

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

As at 21 March 2019

Response to Christchurch events – from the Chief Executive

The events of last Friday were unprecedented in New Zealand. Public sector agencies have been critical to the first responses and to the ongoing responses to the issues resulting from the tragedy.

The Ministry has responded to support those affected and ensure the safety, security and wellbeing of its staff. The Ministry has ensured staff have mental health and counselling services available, should they need it.

The Ministry has reviewed its security procedures and put further measures in place to be vigilant with visitors to its offices, and to monitor its online enquiries.

Ministry staff will observe the memorial two-minute silence on Friday, 22 March, and can watch the national memorial service, should they choose to do so.

Through the normal policy processes, the Ministry will contribute to any policy initiatives led by other agencies, as a result of this tragedy.

The Ministry continues to follow expert advice from others in the public sector who are leading and advising on operational matters, and will make further changes to its processes and policies, as required.

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

Gender stocktake results (as at 31 December 2018)

We will send you the results of the annual stocktake of women's representation on state sector boards and committees once it has been finalised, by 18 April. Included will be a communications plan outlining options for the release of the results.

[Tracking log item: MW 18-19 0392]

Women in leadership

We have contacted Rob Campbell, Chair SkyCity Entertainment Group, about co-hosting a second leadership symposium with you this year. Rob is keen to assist with a symposium and would like to meet with you to discuss this further. Our intention is to align this symposium with the release of the data on women's representation on state sector boards and committees.

[Tracking log item: n/a]

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 - Flexible work by default

On 18 March 2019, representatives of the 10 flexible-work-by-default participant agencies met to discuss the online platform, baseline templates and allocate areas of focus for the development of guidance and tools. This was also an opportunity to introduce the representatives of the three new participant agencies: Department of Internal Affairs, Ministry for Business Innovation and Employment and The Crown Law Office.

[Tracking log item: n/a]

Pay Equity Work Programme - State Sector Pay Equity Bargaining

Administration Clerical Workers employed by District Health Boards (DHBs) – Public Service Associate (PSA) negotiations

Claim	Claim raised by PSA 18 April 2018
Approximate FTE	6,250

9(2)(f)(iv) and 9(2)(j)

[Tracking log item: n/a]

Understanding gender differences in retirement income – Commission for Financial Capability research

The Ministry for Women will participate in the Commission for Financial Capability’s Government Working Group three-yearly review of retirement income policies that will be reported in December this year. The review will discuss financially vulnerable and low-income groups, the changing nature of work, declining rates of home ownership, and changes in the labour market of those 65 years and older. We have already sent a note to the Commission confirming our support of the research it is progressing to increase “Understanding gender differences in retirement income”.

This quantitative research will be led by Professor Jennifer Curtin, Director of Te Whare Marea Tātari Kaupapa, the Public Policy Institute at Auckland University. This research relates to our work on eliminating the gender pay gap and pay equity, which impact on women’s lifetime earnings, financial security, and their capacity for retirement savings.

[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 (FV/SV)

On 20 March, the Ministry attended a meeting of the FV/SV Joint Venture Steering Group which discussed an overview diagram of the FV Strategic Framework. Agencies that provide family violence and sexual violence services and programmes, such as the Ministry of Social Development and the Ministry of Justice, are looking at how they can align their work programmes and services to the JV framework. The interim Te Rōpu is working on a separate report to Ministers.

A briefing recommending timeframes for the development of the framework will be sent from the Joint Venture Business Unit to Under-Secretary Logie next week. It will also include a recommendation that she forwards this to Ministers. Following this, we will provide an update in a subsequent Weekly Report.

[Tracking log item: n/a]

System leadership, impact and reputation

Communications

Following the terrorism events of Christchurch last week, we have reached out to Ministry stakeholders to offer our sympathies to those directly affected, and we have shared advice on places to go for assistance and support.

These events have led to public discussion on issues of diversity and building more inclusive societies in New Zealand. Our focus this week is on supporting those most affected, but later we hope to canvass these issues with our stakeholder groups to hear first-hand on further ways we can support our ethnic communities.

[Tracking log item: n/a]

Update on Voluntary National Review for the Sustainable Development Goals

Following on from our recent briefing (MW 18-19 0332), the draft of the upcoming Voluntary National Review has been shared, in-confidence, with members of a non-government Stakeholder Reference Group for high-level feedback on the direction. The Ministry of Foreign Affairs and Trade will also seek contributions from the public between now and May 2019 on initiatives being undertaken in support of the Sustainable Development Goals. These contributions may be used as case studies in the Voluntary National Review.

[Tracking log item: MW 18-19 0332]

Analysis of recent international report on gender equality in laws affecting work

We have examined the findings of a recent international report on gender equality in laws affecting work that was released in early March 2019. The international report, *Women, Business and the Law Index 2019*, found that only six countries (Belgium, Denmark, France, Latvia, Luxembourg, and Sweden) fully enshrined gender equality in their legislation. It was published by the World Bank Group.

New Zealand scored 91.25 out of 100 in the report. There were three aspects that New Zealand did not meet, as measured by the index:

- Does the law mandate equal remuneration for work of equal value? The Ministry's view is that New Zealand legislation does require equal remuneration for work of equal value, following on from the 2014 Court of Appeal decision in *Terranova v Service and Food Workers Union and Bartlett* (the Terranova Case).
- Is there paid paternity leave? New Zealand does not have dedicated paid paternity leave for fathers only, though mothers can transfer paid leave entitlements to partners who are designated as the primary caregiver. We are considering this issue as part of our work on valuing women's contribution to unpaid work.
- Does the law establish explicit pension care credits for periods of childcare? Employers are not obliged to make KiwiSaver contributions while employees are on unpaid leave, including parental leave. We have previously provided advice on this topic (MW 18-19 0166).

[Tracking log item: n/a]

Part 2: Operational matters

Standard Estimate Questions

The Ministry has received the Standard Estimate Questions related to Vote Women for the 2019/20 Estimates. The Ministry's response is to be lodged with the Finance and Expenditure Committee on Friday, 31 May 2019. Your office has been notified of a preliminary date for the hearing related to the Estimates of 12 June 2019. This will be confirmed following Budget day.

[Tracking log item: MW 18-19 0382]

PSA collective bargaining update

The Ministry and the PSA are finalising our contract negotiations. We have confirmed draft terms of settlement which now await final endorsement from the State Services Commission and the Ministry's Leadership Team. We expect the proposed Terms of Settlement and new Collective Agreement to be put for ratification by members by the end of next week. The Ministry will provide a briefing on the key terms of settlement, following ratification.

[Tracking log item: MW 18-19 0391]

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	26 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	PSA collective bargaining update	MW 18-19 0391	12 April 2019
Briefing	Nominations: quarterly report to March 2019	MW 18-19 0373	17 April 2019
Briefing	Gender stocktake results as at 31 December 2018	MW 18-19 0392	18 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
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 Genter 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
Women in trucking	MW 18-19 0390	10 April 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 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	<i>Sent to Minister 15 March 2019</i>	26 March 2019
9(2)(a) [redacted] – Costs to taxpayer 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
9(2)(g)(i)			

Part 8: Publications and events in the next six months

Publication/event	Date	Agency lead
Pānui wāhine (Autumn issue)	early April 2019	Ministry for Women
Women in Governance/Gender Stocktake	April/May 2019	Ministry for Women
Event to recognise the release of guidance on starting salaries and re-confirm the commitment/progress made on closing the GPGs	proposed date - end of May 2019	Taskforce
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



Renee Graham
Chief Executive



Hon Julie Anne Genter
Minister for Women

Date: 24 March 2019..