

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

As at 13 June 2019

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

Public engagement on the New Zealand Carers' Strategy – Draft Action Plan 2019 – 2023

The Ministry of Social Development is undertaking public engagement with carers who support friends/family with a disability, health condition, illness, or injury about the proposed new Carers' Strategy Action Plan 2019 – 2023. The new Action Plan focuses on four key areas:

- Recognition: recognising carers and their contributions
- Finding help: ensuring carers receive support and services
- Support: caring for carers – supporting wellbeing and building knowledge
- Balance: supporting paid work, study, and other interests.

The public engagement will be workshops in a number of locations around New Zealand over July and August. Once we have the details about the locations, venues, dates and times, we will promote the workshops through our networks and on social media.

[Tracking log item: n/a]

Period Poverty

We convened a cross-agency meeting on period poverty on Thursday 6 June 2019, with officials from the Ministries of Health, Education, Environment, Social Development; Oranga Tamariki and DPMC. The meeting discussed the rationale for potential responses including:

- sustainable menstrual products
- universal availability of menstrual products in schools and public places, such as hospitals
- period poverty in schools, and
- wider period poverty, particularly in low income and predominantly single parent families.

The Ministry of Health tabled a draft outcomes framework for discussion. Officials identified that responses and outcomes differ depending on how the problem is understood.

There are a wide range non-government organisations currently providing access to menstrual product in schools. Some of these groups allocate using period poverty criteria (e.g. KidsCan), while others follow a universal availability philosophy (e.g. Dignity).

The Ministry is working with the Ministry of Health to complete the outcomes framework.

This week we will discuss with Sports NZ any impacts from the availability of menstrual products on girls' participation in sport. The Ministry is also part of a feminine hygiene stakeholder steering group led by KidsCan. KidsCan is undertaking further research into the availability of menstrual products. We have also been in touch with Dignity to improve our knowledge in this area.

[Tracking log item: n/a]

2018 Gender Stocktake launch

Your office has confirmed that you will announce the results of the 2018 Gender Stocktake at the launch of the Women in Governance NZ awards on Thursday 20 June 2019, which is hosted by Governance New Zealand. The Ministry will publish the Women in Governance 2018 publication, containing the results of the 2018 Gender Stocktake, on its website following your announcement.

On Monday 24 June 2019, you are invited to a public sector focused celebration of the progress in women's representation on boards that is reported in the 2018 Gender Stocktake. This will take place at 4pm at the Ministry for Transport, and is being MC'ed by Renee Graham. The Ministry will provide you with a brief and speech notes for both events.

[Tracking log item: MW 18-19 0484]

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

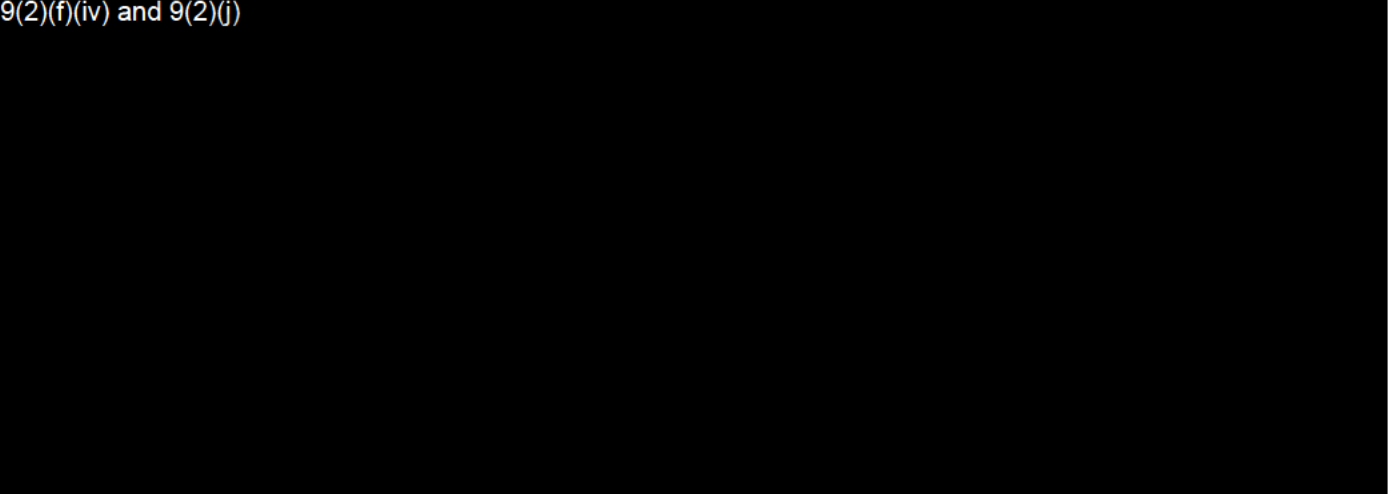
Gender Pay Gap and Pay Equity Taskforce Update

(content shared from the Taskforce for Minister Hipkins and Minister Genter)

Pay Equity Work Programme - Equal Pay Amendment Bill 2018

The Taskforce continues to input into the Ministry of Business, Innovation and Employment's (MBIE) and the Ministry for Women's policy work programme in support of the Equal Pay Amendment Bill 2018 (the Bill). The Bill is due to have its second reading and it is anticipated it will be passed later this year.

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



[Tracking log item: n/a]

System leadership, impact and reputation

International - Single Economic Market Senior Officials Meeting (SEMSOM), Australia

The Ministry will be attending a SEMSOM meeting in Canberra next week. The Single Economic Market agenda drives trans-Tasman integration and is committed to creating a seamless trans-Tasman environment for both goods and people. The meeting will consist of several working groups, each with their own theme.

One working group will focus on 'Cross-cutting issues of indigenous business, gender and growing the digital economy'. This will include exploring ways in which Australia and New Zealand can work closer together to integrate gender responsiveness more strongly into development of government policies and regulation. This marks the first time in 30 years that the issue of gender has featured as a separate agenda item for one of the working groups. The inclusion of gender as a separate agenda item is a result of the Ministry's consultation with Australia's Office for Women during the development of our gender analysis tool, and its keen interest in the tool and how it could be used in an Australian context. We will report back to you on relevant outcomes of the meeting.

[Tracking log item: n/a]

International - Gender Mainstreaming Workshop, Taiwan

Next week, the Ministry will attend a Gender Mainstreaming Workshop hosted by the European Union (EU) and Taiwan in Taipei, Taiwan. The purpose is to share best practice examples among countries, including Japan, the Republic of Korea, Sweden, the Philippines, Indonesia, and others. As the format of the meeting is a workshop with working level officials, we can expect free and frank discussions, which will enhance our domestic policy advice. Ministry officials will give presentations on our gender analysis tool and our pay equity work, as examples of gender mainstreaming in a New Zealand context. We will report back to you on relevant outcomes of the meeting.

[Tracking log item: n/a]

International - Insights from Women Deliver 2019, Canada

The Ministry's Communications Director returned this week from attending Women Deliver 2019, in Vancouver, Canada. This is the largest international gender equality conference in the world, held every three years in a different location. It was clear from the themes in the conference that New Zealand is focused on the main areas needed for improvement for women. There was also strong international focus on progress on the Sustainable Development Goals. You will receive a briefing on the conference later this month.

[Tracking log item: MW 18-19 0453]

Part 2: Operational matters

Mana wāhine update

Ministry staff continue to work with representatives from Te Puni Kōkiri to establish joint working arrangements for leading the Crown's participation in the Mana Wāhine Kaupapa Inquiry.

Discussions have been constructive and we anticipate reaching agreement (in principle) to working arrangements within the next couple of weeks.

The process of recruiting for the new rōpū has begun, with the expectation of making offers for the new positions in late July 2019.

Once you have reached agreement with the Minister for Māori Development on the leadership of the Inquiry, Crown Law and Te Arawhiti will confirm the arrangements with the Minister for Māori Crown Relations, in consultation with the Ministry for Women and Te Puni Kōkiri, as required under the new Cabinet policy on the process for appointing lead Ministers and agencies for kaupapa inquiries (CO(19)3, para 15). Once confirmed, the Ministry will work with Te Puni Kōkiri to:

- prepare a letter for joint Ministers to sign which sets out the co-leadership arrangements
- provide a briefing on the initial Mana Wāhine Kaupapa Inquiry work programme (in July 2019)
- work with your office to schedule a second meeting on the Mana Wāhine Kaupapa Inquiry ad hoc Ministers group, around October 2019.

[Tracking log item: n/a]

Unconscious bias training

The Ministry has undertaken unconscious bias training for all staff. The Ministry's general policy work is about challenging both conscious and unconscious bias in the development of Government policy and practice related to gender.

The programme, run by Diversity Works, enabled Ministry staff to discuss how unconscious bias has impacted their work, and how we can manage to mitigate these biases. This course provided a number of practical processes to help address unconscious bias. Areas of particular focus for the Ministry's day-to-day operations relate to understanding the impact of unconscious bias in our recruitment and staff management practices, and taking steps to effectively manage this bias.

The unconscious bias training was one of the outcomes of the new PSA Collective Agreement, where the Ministry agreed that all managers would have training to enable a more transparent recruitment practice.

[Tracking log item: n/a]

Part 3: Policy advice (in progress)

Type	Subject	Log number	Due date
Briefing (Joint with MBIE)	CEVEP - Equal Pay Amendment Bill - Select Committee recommendations on pay equity	MW 18-19 0490	14 June 2019
Fact sheets	Fact sheets - updated as at June 2019	MW 18-19 0495	14 June 2019
Briefing	New Zealand Crime and Victims Survey 2018 - results	MW 18-19 0496	14 June 2019
Memo (with talking points)	National Breastfeeding Action Plan - meeting with Māori Women's Welfare League, 19 June 2019	MW 18-19 0502	14 June 2019
Email response only	Online Gambling in New Zealand - public discussion document	MW 18-19 0511	14 June 2019
Briefing	Consolidation aspects of pay equity	MW 18-19 0462	19 June 2019
Briefing	9(2)(f)(iv)	MW 18-19 0501	20 June 2019
Briefing	Estimates hearing - legislation from other portfolios	MW 18-19 0510	20 June 2019
Memo	Public release of pay transparency case studies	MW 18-19 0512	24 June 2019
Memo	"Conversion" rate of board nominations	MW 18-19 0487	25 June 2019
Cabinet Paper	CEDAW - next steps	MW 18-19 0507	25 June 2019
Briefing	Ministerial engagement on Mana Wāhine work programme	MW 18-19 0509	3 July 2019
Briefing	Stakeholder list - update	MW 18-19 0515	5 July 2019
Briefing	Gender budgeting 2020 - next steps	MW 18-19 0516	5 July 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	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	Gender analysis tool launch, 1 July 2019	MW 18-19 0483	20 June 2019
Memo with talking points	CTU Equal Pay Steering Group, 25 June 2019	MW 18-19 0514	20 June 2019
Briefing (plus talking points)	Nelson Women's Centre talk, 2 July 2019	MW 18-19 0459	25 June 2019
Speech notes/Talking points	Huihuinga Wāhine Māori Women's Leadership Summit, 4 July 2019	MW 18-19 0517	27 June 2019
Speech notes/Talking points	CTU Women's Conference, 12 July 2019	MW 18-19 0513	4 July 2019
Briefing	Women Deliver 2019, June 2019 (Canada) - Ministry report on attendance	MW 18-19 0453	5 July 2019
Briefing	Diversity Awards Gala Dinner, 28 August 2019 (Auckland)	MW 18-19 0508	16 August 2019

Part 5: Ministerial correspondence (in progress)

Subject	Log number	Due date
Queen's Birthday Honours - letters of congratulations	MW 18-19 0499	17 June 2019
Booklet: "Hear we are, read us"	MW 18-19 0500	28 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)
Written Parliament Questions			
Nil			
Ministerial OIAs			
Nil			
Ministry OIAs			
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 (sent to Minister 13 June 2019)	27 June 2019

Part 7: Cabinet papers consulted on

Committee/Date	Title of paper	Department
APH 26 June 2019	Cabinet Fee Framework report	SSC
Comments		
The Ministry provided comment on the work we are doing with DPMC and the Office of Ethnic Communities to capture improved diversity information for the 2019 Gender Stocktake report. The report has been updated to reflect these comments.		

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	20 June 2019	Ministry for Women
Bringing Gender In, the gender analysis tool	1 July 2019	Ministry for Women
Pānui wāhine (Winter issue)	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: 11 June 2019