

Ministry for Women Weekly Report to the Minister for Women

As at 27 June 2019

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

Unpaid work and leadership

We met with SuperDiverse Women representatives in Auckland on 20 June 2019 and they will ask their members to provide a think piece on unpaid work. As the majority of their members are from small and medium (SME) businesses, they are also interested in pay transparency from a SME perspective.

SuperDiverse Women is continuing its work to progress more diverse women onto public and private sector boards. It will work with the Ministry and the Institute of Directors to promote the Future Directors programme to its emerging women leaders and potentially hold a leadership event later in the year.

[Tracking log item: n/a]

Women's contribution to unpaid work

We met with Len Cook, former New Zealand Chief Statistician, to discuss the use of Time Use surveys in policy development, and Professor Jennifer Curtin, Auckland University, to discuss gender budgeting.

Jennifer is currently overseas meeting officials in Canada and the OECD. After her return we will arrange a meeting for you with Jennifer in August, to talk about her findings on gender budgeting.

9(2)(f)(iv)

[Tracking log item: MW 18-19 0516]

Meeting with the Office of Ethnic Communities on nominations alignment

Ministry officials met with officials from the Office of Ethnic Communities (OEC) to discuss working together on the collection of diversity information as part of the 2019 board stocktake. The discussion covered how we could support each other in increasing numbers on our respective databases, and how the Ministry for Women could assist the OEC with its database technology. We have agreed to continue to meet bi-monthly, and will provide further updates as part of the weekly report. OEC has also confirmed that it will be attending the next 50 percent Women on Boards steering group meeting.

[Tracking log item: n/a]

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

Update on the Champions for Change work on pay transparency and the GPG case studies

Global Women put out a survey on pay transparency to members of Champions for Change. It advises that the survey results are in, and they contain some strong insights and themes. The survey will be supported by two workshops, one with the Champions, and the other with staff from the Champion organisations, to discuss issues on pay transparency and the survey findings.

Global Women will send us a draft findings report on 28 June 2019, with the final report due on 12 July 2019. Global Women is also recording three case studies for the website, looking at how private sector organisations have addressed their gender pay gaps.

[Tracking log item: n/a]

Paid Parental Leave

We are expecting a media release from the Minister for Workplace Safety and Relations Iain Lees-Galloway this weekend on details about paid parental leave payments. Each year the parental leave payment is adjusted to reflect the rise in the average wage, with adjustments from 1 July.

The parental leave payment is a weekly payment for one continuous period of up to 22 weeks. There will be a further increase to 26 weeks from 1 July 2020.

[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 - Women in Public Service Summit 2019 (WIPS)

On 25 June 2019, the Taskforce hosted a stand at the WIPS event to promote and encourage women to seek information about their organisation's gender pay gap. The stand generated good conversation and provided information to women about how to engage with their organisation on the issues of gender pay. State Services Commissioner Peter Hughes delivered a keynote speech in the afternoon about the progress made so far at a system level.

[Tracking log item: n/a]

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

New family violence legislation phase two

The Ministry is briefed on the changes to the family violence laws, which come into force on 1 July 2019, and will share this information with its stakeholders.

The new legislation is one part of a whole of government work programme to transform the response system for victims and perpetrators of family and sexual violence in New Zealand.

Implementation of the two new Acts is in two phases. Phase one took effect on 3 December 2018 and strengthened criminal law.

Phase two takes effect on 1 July 2019 and strengthens family law by:

- making improvements to court orders to keep victims safer and hold perpetrators to account
- giving greater emphasis to coercive and controlling behaviour in the legal definition of family violence
- providing principles to guide decision making
- giving family violence offences greater visibility in the courts
- removing legal barriers to information sharing between agencies to increase victims' safety
- identifying Family Violence Agencies.

From 1 July 2019 the Family Violence Act 2018 replaces the Domestic Violence Act 1995.

[Tracking log item: n/a]

System leadership, impact and reputation

Communications

The launch of the gender stocktake results have gone well with encouraging support from stakeholders and a high level of interest at our event for the state sector. We will continue to work with the state sector on the inclusion of diversity statistics for the results as at the end of 2019.

We have had several public enquiries this week on the Ministry's work on period poverty. We have responded to these enquiries on the work underway with Government agencies to develop policy options. We will put in place a communications plan for this work, to keep our stakeholders informed.

We have promoted the Women of Influence awards through our networks and through the Government Women's Network. Nominations close for these awards on 15 July 2019.

[Tracking log item: n/a]

Gender analysis tool

We are expecting over 140 guests at the launch of the gender analysis tool on Monday 1 July 2019. We will be testing the final stages of the tool on Thursday and Friday, 27 and 28 June, ahead of the launch. Following the launch, we will continue to promote the tool with the public service policy teams and monitor its use.

[Tracking log item: MW 18-19 0483]

Part 2: Operational matters

Estimates Select Committee examination

Following the Estimates Select Committee examination on Wednesday 26 July, we have received an additional ten questions from the Committee on: the Future Directors programme, the Mana Wāhine project, the Nominations service, the gender pay gap action plan, family and sexual violence action plan, and the work plan for the National Pay Equity Task Force. We will prepare draft answers for your review by 4 July 2019. The final questions are due to the committee on 11 July 2019.

[Tracking log item: MW 18-19 0544]

Part 3: Policy advice (in progress)

Type	Subject	Log number	Due date
Memo	9(2)(f)(iv) [REDACTED]	MW 18-19 0543	28 June 2019
Briefing	Taskforce monthly update - June 2019	MW 18-19 0545	3 July 2019
Other	Estimates - post-hearing questions	MW 18-19 0544	4 July 2019
Briefing	Stakeholder list - update	MW 18-19 0515	5 July 2019
Briefing (joint with TPK)	Ministerial engagement on Mana Wāhine work programme	MW 18-19 0509	11 July 2019
Briefing	Gender budgeting 2020 - next steps	MW 18-19 0516	12 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
Speech notes/ Talking points	Huihuinga Wāhine Māori Women's Leadership Summit, 4 July 2019	MW 18-19 0517	27 June 2019
Briefing	Proposal for Suffrage Day 2019 events	MW 18-19 0529	27 June 2019
Speech notes/ Talking points	CTU Women's Conference, 12 July 2019	MW 18-19 0513	4 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
Funding for UN Women NZ	MW 18-19 0527	3 July 2019
Abortion	MW 18-19 0522	5 July 2019
Nominations Service database	MW 18-19 0538	5 July 2019
Ministry of Youth Development - Youth Development Fund outcome	MW 18-19 0523	8 July 2019
Women in Governance awards - letters to finalists and winners	MW 18-19 0533	10 July 2019
Period poverty – student enquiry	MW 18-19 0534	10 July 2019
Period poverty – student enquiry	MW 18-19 0535	10 July 2019
Letters to Ministers - support for gender analysis	MW 18-19 0491	11 July 2019
Signing up to the Nominations Service	MW 18-19 0520	11 July 2019
The Youth Declaration 2019	MW 18-19 0525	15 July 2019
Fair Pay Agreements - economic analysis	MW 18-19 0539	16 July 2019
Period poverty - subsidisation of menstrual products	MW 18-19 0540	16 July 2019
Accessibility of sanitary items - Positive Periods campaign	MW 18-19 0541	16 July 2019
Abortion care	MW 18-19 0542	16 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) - Diversity	MW 18-19 0531	9 July 2019	16 July 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
Bringing Gender In, the gender analysis tool	1 July 2019	Ministry for Women
Publication of the 2018 literature scan on international responses to sexual harassment	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.



Renee Graham
Chief Executive

<p>Noted</p> <p>Hon Julie Anne Genter Minister for Women</p> <p>4 July 2019</p>
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Hon Julie Anne Genter
Minister for Women

Date: