

RELEASED UNDER THE OFFICIAL INFORMATION ACT

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

---

**As at 11 April 2018**

## Part 1: Current priority outcome areas

Section 9 (2) (f) (iv)

### Valuing women's contribution in the labour market

#### Pay equity and [REDACTED]

For the 12 April Ministerial Oversight Group on State Sector Employment Relations (MOGSSER) meeting, [REDACTED] and an additional option regarding pay equity on back pay (to delay the date from which employers are held liable for back pay for five years after the introduction of legislation, or to back date claims to the date the claim is made). We have also provided you directly with further material on international examples of [REDACTED]

Section 9 (2) (f) (iv)

Following your discussion with the Minister of Workplace Relations and Safety on 10 April, we will continue to work with MBIE towards the introduction of [REDACTED] obligations on employers as part of the legislative amendments to the *Equal Pay Act 1972*. One input into this work will be material that we (and SSC) have commissioned from Stats NZ to provide a recommendation on appropriate minimum business size to voluntarily implement gender pay gap guidelines. [REDACTED]

We are also contributing to MBIE's development of the Cabinet paper on decisions required to implement a pay equity regime in legislation. You will jointly sign this Cabinet paper with the Minister for Workplace Relations and Safety.

#### **Progress on developing the Cabinet paper on closing the Public Service gender pay gap**

We have begun consulting with public service chief executives on your detailed proposals to close the public service gender pay gap. Eleven CEs in Papa Pounamu (the CEs Diversity and Inclusion Steering Group) received an advance copy of the draft Cabinet paper *Eliminating the Gender Pay Gap in the Public Service* on Monday. We will send the draft to the remaining CEs later this week. We will incorporate any feedback before sending the draft paper to you and Minister Hipkins by 20 April.

### Increasing the safety from violence of women and girls

#### **Sexual harassment**

A Ministry official attended *Making the law a safe space? A discussion forum*, held by the NZ Law Society Women in Law Committee and the Wellington Women Lawyers' Association on how to create change in response to the ongoing sexual harassment issues in the law profession. The panel speakers were the Equal Employment Opportunities Commissioner, Dr Jackie Blue; Founder of #metoo blog Zoe Lawtown; and employment lawyer Johanna Drayton. Key points discussed were: men championing this issue; the need for structural change and more women leaders in the profession; organisations needing sexual harassment policies; and the need for more education about sexual harassment.

This event will inform our safety work programme. Following feedback on our draft work programme on safety from the office of Under-Secretary Logie, we will work with other agencies including Justice, Social Development, and MBIE to refine the focus of our draft work programme and more clearly articulate how it relates to and complements work already underway in other agencies. We understand you plan to meet with Minister Lees-Galloway and Under-Secretary Logie to discuss sexual harassment on 1 May. We can brief you on our refined work programme proposals and discuss them with you in advance of that date to inform your discussion. [REDACTED]

Section 9 (2) (g) (i)

#### **Family and sexual violence** [REDACTED]

## **Showcasing New Zealand internationally**

### ***Contributing to New Zealand's Rural Proofing Policy***

Following CSW62, we met with officials from MPI to discuss how MPI can include a gender lens in its work. MPI will review and refresh New Zealand's Rural Proofing Policy, which was first released in 2008. CSW62 has given the Ministry a strong knowledge base of international best policy practice on rural proofing. The Ministry can therefore make a valuable contribution to the development of New Zealand's Rural Proofing Policy and ensure that a gender lens is appropriately applied throughout the process. We will keep you updated on significant developments.

### ***Sustainable Development Goals Summit***

On 23 April, Victoria University will host an inaugural Summit on the Sustainable Development Goals (SDGs), also known as Agenda 2030. The Summit will bring together business, government and civil society to discuss New Zealand's progress on SDG implementation. Speakers include Minister Shaw; Andrew Kibblewhite, Chief Executive, Department of the Prime Minister and Cabinet; Judge Andrew Becroft, Children's Commissioner, and Hugo G. von Meijenfeldt, SDG Coordinator NL Dutch Ministry of Foreign Affairs. The full programme can be found here: <http://www.confer.co.nz/sdg2018/>

The Ministry for Women is responsible for Goal 5 of the SDGs: Gender Equality. Ministry officials have met regularly with agencies from across government to discuss New Zealand's progress on the SDGs. While Goal 5 specifically addresses gender equality and the empowerment of women and girls, the Ministry's work programme looks at how all the SDGs can be progressed to ensure effective sustainable development for women and girls.

### **Suffrage 125**

The Ministry supported two public Suffrage 125 events at the National Library in Wellington last week.

On 4 April, Dr Angela Wanhalla presented *I am writing to you for you to hear: Māori Women, Politics and Petitions in the 19th Century*, about Māori women who petitioned the Government for remedies to injustices faced by their communities and families. Dr Wanhalla also offered insights into Māori women's experiences of the colonial era. Approximately 70 people attended this event and a podcast is available through NZ History.

On 5 April, Stephanie Lash, He Tohu Lead Curator, presented *Making the invisible visible: uncovering the stories of the 1893 Women's Suffrage Petition signatories* about many of the biographies in the exhibition. Thomasin Sleigh, DigitalNZ's Community Manager, spoke about access to Aotearoa New Zealand's cultural heritage online. Approximately 60 people attended this event. Both presentations were live streamed through the He Tohu Facebook page.

We are liaising with NZ Post on its plans to produce a commemorative stamp for the Suffrage 125 anniversary. This is planned for release in early September 2018.

## **Part 2: Operational matters**

Nil

**Part 3: Policy briefings (in progress)**

Section 9 (2) (f) (iv)

Subject	Log Number	Due date
International examples on [REDACTED]	MW 17-18 0321	12 April 2018
Independent Review of the 2014 family justice systems reform	MW 17-18 0327	16 April 2018
Pay equity and the relationship between the gender pay gap, pay equity, and equal pay as a one-page diagram	MW 17-18 0312	17 April 2018
Parenthood and labour market outcomes research: key messages and launch options	MW 17-18 0291	23 April 2018
International Covenant on Economic, Social and Cultural Rights (ICESCR)	MW 17-18 0330	27 April 2018
Gender stocktake results and communication plan	MW 17-18 0314	30 April 2018
Gender pay gap and pay equity - connections, differences, data	MW 17-18 0322	3 May 2018
Quarter three report (January to March 2018)	MW 17-18 0316	4 May 2018

**Part 4: Meeting and event briefings (in progress)**

Subject	Log Number	Due date
MPTT workshop, 24 April 2018	MW 17-18 0324	17 April 2018
Meeting with Ray Lind, Careerforce	MW 17-18 0276	30 April 2018
CTU Women's Council, 17 May 2018	MW 17-18 0317	10 May 2018
Meeting with the Chief Executive and Chair of Diversity Works	MW 17-18 0272	16 May 2018
Women in Leadership Summit run by Avantedge on Monday 18 June	MW 17-18 0306	4 June 2018
Breakfast at Simpson Grierson re gender pay gap (7am, 12 June)	MW 17-18 0304	5 June 2018
Women in Leadership Conference, Auckland, 18 June	MW 17-18 0320	6 June 2018

**Part 5: Recent correspondence****New ministerial correspondence (in progress)**

Subject	Log Number	Due date
Child care funding policy issues	MW 17-18 0290	12 April 2018
Board representation	MW 17-18 0293	12 April 2018
1972 Equal Pay Act	MW 17-18 0294	13 April 2018
Ellesmere College student social studies questions	MW 17-18 0298	16 April 2018
Women and fair pay - Global Perspectives Cambridge examination report by [REDACTED] — Section 9 (2) (a)	MW 17-18 0307	17 April 2018
Feminism (incl gender pay gap)	MW 17-18 0310	17 April 2018
Funding Partnership	MW 17-18 0300	19 April 2018
Collaboration - cultural and linguistic specific policy and programme support	MW 17-18 0301	19 April 2018
Women in Early Childhood Education	MW 17-18 0325	20 April 2018
Pay Equity (working with MBIE on response)	MW 17-18 0303	23 April 2018
Workplace sexual harassment systems - Sexual misconduct register	MW 17-18 0329	27 April 2018

**Correspondence between ministers**

Nil

**Minister and Ministry-initiated correspondence**

Nil

**New parliamentary questions**

Nil

**Current OIA/Ombudsman/Privacy Act requests to the Ministry**

Subject	Log Number	Due date (to requestor)
Weekly Reports between 26 October and 31 January	MW 17-18 0266	20 April 2018
Board representation	MW 17-18 0295	24 April 2018
Equal pay for women	MW 17-18 0297	27 April 2018
Weekly Reports between 1 February and 19 March	MW 17-18 0285	3 May 2018
<b>PRIVACY ACT REQUEST</b> - Information relating to [REDACTED] — Section 9 (2) (a)	MW 17-18 0331	3 May 2018
WannaCry ransomware attack	MW 17-18 0323	4 May 2018

**Nominations services provided**

Nil

**Part 6: Cabinet papers consulted on**

Committee/Date	Title of paper	Department	Comments
TBC	A new strategy for NZ's older population	Ministry of Social Development	In progress
Social Wellbeing Committee – 11 April	Investing for Social Wellbeing	Social Investment Agency	Public service chief executives and tier two managers have been briefed on this work via DPMC.

**Part 7: 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	To be made live mid-April	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**  
Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....