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Ministry for Women Weekly Report to the Minister for Women

As at 30 May 2018

Section 9 (2) (f) (iv)

Part 1: Current priority outcome areas**Valuing women's contribution in the labour market****Consultation with key stakeholders**

[Tracking log item: n/a]

Launch of Parenthood and Labour Market Outcomes research

We released the *Parenthood and Labour Market Outcomes* research report [MW 17-18 0375 refers] on Tuesday 29 May to keen interest from policy agencies. Approximately 75 representatives of NGOs and social agencies attended the policy forum to launch the report, which was also live streamed. Participants asked questions about the research and the implications of the findings for social policy.

The research, commissioned by the Ministry and conducted by Motu Public Policy Research Institute and The New Zealand Work Research Institute at AUT, was the front page item in the print edition of the NZ Herald; it was reported on Radio New Zealand's (RNZ) Morning Report; co-author Isabelle Sin was interviewed on RNZ's Nine to Noon, and it was covered in a number of blogs.

The research findings will inform our policy advice, especially regarding how women earning low incomes engage in the labour market; financial literacy; flexible work; parenting norms; and advice to employers on closing gender pay gaps. We are planning an event in Auckland for you to host and share the findings with stakeholders.

[Tracking log item: n/a]

Addressing like-for-like gender pay gaps: initial workshop with Public Service Human Resources staff

On Monday 28 May, SSC and the Ministry hosted a workshop for approximately 45 remuneration, employment relations, and human resources leads, representing 26 public service departments and four crown entities. The workshop discussed your Gender Pay Gap Strategy, with a particular focus on closing like-for-like gaps. We understand some agencies may start identifying and closing like-for-like gaps alongside this year's remuneration round. Participants provided feedback on the guidance they will need, and heard from MFAT and Corrections on their processes. The feedback will inform the Ministry and SSC's guidance on calculating gender pay gaps and closing like-for-like gaps.

[Tracking log item: n/a]

Toi Tū Te Whānau, Toi Tū Te Kāwai Whakapapa workshop on whānau and whakapapa for public policy

On Tuesday 29 May, Ministry staff attended Toi Tū Te Whānau, Toi Tū Te Kāwai Whakapapa, a workshop organised by Superu to challenge policy makers to be enablers of whānau wellbeing. Hon Nania Mahuta, Minister for Māori Development, welcomed the opportunity to korero about policy design to support a productive economy and the wellbeing of all families, especially Māori whānau. Important discussion points included: a focus on single-parent families is considered to be a deficit approach to thinking about whānau; culture is a protective factor from poverty and harm when raising children; and analysis without cultural context can create real harm. Dame Tariana Turia spoke on the importance of whānau ora as a policy-making concept to improve outcomes for whānau and children. The themes of the conference enhance our understanding of the social policy context, especially considerations for whānau Māori.

[Tracking log item: n/a]

Second conversation with the Government Equalities Office, United Kingdom

On Thursday 24 May, we teleconferenced for a second time with staff at the Government Equalities Office (GEO), United Kingdom (UK). We discussed in more detail their programme to develop evidence-based advice on tackling gender pay gaps; their views on how the UK regime could be strengthened; that payroll services providers need sufficient time to make system changes for pay reporting regulations; and their *Shared Parental Leave* campaign. We will provide you with a memo on the information we have gathered by Tuesday 12 June.

[Tracking log item: MW 17-18 0412]

Increasing the safety from violence of women and girls

Launch of new research: New Zealand Teens and Digital Harm: Statistical insights into experiences, impact and response

The second report of the Ministry for Women and Netsafe research partnership on digital harm will be released in an online launch by Netsafe on Tuesday 5 June. *New Zealand Teens and Digital Harm: Statistical insights into experiences, impact and response* was led by Netsafe and complements the Ministry-led research, *Insights into Digital Harm: The online lives of New Zealand girls and boys*, which you launched in December 2017.

The research suggests that Kiwi teenagers are twice as likely as adults to be negatively affected by harmful communications online and that girls are at greater risk of harm than boys. Girls are more likely to receive unwanted digital communications and to be adversely affected than boys.

Netsafe has shared a summary of the findings with the Ministry of Education, the Ministry for Justice, the Office of Disability Issues, and UNICEF New Zealand. A second set of stakeholders will be briefed on the findings ahead of the release.

The full report will be available at <https://www.netsafe.org.nz/youth-population-survey-2018>.

In anticipation that you might be approached for comment, we will provide your office with key talking points on Friday 1 June.

[Tracking log item: MW 17-18 0437]

Safer Ethnic Communities Ministerial Forum

We attended the Ministerial forum in Auckland at AUT on Saturday 26 May. The forum was opened by the Prime Minister, the Rt Hon Jacinda Ardern, and hosted by Hon Jenny Salesa, Minister for Ethnic Communities. Leaders of a range of ethnic community organisations attended. The forum had a direct focus on small businesses and family and sexual violence. Under-Secretary Jan Logie addressed the break-out session on family and sexual violence and summed up key themes from the session. Issues for government action were identified and will be passed to government agencies for their consideration.

[Tracking log item: n/a]

Leadership

Rotorua Chamber of Commerce Women in leadership event

On Thursday 24 May, the Rotorua Chamber of Commerce hosted an event for its Women in Business group, supported by the Ministry and NACEW. The event was well attended by over 30 women from a range of local businesses. The keynote speaker, Traci Houpapa, NACEW Chair, spoke about her leadership journey. Attendees were encouraged to register for the Ministry's Nominations Service. The event included a workshop for participants to identify actions to help their leadership progression, and any potential barriers. You will receive a memo summarising the workshop by Wednesday 13 June.

[Tracking log item: MW 17-18 0436]

Section 9 (2) (f) (iv)

Nominations Service

We have been assisting MSD to identify suitable Future Directors candidates for the New Zealand Artificial Limb Board. The requirements include diverse attributes, so we have collaborated with MPP to provide suitable suggestions.

[Tracking log item: MW 17-18 0432]

Suffrage 125

Wāhine Kākano Festival

We attended the Wāhine Kākano Festival at AUT in Auckland on Saturday 26 May. The Festival was well-attended by women wanting to hear from a range of New Zealand inspirational women leaders. Ministry officials engaged with the 400 young women on the Ministry's work, the Whakatū Wāhine Challenge and the Suffrage 125 celebrations.

[Tracking log item: n/a]

Whakatū Wāhine Challenge

There has been a positive response to the Whakatū Wāhine Challenge from stakeholders and the target audience of young women aged 16 to 22 years. The final date for entries is Thursday 31 May, and we have begun to receive entries. The next step is to gather a panel to assess the entries and recommend the winner of the Challenge to you.

[Tracking log item: n/a]

Part 2: Operational matters

Social Services and Community Select Committee hearing

On Wednesday 13 June the Social Services and Community Committee's examination of the 2018/19 Estimates of Appropriations for Vote Women will be held at Parliament from 11.00am to 11.30am. You are required to attend this hearing and answer the Committee's questions as the Minister for Women.

On Tuesday 5 June we will provide you with draft responses to 122 supplementary estimates questions for Vote Women. These are due to the Committee by 4pm on Friday, 8 June 2018. We will also provide you with information to support you at the hearing by 8 June 2018.

For further information, please do not hesitate to contact us.

[Tracking log item: MW 17-18 0414]

Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
Select Committee (Estimates Review) - Social Services and Community – 13 June 2018	MW 17-18 0361	5 June 2018
Supplementary Standard Estimates Questions 1-122	MW 17-18 0414	5 June 2018
Preparation for Estimates	MW 17-18 0426	6 June 2018
Waitangi Tribunal Mana Wahine Inquiry	MW 17-18 0419	7 June 2018
Development of a new gender analysis tool	MW 17-18 0438	8 June 2018
Options for providing feedback between the Minister's and Ministry offices	MW 17-18 0346	11 June 2018
Notes from teleconferences with Government Equalities Office staff UK	MW 17-18 0412	12 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)

Part 4: Event and meeting briefings (in progress)

Section 9 (2) (f) (iv) Subject	Log Number	Due date
[REDACTED]	MW 17-18 0432	1 June 2018
New Zealand Teens and Digital Harm: Statistical insights into experiences, impact and response – key talking points	MW 17-18 0437	1 June 2018
Under-Secretary Logie meeting the International Women's Caucus, 2.30pm to 3.30pm, 5 June 2018	MW 17-18 0439	1 June 2018

Subject	Log Number	Due date
Maori Women and the Vote event at He Tohu, 13 June 2018	MW 17-18 0410	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
Backpay issues related to pay equity	MW 17-18 0435	8 June 2018
Information about the 30 May NACEW meeting	MW 17-18 0407	12 June 2018
Rotorua Chamber of Commerce event - summary	MW 17-18 0436	13 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
EmpowHER conference, The Shift Foundation, Thursday 28 June, Porirua	MW 17-18 0434	20 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

New ministerial correspondence (in progress)

Subject	Log Number	Due date
Behaviour of the Police	MW 17-18 0415	1 June 2018
Safety in the workplace for women	MW 17-18 0392	5 June 2018
Women in the legal sector	MW 17-18 0396	8 June 2018
Pay equality	MW 17-18 0397	8 June 2018
Bridge the Gap - business setup by [REDACTED] and [REDACTED]	MW 17-18 0423	11 June 2018
Fund for counselling those affected by abortion	MW 17-18 0427	14 June 2018
Accessibility of sanitary items	MW 17-18 0430	14 June 2018
Women in Leadership - gender quotas/equality of representation	MW 17-18 0431	15 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	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	31 May 2018	
OIA - Private members bill by Denise Lee - Employment (pay equity and equal pay) [REDACTED]	MW 17-18 0390	Sent to Minister 25 May 2018	6 June 2018
OIA - Request for copies of reports [REDACTED] - relates to MW 17-18 0176)	MW 17-18 0399	29 June 2018	6 July 2018

Nominations services provided

Section 9 (2) (f) (iv)

Appointing Agency	Board	Vacancies	Number Nominated
Treasury	Airways Corporation of New Zealand	Member	In progress
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Ministry for the Environment	Fiordland Marine Guardians	Guardians	In progress
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Section 9 (2) (f) (iv)

Part 6: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Committee and Date TBC	The United Nations Convention on the Rights of the Child Work Programme	MSD	Support the paper. Including a gender and ethnicity lens is strongly urged.
Social Wellbeing – Date TBC	Implementation of Primary Health Care Initiatives	Health	Support the paper
Legislation – Date TBC	Regulatory Systems (Economic Development) Amendment Bill, the Regulatory Systems (Social Housing and Housing) Amendment Bill, and the Regulatory Systems (Workforce Matters) Amendment Bill: Approval for Introduction and new amendment to Parental Leave and Employment Protection Act 1987	MBIE	Support the paper.

Section 9 (2) (f) (iv)

Committee/Date	Title of paper	Department	Comments
Social Wellbeing – Date TBC	Consultation on increasing regulated ACC payments for treatment - see above Health Primary Care Initiatives paper	MBIE	Support the paper.
Economic Development – Date TBC	Review of the Protected Disclosures Act	SSC	Support the paper. Suggest include a gender implication statement, and include and interpersonal violence in the scope of the review.

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	5 June	Ministry for Women
Launch of research: <i>New Zealand Teens and Digital Harm: Statistical insights into experiences, impact and response</i>	5 June	Ministry for Women and Netsafe
Family Violence and Sexual Violence Hui	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
CEDAW	12 July	Ministry for Women

Renee Graham

Renee Graham

Chief Executive

Hon Julie Anne Genter
Minister for Women

Date: