

RELEASED UNDER THE OFFICIAL INFORMATION ACT

Ministry for Women Weekly Report to the Minister for Women

As at 23 May 2018

Section 9 (2) (f) (iv)

Part 1: Current priority outcome areas

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Valuing women's contribution in the labour market**Pay equity and [REDACTED]**

The Cabinet paper proposing updating the Equal Pay Act 1972 to give effect to the recommendations of the Reconvened Joint Working Group on Pay Equity Principles went through Cabinet DEV Committee on Wednesday 23 May and will now proceed to Cabinet for approval. MBIE and Ministry officials, in consultation with the SSC and the Treasury, will begin work on a draft bill to be introduced by Ministers by August 2018. The remaining issues related to back pay will be discussed at a meeting of the Ministers of Finance, Workplace Relations and Safety, and yourself at a later date.

[Tracking log item: n/a]

Gender Pay Principles progress update

You have received a memo provided to Minister Hipkins on 14 May [refer SSC2018/506] on the work of the bi-partite Gender Pay Principles (the Principles) Working Group, comprising NZCTU unions and public service agency representatives. The Working Group has been developing a set of principles that state sector agencies, employees, and unions can use to address systemic issues that contribute to gender pay gaps and workplace gender inequalities.

The principles were agreed and formally recommended to the State Services Commissioner on Friday 20 April. The principles will be launched in the Grand Hall at Parliament on Monday 2 July. You and Minister Hipkins have agreed to co-host the event alongside the Commissioner and union representatives.

We will provide you with a more detailed briefing early in June and Minister Hipkins' office will work with your office on event organisation.

[Tracking log item: MW 17-18 0412]

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Response to Draft joint technical paper from reviewers

[Tracking log item: n/a]

Unconscious bias

You asked for information on the Ministry's work on unconscious bias. We have done work in the past on unconscious bias and effective unconscious bias training. This informed a section on unconscious bias in our guide *Closing the gender pay gap: actions for employers*, and our more detailed website information here: <http://women.govt.nz/work-skills/income/gender-pay-gap/what-can-employers-do-close-gender-pay-gap/be-aware-bias>

We understand SSC is undertaking work on unconscious bias in the context of the broader diversity and inclusion work programme being led by chief executives. At your request, we can ask SSC to provide you with information on the work they are doing.

[Tracking log item: n/a]

Research on the role of middle management in progressing gender equality in the public sector

The Ministry has agreed to support research on the role of middle management in progressing gender equality in the public sector. Researchers from Victoria University, Massey University and Auckland University of Technology will be involved. The research forms part of a larger research project conducted out of Australia under the guidance of the chief investigator Dr Sue Williamson, University of New South Wales.

The research will focus on identifying systemic and structural impediments to gender equality in the public sector, and workplace management reforms and policies to counter these barriers. It will compare the approaches of four government departments, and disseminate findings from those that are making some progress.

We expect to receive a draft report by end of June 2018, with a final report due by the end of July 2018.

[Tracking log item: n/a]

Increasing the safety of women and girls**National Family Violence and Sexual Violence Strategy**

The Family Violence and Sexual Violence multi-agency team, including a Ministry for Women official, has begun work on the National Family Violence and Sexual Violence Strategy, which will include a prevention strategy. [REDACTED]

It is intended that the National Strategy will be published in October 2018. The strategy is being developed in close collaboration with a wide range of government and non-government organisations.

[Tracking log item: n/a]

Rotorua integrated response interim evaluation: next steps

We have received a final copy of the interim evaluation of the Rotorua Family Harm project which the Ministry co-sponsored. The project is a NZ Police led cross-agency response to family violence. We are preparing the evaluation report for publication in early June, and we will brief you prior to publishing this.

At a hui of the agencies involved in the multi-agency team on 11-12 June, we will share the evaluation. This will inform work to embed effective and sustainable integrated practice nationwide as part of the system transformation work.

[Tracking log item: MW 17-18 0422]

Showcasing New Zealand internationally

Pacific Leaders Gender Equality Declaration Reporting Assessment

The Ministry is providing an update to MFAT on the Pacific Leaders Gender Equality Declaration (PLGED) Reporting Assessment. The PLGED is a formal agreement signed in 2012, through which New Zealand works with other Pacific signatories to improve gender equality among Pacific nations. The focus areas are: economic empowerment; decision making; ending violence against women; health; and education. PLGED leadership meet periodically to discuss gender equality progress in the five focus areas. MFAT represents New Zealand on the PLGED, and we provide policy support by completing the Assessment.

[Tracking log item: n/a]

APEC Policy Partnership on Women in the Economy meeting

New Zealand, represented by MFAT officials, attended the APEC Policy Partnership on Women in the Economy (PPWE) meeting on 15 and 16 May in Papua New Guinea. The PPWE is a working group within APEC that advances the economic integration of women in the Asia Pacific region. PPWE provides tools and guidance, and coordinates gender activities across other APEC working groups. Officials emphasised the need for the PPWE to consider future-of-work issues for women. The next PPWE meeting will be held as part of the Women and the Economy Forum in September in Papua New Guinea. The Ministry is working with MFAT and SSC to develop a proposal for New Zealand's delegation.

[Tracking log item: n/a]

Leadership

Nominations Service

The Department of the Prime Minister and Cabinet has requested nominations for the Minister for Greater Christchurch Regeneration to appoint/reappoint Crown trustees to the Christchurch Stadium Trust, by Friday, 1 June.

We have supplied names to SSC for forthcoming Human Rights Commission roles. Justice Minister Andrew Little has announced new appointments to the Human Rights Commission are likely to be made within weeks.

[Tracking log item: n/a]

Part 2: Operational matters

We are working with your office to prepare material and background information for your appearance at the Social Services and Community Committee on 13 June.

We are working with the office of Under-Secretary Logie to prepare for CEDAW examination on 12 July.

Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
Select Committee (Estimates Review) - Social Services and Community (Minister Genter, Wed 13 June, 10.30am - 11am)	MW 17-18 0361	1 June 2018
Supplementary Standard Estimates Questions 1-122	MW 17-18 0414	1 June 2018
Waitangi Tribunal Mana Wahine Inquiry	MW 17-18 0419	1 June 2018
Preparation for Estimates	MW 17-18 0426	6 June 2018
Options for providing feedback between the Minister's and Ministry offices	MW 17-18 0346	11 June 2018
Gender pay principles launch - 2 July 2018	MW 17-18 0421	15 June 2018
Release of briefings referred to in weekly report	MW 17-18 0338	29 June 2018
Dedicated agent's proposed organisational form	MW 17-18 0411	June (TBC)
Notes from teleconferences with Gender Equalities Office staff UK	MW 17-18 0412	June (TBC)

Part 4: Event and meeting briefings (in progress)

Subject	Log Number	Due date
CEDAW briefing (background material, the preparation schedule and process of the examination)	MW 17-18 0416	25 May 2018
Apolitical - interview with Minister Genter on pay equity	MW 17-18 0425	29 May 2018
Māori Women and the Vote event at He Tohu, 12 June 2018	MW 17-18 0440	5 June 2018
Breakfast at Simpson Grierson re gender pay gap (7am, 12 June)	MW 17-18 0304	7 June 2018
Rotorua Family Harm project: interim evaluation	MW 17-18 0422	8 June 2018
Information about the 30 May NACEW meeting	MW 17-18 0407	12 June 2018
CEDAW delegates pack (opening statement, model Q+As and supporting material) and the draft Cabinet paper for Under-Secretary Logie's travel (to go to Cabinet as agreed on 25 June)	MW 17-18 0417	18 June 2018
Meeting with Professor Gail Pacheco and/or Dr Isabelle Sin to discuss research on the impact of parenthood on earnings	MW 17-18 0377	TBC

Part 5: Recent correspondence

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New ministerial correspondence (in progress)

Subject	Log Number	Due date
ILO convention on ending violence and harassment in the world of work - response to ██████████, NZCTU	MW 17-18 0371	25 May 2018
Global perspectives (school project) - women's rights (MW-C 17-18 015 also refers)	MW 17-18 0403	25 May 2018
Proposal for a Bill of Rights for Rape Survivors - ██████████ Section 9 (2) (a)	MW 17-18 0381	29 May 2018
Mental health - domestic abuse (ACC)	MW 17-18 0404	29 May 2018
Doctors' incomes show wide disparity between specialties and genders (pay equity)	MW 17-18 0405	29 May 2018
Domestic violence - ██████████ Section 9 (2) (a)	MW 17-18 0380	30 May 2018
Board representation (follow up correspondence)	MW 17-18 0408	30 May 2018
The Booties Project - demonstration, Parliament Grounds, 1 June 2018	MW 17-18 0424	30 May 2018
Behaviour of the Police	MW 17-18 0415	1 June 2018
Paid parental leave	MW 17-18 0391	5 June 2018
Safety in the workplace for women	MW 17-18 0392	5 June 2018
Bullying	MW 17-18 0420	6 June 2018
Women in the legal sector Section 9 (2) (a)	MW 17-18 0396	8 June 2018
Pay equality	MW 17-18 0397	8 June 2018
Bridge the Gap - business set up by ██████████ and ██████████	MW 17-18 0423	11 June 2018

Correspondence between ministers

Nil

Minister and Ministry-initiated correspondence

Nil

New parliamentary questions

Nil

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

Subject	Section 9 (2) (a)	Log Number	Due date (to Minister)	Due date (to requestor)
Ombudsman request - OIA response - Equal pay for women (MW 17-18 0297 - [REDACTED])		MW 17-18 0418	28 May 2018	
OIA - Private members bill by Denise Lee - Employment (pay equity and equal pay)		MW 17-18 0390	29 May 2018	6 June 2018
OIA - Fairfax media - Sexual harassment in the public sector ([REDACTED])	Section 9 (2) (a)	MW 17-18 0398	1 June 2018	8 June 2018
OIA - Request for copies of reports ([REDACTED] - relates to MW 17-18 0176)		MW 17-18 0399	29 Jun3 2018	6 July 2018

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Nominations services provided

Appointing Agency	Board	Vacancies	Number Nominated
Ministry of Health	Advisory Committee on Assisted Reproductive Technology	General lay member	3
Ministry of Health	Southern Health and Disability Ethics Committee	Health and Disability Services expert	1
Ministry of Health	Southern Health and Disability Ethics Committee	Interventions Studies expert	3
Ministry of Health	Psychotherapists Board	Members	In progress
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Department of Internal Affairs	Royal Commission into Historical Abuse in State Care (the Royal Commission)	Members	In progress
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

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Part 6: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Social Wellbeing – 23 May	Cabinet Social Wellbeing Committee: Objectives, Priorities, Work Programme and Working Arrangements	Social Development	Support the paper.
Social Wellbeing – 23 May	Education Legislation Bill: Policy Decisions	Education	Support the paper with one suggested change: To require the Education Council to consult the Minister of Education prior to proposing changes to teacher education programme requirements and teacher registration criteria.
Social Wellbeing – 23 May	Rural Proofing Government Policies	Primary Industries (Rural Communities)	For rural proofing to be successful for women, it is important that the intersectionality of gender, ethnicity, disability etc. is recognised.
Date and Committee TBC	Draft Consultation Document Strategy to Prevent and Minimise Gambling Harm 2019/20 - 2021/22	Health	There are no gender implications to releasing the consultation document. However, gambling is a gendered issue and is associated with family violence.
SWC Date TBC	Cohort entry: Approval of policy decisions Section 9 (2) (f) (iv)	Education	The Ministry supports Option Two as the most effective means to support mothers entering or re-entering the workforce or engaging in education or training.
SWC Date TBC	Education Bill: Approval for content and drafting	Education	Support the paper.
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Committee and Date TBC	Charter Schools: Transitional Issues	Education	Support the paper.

Part 7: Publications and events in the next three months

Publication/event	Date	Agency lead
Release on Ministry website of gender pay gap background information	May	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	29 May	Ministry for Women
Wāhine Kākano young leaders' meeting in Auckland	26 May	Human Rights Commission with a number of NGO and private sector partners
NACEW Meeting	30 May	Ministry for Women
Family Violence and Sexual Violence	11 - 12 June	Family Violence and Sexual Violence Multi Agency Team
Māori women and the vote, in conjunction with He Tohu, National Library	13 June	Department of Internal Affairs
Launch of Suffrage 125 Community Fund (to be confirmed)	19 June	Ministry for Women
Launch of Gender Pay Principles	2 July	SSC and Ministry for Women
Women in leadership breakfast symposium	6 July	Ministry for Women

Renee Graham

Renee Graham

Chief Executive

Hon Julie Anne Genter
Minister for Women

Date: