

Briefing to the Incoming Minister for Women

Ministry for Women
Te Minitatanga mō ngā Wāhine

December 2016



This document has been proactively released.

Redactions made to the document have been made consistent with provisions
of the Official Information Act 1982.

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Purpose and overview

Tutira mai nga iwi, tatou tatou e...

E te rangatira, nau mai haere mai!

Welcome to your leadership role for the Women's portfolio.

The Ministry for Women works collaboratively across government and with stakeholders in business and the community to achieve positive change in girls' and women's lives and maximise their social and economic success.

This briefing provides an overview of the Women's portfolio.

It provides a foundation for further, more detailed briefings. Short supplementary briefings have been prepared for you on the following four important opportunities and priorities for the Ministry:

- the upcoming meeting of the United Nations Commission on the Status of Women
- pay equity and women with low incomes
- leadership representation
- safety from violence.

We look forward to working with you.

The leadership team

Fiona Ross, Acting Chief Executive. Fiona Ross has been Acting Chief Executive since 12 December 2016. Fiona's substantive position is the Chief Operating Officer at the Treasury. Contact: (04) 916 5825, (021) 226 2387.

Margaret Retter, Acting Director, Policy. Margaret's areas of responsibility: More women in leadership (including the nominations services); skills, employment and income; and pay equity. Contact: (04) 916 5841, (021) 525 461.

Helen Potiki, Acting Director, Policy. Helen's areas of responsibility: International; ensuring women and girls are free from violence; and Ministerial servicing. Contact: (04) 916 5822, [REDACTED] Section 9(2)(a) - which relates to the privacy of natural persons

Jenny Coleman-Walker, Acting Director, Business Support. Jenny's areas of responsibility: Finance, planning and reporting; IT; human resources; and corporate services. Contact: (04) 916 5831, [REDACTED]

Kirsty Anderson, Strategic Communications Advisor. Kirsty is the main contact for media enquiries. Contact: (04) 916 5821, (021) 606 982.

Section 9(2)(a) - which relates to the privacy of natural persons

Opportunities over the next three months

The following activities are either not discretionary or provide you with important immediate opportunities. We are ready to support you in these activities.

International commitments

- You will have the opportunity to lead New Zealand's official delegation to the sixty-first session of the United Nations Commission on the Status of Women (CSW) which will take place at the United Nations Headquarters in New York from 13 to 24 March 2017.
- The priority theme for this meeting is 'Women's empowerment in the changing world of work'. There are usually numerous side events, panel discussions and opportunities to meet with other delegates about international good practice in strengthening women's economic empowerment. This would be an excellent opportunity for you to showcase our new research on the gender pay gap and our successes in attracting more women into high growth trades.

Women's skills, employment and income

- You will have the opportunity to attend the second meeting of the new National Council for the Employment of Women (the Council). The Council has recently been refreshed as an advisory body to the Minister for Women and held its first meeting on 28 November 2016. Its next meeting is scheduled for 20 February 2017. Attending this meeting presents you with an opportunity to meet the Council members and discuss the issues you would like the Council to advise you on in 2017. Further information on the Council is included on page 14.
- You will have the opportunity to launch new research on the factors that contribute to the gender pay gap. The earliest proposed date for the launch is 20 February 2017. This is the first substantial research on this issue since 2003.

Launching this research in the New Year will give you an opportunity to highlight your commitment to reducing the gender pay gap, to raise awareness about the role of unconscious bias, and to make the case for more action by employers and others to reduce the gap.

Cross portfolio

- Your predecessor has agreed with UN Women and Zonta to host an event at Parliament to celebrate International Women's Day on 8 March 2017. This event is an opportunity to meet a range of stakeholders, talk about your priorities for the Women's portfolio and support this year's International Women's Day theme 'Be Bold for Change'.

Section 9(2)(ba)(i) - which relates to confidential information and prejudice to its future availability

Other potential opportunities

You can decide whether to progress the following opportunities and, if so, determine the timing. We will provide you with more detailed advice early in the new year.

