

# Ministry for Women Weekly Report to the Minister for Women

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**As at 30 May 2019**

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

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

#### Update on valuing women's contribution to unpaid work

We met with Professor Marilyn Waring on 23 May 2019 to discuss the Ministry's work programme, in particular, our focus on unpaid work, and measurement of unpaid work through the use of Time Use surveys. Marilyn agreed to speak at a Ministry seminar on unpaid work and provide a think piece. We are working with your office to identify a suitable date in July.

We have developed a column on unpaid work for you to share on social media, and commissioned think pieces due by the end of June, from the following people: Rob Campbell, Jarrod Harr, Jess Berentson-Shaw, Dr Odette Frost-Kruse, Nora Barlow, and Ganesh Nana. We will continue to add to this list and stage the release of the think pieces, following your column, onto social media and our website. We have also completed a general and a Pacific perspective literature review on unpaid work, and will commission literature reviews from a Māori and ethnic perspective. We will undertake focus group interviews in July, with women in South Auckland and Porirua, on their experiences of unpaid work.

An updated briefing will be provided to you by 19 June 2019, which will include further details on the seminar proposed for July, a draft of your column on unpaid work, the two draft literature reviews, and examples of the think pieces.

*[Tracking log item: MW 18-19 0492]*

## **All women and girls are financially secure and can fully participate and thrive**

### Cross agency hui on Period Poverty

We have sent out invitations for a cross-government hui to discuss period poverty on Thursday 6 June 2019, at the Ministry of Health. The aim of the meeting is to co-ordinate central government efforts to make sure that women and girls in need have access to good quality reusable, and/or disposable, period products. We have invited all agencies with an interest in the different aspects of this issue to attend, including those interested in environmental impact, corporate and social responsibility, and education opportunities.

[Tracking log item: n/a]

### Pay Equity Work Programme

9(2)(f)(iv)

[Tracking log item: n/a]

### 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**

Following the successful Flexible work-by-default workshop on 20 May, one further agency has become a participant pilot: The Social Investment Agency. This brings the total number of agencies in the pilot to 12. We are tracking well for meeting the Gender Pay Gap Action Plan milestone of 15 agencies piloting Flexible work-by-default by the end of 2019.

[Tracking log item: n/a]

#### **Gender Pay Gap Work Programme - Ensuring gender is not a factor within the same role**

To support achievement of the December 2019 milestone that two-thirds of agencies will have closed gender pay gaps within the same roles, the Taskforce is in the final stages of preparing guidance for agencies on closing "like for like" gender pay gaps. This guidance will be released in June and will be followed up by workshops, jointly run with the Public Service Association (PSA), to further educate agencies in this area.

[Tracking log item: n/a]

***Pay Equity Work Programme - Tripartite Oversight Mechanisms - Comparator Sub-Group***

As reported last week, a Sub-Group has been established to explore whether there are ways to enable shared access to information about the work and remuneration of comparators to improve the efficiency of pay equity bargaining. The first meeting went ahead on 23 May 2019 with agency and union representatives. 9(2)(f)(iv)

The sub-group is currently preparing a paper on the issues and potential solutions for presentation to the Pay Equity Oversight Committee meeting on 10 July 2019.

[Tracking log item: n/a]

***Pay Equity Work Programme - Release of the Martin Jenkins report on gender neutrality in pay equity processes***

Last year, the Ministry for Business Innovation and Employment and the State Services Commission commissioned Martin Jenkins to develop a report on whether job evaluation systems can be used to support the gender-neutral application of the Joint Working Group and Reconvened Joint Working Group Pay Equity Principles. The report has been used to inform the development of MBIE's advice on the Budget bid for resources to develop the information and tools required to support pay equity claims in the wider economy.

Once Budget 2019 has been released, there will no longer be grounds to withhold the report under the Official Information Act, if it is requested. Stakeholders who were involved in the development of the report (i.e. job evaluation providers, agencies and unions) may have an expectation that they will see the report.

We propose that the report be released on the new Gender Pay Gap and Pay Equity Taskforce online 'hub' which will provide access to tools, resources and research for parties to State Sector pay equity claims. The online hub is due to be up and running around mid-June 2019.

[Tracking log item: n/a]

## System leadership, impact and reputation

### Communications

The Ministry looks forward to the announcement of the Queen's Birthday Honours on Monday 3 June 2019. We hope to see a high number of women awarded honours, as was the case in the New Year Honours.

Ministry officials are preparing the communications and event details for the release of the gender stocktake results in late June, and the launch of the gender analysis tool in early July.

*[Tracking log item: MW 18-19 0484 (gender stocktake) and MW 18-19 0483 (gender analysis tool)]*

### International - OECD report: 'Measuring Distance to the SDG Targets 2019'

This week, the OECD published a report titled: 'Measuring Distance to the SDG Targets 2019'. The report allows comparison of progress across the SDGs. New Zealand has currently achieved 22 of the 2030 targets, and many of the remaining distances to targets are small. (This is based on 115 available Indicators, allowing a coverage of 94 of the 169 SDG targets.) However, challenges remain. New Zealand is still a long way from meeting 4 percent of the targets. New Zealand is furthest away from achieving Goal 5, Gender Equality (out of all 17 Goals).

Considering our NGO stakeholders' interest in New Zealand's progress against the SDGs, we expect there to be substantial interest in this report, and in particular, in progress against Goal 5. The full report is available here: [https://read.oecd-ilibrary.org/development/measuring-distance-to-the-sdg-targets-2019\\_a8caf3fa-en#page107](https://read.oecd-ilibrary.org/development/measuring-distance-to-the-sdg-targets-2019_a8caf3fa-en#page107)

*[Tracking log item: n/a]*

### International - CEDAW Recommendations

At the recent International Women's Caucus meeting, Caucus members expressed concern that the Government has not yet decided how it intends to respond to the 78 recommendations made by the CEDAW committee, following New Zealand's examination in July 2018. Particular concern was raised around the four recommendations highlighted for early attention.

A report on progress against those recommendations is due in July 2020. There will be an opportunity to discuss the proposed options for the Government's response during an upcoming meeting with Ministry officials and Under-Secretary Jan Logie, scheduled for Thursday 30 May 2019.

The Government's progress on CEDAW recommendations will also be a point of discussion for your meeting with Equal Employment Opportunities Commissioner, Saunoamaali'i Dr Karanina Sumeo, on 11 June 2019. We will provide you with supporting information for the meeting and have provided you with briefings on a proposed government response in July 2018, November 2018 and May 2019 (MW 18-19 0042, MW 18-19 0217, MW 18-19 0439 refer).

*[Tracking log item: MW 18-19 0481]*

**International – Women Deliver 2019, Vancouver, Canada**

The Ministry has been asked by the MFAT APEC policy team to attend a side event at Women Deliver 2019 on barriers to women's employment, hosted by the US Support for Economic Growth in Asia (US-SEGA). A summary of this event, and the other sessions at Women Deliver 2019, will be in the briefing you receive in early July.

We have had confirmation that a video message from Prime Minister Rt Hon Jacinda Ardern, will be shown at the plenary session at 1.30pm on Tuesday 4 June 2019 (Canada time, equates to 6.30am Wednesday 5 June 2019, New Zealand time).

Kim Griggs from Radio New Zealand will be covering the conference so there may be media coverage in New Zealand starting with the opening plenary on Tuesday 4 June 2019 (New Zealand time).

[Tracking log item: MW 18-19 0453]

**System leadership - new report - Quantifying Māori spend on tobacco, alcohol & gambling**

A new report on tobacco, alcohol and gambling examines Māori smoking, drinking and gambling behaviour from an expenditure and taxes perspective. The report, *Quantifying Māori spend on tobacco, alcohol & gambling*, was commissioned by the Centre of Research Excellence: Indigenous Sovereignty & Smoking.

Māori women spend more on alcohol, smoking, and gambling, than Māori men. Gaming machines account for the largest share of their gambling spend. The Centre of Research Excellence argues that government has not been successful at reducing Māori smoking rates and suggests that tobacco tax from Māori communities be passed on to Iwi to develop their own solutions.

A more comprehensive report will be provided on the specific findings in this report for Māori women.

[Tracking log item: MW 18-19 0493]

## **Part 2: Operational matters**

### Mana Wāhine Kaupapa Inquiry update - discussions with Te Puni Kōkiri - **BUDGET SENSITIVE**

On 27 May 2019, Ministry staff met with representatives from Te Puni Kōkiri to discuss joint working arrangements for leading the Crown's participation in the Mana Wāhine Kaupapa Inquiry. Te Puni Kōkiri signalled the Minister of Māori Development, Hon Nanaia Mahuta, is supportive of a co-leadership arrangement at a Ministerial level. We had positive discussions about how the joint arrangements could work at an agency level. Once Ministerial arrangements are confirmed, the Ministry and Te Puni Kōkiri will provide Ministers with a work programme.

We have also been engaging with recruitment agencies that specialise in the recruitment of people with specialist Māori expertise and skills. We expect to receive formal proposals from each recruitment agency by Friday 24 May 2019 before choosing our preferred supplier for recruitment.

With Budget announcements on 30 May 2019, we will ensure that any communication material is shared with Te Puni Kōkiri for their staff and the Minister of Māori Development.

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

### Nominations Database design to be shared with Te Puni Kōkiri

The Ministry is finalising the giving of the nominations database design to Te Puni Kōkiri. We have been working on an agreement since 2018 and expect to have this signed by the end of June 2019. This agreement will pass the design of the database to Te Puni Kōkiri at no cost. Te Puni Kōkiri will need to fund the purchase of the underlying database software and the associated IT management support, but it will receive at no cost the design work that the Ministry undertook to create our nominations database. This will fast track Te Puni Kōkiri's ability to support its nominations work promoting Māori for state sector board roles.

*[Tracking log item: n/a]*

### Supplementary Standard Estimates Questions 2019/20 Vote Women

The Ministry has completed its work answering the 122 Supplementary Standard Estimates Questions from the Social Services and Community Committee. These answers, for review, are due to your office on 30 May 2019. These are to be submitted, by the Ministry, on the Friday before your scheduled hearing before the Committee. The hearing date is yet to be confirmed by the Clerk of Committee, but is expected to be mid-June. The Ministry will provide you with an overview briefing for the hearing. A meeting with you and Ministry officials, to discuss the Ministry's answers to the Estimates Questions, has been scheduled for Monday 10 June 2019.

The Ministry will be submitting to the Finance and Expenditure Committee, by 1pm on Friday 31 May 2019, the Standard Estimates Questions for Vote Women, agreed by you on 19 May.

*[Tracking log item: MW 18-19 0382, MW 18-19 0447 and MW 18-19 0482]*

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

Type	Subject	Log number	Due date
Other	Estimates supplementary questionnaire 1-122	MW 18-19 0447	30 May 2019
Memo	Estimates - further information	MW 18-19 0482	30 May 2019
Memo	Meeting with Swedish Ambassador to Australia	MW 18-19 0489	31 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
Memo (with talking points)	Meeting with EEO Commissioner, Saunoamaali'i Karanina Sumeo, 11 June 2019	MW 18-19 0481	6 June 2019
Briefing (Joint with MBIE)	CEVEP - Equal Pay Amendment Bill - Select Committee recommendations on pay equity	MW 18-19 0490	14 June 2019
Memo	Centre of Research Excellence: report on quantifying Māori spend on tobacco, alcohol & gambling	MW 18-19 0493	14 June 2019
Briefing	Consolidation aspects of pay equity	MW 18-19 0462	19 June 2019
Memo	"Conversion" rate of board nominations	MW 18-19 0487	25 June 2019
Briefing	Separate parental leave for fathers	MW 18-19 0494	25 July 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	Gender Stocktake launch, 24 June 2019	MW 18-19 0484	13 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
Briefing	Update on valuing women's contribution to unpaid work	MW 18-19 0450	19 June 2019
Speech notes/Talking points	Meeting with 9(2)(a) ██████████, Westpac, 25 June 2019	MW 18-19 0476	19 June 2019
Briefing	Women's contribution to unpaid work - proposed seminar, social media and website messaging, literature reviews and think pieces	MW 18-19 0492	19 June 2019
Briefing	Gender analysis tool launch, 1 July 2019	MW 18-19 0483	20 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	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
Period Poverty Working Group	MW 18-19 0488	19 June 2019
Letters to Ministers - support for gender analysis	MW 18-19 0491	11 July 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) – Human Rights Commission research on recent pay equity settlements - briefings	MW 18-19 0465	6 June 2019 (sent to Minister 29 May 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) - More women on boards - 2018 report	MW 18-19 0486	19 June 2019	26 June 2019
9(2)(a) - Attempted hacks	MW 18-19 0485	20 June 2019	27 June 2019

## **Part 7: Cabinet papers consulted on**

<b>Committee/Date</b>	<b>Title of paper</b>	<b>Department</b>
Social Wellbeing Committee 19 June 2019	Adopting an Initial Child and Youth Wellbeing Strategy	Department of the Prime Minister and Cabinet
<b>Comments</b>		
We recommended that gender implications, and particularly implications for mothers, should be considered in the implementation of upcoming initiatives for child and youth wellbeing. Outcomes for mothers (and Māori/Pacific mothers), should be tracked in the upcoming first 'blueprint' report for the strategy.		

<b>Committee/Date</b>	<b>Title of paper</b>	<b>Department</b>
Either Cabinet Social Wellbeing Committee on 26 June 2019 or Cabinet Business Committee on 1 July 2019	Online Gambling in New Zealand Release of Public Discussion Document	Department of Internal Affairs
<b>Comments</b>		
We asked that the Gender Implications Statement note that online gambling impacts on women themselves and when they are a partner to the gambler or addict. We noted gender issues resulting from gambling and the connections to incidents of family and intimate violence.		
We had provided earlier comments on the terms of reference, in May 2018.		

## 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.



**Renee Graham**  
Chief Executive

**Noted**

Hon Julie Anne Genter  
Minister for Women

6 June 2019

**Hon Julie Anne Genter**  
Minister for Women

Date: .....