

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

As at 9 May 2019

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

APH paper on Gender Stocktake

The Ministry is finalising an APH paper to support the release of the 2018 Gender Stocktake results for women's participation on state sector boards and committees. Your office will receive this document later this week for comment. The paper will go out for Ministerial and appointing agency consultation in late May. The paper is to go to the APH meeting on 13 June 2019.

[Tracking log item: MW 18-19 0444]

Update on valuing women's contribution to unpaid work

We have completed a draft literature review looking at the international evidence on women and unpaid work, and commissioned a literature review with Dr Seini Taufua looking at unpaid work from a Pacific perspective. We will commission two further reviews from a Māori and an ethnic perspective.

Once completed, the literature reviews will be used to inform the basis for interview questions with women on their experiences of unpaid work (in South Auckland and Porirua), and be made available on the Ministry website. We have completed a table identifying policy, regulation and legislation on childcare, paternal leave, and the use of gender budgeting in international jurisdictions, which will be used to develop a series of policy papers on these issues for New Zealand. We have also discussed the development of 'Think pieces' from a range of key New Zealanders, which would look at different aspects of unpaid work, including from a Māori, Pacific, and ethnic perspective. These will be used as backgrounders for a public event (date to be determined) and for the Ministry website.

We will provide you with a briefing at the end of June outlining options for you to consider for 2019/20, including options for hosting an event on unpaid work.

[Tracking log item: MW 18-19 0450]

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

We are working with a group of human resources and remuneration experts from agencies and the Public Service Association (PSA) to develop 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 aim is to release this guidance in late May or early June to support agencies to undertake this work as part of their 2019 remuneration rounds.

Development of guidance for agencies on removing bias from recruitment processes and practices is underway by a sub group of the Gender Pay Principles Working Group. It is likely to be released in June 2019.

On 30 April 2019, you received the following two joint briefings from the Taskforce on agencies' progress against the Gender Pay Gap Action Plan:

- A high-level overview of the thirty-one Public Service agency gender pay gap action plans we have received to date: 2019 Agency Gender Pay Gap Action Plans Analysis: Phase one.
- Progress on closing gender pay gaps in starting salaries for the same roles: Progress on closing gender pay gaps in starting salaries and proposed Ministerial event. This briefing contained the proposed details of the 9 May 2019 event, including the run sheet, draft key messages and draft talking points for you and Minister Genter.

[Tracking log item: MW 18-19 0436/SSC2019/102 and MW 18-19 0437/SSC2019/104]

Flexible work-by-default

The Taskforce is hosting a flexible work-by-default workshop on 20 May 2019. This will be attended by representatives of the pilot agencies and Gender Pay Principles Working Group. The workshop is designed to fast-track the creation of tools and resources for agencies aiming to achieve flexible work-by-default. We will update your office on progress following the workshop.

[Tracking log item: n/a]

Meeting with Human Rights Commissioner

On 30 April 2019, State Services Commission (SSC) officials met with the Human Rights Commissioner Saunoamaali'i Dr Karanina Sumeo. The Taskforce briefed Dr Sumeo on its two work programmes. A further meeting with Dr Sumeo has been arranged to discuss the Gender Pay Gap Action Plan and SSC's Diversity and Inclusion work programme in more detail.

As you are aware, Dr Sumeo has publicly raised concerns about the Public Service Pacific gender pay gap and stated her support for greater pay transparency. The Taskforce has previously briefed Minister Genter on the Pacific gender pay gap in the Public Service.

[Tracking log item: n/a]

Pay Equity Work Programme

Equal Pay Amendment Bill 2018

The Equal Pay Amendment Bill (the Bill) is being considered by the Education and Workforce Select Committee. The Departmental Report for the Bill was presented to the Education and Workforce Committee on 3 April 2019. (The Taskforce's monthly report to you for March, (SSC2019/0076) outlined our key comments on the Departmental Report.)

The Select Committee is due to report to the House on 14 May 2019.

[Tracking log item: MW 18-19 0398]

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

Meeting with Victoria University Student Academic Services

We met Victoria University of Wellington officials at a seminar earlier last month. Following this we had a meeting with team members from their Student Academic Services to discuss issues of safety and harassment. The discussion also included some potential research options for consideration.

[Tracking log item: n/a]

System leadership, impact and reputation

Communications - *Stakeholder events*

Ministry officials attended the IWG Women and Sport Captain's lunch with Sport Aotearoa. This event, with business and sports leaders, focused on gender equity in the workplace and why diverse leadership drives high performance.

Ministry officials attended two events this week to support ethnic communities:

- a Ministry official attended the launch at Parliament of the Multicultural NZ's International Volunteer Network, launched by Michael Wood, the Parliamentary Under-Secretary to the Minister for Ethnic Communities.
- a Ministry official attended a reception hosted by the South African High Commissioner Vuyiswa Tulelo, to celebrate the 25th anniversary of South Africa's Freedom Day.

[Tracking log item: n/a]

International - *Commission on the Status of Women sixty-third session (CSW63) Agreed Conclusions*

The Agreed Conclusions for CSW63 have now been finalised and are available here:

<https://undocs.org/en/E/CN.6/2019/L.3>.

It is worth noting that immediately following CSW63, the United States (US) increased the mandate for its Global Gag rule. The result of this is that NGOs, including New Zealand NGOs, who had previously been able to provide sexual and reproductive health rights services (SRHR) with funding received from donors other than the US, are now no longer able to do so, unless they can prove that abortion is not part of the services provided. As part of our strong commitment to an international rules based system, New Zealand will continue to speak out strongly on women's rights to SRHR and education.

[Tracking log item: n/a]

International - *Sustainable Development Goals, Voluntary National Review*

Last week, the Ministry of Foreign Affairs and Trade submitted a Cabinet Paper seeking Cabinet approval of New Zealand's first Voluntary National Review (VNR) on the United Nations Sustainable Development Goals (SDGs). The paper also sought Cabinet approval to release the draft report for public consultation later this month, and authorisation for the Minister of Foreign Affairs to sign off the final report for submission to the United Nations provided there are no substantive changes to the report. In December 2018, Cabinet agreed to the approach, structure and governance of the VNR.

The draft VNR contains specific information on each of the 17 SDGs and includes case studies on topics worth highlighting. As the lead agency on Goal 5, Gender Equality, the Ministry drafted the content for this section of the VNR. As gender is a cross-cutting issue, we also ensured that gender is reflected throughout the report. The International Women's Caucus was consulted during the drafting of our contribution to the VNR. New Zealand is scheduled to present its first VNR to the United Nations in July 2019.

[Tracking log item: n/a]

NACEW - *National Advisory Council on the Employment of Women*

Letters seeking nominations to the vacancies on NACEW will be sent this week to your Ministerial colleagues, BusinessNZ, and key stakeholders. We have provided your office with a draft letter for you to send to APH Ministers. Nominations are requested to the Ministry by 22 May 2019. We have also commenced the review of the NACEW terms of reference (ToR) as part of its three yearly review, due to be completed by October 2019. We will provide you with advice on the ToR review process by 16 May.

[Tracking log item: MW 18-19 0433 and MW 18-19 0449]

Part 2: Operational matters

Update on Standard Estimates

The Ministry will provide you with a draft response to the Finance and Expenditure Committee's Standard Estimates Questions for 2019/20, for Vote Women, by 22 May 2019.

Once the response to the Committee has been approved, a copy must be forwarded to the Committee's clerk on Friday 31 May 2019, by 1pm.

The Committee has sought written responses to 122 supplementary questions on the 2019/20 Estimates for Vote Women. We are preparing answers to these questions.

The Committee has invited you to speak to the written responses and address any other policy questions the Committee may have. The hearing is on Wednesday 12 June 2019 and Ministry officials have time scheduled on Monday 10 June 2019 to brief you ahead of the hearing. We will provide you with this information ahead of time.

[Tracking log item: MW 18-19 0382 and MW 18-19 0447]

Part 3: Policy advice (in progress)

Type	Subject	Log number	Due date
Briefing	Nominations: quarterly report to March 2019	MW 18-19 0373	10 May 2019
Briefing	PSA collective bargaining update	MW 18-19 0391	10 May 2019
Briefing	Increasing women's representation on private sector boards and in senior management	MW 18-19 0443	10 May 2019 <i>Note:</i> <i>sent 9 May 2019</i>
Briefing	2018 Gender Stocktake APH (Appointments and Honours Committee) paper	MW 18-19 0444	10 May 2019 <i>Note:</i> <i>sent 9 May 2019</i>
Cabinet paper	Results of the 2018 annual gender stocktake of women's representation on state sector boards and committees	MW 18-19 0448	10 May 2019
Briefing	Ministry for Women/TPK joint mana wāhine work - Ministers meeting 22 May 2019	MW 18-19 0417	15 May 2019
Memo	Pay equity - Equal Pay Amendment Bill current timeline	MW 18-19 0440	16 May 2019
Speech notes/ Talking points	Select Committee annual reviews for 2017/18 - Ministry work	MW 18-19 0445	16 May 2019
Memo	NACEW: Terms of Reference	MW 18-19 0449	16 May 2019
Memo	2019/20 Estimates: request for information on appropriations within Vote Women	MW 18-19 0382	22 May 2019
Other	Estimates supplementary questionnaire 1-122	MW 18-19 0447	30 May 2019
Briefing	Taskforce monthly update - May 2019	MW 18-19 0428	5 June 2019

Part 4: Event and meeting briefings (in progress)

Type	Subject	Log number	Due date
Briefing	Meeting with 9(2)(a) Diversity Works, 23 May 2019	MW 18-19 0441	16 May 2019
Briefing (plus talking points)	Meeting with NZX, 12 June 2019	MW 18-19 0446	5 June 2019
Briefing	Update on valuing women's contribution to unpaid work	MW 18-19 0450	28 June 2019

Part 5: Ministerial correspondence (in progress)

Subject	Log number	Due date
Language of talkback host	MW 18-19 0435	28 May 2019
Media coverage of women in sports	MW 18-19 0442	4 June 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			
Nil			
Ministry OIAs			
Nil			

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
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
Women in Governance/Gender Stocktake	June 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	12 June 2019	Ministry for Women
Seminar on women's contribution to unpaid work	to be advised	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.

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Renee Graham
Chief Executive



Hon Julie Anne Genter
Minister for Women

Date: 10 May 2019.....