Women's skills, employment and income

- The Integrated Data Infrastructure (IDI) presents an important opportunity to strengthen the evidence base on women and help us identify the most effective ways to improve women's lives. The integration of administrative and survey data can generate better information about specific sub-populations of women such as those on low incomes, and Māori and Pacific women. It can also provide better data about women in the regions. Better data will enable you to contribute a stronger gender perspective to the social investment work your Ministerial colleagues are undertaking.
- You have an opportunity to engage with the Ministry's work programme to increase the participation of women with low skills in high demand occupations where women are under-represented. Occupations in construction and trades, engineering, and ICT offer women good long-term employment and salary prospects. This aligns well with the Government's work on Skilled and Safe Workplaces.
- You can attend and speak at the February launch of a Connexis plan to increase women's participation in the infrastructure industries. Connexis is the Industry Training Organisation for the civil, electricity supply and telecommunications and water industries. Attending would give you an opportunity to meet industry leaders, reinforce the business case for recruiting more women to help fill skill shortages and support a sector-led plan to open up opportunities for women in growth industries.
- You can launch a new resource for education providers on what works to attract young women to digital technology education programmes. Launching this resource would give you an opportunity to highlight the low participation of women in the digital technology sector and your commitment to increasing women's participation in an increasingly important high growth sector.
- You have an opportunity to follow up on an issue of recent interest to your predecessor. Concerns have been raised that some families unable to afford sanitary items are keeping their daughters home from school. PHARMAC has recently received an application to fund sanitary items. [REDACTED]

Section 9(2)(g)(ii) - which relates to the effective conduct of public affairs through the protection of Ministers and officials from improper pressure or harassment

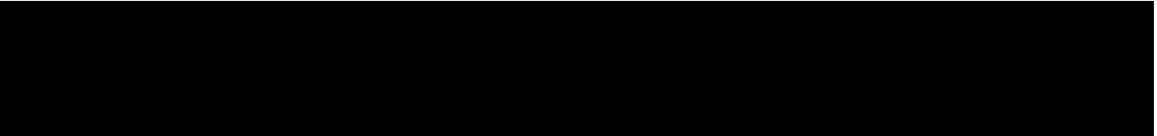
Women's representation in leadership

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- You have an opportunity to highlight the public service as a leader on women in leadership. While there is more to be done in the public service, women are better represented in public service leadership and on state sector boards than is the case in private sector leadership and on private sector boards.
- You will have the opportunity to recognise New Zealand women by nominating candidates for Queen's Birthday and New Year Honours lists. Work to identify candidates for the 2018 New Year Honours round will commence at the end of March 2017.

Cross portfolio

- You will have the opportunity to lead events to celebrate the 125th anniversary of women's suffrage in 2018. The Ministry is working with the Ministry of Culture and Heritage to develop a programme that celebrates the anniversary, encourages the involvement of local communities and leverages discussions on improving lives for women and girls.

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You will have the opportunity to be involved in the launch of the new 'He Tohu' exhibition at the National Library in early 2017. At this new exhibition and learning space visitors will be able to see: He Whakaputanga o te Rangatiratanga o Nu Tireni - Declaration of Independence of the United Tribes of New Zealand (1835), Te Tiriti o Waitangi - Treaty of Waitangi (1840) and the Women's Suffrage Petition (1893).

The Ministry has been involved in an advisory role for this exhibition and has encouraged the Department of Internal Affairs to include questions about what positive change we can make today for women and girls in New Zealand.

Overview of the Women's portfolio

The Women's portfolio overarches all sectors.

As the Minister for Women you have broad responsibility for issues that affect New Zealand girls and women. In this role, you are well positioned to take an overarching view of policy issues across government and to add value by bringing a gender perspective to the policy process. You are not responsible for, or constrained by, any legislation. There is also scope within this portfolio to support New Zealand's presence and leadership internationally.

You can take a lead on creating positive change for women in New Zealand and contribute a gender perspective to work being led by other Ministers.

In working to enhance the lives of women you will have the opportunities to contribute to the achievement of government's economic and social goals. For instance, better use and valuing of women's skills and increasing women's participation in high growth industries will improve economic growth and improve outcomes for the next generation. Increasing the effective and efficient use of government resources and applying social investment principles will achieve greater value for money from government expenditure.

The Ministry can assist you to do this by providing high-quality policy advice from a gendered perspective.

Our advice, to maximise your impact, is to:

- **discuss** with the Chief Executive how to best use the Ministry's resources to balance Ministerial servicing with other external outputs
- **enlist** stakeholders, including your Ministerial colleagues and leaders in the public, private and community sectors, to leverage opportunities for collaboration and influence decision-makers
- **focus** on a small number of priorities. The Women's portfolio is potentially broad and the Ministry is a small agency. Our current priority areas are:
 - women's skills, employment and income, currently described as "Supporting more women and girls in education and training" and "Utilising women's skills and growing our economy"
 - women's representation in leadership, currently described as "Encouraging and developing women leaders"
 - safety from violence, which is currently described as "Women and girls are free from violence".

The Ministry looks forward to discussing with you whether you would like to continue focusing on these or similar priorities.

Our advice on priority areas

Our advice is that you continue to give priority to the following broad areas. Within each area you can make decisions on where to focus your attention.

Women's skills, employment and income

The gender pay gap of 12 percent shows how women get lower returns than men on their investment in education. As a result, Government also gets a lower return on its investment in women's education.

The gender pay gap appears early. A 2014 Ministry of Education report shows gender pay gaps emerge one year after people graduate at almost every level of tertiary qualification and these gaps increase over the following years.

Government's recent decision to accept the recommendations of the Joint Working Group on Pay Equity Principles provides a process for women in female-dominated low paid occupations to correct undervaluation of wages in their occupations. There are approximately 60,000 women in occupations that have lodged claims to date, representing around 5 percent of women currently employed in the labour market.

One year after graduating with a tertiary Diploma (level 5-7) women's median salary was **98 percent** of men's. Five years after graduation it was **90 percent**.

Women head **84.2 percent** of sole parent households and sole parent households are over-represented in measures of low income and material hardship.

The income penalty for women who have no or low qualifications is higher than it is for men. Women with no or low qualifications are particularly vulnerable to long term benefit dependency and/or low paid employment, which reduces their ability to care for their families and whanau and to save for their retirements.

Women's representation in leadership

There is clear international evidence that gender balance in governance and leadership correlates with better decision-making, organisational resilience and performance, and delivers economic and productivity gains.

In the United Kingdom and Australia major partnerships between government and public and private sector leaders have been developed to increase women's leadership representation.

We can support you to influence your colleagues and business leaders by providing you with evidence on the business advantages of increasing women's representation, the major barriers to women's leadership advancement and the latest evidence on what works

The public service leads the private sector on measures of women in leadership. As you are aware the State Services Commission (SSC) is working to increase diversity within the public service. The Ministry is working with SSC to share gender data with public service leaders and to increase the availability of flexible work.

Women hold **43.4 percent** of governance positions on state sector boards but only **17 percent** of boards listed on the NZX.

Women's safety from violence

Safety from violence is an internationally recognised pre-condition for women's wellbeing and full participation in society and the economy. This is an issue on which stakeholders, including your Ministerial colleagues, are likely to look to you for leadership. This Government has been undertaking a major programme of work to reduce family violence led by the Family Violence and Sexual Violence Ministerial Group.

You can work closely with your Ministerial colleagues to ensure that the impact of family violence and sexual violence on women and girls remains a central focus of policy and service development.

One in four women experience sexual violence over the course of their lifetime and **one in four** women experience violence from an intimate partner over their lifetime.

The Ministry can support you with its extensive and respected expertise in what works to prevent violence against women including sexual violence, repeat victimisation and what works for Māori and Pacific women.

International commitments on the status of women

New Zealand is signatory to a number of international instruments in relation to the status of women and gender equality. The two main instruments are the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the United Nations Commission on the Status of Women (CSW). The Women's portfolio is responsible for co-ordinating progress reports, attending international fora and ensuring that New Zealand is fully compliant with our international obligations to improve the status of women.

As Minister for Women, you have the opportunity to represent the New Zealand Government to fulfil our international obligations. When attending international meetings, you have the opportunity to hold bilateral discussions with Ministers from other jurisdictions. As noted on page 4 your first decision in the international area is to consider how you wish to be involved in the next CSW meeting in March 2017.

The status of New Zealand women 2016

Much has changed for women over the last few decades.

Women's participation in the labour market continues to grow – 65 percent of women now participate in the labour market compared to 55 percent in 1995.

More women than men now have a **bachelor degree or higher qualification.**

In 2015 women held 43.4 percent of directorships on state sector boards – the highest percentage ever.

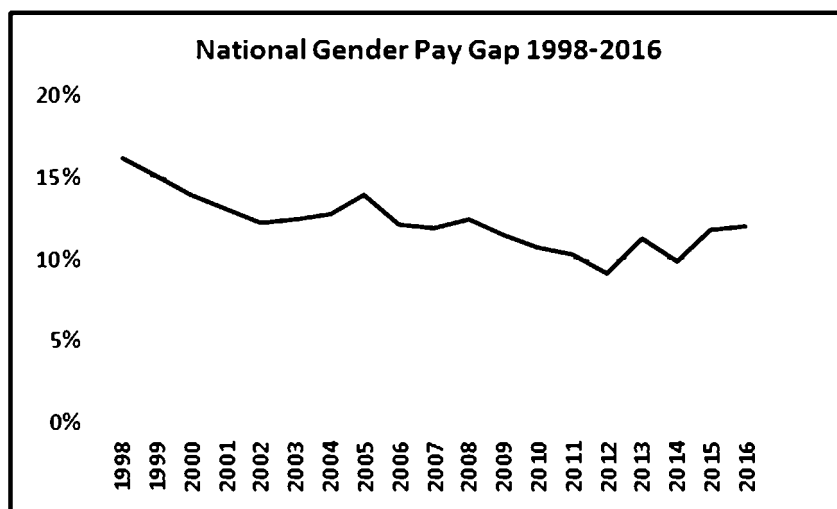
Diversity and inclusion issues are seen as important to many of New Zealand's public and private sector organisations.

New Zealand consistently ranks highly at an international level in respect of gender equality, and our expertise in gender issues is sought after by other countries.

Despite this progress, there are still areas where outcomes for women need to be improved

Women's leadership and skills remain significantly under-employed across the economy. Women held only 17 percent of positions on the boards of companies listed on the New Zealand Stock Exchange (NZX) in 2015.

The national gender pay gap has plateaued over the last 10 years and now sits at 12 percent.



One in four women experience sexual violence over the course of their lifetime and one in four women experience violence from an intimate partner over their lifetime.

Some groups of women continue to have poorer outcomes relative to other groups.

Women's experiences, needs and priorities are diverse. There are significant differences in outcomes among women, across the areas of work, income, leadership representation and safety from violence, as well as between men and women.

Girls and women tend to experience different types of poor outcomes to those experienced by boys and men. For instance,

- women head 84.2 percent of sole parent households and sole parent households are over-represented in measures of low income and material hardship
- young women are more likely than young men to be not in education, employment or training (NEET). NEET rates among young Māori and Pacific women are much higher (24.1 percent and 20.0 percent respectively) than they are among all young women (12.8 percent).

Māori women are **twice as likely** as other women to experience intimate partner and/or sexual violence.

Developments with the creation of a Social Investment Unit and the Integrated Data Infrastructure provide more opportunities to understand the data underpinning the particular kinds of poor outcomes experienced by women and girls, as well as their long term impacts. This will enable us to better target our advice to you to about what will work most effectively to improve life outcomes for these women.

About the Ministry for Women

Our role and purpose

We are the Government's principal advisor on improving the lives of New Zealand women.

Improving women's lives improves the lives of their families and communities, and is an investment in New Zealand's future prosperity and well-being. The Ministry provides evidence and advice to influence and support decision-makers in government and leaders in the private and non-government sectors to achieve better outcomes for women.

The quality of gender analysis across the public sector is variable. The Women's portfolio is responsible for bringing a gender perspective to the policy process. This is achieved by:

- identifying and engaging with influential stakeholders
- creating and promoting an evidence base and tools to address the issues that matter to women
- membership on working groups (in the public, private and community sectors)
- commenting on policy and Cabinet papers
- publicly speaking about issues that matter to New Zealand women.

There is also a requirement that all papers going to the Cabinet Social Policy Committee include a gender implications statement.

We are a small and influential policy agency of less than 30 full-time equivalent staff with an operating budget of \$5 million.

We work collaboratively across government and with stakeholders in business and the community to achieve positive change in women's lives, and maximise their social and economic success.

We also manage the Government's international reporting obligations in relation to the status of women.

The State Services Commissioner is currently in the process of recruiting a new Chief Executive for the Ministry.

We operate a targeted service which nominates women for appointment to state sector boards.

Our Nominations Service manages an extensive database of 1,000 board-ready women. From this database we identify suitable candidates for specific board vacancies and provide these to the agencies managing board appointments processes. We also monitor the number of women on state sector boards in our annual Gender Stocktake, which is the only source of gender data on state sector board membership.

Our business model is to prioritise our effort, and use high quality evidence and advice to influence others.

We do this by identifying a small number of issues where the need and opportunity for improvement is greatest, where we can add significant value, and where we can complement the work of others.

How we can support you

We support you to:

- engage with and influence Ministerial colleagues and other decision-makers in government on policy issues that affect women
- engage with and influence leaders in the private and community sectors to improve outcomes for women
- nominate suitable women for state sector boards and committees.

We will provide you with:

- an evidence base and credibility on current issues for New Zealand women
- advice in the form of oral and written briefings, and advice on influential stakeholders in the government, private and community sectors
- support to host events to influence stakeholders, share knowledge and develop solutions
- Ministerial support services, including a Women's portfolio Private Secretary
- support services so you can meet your legislative, Ministerial and accountability requirements.

Agencies within the Women's portfolio

The Council

The National Advisory Council on the Employment of Women (the Council) is an independent advisory body to the Minister for Women on matters related to women's employment. The Council was recently refreshed with all appointments made by the Minister for Women, including one representative each from Business NZ and the CTU.

The Council members are: Traci Houpapa (Chair), Andrew Cleland, Tagaloatele Peggy Fairbairn-Dunlop, Theresa Gattung, Kerry Prendergast, Mark Verbiest and Katherine Rich (Business NZ). The position for a CTU representative is current vacant.

The Ministry in conjunction with the Ministry of Business, Innovation and Employment provides administrative, advisory and research support for the Council.

At its first meeting on 28 November 2016 the Council discussed the following: flexible working; women returning to work; access to childcare; leadership progression; and employment opportunities for women in high growth areas.

The Council will meet quarterly in 2017 with its first meeting for 2017 scheduled for 20 February. The agenda for this meeting is still to be confirmed with you, [REDACTED]

Section 9(2)(g)(i) - which relates to the effective conduct of public affairs through the free and frank expression of opinion by Ministers or officials

Women's representation in leadership

Supplementary briefing to the incoming Minister for Women

December 2016

Priority opportunities for you

- You have an opportunity to influence your Ministerial colleagues and public and private sector leaders to strengthen women's career progression from entry level roles through to management, senior leadership and on to boards.
- Specially, you can:
 - Encourage your Ministerial colleagues to nominate more women on to State sector boards, to increase women's representation from 43.4 percent to 45 percent or more.
 - Highlight the public service's comparatively strong record supporting women's leadership representation and career progression. Women are 60.7 percent of the public service positions overall and hold 45.2 percent of senior leadership roles.
 - Bring together private sector leaders to agree on action to strengthen the career progression of women in the private sector. Women hold only 19 percent of senior management positions and 17 percent of board positions in NZX-listed companies.

Why this work is important for New Zealand women

- New Zealand has a strong pipeline of female talent. There has been good progress towards gender diversity in leadership in the public sector, but it is slow in the private sector.
- Companies with more women in leadership roles have improved performance, higher financial returns and better governance, leadership and decision-making. [A Catalyst Study \(2016\)](#) found gender diverse companies are 15 percent more likely to out-perform companies that are not gender diverse.
- Significant numbers of talented women drop out at each successive level of leadership (the 'leaking talent pipeline'). [McKinsey & Co \(2015\)](#) found women were in 45 percent of positions at the entry level, but dropped out at every subsequent level, leaving only 18 percent of women in the most senior management roles. The main contributors are unconscious bias in workplaces, and the negative impacts of career breaks and part-time work on career progression. This represents a waste of talent for the New Zealand economy.
- Globally, more companies are recognising the importance of gender balance to their bottom-line. In the United Kingdom and Australia, partnerships between government and public and private sector leaders have been developed to increase the number of women in leadership roles. Women's representation on private sector boards in the

United Kingdom has increased from 12 to 26 percent in five years. In Australia, women now hold 23.4 percent of directorships on the boards of ASX 200 listed companies.

