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# Ministry for Women Weekly Report to the Minister for Women

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**As at 15 August 2018**

## Part 1: Current priority outcome areas

### Valuing women's contribution

#### *Eliminating the Public Service Gender Pay Gap*

The Ministry and State Services Commission are in consultation with the PSA over the Gender Pay Gap Action Plan (the Action Plan). Ministers Genter and Hipkins launched a high-level overview of the Action Plan on 26 July, as this was as far as our agreement with PSA had reached at that time. We are now moving to agree the details of the Action Plan. Officials met with PSA on 14 August to begin this process. At the same time we are progressing some of the early deliverables. For instance, at the 14 August meeting we discussed a proposal to jointly support agencies to develop their next gender pay gap action plans. We also briefed you on 9 August on the establishment of the Taskforce that will take over this work. We will brief Ministers as we make further progress with the PSA and are aiming to have a full agreement with PSA to put to joint Ministers by the end of September.

[Tracking log item: TBC]

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#### *Pay equity and* [REDACTED]

The first pay equity settlement negotiated under the Joint Working Group principles has been negotiated and is awaiting ratification. This settlement will affect 329 Ministry of Education support workers.

On Tuesday 28 August, there is a tripartite meeting with Ministers, State sector unions (CTU and affiliate unions) and representative State sector CEOs. It is unclear which Ministers will be invited. We will provide you with further information on this meeting [REDACTED]

Section 9 (2) (f) (iv)

You requested further information on the Equal Pay Amendment Bill, in particular on the transitional provisions. Following a discussion with MBIE and your office, MBIE is sending further information to you and the office of Hon Iain Lees-Galloway, Minister for Workplace Relations and Safety. This is in preparation for the Equal Pay Amendment Bill, to be considered before the Cabinet Economic Development Committee in early September, date TBC. On Thursday 16 August you will receive the following documents:

- the draft bill (version 14, currently subject to Bill of Rights Act 1991 vetting for consistency with human rights)
- draft Cabinet paper and accompanying cover briefing which further explains the rationale for the transitional provisions
- additional flowcharts on transitional provisions and back pay
- communications/media materials including press releases, Q&As and a factsheet.

The Ministry for Women has had input into these documents.

[Tracking log item: MW 18-19 0083]

## Nominations Service

The Nominations Service has been approached by Department of Conservation (DOC) to help identify suitable candidates for the New Zealand Conservation Authority. DOC approached the Service before advertising for candidates on Wednesday 15 and 29 August, with a closing date of Monday 17 September. We have shared the advertisement with members on our database.

The Nominations Service has completed four requests from Treasury to identify suitable candidates for NZ Post, AsureQuality, Landcorp and Transpower.

### Nominations services received and delivered this week

Appointing Agency	Board	Vacancies	Number nominated
Treasury	Airways Corporation of NZ Ltd	Members	In progress
MBIE	Marsden Fund Council	Members	In progress
Treasury	AsureQuality	Member	7
Treasury	Landcorp	Member	6
DoC	New Zealand Conservation Authority (NZCA)	Members	Shared with members

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Section 9 (2) (f) (iv)

## Suffrage 125

We have provided an updated briefing on our Suffrage Day event at Parliament on 19 September 2018. This briefing provides, for your consideration, a revised guest list, selection of potential speakers and an updated programme. Following your feedback we have changed the focus of this event to be celebrating champions for women at a community level.

We will also be providing you this week with recommendations for the successful applicants for the Suffrage 125 Community Fund for your approval. This briefing covers the assessment process, a list and break-down of the recommended successful applicants, and communications material to support your announcement of the successful applications.

[Tracking log items: MW 18-19 0069 and 0084]

## International

### ***Under-Secretary Logie to Address the PSA Women's Network Conference on CEDAW***

Jan Logie, Under-Secretary for Justice (Domestic and Sexual Violence Issues) has been invited to address the PSA Women's Network Conference on Thursday 16 August in Auckland. She will discuss her work on domestic and sexual violence, as well as provide an update on New Zealand's recent CEDAW examination on 12 July 2018 in Geneva, Switzerland. The Ministry has supplied Under-Secretary Logie with bullet points on CEDAW for inclusion in her speech, noting the release of the Committee's Concluding Observations and the upcoming International Women's Caucus meeting on Tuesday 28 August.

[Tracking log item: MW 18-19 0088]

**Safety**

**Review of the Protected Disclosures Act**

On Monday 13 August, Cabinet agreed to review the Protected Disclosures Act 2000 and release a consultation document seeking feedback on options for change. The review aims to ensure the Act supports a clear and effective regime for speaking up about serious wrongdoing in the workplace. Minister Hipkins will report back with final policy proposals in April 2019.

This is a gendered issue: international research highlights gendered differences regarding protected disclosures, including women’s increased fear of using whistle-blower channels, and heightened fear of retaliation in response to disclosures. It will be important to ensure that any legislative change does not lessen protections for women experiencing harassment or bullying in the workplace (including sexual harassment). The paper notes that Minister Hipkins’ final policy proposal in April 2019 will set out the gender implications of the recommended approach as the review proceeds, including providing further comment on final policy proposals. SSC is leading the review.

[Tracking log item: TBC]

**Sexual harassment**

We have agreed with MBIE and the Multi-Agency Team on Family Violence and Sexual Violence to host a workshop in August with relevant government agencies. The workshop will develop a cross-government view of policy, legislation and activities underway to prevent and respond to sexual harassment in the workplace. In October, we will jointly brief you, Minister Lees-Galloway and Under-Secretary Logie on the outcome of this work.

[Tracking log item: MW 18-19 0099]

**Draft cabinet paper on reducing family violence and sexual violence**

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[Tracking log item: NA]

**Draft cabinet paper on proposed scope for the Crown Maori Relations ministerial portfolio**

We have provided advice on a draft paper you have received from the Minister for Crown/Maori Relations on proposals for the final scope of the Crown Maori Relations portfolio and a crown/Maori Engagement Framework and Guidelines. The paper is scheduled for consideration at the 4 September Crown/Maori Relations Cabinet Committee meeting.

[Tracking log item: NA]

**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
Briefing on draft cabinet paper on leadership of Government collective efforts to reduce family violence and sexual violence (New)	MW 18-19 0096	16 August 2018
Background briefing notes for PMs Q+A session (New)	MW 18-19 0100	16 August 2018
Recommendations for successful applicants for the Suffrage 125 Community Fund	MW 18-19 0069	16 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.	MW 18-19 0083	16 August 2018
Criteria for pay equity prioritisation	MW 18-19 0086	17 August 2018
Dedicated agent's proposed organisational form	MW 17-18 0411	17 August 2018 (tbc)
Work with Office of Film and Literature Classification about children and teenagers accessing online pornography (New)	MW 18-19 0091	20 August 2018
Minister's input into the Annual Report (New)	MW 18-19 0087	22 August 2018
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
Cabinet Schedule - Addressing temporary migrant worker and student exploitation (New)	MW 18-19 0096	29 August 2018
Rotorua Family Harm project: interim evaluation (Lis to confirm)	MW 17-18 0422	31 August 2018 (tbc)
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)
Cross-government current and planned actions, and priorities to prevent and respond to sexual harassment in the workplace (New)	MW 18-19 0099	October (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
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
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
Request to support the reappointment of the Deputy Chief Censor of the Office of Film and Literature Classification	MW 18-19 0097	17 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 regarding engineering diversity strategy	MW 18-19 0089	27 August 2018
Ministerial regarding opportunities for women	MW 18-19 0093	3 September 2018
Ministerial regarding access to jobs	MW 18-19 0094	4 September 2018
Ministerial regarding the documentary Celia at NZIFF	MW 18-19 0095	4 September 2018

**Correspondence between ministers**

Nil

Nil

**Minister and Ministry-initiated correspondence**

Subject	Log Number	Due date
Letter to Treasury regarding contingent liabilities and contingent assets at 30 June 2018	MW 18-19 0101	16 August 2018

**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 (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
OIA (Ministry) - ██████████ - Ministry for Women staff costs	MW 18-19 0092	3 September 2018	10 September 2018

**Part 6: Cabinet papers consulted on**

Committee/Date	Title of paper	Department	Comments
SWC – 15 August 2018	The Education Summit: insights and Integration across the Education Work Programme	Education	No comments other than adding us to the consultation list and raising the missing Gender Implications Statement
SWC - tbc	Strengthening our approach to the governance of social wellbeing - establishing the Social Wellbeing Board)	MSD	Support integration of Vulnerable Children's board into the proposed Social Wellbeing Board. Recommend formal mechanism for population agencies (especially women) to advise the Board, through SIA or directly. Recommend include GIS and disability perspective.
SWC - tbc	PBRF terms of reference	Education	No comments.

**Part 7: Publications and events in the next six months**

Publication/event	Date	Agency lead
Release of gender pay gap national figure	15 August 2018	Stats NZ
Draft Annual Report and Strategic Intentions (Word documents and laid-out versions in October)	22 August 2018	Ministry for Women
International Women's Caucus meeting	28 August 2018	Ministry for Women
Pānui Wahine newsletter - Winter issue	Late-August	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
State Services Commission – release of 2018 Human Resource Capability data	October (tbc)	State Services Commission
Event for women in leadership on quotas versus targets	End October (tbc)	HRC and Women Parliamentarians. Ministry for Women's involvement
Equal pay awards final event	7 November 2018	YWCA

**Renee Graham**  
Chief Executive

**Hon Eugenie Sage**  
Acting Minister for Women

Date: .....