapping will include both State-employed and State-funded workforces, albeit that the data for State-funded workforces is likely to be patchier compared with that available for State-employed workforces. The workforce mapping by the Sector Working Committees will be supported by a Data Sub-Group, which has been set up for this purpose and which met for the second time on 6 March 2019.

[Tracking log item: n/a]

Gender Pay Gap meeting in Iceland – April 2019

The Ministry has been invited, and will attend, a technical meeting, *Promoting better indicators, statistics, data and policies to reduce the gender pay gap*, being organised by the Equal Pay International Coalition (EPIC), in Iceland during the first week of April 2019. Note, the CSW delegation met with EPIC in New York on 11 March.

The EPIC meeting will discuss ways to report on gender pay gaps to best reflect the current understanding of the drivers for these gaps. Attendees at the meeting will hear about the policies of other countries, such as for pay transparency, childcare provision, and business-level reporting.

New Zealand has good measurement and research data to contribute to the reporting discussion. We will benefit from the in-depth discussions of policies aimed at reducing gender inequality in the labour market.

The EPIC meeting in Iceland precedes an International Labour Organization meeting of Nordic Ministers on the *Future of Work*, which we will also attend.

The Ministry's attendance at the meetings in Iceland will strengthen our ability to provide advice on closing gender pay gaps and supporting the agencies we work with. This relates to current work that includes:

- pay equity activity with the State Services Commission
- pay transparency policy work with the Ministry of Business, Innovation and Employment
- official reporting of gender pay gaps with StatsNZ.

A report on our attendance at the meeting will be provided later in April.

[Tracking log item: MW 18-19 0383]

Australia New Zealand Leaders' Meeting

The interagency debrief on the Australia New Zealand Leaders' Meeting 2019 was hosted at the Ministry of Foreign Affairs and Trade (MFAT), earlier this week. Agenda discussions included the future of work, gender and the economy, and indigenous business. Points to note:

- MBIE is building a coherent narrative on what the future of work might look like for New Zealand. Our recent work on the Equal Pay Amendment Bill would strongly suggest that ensuring the elimination of labour market inequities in our future of work could be an underpinning principle to consider.
- There is a positive level of interest from Australia on the progress of the Gender Analysis Tool.
- The indigenous business missions have been confirmed to go to Viet Nam and Malaysia. Ministers to lead these missions have not been identified.
- Traci Houpapa, Chair, NACEW, will lead a four person delegation to the Indigenous Women's Business Forum meeting on 28 March 2019, in Sydney.

[Tracking log item: n/a]

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

Workplace sexual harassment

The Ministry for Women commissioned a literature scan of international best practice about preventing and responding to workplace sexual harassment in July 2018. We will send you the updated literature scan in early April for your consideration, and intend to publish the full literature scan on the Ministry website, once updated.

[Tracking log item: MW 18-19 0380]

There is no update from the Joint Venture on Family Violence and Sexual Violence on the timing of the briefing to Ministers on the sexual harassment work programme.

[Tracking log item: n/a]

System leadership, impact and reputation

Communications

The large number of International Women's Day events (and promotion of these events afterwards), indicates that issues such as women in leadership, the gender pay gap and women's safety, continue to be on the public agenda. It was very encouraging to see so many sectors and industries profiling their women leaders, and actions for gender diversity on social media through articles, videos, and photos. These promotional activities create awareness and visibility of women in different roles. We would hope they reflect ongoing programmes to make these workplaces better for women.

The Ministry has joined as a partner in Local Government New Zealand's communications campaign for the 2019 local elections. This allows the Ministry to share the local elections resources, and have its name on any joint online collateral. The Ministry is keen to share resources on the elections with its stakeholder groups to encourage more women to stand and be involved in the elections.

[Tracking log item: n/a]

Universal Periodic Review

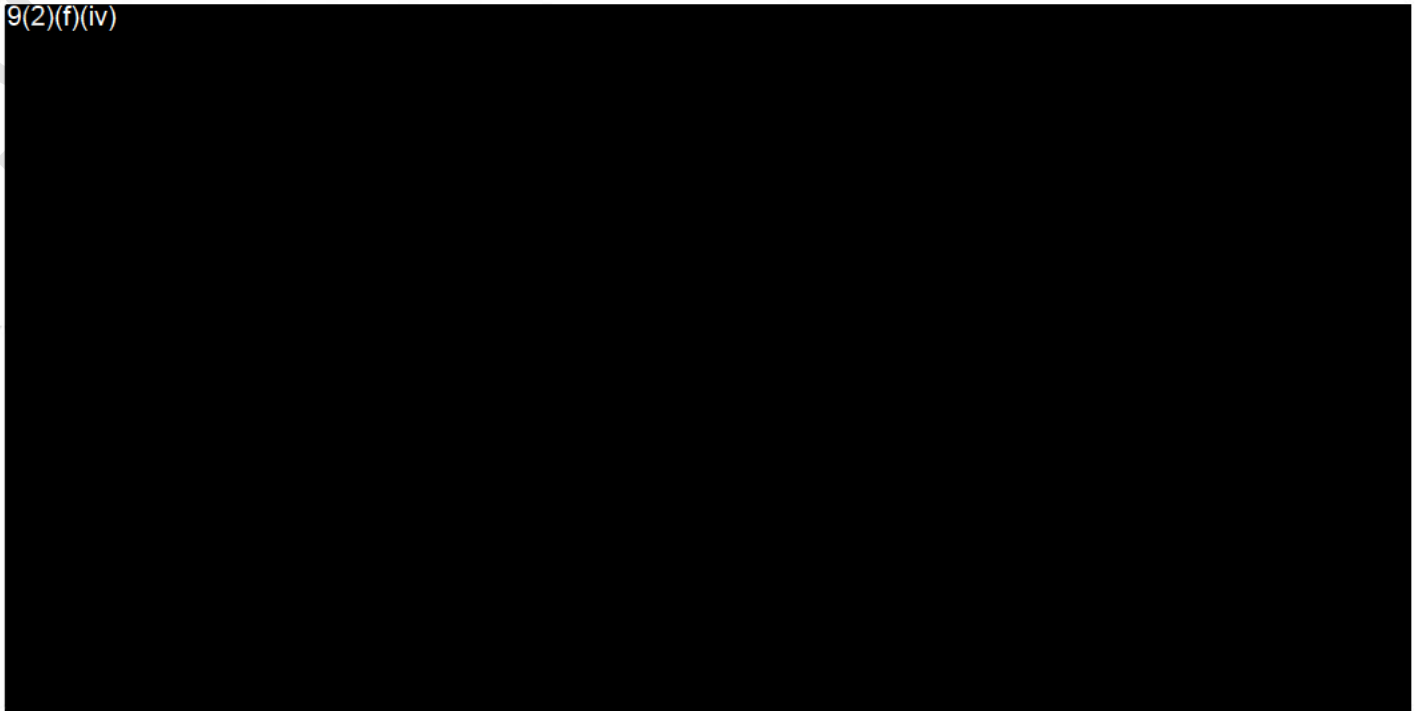
The Ministry, SSC and MBIE have provided a response to the Ministry of Justice on the Universal Periodic Review (UPR) of our human rights record, which occurs every five years. The Government appeared before the United Nations Human Rights Council earlier this year. New Zealand received 194 recommendations from other UN member states relating to our human rights record.

We have provided high level statements on the Government's focus on gender pay gap, pay equity, women in leadership, and gender discrimination. Following this, we will be required to provide more detailed statements on proposed actions and timelines for the next five years, on each recommendation that applies to the Ministry, SSC, and MBIE. The Human Rights Commission monitors New Zealand's progress.

[Tracking log item: n/a]

Part 2: Operational matters

9(2)(f)(iv)



Part 3: Policy advice (in progress)

Type	Subject	Log Number	Due date
Briefing	Proactive release practices from the Ministry for Women	MW 18-19 0337	21 March 2019
Memo	NZ Carers' Strategy Action Plan - advice on letter from Minister Sepuloni and briefing on the Action Plan	MW 18-19 0371	26 March 2019
Memo	Gender analysis tool - summary of feedback from users	MW 18-19 0357	28 March 2019
Memo	9(2)(f)(iv)	MW 18-19 0381	28 March 2019
Briefing		MW 18-19 0372	1 April 2019
Cabinet Paper		MW 18-19 0378	3 April 2019
Memo	Update on literature scan of international best practice on preventing and responding to workplace sexual harassment	MW 18-19 0380	5 April 2019
Briefing	Update on gender in Indicators Aotearoa New Zealand	MW 18-19 0329	10 April 2019
Briefing	Nominations: quarterly report to March 2019	MW 18-19 0373	17 April 2019
Memo	2019/20 Estimates: request for information on appropriations within Vote Women	MW 18-19 0382	22 May 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	15 March 2019
Talking Points	Auckland University of Technology - launch of pay equity care workers research - pre-recording of video on 20 March 2019	MW 18-19 0369	18 March 2019
Speech notes	Canadian High Commission and SheEO event, 21 March at Parliament	MW 18-19 0384	18 March 2019
Speech/Talking Points	Soroptimist International Conference of Clubs, 22-24 March, Wellington	MW 18-19 0376	19 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
Talking Points	Minister Gender interview with Japanese TV (10 April 2019) - response to interview questions	MW 18-19 0365	3 April 2019
Memo	Gender Pay Gap - report on meetings (EPIC and ILO) in Iceland, April 2019	MW 18-19 0383	26 April 2019

Part 5: Ministerial correspondence (in progress)

Subject	Log Number	Due date
Nil		

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

Subject	Log number	Due date (to Minister)	Due date (to requester)
Written Parliament Questions			
Nil			
Ministerial OIAs			
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	<i>Sent to Minister 27 February 2019</i>	25 March 2019
9(2)(a) [REDACTED] – International Women's Day breakfast - costs and key note speaker communication	MW 18-19 0350	<i>Sent to Minister 6 March 2019</i>	25 March 2019
9(2)(a) [REDACTED] – BDMRR Bill	MW 18-19 0339	<i>Sent to Minister 8 March 2019</i>	29 March 2019
Ministry OIAs			
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
9(2)(a) [REDACTED] – Costs to tax payer of OIA requests and number of OIA requests from NZ Taxpayers' Union	MW 18-19 0379	1 April 2019	8 April 2019
9(2)(a) [REDACTED] – Compensation for harm/hardship	MW 18-19 0385	3 April 2019	10 April 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
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
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
Release of the Gender Analysis Tool	June 2019	Ministry for Women



Margaret Retter
Acting Chief Executive



Hon Julie Anne Genter
Minister for Women

Date: 15 March 2019