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23 August 2018



Tēnā koe 

OFFICIAL INFORMATION ACT REQUEST

Thank you for your request, received Thursday, 26 July 2018, made under the Official Information Act 1982 as follows (verbatim from your email):

Our particular focus is on legal staff in your organisation. The staff we are asking for information about are staff:

- *who have a practising certificate*
- *whose role involves giving legal advice*
- *who may still have or have had a practising certificate in the past and who are now responsible for managing legal staff*
- *who are legal executives*

In relation to these categories of staff please provide us with information covering the past 5 years about the following:

What assessment(s) have been done by your organisation (including but not limited to assessments for the purpose of reporting to the SSC and or any other governmental authority) to check that women legal staff are not being paid less and are not less likely to get promotions than male legal staff because of gender discrimination?

If any assessment has been done:

- *What type of tool or analysis was used to make the assessment?*
- *What were the results of the assessment?*
- *What steps have been taken by your organisation to remedy any differences that were identified in pay or promotion opportunities? Eg have you made any adjustments in pay for women legal staff?*
- *What steps have been taken by your organisation to monitor the setting of pay and giving of promotions to ensure gender discrimination (including unintentional discrimination) does not impact on these processes in the future?*

If no such assessment has been done, the reasons for this.

What policies or processes does your organisation have in place to assist to prevent gender discrimination?

What provision does your organisation have for flexible work arrangements for legal staff (both men and women)?

What numbers of men and women (please identify both groups separately) have had flexible work arrangements for the purpose of looking after children in the past 5 years?

What steps have been taken by your organisation to ensure that gender discrimination does not negatively impact on women legal staff returning to work after having a baby and/or who work flexibly?

What training has been given to managers in your organisation to assist them to ensure that processes they implement and decisions they make do not, even unintentionally, discriminate against women legal staff.

What steps has your organisation put in place to ensure that gender discrimination does not impact on recruitment decisions?

If no particular steps have been put in place, the reasons for this.

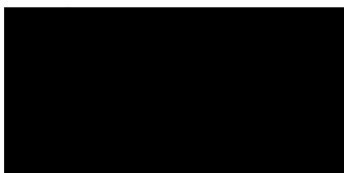
On how many occasions have responses to requests been reviewed by the Minister before being released?

The Ministry for Women does not currently employ any staff who have a practicing certificate, or have had a practicing certificate in the past, and whose role involves giving legal advice or managing legal staff.

As you may be aware, the Public Service has a programme underway to eliminate the gender pay gap in the public service. I would be happy to meet with [REDACTED] or yourself to discuss our programme. I would also be keen to talk to you more broadly on your findings and how we could usefully incorporate them into our actions.

You have the right to seek a review of these decisions by way of complaint to the Ombudsman, under section 28(3) of the Official Information Act 1982.

Nāku noa, nā



Renee Graham
Chief Executive