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Ministry for Women's Weekly Report to the Minister for Women

As at 31 January 2018

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Part 1: Current priority outcome areas

Women's skills, employment, and income

Labour market data

The next quarterly release of labour market data from Stats NZ will be on Wednesday 7 February. We actively monitor changes in women's employment and labour market engagement. We will provide you with analysis of this quarter's data when it becomes available; we do not receive the data ahead of the public release.

Headline information usually focuses on unemployment figures, changes in labour market participation and changes in rates of people not in employment, education or training (NEET).

We will also review trends for part time workers, changes due to an aging population, trends for Māori and Pacific women, and occupational shifts in areas where we have been active such as the construction industry.

Gender pay gap guidelines for businesses

We are providing advice to Stats NZ on the development of high level guidelines for employers on the measurement of gender pay gaps within individual organisations. A first draft has been circulated to us and SSC for feedback. We hope that providing guidelines about how to measure the gender pay gap will encourage employers to both measure their gap, and take steps towards closing the gap.

Guidelines will complement our work on tools for measuring the gender pay gap. We are working with Global Women to get feedback from their partner organisations about tools that organisations could use to close their gender pay gap.

National Council of Women comments on Global Gender Gap Index

The National Council of Women of New Zealand (NCWNZ) February newsletter is critical of New Zealand's fall to ninth place in the World Economic Forum Global Gender Gap Report 2017 global index, which is down from sixth in 2012 and fifth in 2009 (our highest rankings in the period 2009-17). NCWNZ cite as concerns:

- the gender pay gap for Pacific women,
- bullying experienced by transgender students,
- women's unmet needs for primary health care, and
- underrepresentation of women in Parliament.

Women in Technology - Tech Week 2018

We attended an interagency meeting hosted by MBIE about Tech Week 2018 (19-27 May). Tech Week is an annual festival made up of a number of events across New Zealand celebrating and promoting New Zealand's technology industry. Tech Week is run by NZ Tech and this year's principal sponsor is MBIE. We are considering options for our involvement in Tech Week, including promoting 'Decoding Diversity', our guide for training and education providers to attract more women and girls into technology education. We will keep you informed about this.

Apolitical gender equality show and tell

We led the first Apolitical gender equality 'show and tell' teleconference in which Dr Gail Pacheco discussed *Empirical Evidence of the Gender Pay Gap in New Zealand*. Apolitical is a free online platform helping governments and their partners to share practice and ideas in over 120 countries. The discussion was the first of a series of monthly conversations in which organisations share their work and answer questions from women's rights policy specialists from around the world.

Teleconference attendees included:

- Lisa Witter, co-founder of Apolitical
- Siobhan McKenna, senior diversity and social policy advisor to the Mayor of London
- Professor Amy G Mazur at Washington State University, who is leading a research project on equal pay laws in western countries
- Julie Reilly, CEO of the Australian Women Donors' Network
- Janin Bredehoeft, Senior Research Advisor at Australia's Workplace Gender Equality Agency

In addition to Dr Gail Pacheco sharing our research with women's rights policy experts, we were able to take away innovative policy ideas and helpful initiatives from other countries about similar work they are doing to tackle their gender pay gaps, especially within the public service in Australia and the UK. We can provide you with further information if you would like it.

Women’s safety from violence

The Ministry’s future working relationship with the system response to domestic and sexual violence

On 25 January we met with Sarah Holden, the new head of the Multi Agency Team (MAT). We discussed options for our contribution to the domestic and sexual violence system, particularly our future working relationship with the MAT, and opportunities to embed gender analysis in the future domestic and sexual violence system. One of the options we are considering is seconding Ministry staff to the MAT. We will keep you informed of progress.

Following the meeting with you, Undersecretary Logie, and Ministry of Justice officials on 31 January, we will provide you with a briefing to outline details of our work programme in the domestic and sexual violence system. We anticipate sending this to your office by 15 February.

Women’s representation in leadership

NZX gender diversity data

The New Zealand Stock Exchange (NZX) has released its latest gender diversity data, which shows gains for women on the NZX listed boards:

- Women’s representation on NZX listed boards increased from 17% in 2016 to 19% in 2017
- Women’s representation on S&P/NZX top 50 boards increased from 22% in to 27%

In late 2017 we provided you with advice on actions that can be taken to increase women’s representation on private sector boards in New Zealand (MW 17-18 0142 refers) for discussion at a future officials meeting.

Part 2: Operational matters

Select Committee hearing

Our annual review of the 2016/17 year before the Social Service and Community Committee will be held on Wednesday, 21 February from 12:30pm to 1.00pm. The focus of the hearing will be on the performance of the Ministry in 2016/17 and its current operations.

A written response to 106 questions has been requested by the Committee. Our final responses to the questions must be provided to the Clerk of the Committee by Monday, 19 February.

Once we have completed our responses to these questions we will provide you with a briefing ahead of the hearing.

March Baseline Update

A Treasury Circular (2017/16) dated 21 December covers the March Baseline Update (MBU) process. This process is a technical update where changes can be made with Joint Ministers’ approval. Copies of submissions are due with the Minister of Finance by Monday 26 February.

To ensure these deadlines are met, we propose to provide a briefing to your office by 14 February.

Part 3: Upcoming briefings and reports

Subject	Log number	Date due	Status
Draft CSW62 programme of work with New Zealand times	MW 17-18 0195	31 January	Sent
Suffrage 125 update	MW 17-18 0181	1 February (tbc)	In progress

Subject	Log number	Date due	Status
Invitation to meet with International Women's Caucus	MW 17-18 0170	1 February	In sign-out
Request to meet with European Union Commissioner Elzbieta Bierkowska	MW 17-18 0193	1 February	In sign-out
Memo from Minister for Women to Prime Minister about Women of Worth invitation to International Women's Day	MW 17-18 0192	7 February	In sign-out
Memo on quarterly labour market data	MW 17-18 0199	7 February	In progress
Draft CEDAW response	MW 17-18 0183	8 February	In progress
Quarterly Report	MW 17-18 0182	9 February (tbc)	In progress
March Baseline Update	MW 17-18 0197	14 February (tbc)	In progress
Select Committee Hearing, 21 February	MW 17-18 087	14 February (tbc)	In progress
Ministry for Women's future role in the domestic violence and sexual violence system	MW 17-18 0198	15 February	In progress
[REDACTED]	MW 17-18 0173	28 February	In progress

9(2)(f)(iv) which relates to the maintenance of constitutional convention protecting the confidentiality of advice tendered by Ministers and officials

Part 4: Recent correspondence

New ministerial correspondence

Subject	Log number	Date due	Status
Letter from [REDACTED] with an invitation to the Universal Peace Foundation conference	MW 17-18 0157	2 February	In progress

Correspondence between ministers

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

Minister and Ministry-initiated correspondence

Nil

New parliamentary questions

Subject	Log number	Date due	Status
Briefings received by the Minister regarding family violence, sexual violence, and the Social Security Act 1964 (5 questions)	64, 68, 70, 72, 75	7 February	In progress

New OIA/Ombudsman/Privacy Act requests to the Ministry

Subject	Log number	Date due	Status
Request for information regarding the Ministry's Annual Report	MW 17-18 0185	22 February	In progress
Request for list of appointments made by the Minister for Women (Ministerial OIA)	MW 17-18 0194	8 February	In progress

Nominations services provided

Board/Committee	Role	Appointing body/Minister	Status/Comments
Conservation boards (15)	Members	Department of Conservation	Complete
Primary Growth Partnership Investment Advisory Panel	Member	Ministry for Primary Industries	Complete

Part 5: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Committee of the Whole House, date tbc	Progressing the Social Security Legislation Rewrite Bill	Ministry of Social Development	No comments.
Social Wellbeing Committee, date tbc	Transforming the Disability Support System: Approval to commence Mid-Central Prototype	Ministry of Health	No particular concerns at this stage, although it is an early draft. We will continue to watch developments and advise of any particular issues for women.

Part 6: Upcoming publications and events in the next three months

Publication/event	Date	Agency lead
Survey/engagement – trialling an approach to get women's voices on a particular topic	February (tbc)	Ministry for Women and Ministry of Health

Publication/event	Date	Agency lead
<i>Pānui wāhine</i> newsletter	February	Ministry for Women
Release on Ministry website of gender pay gap background information	February	Ministry for Women
Working with SUPERdiverse Women on interviews of its members	February	Ministry for Women (in partnership with SUPERdiverse WOMEN)
Gender pay gap events for business leaders in Blenheim and Nelson	27 and 28 February	Ministry for Women with Marlborough Chamber of Commerce and Nelson Tasman Chamber of Commerce
Release of rapid literature review on effective family violence services for women, particularly Māori women	February (tbc)	Ministry for Women
Commissioned research led by AUT and Motu (Pacheco and Sin) on the long-term economic effect of having children, especially relating to the gender pay gap	February (tbc)	Ministry for Women
Launch of Suffrage 125 programme at Government House	7 March	Ministry for Women and Governor-General
International Women's Day event at Te Papa	8 March	Ministry for Women and Te Papa

Renee Graham

Renee Graham
Chief Executive

Hon Julie Anne Genter
Minister for Women

Date: