

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

As at 23 May 2019

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

Mana Wāhine Kaupapa Inquiry

The meeting with the Minister for Māori Development, Hon Nanaia Mahuta, planned for Wednesday 22 May to discuss leadership of the Crown's involvement in the Mana Wāhine Inquiry, is being rescheduled. Supplementary information has been provided, MW 18 19 0474 refers, with further information on two options for partnering with Minister Mahuta: a co-leadership model, or a supporting partner model.

[Tracking log item: MW 18-19 0347, MW 18-19 0417, MW 18-19 0474]

Gender stocktake Appointment and Honours Committee (APH) paper out for consultation

The results of the 2018 Gender Stocktake will be presented to APH on 13 June 2019. The Ministry has sent the APH paper to other government appointing and nominating agencies for comment. The Ministry has also provided your office with letters to be sent to your Ministerial colleagues with their individual high level results.

Ministry for Women Chief Executive, Renee Graham, will be verbally briefing the agency Chief Executives at the weekly SSC CE meeting. This will be followed by an email with a high level overview for each CE on their specific agencies' performance.

[Tracking log item: MW 18-19 0448, MW 18-19 0470]

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 20 May 2019, the Taskforce hosted a flexible work-by-default workshop. This was attended by over 40 representatives of the pilot agencies and Gender Pay Principles Working Group (16 agencies and 6 unions).

The workshop included presentations from the Department of Conservation and the Ministry for Primary Industries. Attendees split into sub-groups to discuss and collaboratively develop tools and resources for use by agencies aiming to achieve flexible work-by-default. The discussions focussed on developing a base toolkit on flexible work to be used across the Public Service, communication and engagement to support flexible work and the cultural aspects of flexible work.

The Taskforce is reviewing and working through the items produced on the day to develop those tools further. We will keep you updated on progress.

[Tracking log item: n/a]

Pay Equity Work Programme –Tripartite Oversight Mechanisms

Meetings of the Education and Public Service Sector Working Committees were held on 16 May 2019.

The Tertiary and Schooling sectors were represented at the Education Sector Working Committee, however members from the Early Childhood sector were unable to attend. Discussions focussed on two draft maps of State-employed female-dominated workforces in the education sector. The purpose was to highlight whether:

- Any female dominated workforces were missing from the maps, both in the State-employed and State-funded sectors, or
- Other changes needed to be made to increase the accuracy of the picture.

Concern was expressed about the lack of information on workforces that are funded by the State.

The Public Service Sector Working Committee discussed:

- A draft analysis of the female-dominated workforces employed directly in the Public Service and wider State sector
- How best to gather information about the female-dominated workforces that are funded by the State but employed by private employers, including NGOs. The availability of consistent and quality data on these workforces is envisaged to be a challenge.

There is no further meeting of the Health Sector Working Committee scheduled at this time.

9(2)(f)(iv)

[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

Ministry officials attended a Steering Group meeting of the Joint Venture (JV). Fiona Ross, the new Director of the Joint Venture, provided an update and the Budget package for the JVBU has now been announced.

This year's Wellbeing Budget delivers a comprehensive funding package dedicated to eliminating family violence and sexual violence in Aotearoa.

Officials are meeting with Fiona Ross in early June about how the Ministry can contribute to the JV work programme.

[Tracking log item: n/a]

MBIE Settlement Services research on visa issues for migrant women facing violence and abuse

Ministry officials met with MBIE Settlement Services, who are undertaking a year-long research project on *Victims of Domestic Violence*. The aim is to identify and assess the effectiveness of NZ/MBIE's approach to preventing and responding to domestic violence for recent migrants. Phase one has just finished.

While MBIE Settlement Services only provide information on visas for migrant and other communities, the research will consider the spectrum of violence, abuse and harm, including domestic and intimate partner violence, etc., that migrant women face. Ministry officials have shared contacts from migrant women's organisations, women's refuges, community law centres, and women's groups around Aotearoa New Zealand, with the MBIE official leading the research. We will provide further updates as this work progresses, and we continue our engagement with MBIE.

[Tracking log item: n/a]

Period poverty – work and research

Cross-agency meeting

Officials are continuing to work with the Ministry of Health to organise a time for a cross-agency meeting on solutions to period poverty.

[Tracking log item: n/a]

Meeting with DIGNITY

Ministry officials met with 9(2)(a) to learn about Dignity's work to provide access to sanitary items for girls and women in New Zealand through a social enterprise model of buy one-give one free in school model. Dignity's main products are Organic Initiative sanitary items (whose products decompose in five years), but also include menstrual cups and I Am Eva pants.

Dignity provide sanitary items to over 90 schools, and have recently taken on Teen Pregnancy Units (TPU) and are working with Porirua Family Planning. Dignity is keen to collaborate with others responding to period poverty, and it is compiling information on the school coverage of 20 to 30 initiatives currently underway in New Zealand.

Dignity's Term 1 impact report shows that 72 percent of the schools they support have reported that students were able to stay at school during their period. Dignity supports a policy underway in Wales and the UK which requires that all schools have sanitary items available for students.

[Tracking log item: n/a]

System leadership, impact and reputation

Communications – Women of Influence Awards

Nominations opened on Wednesday 22 May 2019 for the Women of Influence Awards, organised by Stuff and Westpac. This year the programme includes a speaker series: Tauranga on 2 August, Nelson on 8 August, Christchurch on 19 August, Auckland on 22 August, and Wellington on 28 August.

We will promote nominations and attendance at the speaker series with our stakeholders. As the sponsor of the Public Policy award, we will specifically encourage nominations from public sector agencies. The finalists will be announced on 1 September 2019. The gala dinner is in Auckland on 24 October 2019.

We will add notes about this programme to the talking points for your meeting on 25 June with 9(2)(a) from Westpac.

[Tracking log item: MW 18-19 0476]

International – Women Deliver 2019

The Ministry is working with the Ministry of Foreign Affairs and Trade (MFAT) this week to provide speaking points for the Prime Minister's office for a pre-recorded video to be used at the Women Deliver conference in early June. The Ministry is supporting this approach as it will promote New Zealand's leadership on gender equality to the audience of 6,000 delegates. This option is subject to the Prime Minister's schedule to record the video and MFAT working with the organisers on a programme slot. A Ministry official is attending the conference.

[Tracking log item: n/a]

International – Meeting with Commonwealth Women Parliamentarians

Hon Iain Lees-Galloway, Minister for Workplace Relations and Safety, met with Louisa Wall MP, the Co-Chair of Commonwealth Women Parliamentarians, to discuss the July 2018 CEDAW Concluding Observations, particularly as they relate to pay transparency. Ministry for Women officials attended this meeting.

Louisa was interested to know when pay transparency will be implemented, considering options for a regime will not be included in the Equal Pay Amendment Bill. Minister Lees-Galloway assured her that pay transparency was still very much on the agenda, but that he is waiting for advice from MBIE on possible options.

Louisa advised that she is currently working with the fast food outlet, McDonalds, who is in the process of implementing pay transparency and she is keen to use its example to encourage voluntary uptake. She is also looking to involve the Human Rights Commission in any event the Commonwealth Women Parliamentarians hold to give visibility to the McDonalds initiative.

Louisa offered her full support to the work you and Minister Lees-Galloway will progress, and is keen to keep discussing this issue.

[Tracking log item: n/a]

Part 2: Operational matters

End of year financial projection

The Ministry is closely monitoring our end of year financial position. We currently expect to underspend by about \$30,000 or 0.6 percent. The commitment from NACEW to conduct two research projects before June will ensure that the budget provision for NACEW research is used within the current financial year.

[Tracking log item: n/a]

New policy staff joining the Ministry

The Ministry has recently concluded a recruitment process to employ three new policy analysts. These positions follow the resignation of three policy staff, two who moved overseas and one to another government agency. These new staff are due to join the Ministry during June and July.

[Tracking log item: n/a]

Part 3: Policy advice (in progress)

Type	Subject	Log number	Due date
Speech notes/Talking points	2nd reading of the Equal Pay Amendment Bill	MW 18-19 0467	24 May 2019
Memo	Pay Equity Bill - submissions that related to pay transparency	MW 18-19 0475	24 May 2019
Email response	Budget comparisons	MW 18-19 0477	24 May 2019
Briefing	NACEW: Vacancies (two)	MW 18-19 0461	28 May 2019
Memo	Pay equity - Equal Pay Amendment Bill current timeline	MW 18-19 0440	30 May 2019
Other	Estimates supplementary questionnaire 1-122	MW 18-19 0447	30 May 2019
Cabinet Paper	Results of the 2018 annual gender stocktake of women's representation on state sector boards and committees	MW 18-19 0448	4 June 2019
Briefing	Taskforce monthly update - May 2019	MW 18-19 0428	5 June 2019
Briefing (plus talking points)	2018 Gender Stocktake APH (Appointments and Honours Committee) meeting, 13 June 2019	MW 18-19 0451	6 June 2019
Briefing	Consolidation aspects of pay equity	MW 18-19 0462	19 June 2019

Part 4: Event and meeting briefings (in progress)

Type	Subject	Log number	Due date
Briefing (plus talking points)	Meeting with NZX, 12 June 2019	MW 18-19 0446	5 June 2019
Briefing (plus talking points)	Meeting with US Ambassador, 19 June 2019	MW 18-19 0455	12 June 2019
Speech notes/Talking points	Wellington Girls' College, 20 June 2019 - talk on gender and sustainability	MW 18-19 0457	12 June 2019
Briefing	International Women's Caucus, 14 May 2019 - issues raised and minutes	MW 18-19 0463	14 June 2019
Briefing (plus speech notes)	Women in Public Sector Summit, Wellington, 25 June 2019	MW 18-19 0473	18 June 2019
Speech notes/Talking points	Meeting with 9(2)(a) Westpac, 25 June 2019	MW 18-19 0476	19 June 2019
Briefing (plus talking points)	Nelson Women's Centre talk, 2 July 2019 - Women in STEM	MW 18-19 0459	25 June 2019
Briefing	Update on valuing women's contribution to unpaid work	MW 18-19 0450	28 June 2019
Briefing	Women Deliver 2019, June 2019 (Canada) - Ministry report on attendance	MW 18-19 0453	5 July 2019

Part 5: Ministerial correspondence (in progress)

Subject	Log number	Due date
The Well-being of Future Generations (Wales) Act 2015	MW 18-19 0456	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			
9(2)(a) – Human Rights Commission research on recent pay equity settlements - briefings	MW 18-19 0465	6 June 2019	13 June 2019
9(2)(a) – Funding of Non-Governmental Organisations	MW 18-19 0466	6 June 2019	13 June 2019
9(2)(a) – Payments to social media influencers	MW 18-19 0471	10 June 2019	17 June 2019

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
Publication of the 2018 literature scan on international responses to sexual harassment	June 2019	Ministry for Women
Women in Governance/Gender Stocktake	June 2019	Ministry for Women
Pānui wāhine (Winter issue)	June 2019	Ministry for Women
Release of the Gender Analysis Tool	1 July 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: 27 May 2019