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# Ministry for Women Weekly Report to the Minister for Women

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**As at 13 November 2018**

## Part 1: Current priority outcome areas

### **The contribution of all women and girls is valued**

#### National Association of Women in Construction (NAWIC) Summit 2018: Ministry keynote

Acting Chief Executive, Helen Potiki, gave the keynote address at the NAWIC Summit 2018 in Auckland. Helen congratulated NAWIC for its ongoing work to get more women into the construction industry and to support those already in the industry to progress, she also recognised the women who were recipients at the recent NAWIC Awards. Helen spoke about the Ministry's work to support more women into construction and related fields, for example, getting more women into Māori and Pacific Trades Training. The Summit was integrated into the Auckland Build Main Conference, which was attended by over 500 people.

[Tracking log item: N/A]

#### YWCA Equal Pay Awards 2018: Ministry sponsorship and presentation of Champion Award

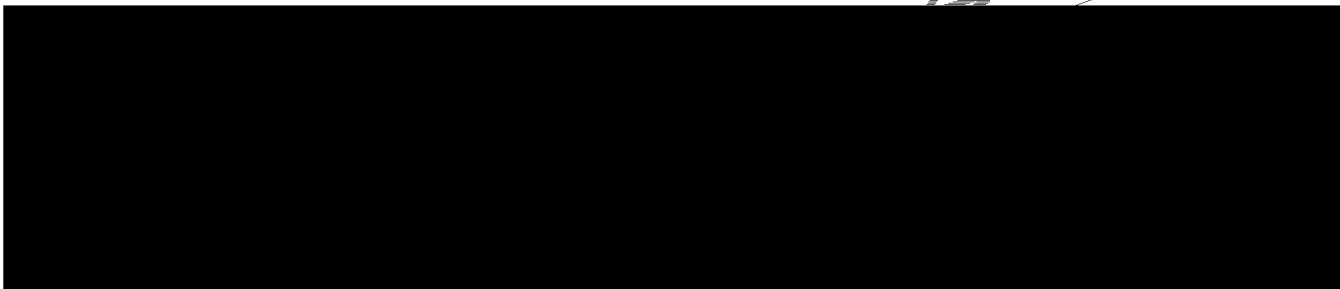
Acting Chief Executive, Helen Potiki, presented the Champion Award to this year's recipient at the YWCA Equal Pay Awards, Dr Jackie Blue. The Ministry sponsored and judged this year's Champion Award category. The award recognises an individual who has worked hard on closing the gender pay gap within their organisation, sector and or wider system. Dr Blue recently left her role as EEO Commissioner and was replaced by Dr Karanina Sumeo. Other companies recognised by the awards were: Vodafone New Zealand, the Supreme Award; NZ Super Fund, the Community Award, Auckland Museum, On The Journey Award; Genesis Energy, The Progressive Award; and Meridian Energy, The Leadership Award.

[Tracking log item: N/A]

### **All women and girls are financially secure and can fully participate and thrive**

#### Sharing information to progress pay equity claims

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[Tracking log item: N/A]

## Gender Pay Gap and Pay Equity Taskforce Update

### *Workshops to support agencies to develop their own gender pay gap action plans*

Last week, we noted that the first workshop in the gender pay gap workshop series had been completed. Representatives from 34 agencies, including the Ministry for Women, were in attendance, as well as PSA delegates. The workshop was designed to get agencies ready to develop their own action plans and feedback was very positive.

The second set of workshops will be held on 15 and 19 November 2018 and will deliver part two of the gender pay gap workshop series. Each will involve 40-50 agency and union representatives in an interactive format. As with the first workshop, they will be jointly delivered by the Taskforce and the PSA and will include agencies sharing their own experiences. The topics to be covered are measurement and analysis of gender pay gaps, based on the measurement guidance for the public service recently sent to all agencies, and how agencies, unions and employees can work together to develop a robust agency-level gender pay gap action plan.

[Tracking log item: N/A]

### *Organisational gender pay gaps: Measurement and analysis guidelines*

We previously provided an update of progress towards finalising guidance for all employers on how to measure organisational gender pay gaps. A briefing is being prepared by the Ministry for Women for you and this will be shared with Hon Chris Hipkins, Minister for State Services, and Hon James Shaw, Minister for Statistics, early next week. The briefing advises that Stats NZ proposes to publish the guidance to its website on 7 December 2018.

[Tracking log item: MW 18-19 0191]

### *Flexible work-by-default pilots*

Section 9 (2) (f) (iv), 18 (d)

The following agencies have now agreed to participate in the first group that will test flexible work-by-default practices:

Some of these agencies already have flexible work-by-default practices in place, while others will be using this group to help them implement such practices. The Taskforce will be meeting with the agencies involved to decide on how to evaluate the approach, including creating "baseline" information, and the most useful resources and/or tools for participating agencies.

