

RELEASED UNDER THE OFFICIAL INFORMATION ACT

Ministry for Women Weekly Report to the Minister for Women

As at 4 July 2018

Part 1: Current priority outcome areas

Valuing women's contribution

Pay Equity – Back Pay

Section 9 (2) (f) (iv)

Ministers have agreed that the draft pay equity legislation will reflect factors that must be taken into account in the exercise of discretion when considering back pay. Minister Lees-Galloway will recommend this approach to the Ministerial Oversight Group on State Sector Employment Relations when you meet on Thursday 5 July. We are advised that the Treasury will be responsible for a more detailed exercise on back-pay costings.

Section 9 (2) (f) (iv)

The Ministry supports the MBIE memo

Reconvened Joint Working Group (RJWG) Principle 14

The Ministry was part of a RJWG meeting on Tuesday 3 July to discuss the best way to incorporate Principle 14 (“In establishing equal pay, other conditions of employment cannot be reduced”) into the draft Equal Pay Amendment Bill. Representatives from the CTU, Business New Zealand, MBIE, and SSC were present, and agreed that the current wording of the Principle will remain unchanged.

Drafting Pay Equity Legislation

The Ministry has been invited to attend the drafting meetings for the Equal Pay Amendment Bill, led by MBIE. Drafting is proceeding, and Ministry and MBIE officials met with the CTU on Tuesday 3 July to discuss the CTU's comments on the draft legislation.

Eliminating the Public Service Gender Pay Gap – Union Consultation

Following the agreement by Cabinet on the strategy for eliminating the public service gender pay gap, SSC and the Ministry will begin consulting with unions. We sought your approval last week of our consultation plan (*Joint Report: Eliminating the Public Service Gender Pay Gap – Plan for Consulting Unions 25 June 2018* refers). We have recommended the consultation achieves two outcomes. The first is feedback on the Strategy, so that you and Minister Hipkins can launch it publicly at the end of July. The second outcome is to agree how officials and unions will work together over the next two and a half years to implement the Strategy.

The main points of this consultation plan are:

- On Tuesday 3 July, the Ministry prepared a letter to inform the CTU and PSA of the Strategy, its alignment with the new Gender Pay Principles, and to formally initiate consultation. We understand this letter has been signed by Minister Hipkins and is ready for your signature.
- By Thursday 5 July, senior officials from the Ministry and the State Services Commission will send an email to unions requesting an initial meeting.
- Following agreement by Cabinet on the Strategy, we have prepared advice on the consultation phase with unions and the establishment of a taskforce to implement the Strategy.

[Tracking log item: MW 18-19 0014]

Gender Pay Principles launched

The Gender Pay Principles were successfully launched on Monday 2 July at Parliament with approximately 100 people attending. Media response to the launch was positive, with the five principles being reported on the TV One news website, and discussed in an interview on TV One's Breakfast programme with Gill Greer, Chief Executive, National Council of Women, who attended the launch.

Showcasing New Zealand internationally

CEDAW preparation

Preparations for the CEDAW examination on Thursday 12 July are continuing. We will inform you of any media interest ahead of the examination.

[Tracking log item: NA]

APEC Women and the Economy Forum

We are working with MFAT and SSC to prepare for the APEC Women and the Economy Forum (the WEF) to be held from 3 to 7 September, in Papua New Guinea. The WEF is a key event on the APEC calendar. It includes a meeting of the Policy Partnership on Women and the Economy sub-group, for which the Ministry is New Zealand's lead agency. Ministers are invited to attend part of the WEF, however we will advise Minister Sage, as Acting Minister for Women, that she does not need to attend. We are investigating whether an SSC senior official will lead the delegation, supported by a Ministry official. We will provide you with a briefing on 26 July 2018.

[Tracking log item: MW 17-18 0484]

Suffrage 125

We have provided a briefing on proposed plans for suffrage-related events and activities during September, including a recommendation for the celebration event at Parliament. We will continue to plan for these activities and consult with Minister Sage as plans are finalised.

[Tracking log item: MW 18-19 0001]

Leadership

Women in Leadership Symposium, Friday 6 July 2018

Preparations for Friday's symposium are continuing.

[Tracking log item: MW 17-18 0455]

Nominations Service

Gender Stocktake Launch Wellington

Following the Auckland event, we are expecting over 60 cross-agency, sector and women directors to attend the Wellington event at the National Library. You have previously received an information pack which includes stocktake publication, results and information on the two launch events.

REVIEW

Nominations services received and delivered this week

Appointing Agency	Board	Vacancies	Number Nominated
[Redacted Content]			

Section 9 (2) (f) (iv)

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Part 2: Operational matters

Nil

Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
APEC Women and the Economy Forum	MW 17-18 0484	26 July 2018
Employment Relations Amendment Bill - impact on women	MW 18-19 0007	27 August 2018

Part 4: Event and meeting briefings (in progress)

Nil

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

Subject	Log Number	Due date
Regarding "adult ads" campaign by Stop Demand	MW 17-18 0463	6 July 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)
OIA (Ministerial) - Request for copies of reports [REDACTED]	MW 17-18 0399	29 June 2018	6 July 2018

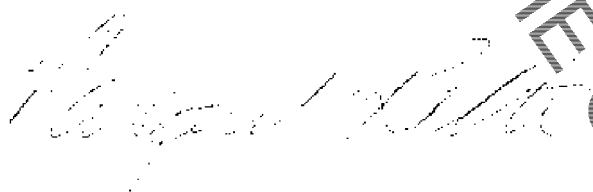
Section 9 (2) (a)

Part 6: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
SWC – 25 July TBC	Disability Support System Transformation - Policy and Regulatory Issues	Health	Support the paper.
SWC – 25 July TBC	Phased Implementation Plan For Mana In Mahi (Doles for Apprenticeships)	MBIE	In progress.
APH – 1 August TBC	(Second draft) Collecting ethnicity data on appointments to State Sector boards and committees	Office of Ethnic Communities	Support the paper. (We will provide a cabinet schedule).
DEV – Date TBC	Further decisions on the Employment Relations Amendment Bill	MBIE	Support the paper.
Committee and date TBC	Extending Public Housing Tenancy Review Exemptions	MSD	Support the paper.

Part 7: Publications and events in the next six months

Publication/event	Date	Agency lead
Women in Leadership breakfast symposium and release of Gender Stocktake 2017 results, Auckland and Wellington	6 July	Ministry for Women
CEDAW examination	12 July	Ministry for Women
Launch of <i>Eliminating the Gender Pay Gap in the Public Service Action Plan</i> , Auckland	23 July	Ministry for Women / SSC
Launch of "... something's got to change": <i>Insights from mothers</i>	24 July	Ministry for Women / SSC
Release of gender pay gap national figure	15 August	Stats NZ
Women of Influence gala dinner	18 September	Westpac / Stuff
Suffrage 125 event at Parliament	19 September	Ministry for Women
Equal pay awards final event	7 November	YWCA



Margaret Retter
Acting Chief Executive

Hon Julie Anne Genter
Minister for Women

Date: