

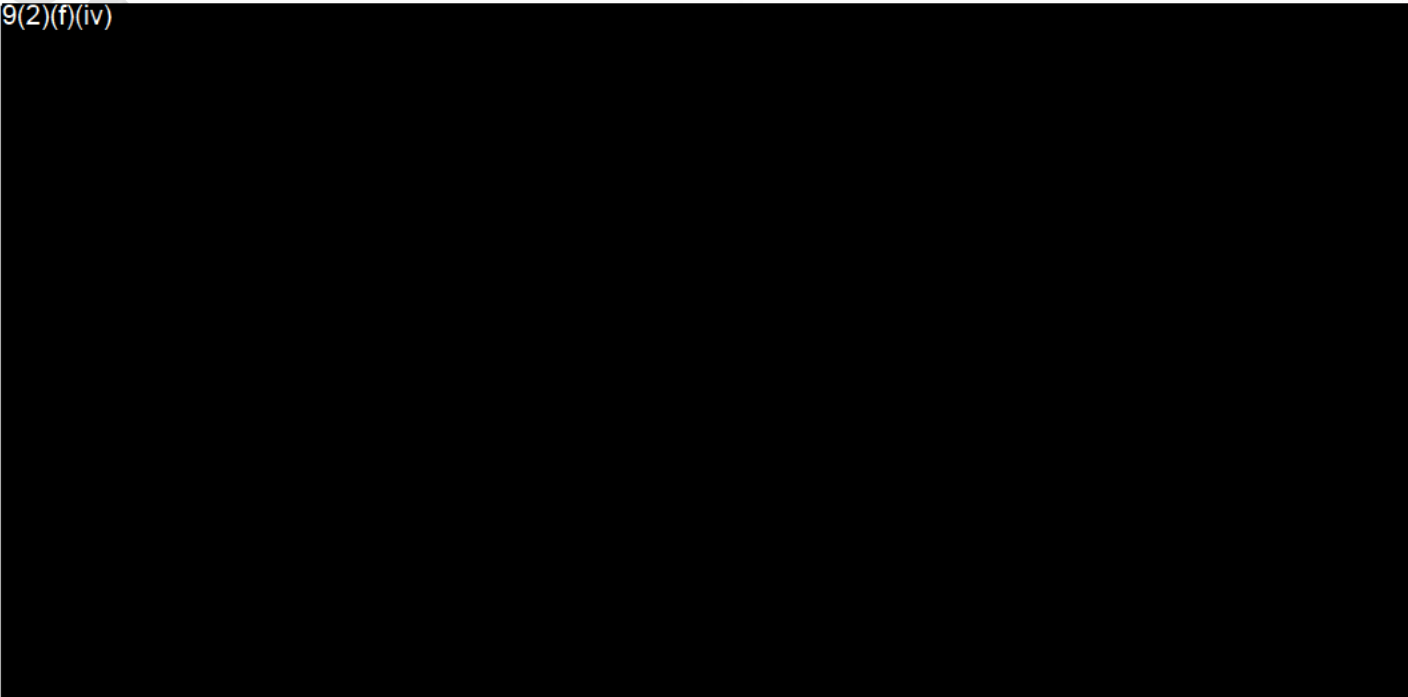
**Ministry for Women
Weekly Report
to the Minister for Women**

As at 28 March 2019

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

9(2)(f)(iv)



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 - Starting Salaries

Guidance on ensuring that gender is not a factor in setting starting salaries was released to agencies on 25 March 2019. We reported to you on 21 March 2019 that this guidance was delayed as the PSA had asked for further information to be included. The guidance was amended to include this additional material.

[Tracking log item: n/a]

Pay Equity Work Programme - Publication of research examining impact of the Terranova pay equity settlement

The New Zealand Work Research Institute of Auckland University of Technology published its research report, *The Value of Care*, on 28 March 2019. The report explores the impact of the 2017 Pay Equity settlement on the residential aged care, home and community care and disability support sectors. The research examines the impact of the Terranova settlement (which came into effect in July 2017) on the quality of life of the workers, and managers in the residential aged care, home and community care and the disability sectors.

The findings provide insight into the improvement to the quality of life for workers, unintended consequences of the settlement on different roles and service delivery, and important lessons for implementation of pay equity settlements in the future.

[Tracking log item: n/a]

Progress on guidance to support the Gender Pay Principles and the Public Service Gender Pay Action Plan

The Gender Pay Principles Working Group (the Working Group) will meet on Monday 1 April to discuss the progress being made to implement the Gender Pay Principles. The sub group of the Working Group has been meeting regularly with Gender Pay and Pay Equity Taskforce officials to co-develop guidance that agencies can use to remove gender bias from the recruitment process. It will provide a draft to the Working Group for their feedback at the meeting on Monday. The Ministry for Women is represented on the Working Group and has been coordinating the development of this recruitment guidance alongside the Taskforce.

[Tracking log item: n/a]

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

Director Family Violence and Sexual Violence Joint Venture

On Thursday 28 March, the chair of the Social Wellbeing Board's joint venture, Peter Hughes, announced the appointment of Fiona Ross to the role of Director Family Violence and Sexual Violence Joint Venture.

Fiona has previously been Acting Chief Executive at the Ministry for Women and is a strong supporter of the Ministry's work programme, in particular on private and public leadership work. She organised the Champions for Change meeting last year (2018). Fiona takes up her role at the joint venture on 29 April.

[Tracking log item: n/a]

The Domestic Violence – Victims' Protection Act 2018 takes affect

From Monday 1 April 2019 new legislation will require all New Zealand employers to help employees affected by domestic violence. The Ministry will share information on this legislation to its stakeholders.

The Domestic Violence – Victims' Protection Act 2018 improves legal protection for victims of family violence, through paid domestic violence leave, and extension of flexible working arrangements.

The legislation amends the Holidays Act 2003, the Human Rights Act 1993, and the Employment Relations Act 2000.

The changes from 1 April include that:

- employees affected by domestic violence will be entitled to 10 days of paid domestic violence leave per year, to allow them to deal with the effects of domestic violence
- employees affected by domestic violence can request a short-term variation to their working arrangements, such as to their hours of work, location, and duties
- employers will not be allowed to treat an employee adversely in their employment on the grounds that they are, or are suspected to be, a person affected by domestic violence.

[Tracking log item: n/a]

System leadership, impact and reputation

Gender analysis tool development and launch options

We have provided you with options for the launch of the tool and look forward to discussing these with you at an upcoming officials' meeting. We have also provided a summary of feedback received from testers of the beta gender analysis tool.

[Tracking log item: MW 18-19 0330, MW 18-19 0357]

Part 2: Operational matters

Communications and stakeholder engagement

Ministry officials joined you at an afternoon tea, organised by the Multicultural Council of Wellington, to offer solidarity to Muslim and other ethnic community leaders. Ministry staff observed the two-minute silence last Friday, 22 March, and will have the opportunity to watch the National Remembrance Service this Friday, should they wish to. We continue to support public sector agencies on their policy responses, as required.

Last weekend the Ministry's Chief Executive presented to the Soroptimist International's Conference on the Ministry's work and reflections from the recent Commission on the Status of Women. Soroptimist International has 20 clubs throughout New Zealand, and advocates for leadership opportunities for women and girls.

The Ministry has confirmed two sponsorship opportunities relating to promoting women in leadership.

It is supporting the Women in Governance Awards, to be held in June 2019. This arrangement enables the Ministry to promote its nominations service, and grow its numbers of board-ready women.

The Ministry has also continued its sponsorship of the Public Policy Award for the Women of Influence programme, supported by Stuff and Fairfax. This arrangement enables the Ministry to recognise and support women leaders across New Zealand, and ensures a focus on women leaders in the public sector. The awards open in April 2019, and the gala dinner will be held in Auckland in October 2019. Closer to the time we will work with your office on your potential attendance at this event.

[Tracking log item: n/a]

PSA collective bargaining update

The Ministry and the PSA have nearly completed contract negotiations. The PSA has agreed to the proposed Terms of Settlement and the new Collective Agreement that has been developed through the bargaining process. These will be put for ratification by PSA members on Thursday, 28 March 2019. The Ministry will provide a briefing on the key terms of settlement, following ratification.

[Tracking log item: MW 18-19 0391]

Proactive release of Official Information Act responses – July to November 2018

The Ministry will shortly begin the proactive release of Official Information Act (OIA) responses, with publication of responses from the period July to November 2018. In this first proactive release of OIA responses, topics covered are the BDMRR Bill and pay transparency.

Before proactively releasing any Ministry documents, we undertake an assessment of the content which includes reviewing each document for issues related to privacy, contractual obligations, defamation, copyright, the document's suitability for publication, and does the response require publishing of any supplementary information to be correctly understood.

You will receive a briefing on Friday, 29 March, covering the Ministry's proactive release policy and practices.

[Tracking log item: MW 18-19 0337]

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	29 March 2019
Memo	Minister of Finance approval to adjust Ministry appropriation	MW 18-19 0396	29 March 2019
Briefing	9(2)(f)(iv)	MW 18-19 0372	1 April 2019
Cabinet Paper		MW 18-19 0378	3 April 2019
Briefing	Taskforce monthly update - March 2019	MW 18-19 0398	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 notes/ Talking points	Minister Genter interview with Japanese TV (10 April 2019) - response to interview questions	MW 18-19 0365	3 April 2019
Memo	Minister's meeting with Champions for Change, 8 April	MW 18-19 0399	4 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
Russell McVeagh - Transformation Programme Update	MW 18-19 0400	17 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) – BDMRR Bill	MW 18-19 0339	<i>Sent to Minister 8 March 2019</i>	29 March 2019
Ministry OIAs			
9(2)(a) – Costs to taxpayer of OIA requests and number of OIA requests from NZ Taxpayers' Union	MW 18-19 0379	<i>Sent to Minister 27 March 2019</i>	8 April 2019
9(2)(a) – Compensation for harm/hardship	MW 18-19 0385	3 April 2019	10 April 2019
9(2)(a) – Cleaning and security services	MW 18-19 0393	11 April 2019	18 April 2019

Part 7: Cabinet papers consulted on

Committee/Date	Title of paper	Department
Social Wellbeing Committee, date to be confirmed	Corrections Amendment Bill	Corrections
Comments		
<p>Approval is being sought of an SOP (Supplementary Order Paper) to make minor amendments to the Corrections Amendment Bill that has been through Select Committee. The Bill makes improvements to the safe, humane, and fair management, of people in custody.</p> <p>We are commenting on issues related to women prisoners.</p>		

Part 8: Publications and events in the next six months

Publication/event	Date	Agency lead
Pānui wāhine (Autumn issue)	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	9 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

Renee Graham
Chief Executive

Julie Anne Genter

Hon Julie Anne Genter
Minister for Women

Date: *5 April 2019*