[Tracking log item: N/A]

(Note: this information has also been provided in the weekly update for the Minister for State Services).

## System leadership, impact and reputation

### War 2700 Mana Wāhine Kaupapa Inquiry

Crown Law lodged an initial response to the statements of claim with the Waitangi Tribunal. This largely reiterated the Crown's intention of working with claimants and the Tribunal to identify opportunities to address identified issues, and of making early acknowledgements at the appropriate points. We have not yet seen a response from the Tribunal.

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We continue to establish a cross-government senior steering group, and to work with government departments on early opportunities to address some of the issues raised in claims in existing work programmes.

*[Tracking log item: MW 18-19 0219]*

### International Women's Caucus

The Ministry hosted the International Women's Caucus. The caucus was updated on the Ministry of Foreign Affairs and Trade, Trade for All agenda, and the caucus discussed early preparations for the CSW63, to be held in March 2019.

Stats NZ gave a presentation on the progress of the Indicators Aotearoa New Zealand project and its link to the Sustainable Development Goals. You are receiving a briefing on the indicators on 5 December. Following a closed-door caucus, Ministry officials and caucus members discussed ideas for the future direction of the caucus and the way it works with the Ministry to build greater clarity and strengthen the value we add to each other's work. The next meeting is scheduled for 13 February 2019, for which you will receive an invitation and briefing.

*[Tracking log item: MW 18-19 0227]*

### **Suffrage 125**

We are finalising details of the event the Ministry is supporting on 28 November, at Toitū Early Settlers Museum in Dunedin, to mark the 125th anniversary of women voting for the first time in a general election. The speakers have been confirmed and we are promoting this event to our networks and contacts in Dunedin, inviting them to attend. This is the final event in the Ministry's Suffrage 125 programme. The purpose is to connect young women with the suffrage achievement and provide a forum for discussion of issues affecting women and girls in New Zealand today.

We have provided your office with a list of other events occurring throughout New Zealand on or around 28 November. These include the public events that have been listed on the Ministry's website. We have also provided a draft media release on this anniversary for your consideration.

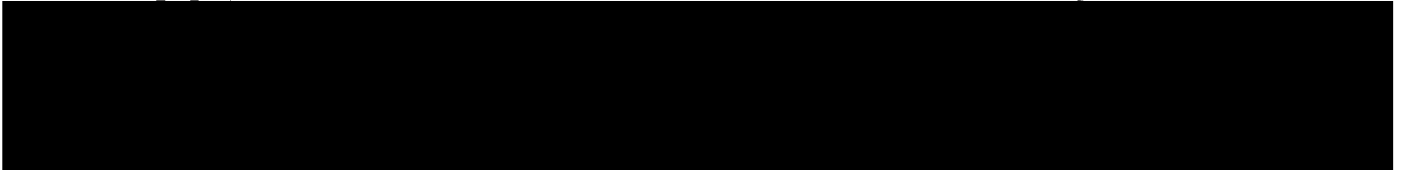
*[Tracking log item: N/A]*

**Part 2: Operational matters**

**Budget bid update**

Mana Wahine Kaupapa Inquiry

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Pay Equity and the Gender Pay Gap

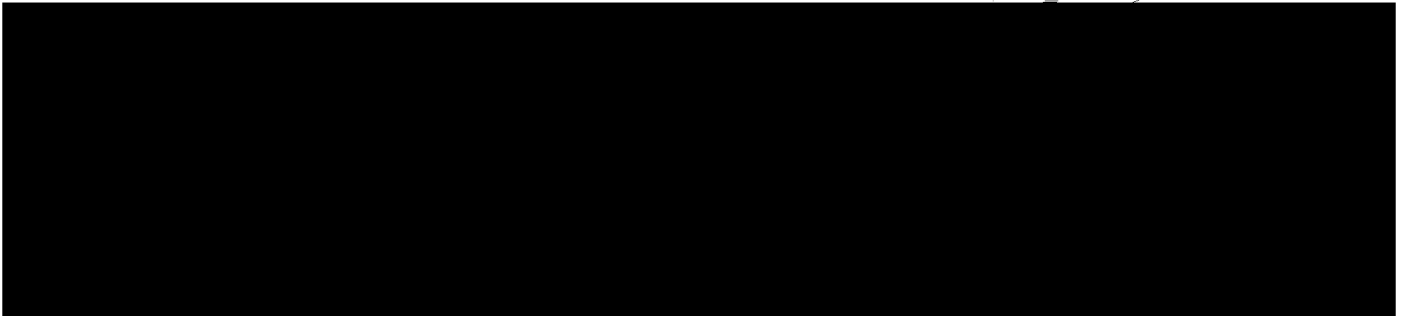
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The Ministry is working with SSC and MBIE



Supporting women into leadership

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*[Tracking log item: MW 18-19 0219 (applies to all three above)]*

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**Part 3: Policy briefings (in progress)**

Subject	Log Number	Due date
Briefing on gender pay gap, women in leadership, media release when SSC releases the HRC data	MW 18-19 0191	16 November 2018
Pilots for the flexible work by default initiative, December 2018	MW 18-19 0218	16 November 2018
	MW 18-19 0223	16 November 2018
Briefing on the resource for employers: Organisational gender pay gaps: measurement and analysis guidelines (jointly with MfW, SSC and Stats NZ)	MW 18-19 0237	20 November 2018
Public release of CEDAW model answers	MW 18-19 0239	20 November 2018
Event outline for women's safety message prior to Christmas and release of safety publications	MW 18-19 0235	21 November 2018
	MW 18-19 0224	26 November 2018
Briefing to Minister on stakeholder strategy	MW 18-19 0240	27 November 2018
Monthly taskforce update on progress – November 2018 and talking points for pay equity claims	MW 18-19 0201	28 November 2018
CEDAW recommendations - options for government response	MW 18-19 0217	28 November 2018
Briefing to support meeting with NACEW to discuss work programme	MW 18-19 0221	28 November 2018
	MW 18-19 0219	29 November 2018
Advice on gender indicators for wellbeing frameworks	MW 18-19 0207	5 December 2018
Gender analysis tool and gender mainstreaming	MW 18-19 0227	5 December 2018
CSW63 briefing	MW 18-19 0228	6 December 2018
Update APH on the 50 percent target, December 2018	MW 18-19 0212	12 December 2018
Quarterly update on joint work programme with TPK	MW 18-19 0200	21 December 2018
Full event briefing on women's safety event	MW 18-19 0236	21 December 2018
Monthly taskforce update on progress - December	MW 18-19 0222	tbc
Briefing and talking points before meeting with the Prime Minister to discuss the Women portfolio	MW 18-19 0220	tbc
Release of briefings referred to in weekly report	MW 17-18 0338	tbc
Mana Wāhine – next steps	MW 18-19 0195	tbc
Release of organisational gender pay gaps: measurement and analysis guidelines	tbc	tbc

**Part 4: Nominations Services**

Services received and delivered this week -

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Appointing Agency	Board	Vacancies	Number nominated
MPI	Review of the Walking Access Act (non-APH)	Members	In progress

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

Subject	Log Number	Due date
Ministerial regarding Equal Pay Amendment Bill request for advisors	MW 18-19 0242	22 November 2018
Ministerial regarding sanitary items	MW 18-19 0210	23 November 2018
Ministerial regarding abortion law reform	MW 18-19 0213 MW 18-19 0214	26 November 2018

**Correspondence between ministers**

Nil

**Minister and Ministry-initiated correspondence**

Nil

**New Parliamentary Questions**

Nil

Section 9 (2) (a)

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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) – ██████████ on behalf of Denise Lee MP – All advice received regarding the Government's Equal Pay Amendment Bill and the Reconvened Joint Working Group on Pay Equity Principles.	MW 18-19 0169	19 November 2018	26 November 2018
OIA (Minister) – ██████████ – All weekly briefings received in the role of Minister for Women, from February to August 2018.	MW 18-19 0187	29 November 2018	7 December 2018
OIA (Ministry) – ██████████ - Copies of analysis and advice provided to the Minister for Women or any other Minister or Parliamentary Under-secretary on the effects of the proposals for sex self-identification in the BDMRR bill	MW 18-19 0241	5 December 2018	12 December 2018

**Part 6: Cabinet papers consulted on**

Committee/Date	Title of paper	Department	Comments
SWC 29 Nov (TBC)	International human rights reporting	MeJ	Support the paper. But needs some clarity on overall approach to each treaty body recommendation and lead agencies and processes for developing government responses to recommendations. Also asked how potential National Action Plan for Women might fit within this approach.
ERS (TBC)	Sustainable Development Goals Voluntary National Review Process	MFAT	Support governance structure. Need more clarity on how population agencies will be represented throughout the goals.

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

Publication/event	Date	Agency lead
State Services Commission – release of 2018 Human Resource Capability data	November 2018 (tbc)	State Services Commission
Release of draft guidance for all employers on how to measure organisational gender pay gaps	7 December 2018 (tbc)	Stats NZ
Safety event with Under-secretary Logie	17 December 2018	Ministry for Women
Event with Gender Pay Gap taskforce on work to close the gender pay gap in the public service	December 2018 (tbc)	State Services Commission
Pānui wāhine summer edition	December 2018 (tbc)	Ministry for Women

**Helen Potiki**  
Acting Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....