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

As at 28 February 2018

Part 1: Current priority outcome areas

Women's skills, employment, and income

Remuneration Authority - paper on childcare for local government elected members

Ministry officials met with officials from the Remuneration Authority on the issue of childcare for local government elected members. We have been asked to provide research and evidence on women in leadership, costs of childcare and the benefits of diversity in leadership. This will assist the officials to examine this issue and prepare a paper for consideration by the Remuneration Authority members later this year. The next round of elected member determinations by the Authority will be early 2019, ahead of the local elections.

Workshops on tackling the gender pay gap: advice for employers, Blenheim and Nelson

Renee Graham, AUT Professor Gail Pacheco, and Ministry officials travelled to Blenheim and Nelson to host workshops on 27 and 28 February 2018 discussing the Ministry's research, *Empirical evidence of the gender pay gap in New Zealand* (March 2017) and accompanying *guidance for employers* (July 2017). The Ministry organised the workshops with the Marlborough and Nelson Tasman Chambers of Commerce. The Blenheim workshop was attended by around 20 women, including university students, union members, migrant women, Marlborough Regional Council members and local business leaders. The Nelson workshop was attended by 40 women and men, including members of the Nelson Tasman Chamber of Commerce women's group, migrant women, businesswomen, union representatives and local professionals. Participants engaged with the Ministry's research and indicated keen interest in upcoming research by Drs Gail Pacheco and Isabelle Sin on the gender pay gap and parenthood. Discussion highlighted a clear need for information and tools for employees and employers to understand, measure, and address gender pay gaps.

The Ministry will share event summaries with participants, and use the feedback gained to inform the launch of the forthcoming research and the development of any new guidance for employers and employees.

Business and Professional Women Red Bag Day Breakfast

We attended the Business and Professional Women Red Bag Day Breakfast on 22 February with the theme of the gender pay gap in sport. The speakers were Louisa Wall MP and Julie Paterson, CEO, Tennis NZ; both members of Women in Sport Aotearoa. The main issues discussed were: the low profile of women's sport in the media; the low numbers of women in sports' governance; comparative earnings, funding, and pay for women's and men's sports, and the lack of data in this field. Proposed solutions included tying government sports' funding to equity outcomes, and developing new national competitions to generate income and interest, such as the national Women's Australian Football League in Australia. We will continue to monitor and keep you informed of developments in women's sport.

National Advisory Council on the Employment of Women (NACEW) meeting

We are working with your office and Traci to reschedule the NACEW meeting for April.

Women's safety from violence

Sexual harassment in the workplace

Section 9 (2) (g) (i)

The Ministry will participate in the new work programme to prevent and respond to sexual harassment in the workplace being led by Under-Secretary Logie. [REDACTED]

International commitments on the status of women

Commission on the Status of Women

The Ministry hosted the International Women's Caucus meeting on Monday 26 February. The primary focus was on preparations for the 62nd Session of the Commission on the Status of Women (CSW62) in New York in March. The Ministry also provided information on the Insights into Digital Harm report and on the gender pay gap and pay equity. The meeting was well attended and there was a positive response to including a civil society representative from Rural Women New Zealand on the official New Zealand Government Delegation to CSW62. New Zealand NGOs are again sending a large delegation to CSW62 and they are delighted you are attending.

You have the opportunity to attend the traditional NGO breakfast, hosted at the New Zealand Permanent Mission to the United Nations in New York. You will receive an invitation to the post-CSW62 International Women's Caucus meeting which is currently scheduled for 24 April 2018.

Women's representation in leadership

Sport and Recreation New Zealand

We have provided you with a draft response to Minister Robertson's request for nominations to the Sport and Recreation New Zealand Board. Nominations are due to his office by 9 March.

Symposium on women in governance

As requested, the Ministry is investigating options for a one day symposium on women in governance, and will provide you with a briefing on these options for your consideration by 23 March. This follows a meeting you held with Linda Noble, Chief Executive, Governance NZ last week.

Suffrage 125

The Ministry has provided you with a briefing on the events taking place on 7 March 2018 to launch the Suffrage 125 programme and 8 March 2018 for International Women's Day.

YWCA project for resources for New Zealand women

We recently entered into an agreement with YWCA Auckland to support an online resource it is developing for New Zealand women. This will be a website resource where women can find agencies, search directories and find services. The first 'poster site' for the resource (called 'W') will go live on 8 March 2018 for International Women's Day. The full site is on track to go live at the end of March. The Ministry has supported it as a useful resource for women in New Zealand. Once it is live, we will promote it on our communication channels and you can give it publicity in your engagements. The site will continue to be refined as more content is added.

