

Ministry for Women Weekly Report to the Minister for Women

As at 18 April 2019

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

Meeting with Kirsten Patterson, Chief Executive, Institute of Directors

We met with Kirsten Patterson, Chief Executive, Institute of Directors, and her staff on 16 April to discuss how to progress action to increase women's representation on boards and in senior management in the private sector. Some of the ideas included:

- using the NZX Forum to discuss board diversity. The Forum is likely to include male participants and boards with few or no women;
- small roundtable discussion with you and board chairs. IoD suggested that the small group has a 70/30 gender split;
- debate on quotas versus targets, with more controversial pro/con speakers. IoD noted that it can assist with a larger event later in the year.

IoD suggested some questions to focus on, including:

- understanding what difference the NZX diversity reporting has made to increase diversity on boards;
- what next steps the NZX might take to further increase gender diversity;
- better understand what are the barriers stopping boards appointing women.

[Tracking log item: n/a]

Wai 2700 - Mana Wāhine Kaupapa Inquiry

We have stepped up engagement with Te Puni Kōkiri to finalise joint working arrangements for the Crown's participation in the Inquiry.

The meeting with Minister Mahuta to discuss the Inquiry and the joint work programme, originally scheduled for March has been rebooked for 8.30 pm on Wednesday 22 May. We will provide you with an updated briefing before the May meeting.

[Tracking log item: MW 18-19 0417]

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

Guidance on closing like-for-like gender pay gaps

The Taskforce is developing guidance for agencies to ensure gender is not a factor in the salaries of current staff within the same roles or pay bands (like for-like gender pay gaps). The Taskforce is working with a group of human resources and remuneration experts from agencies and the Public Service Association (PSA). The aim is to release this guidance in late May or early June 2019 to support agencies to undertake this work as part of their 2019 remuneration rounds.

By the end of April 2019, you will receive two joint briefings from the Taskforce on agencies' progress against the Gender Pay Gap Action Plan. The first briefing provides a high level overview of the 31 agency action plans we have received to date: *2019 Agency Gender Pay Gap Action Plans Analysis: Phase one*. The second briefing relates to the Action Plan milestone to close gender pay gaps in starting salaries for the same roles: *Progress on closing gender pay gaps in starting salaries and proposed Ministerial event*.

[Tracking log item: n/a]

Pay Equity Terms of Reference

The Terms of Reference for the pay equity tripartite oversight and management arrangements will be signed immediately prior to the next Ministerial Oversight Group on State Sector Employment Relations meeting which is scheduled for 1745 on 22 May 2019.

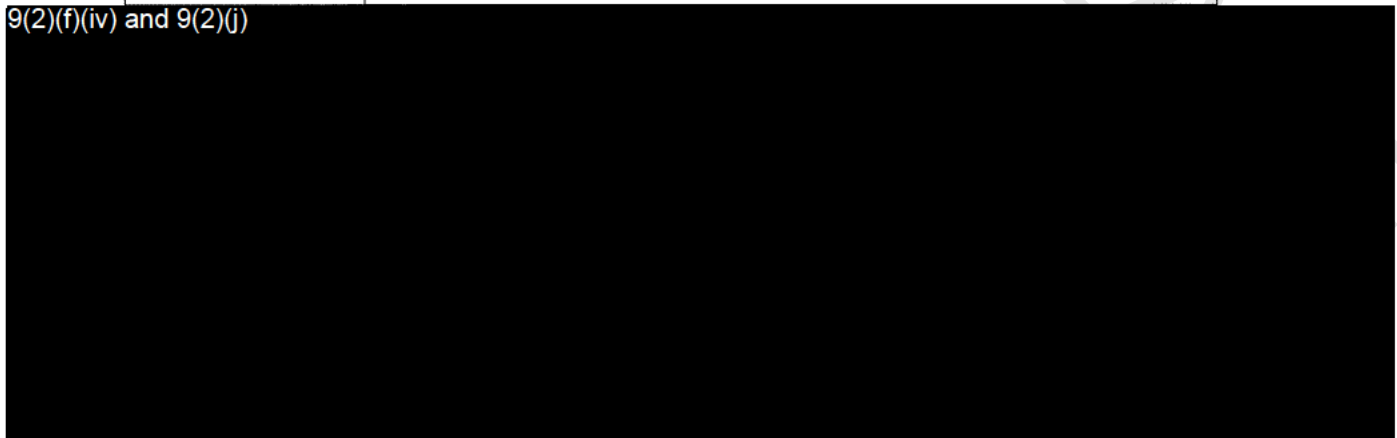
[Tracking log item: n/a]

Pay Equity Work Programme in the Health Sector

Administration and Clerical Workers employed by District Health Boards (DHBs) – PSA (collaborating with New Zealand Educational Institute (NZEI) for comparator assessment)

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]

Consolidated Nurses' and Midwives' claims (three)

Nurses and Midwives employed by DHBs – New Zealand Nurses Organisation (NZNO) negotiations

Claim	Claim filed by NZNO in collective bargaining in 2017
Approximate FTE	Nurses: 31,789 Midwives: 120
9(2)(f)(iv) and 9(2)(j)	

Midwives employed by DHBs – Midwifery Employee Representation and Advisory Service (MERAS) negotiations

Claim	Claim raised by MERAS on 15 June 2018
Approximate FTE	1,081
9(2)(f)(iv) and 9(2)(j)	

Nurses employed by three Auckland DHBs and 17 non-Auckland DHBs, consolidated claims – PSA negotiations

Claim	Claim raised by PSA 24 July 2018
Approximate FTE	3,163 (total for 20 DHBs)

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

Allied and Technical employees of three Auckland DHBs and 17 non-Auckland DHBs, consolidated claims – PSA negotiations

Claim	Claim raised by PSA 24 July 2018
Approximate FTE	11,708 (total for 20 DHBs)
Current status	<ul style="list-style-type: none"> Claim raised and defining scope

Parties have agreed to begin initial discussions on 7 May 2019 as the union was unable to meet in March, as was agreed in late 2018.

This claim covers a large number of professional groups. Not all are female dominated and some are also represented by other unions (APEX, NUPE and First Union). The DHBs have indicated that this claim is potentially very complicated. Work continues on the scoping and collection of data and information on the workforces covered by this claim.

The DHBs have been training a team of interviewers to create a pool of support people that can be used for data-gathering across the claims.

[Tracking log item: n/a]

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

Communications for the new family violence legislation

A Ministry official attended a planning meeting with the Ministry of Justice and other public sector representatives on communications for the new family violence legislation which takes effect on 1 July.

The Family Violence Act 2018 and the Family Violence (Amendments) Act 2018 have changes to court and Police powers, and establish the concept of the 'family violence agency'. This provision highlights the role Government agencies such as ACC, Corrections, Education, Health, Housing New Zealand, MBIE/Immigration New Zealand, Justice, Police, Oranga Tamariki, and Social Development, have in the whole-of-government response to family violence.

The Ministry will ensure its stakeholders are informed about the new legislation and what it means for the Government's approach to reducing family violence.

[Tracking log item: n/a]

System leadership, impact and reputation

Communications

The Ministry is making small contributions towards three leadership events aimed at youth, later this year. It will support Tumeke Enterprise for its Tumeke Enterprise Youth Summit 2019 in Tokoroa in July, and Villainesse, for two events for young women leaders (Wāhine Kākano) in Auckland and Rotorua in June. The Ministry is supportive of leadership events which develop young leaders, particularly wāhine Māori.

Nominations will open in May 2019 for the Women of Influence awards, organised by Stuff and Westpac. The Ministry will promote entries for the awards, and encourage entries across the public sector for the Public Policy award.

We are also supporting the Women in Governance Awards which will be presented in June 2019, and looking to support the Federation of Māori Authorities (FOMA), Huihuinga Wāhine, an annual event for Māori women business owners and leaders.

[Tracking log item: n/a]

Presentation by the South African High Commissioner to New Zealand

The Ministry hosted Her Excellency Vuyiswa Tulelo, the South African High Commissioner to New Zealand, for a discussion on her experiences in coming to New Zealand as a migrant and solo mother. Her Excellency suggested more engagement with women diplomats to ascertain shared areas of interest.

The presentation inspired staff to consider the impacts for migrant communities on policy developments at the Ministry and within the wider public sector.

[Tracking log item: n/a]

Gender analysis tool launch - meeting between Minister of Finance and Co-Chairs of the New Zealand branch of Commonwealth Women Parliamentarians

The Treasury has provided us with notes from a 27 March meeting between the Minister of Finance and MPs Louisa Wall (Labour) and Jo Hayes (National) as the Co-Chairs of the New Zealand branch of Commonwealth Women Parliamentarians. The topic of discussion was whether gender budgeting could form part of the wellbeing framework. Prof Jennifer Curtin (Visiting Academic Fellow at the Treasury) also attended the meeting.

At the meeting, MPs Louisa Wall and Jo Hayes expressed a strong interest in supporting the launch of the gender analysis tool.

[Tracking log item: MW 18-19 0330]

Part 2: Operational matters

PSA collective bargaining update

The PSA and the Ministry have completed negotiations of the new collective agreement. The PSA has agreed to a revised proposed Terms of Settlement and new Collective Agreement to be put to their members for ratification today (18 April).

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	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	PSA collective bargaining update	MW 18-19 0391	3 May 2019
Briefing	Nominations: quarterly report to March 2019	MW 18-19 0373	9 May 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

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
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			
Nil			
Ministry OIAs			
9(2)(a)	MW 18-19 0424	7 May 2019	14 May 2019
Parental leave policies, procedures and arrangements			

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: 6 May 2018