Current work

- The Ministry's work has focused on improving women's career progression from entry level to senior leadership roles, and on boards by:
 - Working with the State Services Commission (SSC) to share agency data on women in leadership and the public service gender pay gap, and to increase the availability of flexible work in the public service.
 - Doing research to identify the barriers and opportunities for women to achieve leadership progression.
 - Ensuring women candidates are considered for appointments to State sector boards, nominating women for inclusion on the Honours list and monitoring appointments to State sector boards and committees.
 - Working to increase the pool of future directors by expanding the Institute of Directors' Future Directors programme into the State sector.
 - Working with the Treasury and the Government Women's Network (GWN) to explore the experiences of public sector women on paid parental leave.
 - Showcasing the stories of 60 women leaders through our Inspiring Women online series.

The key players you will need to work with

You can engage with your Ministerial colleagues on their board appointment rates for women and with public sector chief executives to influence gender balance in leadership positions in the public sector (e.g. SSC, The Treasury).

In the private sector, you may wish to consider engaging with the following organisations:

- *Champions of Change* is a group of private and public sector CEOs and chairs who are promoting diversity and inclusion within their organisations. The Co-Chairs are Dame Jenny Shipley and Anthony Healy, CEO and Managing Director of BNZ. The Ministry has signed up as a Champion.
- *The NZX* has revised its Diversity Ruling to require NZX-listed companies to have a published policy on diversity, on a 'comply or explain' basis.
- *The Institute of Directors* represents over 7,500 private and public sector directors. It facilitates access to board roles and provides professional development.

Other briefings

- We can brief you on our work with the SSC on women in leadership, the public service gender pay gap and measures to increase the availability of flexible work in the public service.

International commitments: United Nations Commission on the Status of Women

Supplementary briefing to the incoming Minister for Women

December 2016

Priority opportunities for you

- Your first opportunity in the international area is to decide how you wish to be involved in the 61st session of the Commission on the Status of Women (CSW61) that will take place at the United Nations (UN) Headquarters in New York from 13 to 24 March 2017.
- Leading New Zealand's delegation to CSW61 would provide you with an opportunity to showcase New Zealand's progress on the international stage. The main theme of 'Women's empowerment in the changing world of work' will provide an ideal opportunity to highlight our work.
- If you are not able to travel at this time, the Chief Executive for the Ministry can lead the delegation.

Why this work is important for New Zealand women

- Within the international community, New Zealand is seen as a leader on gender equality. New Zealand maintains a strong and respected voice for women's equality and empowerment, and is an active participant in international meetings focused on the advancement of women.
- The Commission on the Status of Women (CSW) provides a forum in which to share **New Zealand's progress** to address complex global issues, to assist other Member States as they search to identify possible solutions, and to learn from their experiences to improve the status of women in New Zealand.
- The CSW61 priority theme is well-aligned with New Zealand's whole-of-government priorities and relates directly to the Ministry's existing work on skills, employment and income. We expect that issues such as the gender pay gap and increasing women's employment in high growth industries will be among the key topics for discussion.
- The meeting will also revisit last year's main theme: 'Challenges and achievements in the implementation of the Millennium Development Goals for women and girls'. The focus is on the Agenda 2030 Sustainable Development Goals (SDGs) and will generate informative discussion on good practice. You could make a strong contribution in this area given the Ministry's work within the wider Government approach to implementing the SDGs.

- The meeting will discuss the emerging issue of 'The empowerment of indigenous women'. This has been a topic of discussion at recent CSWs. You are well-placed to contribute in this area given the recent submission of New Zealand's CEDAW report and the preparation for New Zealand's first report on the UN Declaration on the Rights of Indigenous People.
- Our delegation lead will deliver New Zealand's National Statement. There will be numerous side events and panel discussions that New Zealand could participate in. There will also be opportunities to meet Ministerial and government representatives, including Heads of Pacific delegations.

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The key players you will need to work with

- Minister of Foreign Affairs. We work closely with MFAT in preparing for New Zealand's international reporting commitments and attendance at international meetings. Membership of the official delegation to CSW is proposed by Ministry and MFAT officials, and approved by you and the Minister of Foreign Affairs.
- The International Women's Caucus (the Caucus) consists of representatives of government agencies, non-government organisations (NGOs) and individuals involved in international gender issues. The Caucus is an effective forum in which to consult and collaborate on the Ministry's international work. The Ministry has longstanding relationships with Caucus members and some will seek to meet with you from time to time.
- Caucus NGO members frequently participate in the reporting processes of New Zealand's international commitments, including CSW. With extensive international networks and valuable expertise in issues of gender equality, they are able to enhance New Zealand's effective operation at international meetings. We will host a CSW61-focused Caucus meeting in February 2017, to which you will be invited. This will offer an opportunity for you to meet key stakeholders and obtain some insight into the CSW61 priorities of NGO participants.

Further decisions and briefings

- We will continue working with staff at the UN Mission in New York, MFAT officials and directly with the CSW Bureau at the UN to stay abreast of developments.
- We will brief you in January 2017 when the full programme is released and seek your decision on whether you wish to lead New Zealand's delegation to CSW61.
- We will provide you with further briefings on New Zealand's other international commitments on the status of women in the New Year.

Pay equity

Supplementary briefing to the incoming Minister for Women

December 2016

Priority opportunities for you

The Government's recent decision to accept the recommendations of the Joint Working Group (JWG) on Pay Equity Principles marks a milestone for women's pay and employment in New Zealand.

You have the following important opportunities over the coming months:

- You can contribute to implementing pay equity in your roles as Minister for State Services and Minister for Women, particularly to ensure that the pay equity process works as effectively for women employees as it does for employers.
- You can raise the public profile of these changes so that employers and employees are well informed about why this change has been made and the process that has been put in place.
- Other countries are likely to be interested in the progress being made, and you are well positioned to share the successes and challenges of the process with other jurisdictions.
- You have an opportunity to use the public profile around the pay equity process to raise awareness of the gender pay gap nationally and in the public services.

The Ministry can support your contribution to the next steps in pay equity implementation. We have been involved in advising the Joint Working Group process, we will be represented on the Significant Employment Matters Senior Officials' Group and the Pay Equity Legislative Guidance Group, and we have been asked to contribute our expertise to developing guidance and practical tools for employers and employees. We will work closely with the State Services Commission (SSC) to ensure our advice and data to you is well aligned.

Why this work is important for New Zealand women

Settling pay equity claims using the JWG principles is an opportunity to significantly improve the incomes of women in female-dominated occupations. Higher wages will help them better provide for themselves and their families or whānau, and will improve their chances of saving for their retirements. An adequate and stable income is also a factor in women's safety from family violence.

In addition to the benefits to women, there are benefits for employers. This includes increased staff engagement, and lower absenteeism and turnover, which increases productivity.

Other Ministry work in area of women and income

- We are doing research into the gender pay gap. Findings of research on the drivers of the gender pay gap will focus attention on the role of education and occupational segregation and the impact of employer's attitudes and behaviours on women's earnings and career advancement. We have also commissioned research into the effects of parenthood and career breaks on the gender pay gap.
- We are working with SSC on its plan to reduce the public service gender pay gap, including the monitoring and reporting of pay gaps by individual agencies through their Four Year Plans and increasing the availability of flexible work.
- There are a number of opportunities to progress issues for women on low incomes. Women are over-represented in lower income groups and make up 60 percent of minimum wage employees. Further, single parent households (mostly headed by women) are the poorest households in New Zealand with a median income of \$715 a week. The Ministry's recent work to improve outcomes for low skilled, low income women has focused on increasing opportunities for women in high demand, male dominated occupations:
 - Our work with a group of training providers and employers in Canterbury (to attract more women to rebuild jobs) has resulted in the number of women working in the construction industry in Canterbury increasing from 3,900 in 2012 to 7,600 this year.
 - We have successfully included targets for women in this year's contracts with providers of the Māori and Pacific Trades Training programmes. Women's participation has increased from 23 percent last year and was tracking at 29 percent as at August this year.
- There are additional opportunities for you to improve outcomes for other groups of low income women by contributing a strong gender perspective to Government's social investment thinking. We can support you by using the Integrated Data Infrastructure (IDI) to strengthen knowledge about women on low incomes.

The key players you will need to work with

- The Committee of Ministers on State Sector Employment Relations.
- Employer and union representatives (to continue constructive JWG collaboration and consultation).
- Ministers involved in social investment work in IDI: the Minister for Vulnerable Children, the Ministers of Justice, Education and Health, the Minister of Finance.

Further decisions and briefings

Work on amendments to the Equal Pay Act 1972 and Employment Relations Act 2000 will begin immediately and CMSSER Ministers are due to receive a briefing on the draft legislation in late February 2017. We will keep you informed of progress and opportunities or issues we identify.

We will also seek to discuss with you your interest in taking advantage of the opportunities presented by the IDI to contribute more detailed data on low income women to cross-government work on social investment.

Ensuring women and girls are free from violence

Supplementary briefing to the incoming Minister for Women

December 2016

Priority opportunities for you

- Your leadership on the issue of violence against women – particularly intimate partner violence – is likely to be sought by stakeholders, including your colleagues on the Ministerial Group on Family Violence and Sexual Violence (the Ministerial Group). You can use your influence to target different types of violence against girls and women.
- As senior Minister you have a significant opportunity to influence the cross-government work programme of the Ministerial Group. You can draw on your previous experience leading the sexual violence sector review in 2013.

Why this work is important for New Zealand women

- New Zealand has some of the highest rates of family violence in the developed world.
- One in four New Zealand women experience **family violence** at the hands of a partner during their lives. Violence is one of the leading preventable causes of premature death, disability and morbidity among women. Certain groups of women experience higher prevalence rates, for example, Māori women and women with disabilities.
- Female perpetration is commonly resistance violence. One quarter of intimate partner deaths are perpetrated by women.
- One in four New Zealand women experience **sexual violence** during their lives. The cumulative impacts of sexual and multiple victimisation are profound and long-lasting, and highlights the need to prevent victimisation and revictimisation.
- The social cost of family violence (private, public, non-financial – anxiety, reduction in quality of life – and financial public sector expenditure) has been estimated at \$4b for 2014.
- The cost of sexual violence (including policy, prevention, health and ‘private sector’ victim impacts, detection, resolution and redress) has been estimated at \$1.8b a year.

Work of the Ministry in this area

- The Ministry has extensive expertise on sexual violence and primary prevention of violence. This expertise is sought after by other agencies working in the violence area.
- The Ministry’s recent research has covered: primary prevention; preventing sexual revictimisation; preventing violence against Māori women; and research on Samoan people’s understanding of primary prevention.

- The Ministry's advice and primary prevention research helped establish the primary prevention workstream on the Ministerial Group work programme.

The key players you need to work with

- Your key partners are your Ministerial colleagues who hold central portfolios on the Ministerial Group's work programme, particularly the Ministers of Justice and Social Development.
- In 2016, the Ministry's focus has been on work led by the Ministry of Justice, including the Family Violence Bill and the Risk Assessment and Management Framework, and Police's Integrated Safety Response.
- In 2017, the Ministry expects to work closely with Police, for example, on the Integrated Safety Response, given the alignment between your Police and Women's portfolios. We expect you will also have more opportunity to influence workstreams led by the Minister of Social Development such as: [REDACTED]

Further decisions and briefings

Technology related violence

- New Zealand and international studies suggest that technology related violence, including cyber bullying, is a substantial and growing problem. It is also a gendered problem. A study by the Internet Safety Group found that online harassment affects 72 percent of women under the age of 30 and 52 percent of all New Zealand women.
- The Ministry is working with NetSafe to better understand and address technology related violence against girls and women. As the new approved agency under the Harmful Digital Communications Act 2015, NetSafe manages and assists internet users with cases of online harassment under the new civil enforcement regime.
- Our work on technology related violence is not part of the Ministerial Group work programme. We will discuss with you the potential for this work to be included in the work programme.

Jan Logie's private members bill 'Domestic Violence – Victims' Protection Bill' (the Bill)

- This Bill was drawn from the ballot on 1 December 2016. It aims to enhance legal protection for victims of family violence in the workplace, including by providing for paid domestic violence leave.
- As Minister of State Services you have asked the State Services Commission to investigate how public service workplaces can support employees affected by family violence. You have asked the State Services Commission to report back to you by 30 May 2017.