

# Ministry for Women Weekly Report to the Minister for Women

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**As at 11 April 2019**

## **Part 1: Current priority outcome areas**

### **The contribution of all women and girls is valued**

#### Wai 2700 - Mana Wāhine Kaupapa Inquiry

The meeting with the Minister for Maori Development, originally scheduled for 7 March 2019, to discuss the joint work programme and the Inquiry, has been rescheduled for 22 May 2019.

In the meantime we are continuing to work with Te Puni Kōkiri on a possible joint working arrangement to support the mana wāhine work.

We will provide an updated briefing for the 22 May meeting.

*[Tracking log item: MW 18-19 0417]*

#### Meeting with the Champions for Change

The Ministry will work with Global Women to follow up on the actions identified from your meeting with members of the Champions for Change on 8 April, on how the Champions can contribute to work on pay transparency and the leadership event.

We have also arranged a meeting with Kirsten Patterson, Chief Executive, Institute of Directors, on Tuesday 16 April, to discuss the Institute's ideas on a leadership event.

*[Tracking log item: n/a]*

#### Working with the Ministry for Pacific Peoples

The Ministry attended the launch, at the Ministry for Pacific Peoples, of their video-web resource Talanoa: Misadventures of a Pacific Professional. The six part web series is designed to provide opportunities for all people to talanoa (hold face-to-face discussions), about unconscious bias, diversity, and inclusion, from a Pacific perspective. The Chief Executive of the Ministry for Pacific Peoples, Laulu Mac Leauanae, championed the resource as part of the work that is being carried out by the Papa Pounamu Chief Executive's group, to support closing the gender pay gap and the ethnic gender pay gap in the public sector.

*[Tracking log item: n/a]*

#### Steering Group - 50% women on boards

The first meeting of the 50 percent of women on boards Implementation Steering Group took place on Friday 5 April with representatives from the Ministry of Transport, Ministry of Justice, Tertiary Education Commission, Office of Ethnic Communities, Department of Prime Minister and Cabinet, Department of Conservation, Department of Internal Affairs, and the Ministry for Business, Innovation and Employment. Representatives from the Ministry of Health and Treasury were unable to attend.

This was a positive meeting. All members supported the work that the Ministry for Women is undertaking to broaden the information captured in the Gender Stocktake to ensure accurate collection of ethnicity data. Ministry officials will now directly engage with the Office of Ethnic Communities and other population agencies, to progress this work.

*[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 - Gender Pay Principles Working Group*

On 1 April, the Gender Pay Principles Working Group (GPP Working Group) held the first quarterly meeting of 2019. The GPP Working Group provided feedback on guidance developed by a sub-group of agency and union representatives on removing bias from recruitment practices. We also held a wider discussion on opportunities for the GPP Working Group to collaborate with the Taskforce on other areas of the GPG Action Plan. A proposed joint work programme is being developed based on these discussions and we will update you once this is finalised.

*[Tracking log item: n/a]*

#### *Pay Equity Work Programme - Tripartite Oversight Mechanisms*

The State Sector Pay Equity Oversight Committee met for the third time on 9 April 2019 to discuss the work of three Sector Working Committees (Public Service, Education and Health) to identify their female dominated workforces and develop plans to manage pay equity in each sector. The Committees are well on the way to identifying the employed female dominated workforces. The variable data quality on funded workforces was identified as a major challenge for all sectors and for the work programme's timelines.

The Sector Working Committees will now focus on completing the workforce mapping and drafting of sector plans, and work together to determine how to address those workforces which cross sectors. The Oversight Committee next meets on 10 July to consider the draft sector plans, in readiness for the Ministerial Forum's consideration of the plans on 25 July 2019.

*[Tracking log item: n/a]*

#### Progression of the Equal Pay Amendment Bill – Select Committee

The Ministry has continued to attend the Education and Workforce Select Committee process as Supplementary Advisors to the progression of the Equal Pay Amendment Bill. The Committee is currently gathering further information from officials to support its deliberations. The main issues discussed, in the most recent meeting of the Committee, included the process for determining and awarding back pay, and the role of the Labour Inspectorate to collect penalties that may be imposed on employers under the Bill. This matter was raised by members of the Committee in light of the expectation that employees will now be required to raise with the Authority, collection of any penalties that arise because employers do not comply with the pay equity process outlined in the Bill. These discussions have been useful to highlight important considerations for the development of the legislation. We are happy to discuss this further at a subsequent Officials meeting.

*[Tracking log item: n/a]*

'Exploring the Ethnic Pay Gap in the Public Services: Voices from the Rito' report

New research into public service ethnic pay gaps by Professor Jarrod Haar, Auckland University of Technology (AUT), builds on the Ministry's gender pay gap and motherhood penalty findings.

AUT's research gives voice to 40 non-European public service leaders and emerging leaders. Key findings are:

- non-Europeans are enthusiastic about their public service roles
- there appears to be a need for better training for managers to understand minority employees
- pay negotiation may be a critical factor in the ethnic pay gap, particularly for Pacific women
- while effort has been made to reduce bias and be more inclusive, more can be done.

The research was presented to an 'ethnic pay gap masterclass' of senior officials convened by Pou Mātāwaka Chief Executives on Tuesday 9 April. Chief Executives have committed to taking action to address the ethnic pay gap. Renee Graham provided concluding remarks to the workshop.

*[Tracking log item: n/a]*

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

Extension to the term of Interim Te Rōpū

We have received a Cabinet paper that outlines Under-Secretary Logie's intention to seek an extension to the term of Interim Te Rōpū, from an end date of 30 June 2019, to an end date of 24 December 2019. The extension being sought allows the Crown, Ministers, and the joint venture of the Social Wellbeing Board, to continue to work in partnership with Māori on an integrated response to family violence and sexual violence.

Ministerial consultation is scheduled for Monday 15 April to Tuesday 30 April 2019, with the paper being lodged on 2 May 2019 for the APH meeting on 8 May 2019.

*[Tracking log item: n/a]*

## **System leadership, impact and reputation**

### International

At the Commission on the Status of Women this year New Zealand agreed to work closer with Canada, Australia, and the United Kingdom, by regularly sharing and discussing our policy work, including measures that have been successful but also measures that have not been successful in accelerating gender equality.

As a result of this, a Ministry official will be attending the Women Deliver 2019 conference in Vancouver (3-6 June 2019). This gender equality conference, to be opened by Prime Minister Justin Trudeau, has over 6,000 delegates attending. The Ministry will gather information from other countries, plan meetings with international counterparts, and work with the Ministry for Foreign Affairs and Trade on any official New Zealand opportunities.

The Office of the Clerk has organised for two Members of Parliament to attend: Jan Logie, Parliamentary Under-Secretary for Justice (Sexual and Domestic Violence Issues) and Hon Louise Upston. We also understand the Prime Minister's office has been approached in regards to a video message from the Prime Minister.

Ministry officials attended and presented at the New Zealand Federation of Business & Professional Women Incorporated (BPW NZ)'s 55th Annual Conference in Wellington, with 80 delegates attending from across New Zealand. Delegates were interested in all areas of the Ministry's work, but particularly work linked to the Sustainable Development Goals.

*[Tracking log item: n/a]*

## **Part 2: Operational matters**

### Review of Performance measures – Vote Women 2019 – BUDGET SENSITIVE

The Ministry has reviewed its current performance outcome measurements as part of the annual Budget process. We have created three new measures that we will be seeking both Treasury and your approval on. Two of these measures relate to the implementation of the Māna Wahine Kaupapa Inquiry budget bid, and the third is a new policy measure on the production of research or evidence based reports. You will receive the briefing requesting your approval this week.

Once approved, the new measures will be lodged with Treasury on Thursday 18 April 2019 as part of the final Vote Women estimate.

*[Tracking log item: MW 18-19 0422]*

### Update on Budget 2019 – BUDGET SENSITIVE

Last week, we advised you that Budget initiatives were bilateralised and shared with agencies on 2 April 2019. The Ministry's bid on the Mana Wāhine Kaupapa Inquiry was agreed to in principle, and has since been approved by Budget Ministers on 8 April 2019.

The funding amount Budget Ministers have agreed to, for the Mana Wāhine Kaupapa Inquiry, is \$6.172m over four years (from 2019/20).

Final decisions on Budget 2019 will be made by Cabinet on 15 April 2019.

*[Tracking log item: n/a]*

### Recruitment

The Ministry is currently undertaking a number of recruitment processes following resignations and staff movements: Director, Corporate Services (due to secondment), Principal Advisor Human Resources, Finance Assistant, three Policy Analyst roles, an Advisor supporting the NACEW, and a Private Secretary for your office. We expect the majority of these recruitments to be finalised by June 2019.

*[Tracking log item: n/a]*

### Protective Security Requirements and Privacy self-assessments

We have delivered two of our internal compliance assessments relating to Protective Security Requirements (PSR) and Privacy of our information and our people. These are annual assessments prepared by Corporate Services, and signed off by the Chief Executive. The assessments show that our policies and procedures are fit for purpose, but acknowledging recent events, there is still work to be done to ensure we keep our people and information safe.

*[Tracking log item: n/a]*

Quarter 3 report: 1 January to 31 March 2019

Each quarter the Ministry prepares a high level report that highlights our achievements for the quarter, and how these fit with our key priorities. In January, you received our Quarter 2 report for the period 1 October to 31 December 2018. That report was accompanied by a cover memo outlining a range of Ministry projects and deliverables for the quarter, as well as work that was planned for the next quarter. The next report, for Quarter 3, covers the period 1 January to 31 March 2019, and will be provided to you by 24 April 2019.

Accompanying the Quarter 3 report will be a ministerial satisfaction question for you to provide feedback on the Ministry's performance over that three month period. This information is used as part of our annual performance reporting to Parliament.

*[Tracking log item: MW 18-19 0407 and MW 18-19 0423]*

**Part 3: Policy advice (in progress)**

Type	Subject	Log number	Due date
Memo	Update on literature scan of international best practice on preventing and responding to workplace sexual harassment	MW 18-19 0380	12 April 2019
Briefing	Vote Women's 2019/20 Estimates of Appropriations and 2018/19 Supplementary Estimates of Appropriations	MW 18-19 0422	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
Briefing	Quarter 3 Report (Jan-Mar 2019)	MW 18-19 0407	24 April 2019
Briefing	Ministerial satisfaction survey	MW 18-19 0423	24 April 2019
Briefing	Ethnic diversity data - state sector board members	MW 18-19 0421	29 April 2019
Briefing	Mana Wāhine - meeting with Minister Mahuta, 22 May 2019	MW 18-19 0417	15 May 2019
Memo	2019/20 Estimates: request for information on appropriations within Vote Women	MW 18-19 0382	22 May 2019
Briefing	PSA collective bargaining update	MW 18-19 0391	31 May 2019

**Part 4: Event and meeting briefings (in progress)**

Type	Subject	Log number	Due date
Nil			

**Part 5: Ministerial correspondence (in progress)**

Subject	Log number	Due date
Leadership event - letter to President, Institute of Directors and Chair, SKYCITY Entertainment Group Ltd	MW 18-19 0410	18 April 2019
Letter to French Minister for Gender Equality	MW 18-19 0420	18 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)
<b>Written Parliament Questions</b>			
Nil			
<b>Ministerial OIAs</b>			
Nil			
<b>Ministry OIAs</b>			
9(2)(a)	MW 18-19 0393	11 April 2019 (sent 5 April 2019, Noted received 10 April 2019)	18 April 2019
Cleaning and security services			

### 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)	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. <i>The Taskforce has provided you, by email, with a proposal for your consideration for this event.</i>	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

**Proactive release**

Within three months of the date of this Weekly Report, it will be considered for release under the Ministry's proactive release of documents policy.



**Renee Graham**  
Chief Executive



**Hon Julie Anne Genter**  
Minister for Women

Date: 18 April 2019.....