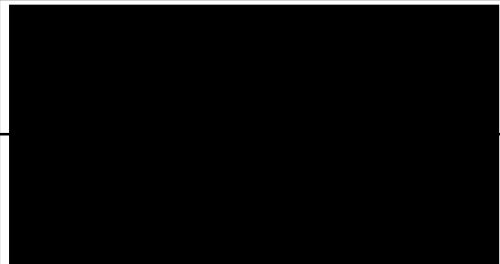
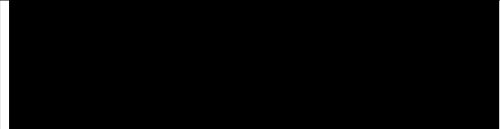
Part 2: Operational matters

Select Social Services and Community Committee

Following our attendance at the Select Social Services and Community Committee hearing last week we have received two supplementary questions. The questions relate to the Ministry's involvement in pay equity legislation and information on the progress on the public sector pay gap over the last six years.

A written response is due to the Clerk of the Committee by Friday 16 March 2018 and we will provide you with a copy of our proposed response early next week.

Part 3: Upcoming briefings and reports

SUBJECT	Log number	Date due	Status
International Women's Day events on 7-8 March	MW 17-18 0224	1 March	In progress
What to do next to progress diversity of women in leadership	MW 17-18 0225	6 March	In progress
Speaking notes for CEs retreat re: gender equity in the public sector	MW 17-18 0228	1 April	In progress
Global Summit of Women	MW 17-18 0235	28 February	Sent
Advice on Women's Health Action (WHA) issues	MW 17-18 0239	5 March	Sent
Sport and Recreation New Zealand Board Appointments	MW 17-18 0240	28 February	Sent
1 day symposium on women in governance before July	MW 17-18 0242	23 March	In progress
Discussion with Apolitical about women's health	MW 17-18 0243	1 March	Sent
Seek approval of the draft National Statement for CSW62	MW 17-18 0247	1 March	Sent
Post hearing questions from the Select Committee	MW 17-18 0248	12 March	In progress
Gender equality charter launch	MW 17-18 0250	5 Apr	In progress
Cover briefing on pay equity (prepared with SSC and MBIE)	MW 17-18 0251	8 March	In progress
	MW 17-18 0252	8 March	In progress
	MW 17-18 0253	8 March	In progress

Section 9 (2) (f) (iv)

Part 4: Recent correspondence**New ministerial correspondence**

Subject	Log number	Date due	Status
Letter regarding sexual harassment in the workplace	MW 17-18 0227	5 March	In progress
Making cities safer for women	MW 17-18 0229	6 March	In progress

Subject	Log number	Date due	Status
Employment agreements not allowing employees to discuss money they make	MW 17-18 0230	19 March	In progress
Why there is no Minister for Men	MW 17-18 0231	20 March	In progress
On the topic of a Ministry for Men	MW 17-18 0232	20 March	In progress
New mothers and part-time work	MW 17-18 0236	14 March	In progress
Women in the workplace	MW 17-18 0237	1 March	In progress
Woman suffrage Commemoration	MW 17-18 0238	7 March	In progress
Tomorrow's prisons	MW 17-18 0249	16 March	In progress
Advice on Women's Health Action (WHA) issues. Info req'd for the Health Private Secretary	MW 17-18 0239	1 March	Sent
Letters regarding visit of Iranian delegation	MW 17-18 0241 MW 17-18 0246	2 March	In progress
Iceland's approach to gender equality	MW 17-18 0244	16 March	In progress

Correspondence between ministers

Nil

Minister and Ministry-initiated correspondence

Nil

New parliamentary questions

Nil

New OIA/Ombudsman/Privacy Act requests to the Ministry

Subject	Log number	Date due	Status
A list of briefing topics requested by you as Minister for Women since 26 October 2017	MW 17-18 0226	16-Mar	In progress
Sexual Health - LGBTI issues. Information for the Health Private Secretary	MW 17-18 0233	20-Mar	In progress

Nominations services provided

Board/Committee	Role	Appointing Body/Minister	Status/Comments
Auckland University of Technology	1 Member	Tertiary Education Commission	Complete APH 1 nomination
University of Waikato	1 Member	Tertiary Education Commission	Complete APH
Ara Institute of Canterbury	1 Member	Tertiary Education Commission	Complete APH
Eastern Institute of	Chair	Tertiary Education Commission	Complete APH

Board/Committee	Role	Appointing Body/Minister	Status/Comments
Technology (EIT)	2 Members		2 nominations
Manukau Institute of Technology (MIT)	Deputy Chair	Tertiary Education Commission	Complete APH 1 nomination
Nelson Marlborough Institute of Technology (NMIT)	Deputy Chair Member	Tertiary Education Commission	Complete APH
NorthTec	Deputy Chair Member	Tertiary Education Commission	Complete APH 3 nominations
Open Polytechnic	Deputy Chair Member	Tertiary Education Commission	Complete APH 3 nominations
Otago Polytechnic	Chair Deputy Chair	Tertiary Education Commission	Complete APH 2 nominations
Southern Institute of Technology (SIT)	Chair Deputy Chair	Tertiary Education Commission	Complete APH 1 nomination
Universal College of Learning (UCOL)	Chair 2 Members	Tertiary Education Commission	Complete APH 4 nominations
Unitec Institute of Technology	Chair Member	Tertiary Education Commission	Complete APH
Waikato Institute of Technology (Wintec)	Member	Tertiary Education Commission	Complete APH
Western Institute of Technology at Taranaki (WITT)	Deputy Chair	Tertiary Education Commission	Complete APH 2 nominations
Te Wānanga o Aotearoa	Member	Tertiary Education Commission	Complete APH
Te Whare Wānanga o Awanuiārangī	Member	Tertiary Education Commission	Complete APH
Te Wānanga o Raukawa	Member	Tertiary Education Commission	Complete APH 1 nomination
Education NZ	Chair and members	Ministry of Education	In progress APH 5 nominations
New Zealand Qualifications Authority (NZQA)	Chair and members	Ministry of Education	In progress APH 7 nominations
Charities Registration Board	Member	Department of Internal Affairs	In progress APH 1 nomination
Sport New Zealand	Chair and members	Ministry for Culture and Heritage Minister to Minister request	In progress APH 4 nominations

Board/Committee	Role	Appointing Body/Minister	Status/Comments
EPA Board	Chair and members	Ministry for the Environment	In progress APH 4 nominations
Commerce Commission	Associate Member	MBIE	In progress APH 1 nomination
Worksafe New Zealand	Chair	MBIE	In progress APH 1 nomination
New Horizons for Women Trust: Hine Kahukura	Trustees	New Horizons for Women Trust: Hine Kahukura	In progress Non-APH 2 nominations

Part 5: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
March TBC	Breaking the inter-generational cycle of family and sexual violence	Multi Agency Team (Minister of Justice)	Supported splitting the paper into two: the first paper to make the case for change.
TBC	Further amendments to Courts and Tribunals legislation	Ministry for Justice	Support the paper. Have asked for gender disaggregated data.
Social Wellbeing Committee (April tbc)	Establishing a Criminal Cases Review Commission	Ministry for Justice	Support the paper.
Social Wellbeing Committee (14 March)	Superannuation Reform Work Programme - Budget Sensitive	Ministry of Social Development	None on the paper. We would like to be involved in the project.
Social Wellbeing Committee (21 March)	Enhancing New Zealand Superannuation and Veteran's Pension	Ministry of Social Development	No comments.
Social Wellbeing Committee (date tbc)	Consultation on increasing regulated for ACC payments for treatment	Ministry of Business, Innovation and Employment	Likely to have a positive impact on single parent households.

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

Publication/event	Date	Agency lead
Working with SUPERdiverse Women on interviews of its members as part of the #myidentity project	1 March (launch)	Ministry for Women (in partnership with SUPERdiverse Women)

Publication/event	Date	Agency lead
Survey/engagement – trialling an approach to get women’s voices on a particular topic	March (tbc)	Ministry for Women
Launch of Suffrage 125 programme at Government House	7 March	Ministry for Women and the Governor-General
International Women’s Day event at Te Papa	8 March	Ministry for Women and Te Papa
Release of rapid literature review on effective family violence services for women, particularly Māori women	March (tbc)	Ministry for Women
Release on Ministry website of gender pay gap background information	April	Ministry for Women
Launch of 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	May	Ministry for Women

Renee Graham

Renee Graham
Chief Executive

Hon Julie Anne Genter
Minister for Women

Date: