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

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**As at 21 March 2018**

## Part 1: Current priority outcome areas

Section 9 (2) (f) (iv)

### Women's skills, employment, and income

#### *Paper on key decisions required to draft legislation to implement a pay equity regime*

On 26 March, you and the Minister of Workplace Relations and Safety will receive a joint paper from MBIE and the Ministry on key decisions required to draft legislation to implement a pay equity regime. The paper will include advice on the recommendations of the Reconvened Joint Working Group, whether to proceed with the investigation of proactive employer obligations at this time, and how to proceed with issues around back pay. A meeting is being organised for you and the Minister of Workplace Relations and Safety to discuss the paper. You will receive separately a paper from MBIE and the Ministry on developing tools and information regarding pay equity, [REDACTED]

#### *Eliminating the gender pay gap in the public service*

At our officials meeting on 28 February we discussed inviting officials from SSC to discuss the gender pay gap work in the public service. Your office has arranged a meeting for 27 March and has invited two senior SSC officials. We would like to discuss progress on the outcomes and targets that could be included in the Cabinet paper, and options for you to engage in the Cabinet paper's development, and timing.

#### *Meeting with Women in Trades*

Ministry officials met with the Chair and committee members of Women in Trades to discuss how the Ministry will provide reporting and coordination support for their annual conference event, targeted at school girls considering trades careers. The committee confirmed that the mid-September event will be hosted in South Auckland. Committee members will work through their own networks to gain resource support and participation for the event.

#### *Meeting with Champions for Change and Global Women*

Ministry officials attended a quarterly Champions for Change Implementation Leads (IL) meeting and spoke about the gender pay gap. Each Champions for Change organisation is led by a champion and supported by an IL, usually a human resources practitioner, who liaises with Global Women (GW). We advised that the Ministry is developing gender pay gap measurement guidelines for employers with SSC and Stats NZ. We invited organisations to review the draft guidelines, which will be available in the next few weeks. We also updated the ILs on our evaluation of gender pay gap calculators, which some ILs have assisted with.

Officials also met with GW staff to discuss the gender pay gap and women in leadership work. GW is preparing an information sheet about the gender pay gap for Champions for Change which they have asked us to review. We also discussed the annual GW Summit, to be held later this year.

### Women's safety from violence

#### *Meeting with the Family Violence Clearinghouse*

Ministry officials met with Nicola Paton, Manager, and Dr Janet Fanslow, Co-Director, of the Family Violence Clearinghouse to discuss the Ministry's family and sexual violence work programme. The Family Violence Clearinghouse is the national centre for family violence research, and is funded by Justice (previously by Superu) to gather and disseminate research and information.

We also attended a Family Violence Clearinghouse seminar on the use of 'Parental Alienation' theory in the New Zealand Family Court and how this can lead to women and children's experiences of family violence being minimised or dismissed. Parental Alienation is a disputed theory that based on a belief that women fabricate experiences of violence to retain custody of children. The panel discussion included New Zealand and international academics, and a speaker from the Backbone Collective, a family violence advocacy NGO.

The Government has previously indicated support for a review of the Family Court and the Ministry will continue to closely follow this issue.

## **Women's representation in leadership**

### ***Nominations for Conservation Boards reopened***

Conservation Minister Eugenie Sage announced that nominations for the Conservation Boards have been reopened to ensure they reflect the diverse communities they serve. We received advance notice of this announcement via the appointing agency and are working closely with Conservation to support the new process.

### ***Women in Super panel presentation***

The Nominations manager was a panellist at the *Boardroom journeys - Women in Super* event held at PwC Wellington offices on 21 March, and promoted the Nominations service to participants. Women in Super is a national network of women in the New Zealand retirement industry.

## **International**

### ***Pacific Alliance Consultation***

MFAT has opened public consultation on what issues should be included in a progressive and inclusive free trade agreement with the Pacific Alliance. MFAT has requested submissions on questions relating to the intersection of trade and gender and the barriers to women's involvement in international trade and investment, as producers, consumers, and workers. Public submissions are due by 16 April 2018. The Ministry has shared this opportunity with the International Women's Caucus.

### ***International Covenant on Economic, Social and Cultural Rights***

On 22 and 23 March, New Zealand will undergo a review of the fourth periodic report on the International Covenant on Economic, Social and Cultural Rights (ICESCR) at the 63<sup>rd</sup> session of the ICESCR Committee in Geneva, Switzerland. The official delegation will be led by Minister of Justice, Hon Andrew Little. The Ministry contributed to the ICESCR report and has been working closely with Justice in preparing for the examination. Ministry staff will be on call throughout the examination to provide any additional information required by the official delegation.

### ***Women in Sport***

The Ministry continues to work with Sport NZ to support efforts to improve the participation of women and girls in sport, and to develop pathways for women in governance and leadership. Hosting the International Working Group (IWG) World Conference on Women in Sport in May and June 2022 provides an opportunity to drive the participation and equality agenda for women in sport. The Ministry sits on the IWG Steering Group and is working with Sport NZ to brief you and Minister Robertson for your joint video message to mark the handover of the IWG Secretariat in Botswana in May.

In our engagement with the wider sports sector, a Ministry official recently met with Matthew Cooper, Chief Executive, and Michelle Hollands, General Manager, Regional Leadership, of Sport Waikato and Tonia Cawood, newly appointed Chair of the Chiefs, to discuss women's empowerment in sport and sexual harassment policies.

## **Part 2: Operational matters**

### ***OIA request on staff engagement data***

SSC has received an OIA including a request for the information SSC holds of "all staff engagement data from state sector agencies". All public sector agencies provide this data to SSC as part of the annual Human Resources Capability Survey. SSC plans to release this data in response to the OIA request.

The Ministry's staff engagement results from 2008, 2013, and 2015 surveys will be included as part of this release, and are listed in the table below. The staff engagement index provides an overall score based on responses to six key questions on the 'overall perceptions' of the organisation. The Ministry's employee engagement score has improved since 2013 and is above the state sector benchmark. This is for your information only and we will advise you should any further action be required.

Engagement Provider	Year	Overall staff engagement index
Gallup	2008	4.17 (out of 5)
IBM Kenexa	2013	69.1%
IBM Kenexa	2015	73.6%

### Annual Privacy self-assessment

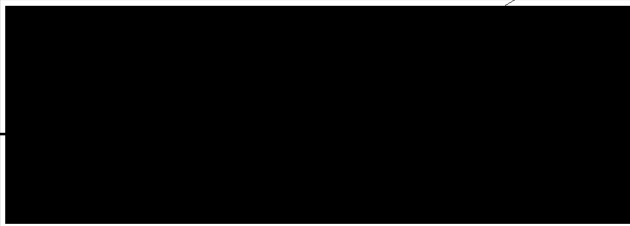
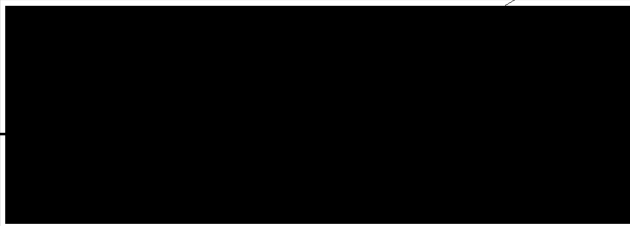

In 2014 the Government Chief Privacy Officer (GCPO) issued core expectations of government agencies in good practice for privacy management and governance, as well as the Privacy Maturity Assessment Framework (PMAF) to support agencies to meet the core expectations.

The Privacy self-assessment helps Chief Executives to understand their agency's progress in building privacy capability, and helps the GCPO to identify any support agencies need.

The GCPO reports annually on system-wide progress in privacy management. Agencies' information is consolidated into a summary report to form the basis of reports to the Government Chief Information Officer, the Minister of State Services and Cabinet. The Ministry was not required to complete a self-assessment last year, but will complete one by 29 March 2018.

The Ministry values good privacy practice and we are committed to strengthening this over time. We would be pleased to provide your office with a copy of our self-assessment on request.

### Part 3: Upcoming briefings and reports Section 9 (2) (f) (iv)

Subject	Log number	Date due	Status
MPTT mana wāhine mahi - workshop	MW 17-18 0284	22 March	In progress
	MW 17-18 0252	26 March	In progress
	MW 17-18 0253	26 March	In progress
Advice on a one day symposium on women in governance before July	MW 17-18 0242	29 March	In progress
Meeting with Judge Andrew Becroft, Children's Commissioner <span style="border: 1px solid orange; padding: 2px;">Section 9 (2) (a)</span>	MW 17-18 0270	29 March	In progress
Meeting with  the Trust Project	MW 17-18 0271	29 March	In progress
Meeting with the Chief Executive, Diversity Works	MW 17-18 0272	29 March	In progress
Meeting with Janet Fanslow, Family Violence Clearinghouse	MW 17-18 0278	3 April	In progress
Promotion of the Nominations service	MW 17-18 0281	3 April	In progress

Subject	Log number	Date due	Status
The central agent proposal for domestic violence and sexual violence	MW 17-18 0283	3 April	In progress
Talking points for Pre-MOGSSER meeting with Ministers Gender and Lees-Galloway	MW 17-18 0289	3 April	In progress
NCW Gender Equal NZ event	MW 17-18 0287	4 April	In progress
Gender equality charter launch	MW 17-18 0250	5 April	In progress
Meeting with Elizabeth Tennet, CEO of Wellington Pay Equity Coalition	MW 17-18 0273	5 April	In progress
Meeting with Kiri Hannifin, GM Corporate Affairs, Countdown	MW 17-18 0275	9 April	In progress
Meeting with Ray Lind, Careerforce	MW 17-18 0276	30 April	In progress
Launch of the parental leave booklets for public sector employers and employees	MW 17-18 0277	May tbc	In progress
Briefing and speech notes for Women on Boards conference	MW 17-18 0268	3 May	In progress

#### Part 4: Recent correspondence

##### New ministerial correspondence

Subject	Log number	Date due	Status
Care of Children and Property Relationships Act	MW 17-18 0254	29 March	In progress
The revised JWG pay equity principles	MW 17-18 0286	29 March	In progress
School uniforms and having equitable access to education	MW 17-18 0288	6 April	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
Questions about information in the BIM	MW 17-18 0267	9 April	In progress
Weekly Reports between 1 February and 19 March	MW 17-18 0285	18 April	In progress
Weekly Reports between 26 October and 31 January	MW 17-18 0266	Extension to 20 April	In progress

## Nominations services provided

Board/Committee	Role	Appointing Body/Minister	Status/Comments
New Zealand Qualifications Authority (NZQA)	Chair and members	Ministry of Education	Complete APH 4 nominations

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## Part 5: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Social Wellbeing Committee - 21 March	Accident Compensation Amendment Bill: Policy Decisions	Ministry of Business, Innovation and Employment	Likely to have a positive impact on single parent households.
Social Wellbeing Committee - 21 March	Three-year intermediate targets for child poverty reduction	Department of Prime Minister and Cabinet	Support the paper. We have previously commented on the paper. No further comments.
Social Wellbeing Committee - 21 March	Establishing the Welfare Expert Advisory Group	Ministry of Social Development	Stressed a gender lens imperative as women with dependent children experience sustained poverty and multiple deprivations. Offered assistance to the proposed group.
Social Wellbeing Committee - 28 March	Developing a New Vision for Pacific Peoples in New Zealand	Ministry for Pacific Peoples	Developing a vision for Pacific peoples in New Zealand has the potential to improve outcomes for Pacific women and their families in NZ. Recommend inclusion of a Gender Impact Statement addressing Pacific women's roles, and that the development of a current and relevant vision for Pacific peoples requires significant input from Pacific women.

Committee/Date	Title of paper	Department	Comments
Social Wellbeing Committee - 28 March	Advancing Whānau Ora Review	Te Puni Kōkiri	Support the paper and proposed review. A gender and ethnicity lens is strongly urged in the development of this review.
Social Wellbeing Committee April TBC	Establishing a Criminal Cases Review Commission	Ministry for Justice	Support the paper.
Economic Development Committee April TBC	Measuring New Zealand's Progress	Stats NZ	Gender equality cuts across most of the proposed topics, in addition we are advocating for a cross cutting bicultural lens.
Economic Development Committee - 31 May	New Zealand Housing Strategy	Multi-agency (MBIE, Housing and Urban Branch)	Support the paper and proposed two phased approach. Request recognition of gender, ethnicity and locality overlaps in the Problem Definition paper.
Social Wellbeing Committee May TBC	Construction Workforce Strategy	Multi-Agency (MBIE lead: System Strategy and Performance)	Request strategy actions that will proactively include women at all levels of the construction labour market.
Social Wellbeing Committee Date TBC	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 Date TBC	Enhancing New Zealand Superannuation and Veteran's Pension	Ministry of Social Development	No comments.
Economic Growth and Infrastructure Committee Date TBC	Education: approach to reforms of the institutes of technology and polytechnics sector	Multi-agency (Education lead)	Support the paper. The Problem Definition paper – developing comments and Gender Impact Statement.
Economic Development Committee Date TBC	Establishment of the Fair Pay Agreement Working Group	MBIE	Support the paper and added a suggestion for Gender Impact Statement.

Committee/Date	Title of paper	Department	Comments
Social Wellbeing Committee Date TBC	Review of Home-based early childhood education (ECE)	Education	Out of hours care is essential for those that work non-standard hours. Early education services such as in-home care are generally means to allow women to engage in paid work. Affordability is important.
Appointment and Honours Committee Date TBC	Welfare Expert Advisory Group: Appointment of Chair	Ministry of Social Development	In progress
Committee and date TBC	Employment Strategy and Māori Employment Initiatives Fund <i>(new: establishment of a Māori Employment Initiatives Fund)</i>	Ministry of Social Development and MBIE (MBIE lead: Skills and Employment Policy)	Gender Impact Statement: women are a target group for action; future work will consider options to address labour market disparities for women.
Committee and date TBC	Further amendments to Courts and Tribunals legislation	Ministry for Justice	Support the paper. Have asked for gender disaggregated data.
Committee and date 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.


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

Publication/event	Date	Agency lead
Survey/engagement tool – trialling an approach to get women's voices on a particular topic on the website	April	Ministry for Women
	April	Ministry for Women
Release on Ministry website of gender pay gap background information	April	Ministry for Women

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Publication/event	Date	Agency lead
Launch of Parental leave booklets for public sector employers and employees. The booklets have been developed from the research with public sector employees on their experience of parental leave.	TBC	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



**Margaret Retter**  
Acting Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....

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