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# Ministry for Women Weekly Report to the Minister for Women

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**As at 20 November 2018**

## Part 1: Current priority outcome areas

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

#### Wai 2700 Mana Wāhine Inquiry

Section 9 (2) (g) (i)

Section 9 (2) (g) (i)

There is a possibility the Waitangi Tribunal may not appoint a presiding officer and panel to oversee the Inquiry until next year. We are continuing to work with other agencies to encourage them to identify early opportunities to progress the issues raised in claims within existing policy work programmes (which will form part of the Crown's substantive response when the time comes). We are ensuring they are prepared to participate in the formalities of the Inquiry once it begins.

In the New Year, we would like to plan another meeting with Ministers for further dialogue about government responses to the issues raised in claims. The Minister for Māori Development was not able to attend the previous Ministers' discussion on the Inquiry on 17 October 2018,

We will brief you on progress and next steps, including options for the second Ministers' meeting, early next year, or earlier if there are developments with the Waitangi Tribunal. The Inquiry is also on the agenda for your next officials' meeting.

[Tracking log item: MW 18-19 0195]

#### Diverse Thinking Governance Summit 2018

Acting Chief Executive Helen Potiki was a guest speaker at the Diverse Thinking Governance Summit 2018, held in Auckland on Monday 19 November 2018. Helen was a member of one of the panels and spoke on why diverse thinking matters to state sector boards. The event was organised by the Super Diversity Institute, which also runs SuperDiverse Women.

[Tracking log item: N/A]

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

#### Gender Pay Gap and Pay Equity Taskforce Update

##### *Flexible-work-by-default pilot event*

Last week, we briefed you on the agencies that have joined the first pilot of Flexible-work-by-default approaches for the state sector. All roles are considered to be flexible unless there is a good reason for them not to be, and you shared a copy of the briefing with Minister Hipkins. The briefing outlines a proposed event to launch this first group of pilot agencies.

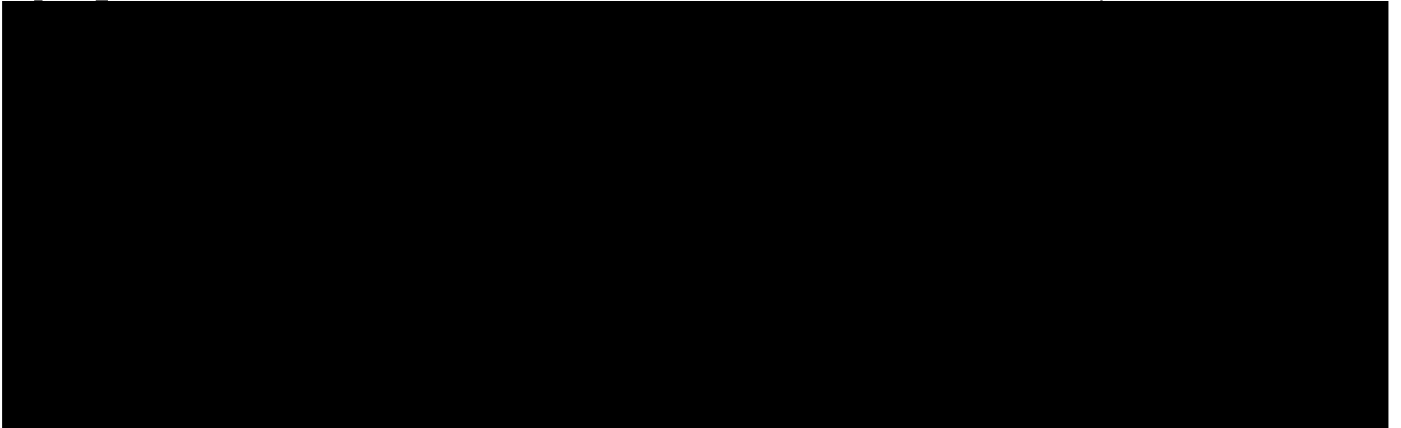
The event is an opportunity to promote the benefits of flexible working and the role it can play in increasing diversity and inclusion and in reducing an organisation's gender pay gap. It can also highlight the broader public service gender pay gap action plan.

We note you have provisionally agreed to Wednesday 12 December 2018 as the date for the Flexible work-by-default event. Minister Hipkins has indicated that he is unavailable to participate in the event.

[Tracking log item: MW 18-19 0218]

Section 9 (2) (f) (iv)

*Oversight and management of state sector pay equity claims*



[Tracking log item: N/A]

Section 9 (2) (f) (iv)

Pay equity and [redacted]

*Equal Pay Amendment Bill - Ministry to be advisors to Select Committee*

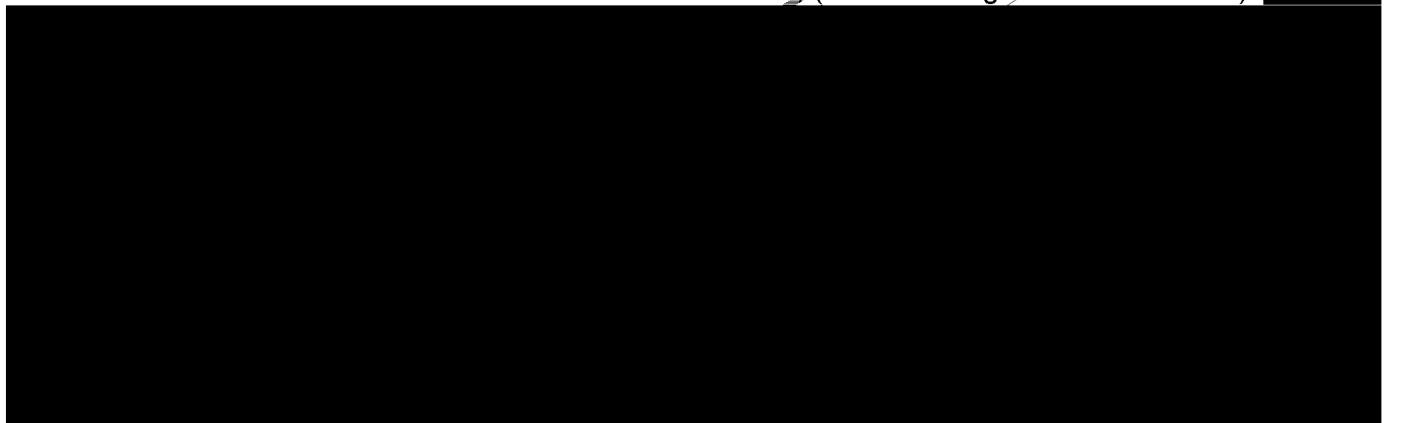
The Ministry for Women has been invited to be supplementary advisors to the Education and Workforce Committee, currently considering the Equal Pay Amendment Bill. The Select Committee, chaired by Parmjeet Parmar MP, begins meeting on 12 December 2018, and MBIE has advised that the first opportunity advisors will have to brief the Committee is likely to be 13 February 2019. The Ministry has received submissions from MBIE and we will begin analysing written submissions after the due date of 28 November 2018.

Section 9 (2) (f) (iv)

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*Pay equity - Joint MBIE briefing and memo [redacted]*

You received a briefing on information and tools to support the implementation of pay equity and a memo with revised recommendations on 19 November 2018. (MBIE briefing 1288 18-19 refers). [redacted]



[Tracking log item: N/A]

Section 9 (2) (f) (iv)

Cabinet paper on management of pay equity claims



[Tracking log item: N/A]

## System leadership, impact and reputation

CEDAW recommendations – options for government response

Section 9 (2) (g) (i)

[Tracking log item: MW 18-19 0174]

## Suffrage 125

We are looking forward to the events happening on 28 November 2018 to mark the 125th anniversary of women voting for the first time in a general election. Their Excellencies the Rt Hon Dame Patsy Reddy and Sir David Gascoigne have invited Ministry staff to a morning tea at Government House on this day to acknowledge our Suffrage 125 programme. Ministry staff will also acknowledge the Governor-General for her contribution and leadership towards gender equality in New Zealand.

The Ministry will also be supporting the *Kate Talks* event at Toitū Early Settlers Museum in Dunedin, which is a forum for young women to discuss current issues for women and girls.

The Ministry has received final reports from three Suffrage 125 Community Fund projects so far, from a total of 41 projects. Early next year, we will remind all organisations to complete their project reports so we can prepare a full summary for a final report on the Community Fund allocations.

[Tracking log item: N/A]

**Part 2: Operational matters**

Section 9 (2) (f) (iv)



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

Section 9 (2) (a)

**Ministry for Women welcomes second Tupu Tai intern [redacted] for summer 2018/19**

The Ministry is taking part in the MBIE-run Tupu Tai internship programme to encourage young Pacific people into public sector careers, especially in policy. Data indicates that there are fewer than forty policy professionals of Pacific origin in the public service.

Section 9 (2) (a)

Section 9 (2) (f) (iv)

[redacted] will be at the Ministry between now and the end of February 2019. She will assist with work on pay equity, [redacted] and supporting Māori and Pacific women into trades and vocational training. Ministry officials attended the launch of Tupu Tai on Monday 19 November, with Minister Faafoi and senior public service leaders.

[Tracking log item: N/A]

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

Section 9 (2) (f) (iv)

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Subject	Log Number	Due date
Briefing to Minister on stakeholder strategy	MW 18-19 0240	27 November 2018
Memo to Hon Peeni Henare - advice on updates to Community Organisations Grants Scheme	MW 18-19 0248	27 November 2018
[redacted]	MW 18-19 0224	28 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
Advice on the Ministry's gender pay gap	MW 18-19 0252	28 November 2018
Briefing to support meeting with NACEW to discuss work programme	MW 18-19 0221	28 November 2018
[redacted]	MW 18-19 0219	29 November 2018

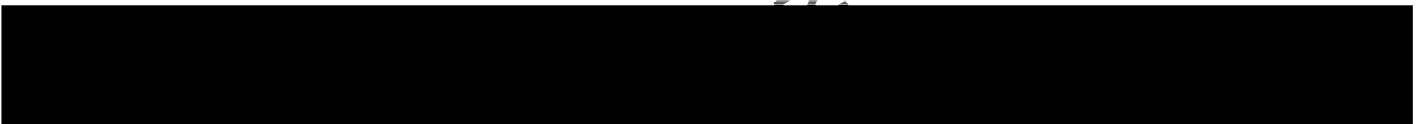
Subject	Log Number	Due date
Update APH on the 50 percent target, December 2018	MW 18-19 0212	30 November 2018
Advice on gender indicators for wellbeing frameworks	MW 18-19 0207	5 December 2018
Gender analysis tool and gender mainstreaming	MW 18-19 0227	5 December 2018
CSW63 briefing	MW 18-19 0228	6 December 2018
Effective services for family violence paper launch	MW 18-19 0232	12 December 2018
Full event briefing on women's safety event	MW 18-19 0236	12 December 2018
Quarterly update on joint work programme with TPK	MW 18-19 0200	21 December 2018
Draft media release on the 50 percent target for women CEs	MW 18-19 0253	16 January 2019
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
CEVEP key points on Equal Pay bill (jointly with MBIE)	MW 18-19 0230	tbc

**Part 4: Nominations Services**

Services received and delivered this week -

Section 9 (2) (f) (iv)

Appointing Agency	Board	Vacancies	Number nominated



[Tracking log item: MW 18-19 0224]

Section 9 (2) (f) (iv)

## Part 5: Recent correspondence

### New ministerial correspondence (in progress)

Subject	Log Number	Due date
Ministerials regarding abortion law reform	MW 18-19 0213 MW 18-19 0214	26 November 2018
Ministerial regarding the University of Canterbury Feminist Society's work with Suffrage 125	MW 18-19 0244	7 December 2018
Ministerial on Entrepreneurship	MW 18-19 0243	10 December 2018
Ministerial regarding Auckland Council's support for CEDAW	MW 18-19 0249	12 December 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)
<b>OIA (Minister)</b> – ██████████ 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	Sent to Minister's office	26 November 2018
<b>OIA (Minister)</b> – ██████████ – 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
<b>OIA (Ministry)</b> – ██████████ - 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

Section 9 (2) (a)

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<b>OIA (Minister)</b> – [REDACTED] - 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 0246	6 December 2018	13 December 2018
<b>OIA (Minister)</b> – [REDACTED] – All advice received since 26 October 2017 in relation to gender quotas on private sector boards and pay transparency, including implementing a pay transparency regime via legislation.	MW 18-19 0247	10 December 2018 (extension to 29 January 2019)	17 December 2018 (extension to 5 February 2019)
<b>OIA (Ministry)</b> – [REDACTED] - Membership to Koru Club - amount spent, total number of paid memberships, type and term of membership.	MW 18-19 0250	11 December 2018	18 December 2018
<b>OIA (Ministry)</b> – [REDACTED] - Personal grievance claims - costs, number, settlement payments.	MW 18-19 0251	11 December 2018	18 December 2018

**Part 6: Cabinet papers consulted on**

Committee/Date	Title of paper	Department	Comments
SWC TBC	Place-based initiatives	SIA	The Ministry's research confirms that each of these regions, South Auckland, Northland and Tairāwhiti, has a disproportionately high level of women-led, single-parent households. The success of place-based decision-making can improve outcomes for these women and the whānau they lead. The Ministry suggests the statement that there are no gender implications for this paper is incorrect. We asked if they could provide data to quantify and propose an appropriate gender impact statement.



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

Publication/event	Date	Agency lead
Release of draft guidance for all employers on how to measure organisational gender pay gaps	7 December 2018 (tbc)	Stats NZ
Event with Gender Pay Gap taskforce on work to close the gender pay gap in the public service	12 December 2018 (tbc)	Ministry for Women with State Services Commission
Safety event with Under-secretary Logie	17 December 2018	Ministry for Women
Pānui wāhine summer edition	December 2018 (tbc)	Ministry for Women
State Services Commission – release of 2018 Human Resource Capability data	December 2018 (tbc)	State Services Commission

**Helen Potiki**  
Acting Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....