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Ministry for Women Weekly Report to the Minister for Women

As at 8 August 2018

Part 1: Current priority outcome areas

Valuing women's contribution

Equal Pay Amendment Act

MBIE has advised that the Cabinet paper on amending the Equal Pay Act has been delayed. The earliest date that the paper can go to the DEV Committee is now Wednesday 5 September. You will receive an updated Cabinet paper and advice from MBIE and the Ministry later next week on:

- economic and fiscal impacts (this is a heads-up on the Treasury costing information that they will be providing for ministerial consultation)
- transitional provisions for the legislative amendment
- information for possible Q&As.

[Tracking log item: NA]

Ako Aotearoa Conference 2018

The Ministry presented at this year's conference following work with Māori and Pacific Trades Training groups and industry training organisations. The theme *Ararau: Vocational Pathways to Māori Learner Success* focussed on actions to improve Māori wāhine learner success, particularly in the construction and infrastructure sectors where there is good pay and prospects for them and their whānau.

[Tracking log item: N/A]

IDI Research

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[Tracking log item: N/A]

United Kingdom Committee report on gender pay gap reporting

The Business, Energy and Industrial Strategy Committee of the House of Commons published the report of its inquiry into the UK's new gender pay gap reporting regulations on Friday 2 August. The regulations require employers with more than 250 employees to report their mean and median pay and bonus gender pay gaps, and the distribution of pay to men and women in their organisations by pay quartile. The first annual reports, from over 10,000 employers and covering approximately half of the workforce, were submitted in early April 2018, and the initial impact of the regulations can be assessed. The first round of reporting achieved 100 percent compliance.

The Committee has recommended that the government strengthens the regulations, by lowering the threshold for reporting to 50 or more employees, and by requiring companies to publish explanations of their gender pay gaps and action plans for addressing them. It found a lack of clarity and detail in the guidelines, which has led to some inaccurate reporting, and to equity partners (especially in law firms) being excluded from employee data. As a result, law firms have reported much lower gaps than if partners had been included. The Committee also recommended that the Equality and Human Rights Commission, which has oversight of the regulations, have stronger sanctioning powers, including imposing fines for not reporting, or for deliberate inaccurate reporting. We will continue to monitor the impact of regulations on the UK to inform the implementation of the GPG Action Plan.

[Tracking log item: NA]

Taskforce Update

We provided a note on this. SSC and the Ministry continue to work closely on the setup of the taskforce. Planning of individual work programmes is underway and staff will shortly be allocated to specific projects.

[Tracking log item: MW 18-19 0072]

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MOGSSER

[Tracking log item: MW 18-19 0083]

Suffrage 125 activities

Ministry officials met last week with Busby Ramshaw Grice (BRG), who is working with Facebook on free seminars for 1,000 women entrepreneurs, to be held later this year around New Zealand. We gave BRG the names of key stakeholders who may wish to partner with Facebook on these business seminars, or who may wish to promote the seminars to their members. We will continue to work with BRG and Facebook as details of these seminars are finalised.

[Tracking log item: NA]

Suffrage Fund

The panel for the allocation of the Suffrage 125 Community Fund applications met yesterday. The panel was chaired by an independent facilitator and had representation from non-government organisations; the public sector and people working in the arts and heritage sectors. The 242 applications were assessed according to the criteria of the fund and the priority areas. We are now undertaking the final collation of our proposed recommended applicants and you will receive a briefing with the proposed successful applications for your recommendation next week. Due to the high demand for the fund, we will advise unsuccessful applicants to investigate other central funding sources, as appropriate for the timing and nature of the suggested project.

[Tracking log item: NA]

Nominations Service

Nominations services received and delivered this week

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Appointing Agency	Board	Vacancies	Number nominated
MBIE	Marsden Fund Council	Members	In progress
Treasury	AsureQuality	Member	In progress
Treasury	Landcorp	Member	In progress
Ministry of Education	New Zealand Council for Educational Research (NZCER)	Member	In progress
Sisters United	Sisters United	Members	Shared with members
Auckland Council	Auckland Transport	Independent Director	Shared with members
Auckland Council	Regional Facilities Auckland	Independent Director	Shared with members
New Zealand Law Society	Standards Committee	Lay members	Shared with members

Part 2: Operational matters

Subject	Log Number	Due date
Update on Collective Bargaining between Ministry and the Public Service Association	n/a	Late September 2018

Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
Update on the establishment and operation of the Gender Pay and Pay Equity Taskforce	MW 18-19 0072	9 August 2018
Labour market statistics – June 2018 – Gender pay gap	MW 18-19 0056	15 August 2018
Recommendations for successful applicants for the Suffrage 125 Community Fund	MW 18-19 0069	15 August 2018
Revised version of the Equal Pay Act Amendment cabinet paper, A3s/diagrams of what the pay equity transitional provisions will look like, and Q&As on the main topics of the cabinet paper. (New)	MW 18-19 0083	16 August 2018
Criteria for pay equity prioritisation (New)	MW 18-19 0086	17 August 2018
Dedicated agent's proposed organisational form	MW 17-18 0411	17 August 2018 (tbc)
Crown-Māori Relations cabinet papers	MW 18-19 0073	24 August 2018 (tbc)
Cabinet Schedule - Collecting ethnicity data on appointments to State sector boards and committees	MW 18-19 0012	27 August 2018
Employment Relations Amendment Bill - impact on women	MW 18-19 0007	27 August 2018
Rotorua Family Harm project: interim evaluation	MW 17-18 0422	31 August 2018
Ministerial Oversight Group on State Sector Employment Relations meetings (Meeting 5 September 2018)	MW 18-19 0070	3 September 2018
	MW 18-19 0081	7 September 2018 (tbc)
Ministerial Oversight Group on State Sector Employment Relations meetings (Meeting 18 October 2018)	MW 18-19 0071	15 October 2018
Briefing on work programme and major events November 2017-March 2018	MW 18-19 0043	6 November 2018
Release of briefings referred to in weekly report	MW 17-18 0338	tbc

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Part 4: Event and meeting briefings (in progress)

Subject	Log Number	Due date
Revised programme for Suffrage event	MW 18-19 0084	13 August 2018
International Women's Caucus meeting at the Ministry for Women	MW 18-19 0074	21 August 2018
Women of Influence awards – Talking points for Minister Logie	MW 18-19 0082	30 August 2018
Briefing and speaking points for Women in Construction summit	MW 18-19 0032	TBC

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

Subject	Log Number	Due date
Gender differences in the justice system	MW 18-19 0050	8 August 2018
Questions about policy for women from University of Shizuoka in Japan	MW 18-19 0040	9 August 2018
Letter regarding CEDAW and the Family Court	MW 18-19 0075	10 August 2018
Makeup of Government-controlled Boards of Directors	MW 18-19 0063	14 August 2018
Suggestion for a statue of Kate Sheppard at Parliament	MW 18-19 0064	14 August 2018
Paid parental leave and a father's role in parenting	MW 18-19 0065	15 August 2018
Ministerial regarding "Global Suffrage Centre"	MW 18-19 0079	16 August 2018
GPG Action Plan for the public service	MW 18-19 0066	16 August 2018
Letter to Louisa Wall MP about period poverty	MW 18-19 0065	17 August 2018
Ministerial regarding the Nominations Service	MW 18-19 0080	20 August 2018
Ministerial on availability of sanitary items	MW 18-19 0085	22 August 2018

Correspondence between ministers

Nil

Minister and Ministry-initiated correspondence

Nil

New parliamentary questions

Nil

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

Subject	Log Number	Due date (to Minister)	Due date (to requestor)
OIA (Minister) - ██████████ - Stuff Journalist – briefings, memos and aides memoires on #MeToo campaign, women on boards and domestic and sexual violence	MW 18-19 0027	2 August 2018	9 August 2018
OIA (Ministry) - ██████████ - a petition in parliament allowing individuals to self-identify their gender identity and confirmation of the Ministry's policy work on gender identity	MW 18-19 0033	3 August 2018	10 August 2018
OIA (Ministry) - ██████████ - statistics for women on boards	MW 18-19 0041	9 August 2018	16 August 2018
OIA (Ministry) - ██████████ - Gender discrimination of women in legal roles in the public service	MW 18-19 0055	16 August 2018	23 August 2018
OIA (Minister) - ██████████ - Financial assistance for persons representing NGOs at CEDAW	MW 18-19 0061	17 August 2018	24 August 2018

Part 6: Cabinet papers consulted on

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Committee/Date	Title of paper	Department	Comments
APH/SWC - TBC	NCEA Review: Review of home-based early childhood education: Release of discussion document	Education	No comment other than noting the nominations service is available to provide candidates' names
SWC – 15 Aug	Māori and Pasifika Trades Training – Improving learner support from 2019	Education	

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Committee/Date	Title of paper	Department	Comments
SWC 5 Sept	Child wellbeing strategy: work programme and budget implications	DPMC	<p>Comments:</p> <p>There does not appear to be enough focus on the situations which can cause child poverty.</p> <p>While the paper and strategy consider family and whānau in terms of child wellbeing, there is less of a focus on, in particular, mothers in poverty.</p> <p>Solving child poverty and increasing child wellbeing cannot happen in isolation from these mothers and other poor parents.</p>

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Part 7: Publications and events in the next six months

Publication/event	Date	Agency lead
Pānui Wahine newsletter - Winter issue	Mid-August	Ministry for Women
Release of gender pay gap national figure	15 August 2018	Stats NZ
International Women's Caucus meeting	Late August	Ministry for Women
Draft Annual Report and Strategic Intentions (Word documents and laid-out versions in October)	Late August/ early September	Ministry for Women
APEC Public Private Dialogue on Structural Reform and Gender	10-11 September 2018	Ministry of Foreign Affairs and Trade
Women of Influence gala dinner	18 September 2018	Westpac / Stuff
Suffrage 125 event at Parliament (to be confirmed)	19 September 2018	Ministry for Women
Equal pay awards final event	7 November 2018	YWCA
Event for women in leadership on quotas versus targets	October	Ministry for Women
State Services Commission – release of 2018 Human Resource Capability data	October (tbc)	State Services Commission

Renee Graham
Chief Executive

Hon Julie Anne Genter
Minister for Women

Date: