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# **Ministry for Women's Weekly Report to the Minister for Women**

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**As at 14 March 2018**

## Introduction

### Purpose

Each week the Ministry provides a report to the Minister for Women. The purpose of the report is to keep the Minister informed on her priority areas of work – women’s skills, employment and income; women’s safety from violence; women’s representation in leadership, and New Zealand’s international profile and relevant obligations – as well as upcoming briefings and reports, correspondence and publications.

## Part 1: Current priority outcome areas

### Women’s skills, employment, and income

#### *French gender pay gap reporting*

The French Government recently proposed a new law introducing gender pay gap reporting. The proposal requires companies to install special software to monitor gender pay gaps within organisations via their payroll systems. Larger firms would receive the software in 2019 and smaller firms in 2020 with checks on unjustified gender pay gaps commencing in 2022. Consultation with employers and unions will occur during March and April with the new legislation to be debated in May.

### Women’s safety from violence

#### *Digital harm guide*

The Ministry is meeting with Netsafe on 15 March to discuss how we can jointly develop a guide for providers working with young people on what works to prevent digital harm for young people, in particular young girls. The guide will be based on the evidence from our report *Insights into digital harm* (2017). We are hoping to produce this guide in June 2018 and we will work with the Minister on the launch.

#### *Social Investment Agency report on at-risk mothers and their babies*

The Ministry met with the Social Investment Agency (SIA) on 13 March to discuss how we can jointly publish SIA’s report *At-Risk Mothers and their Babies* and the Ministry’s qualitative report on the interviews with 40 vulnerable mothers: *“I just want to make money for my kids”: Insights from mothers at risk*. We are considering how best to present the information from the data, research evidence, and women’s voices in one document, and will provide updates through the weekly report.

### Women’s representation in leadership

#### *Auckland Young Feminists Workshop*

Ministry officials attended a feminist leadership workshop held by Auckland Young Feminists (AYF) in Auckland on 12 March. The goal of the workshop was to encourage and support young women to establish and run intersectional feminist groups at their high schools and to support community efforts towards gender equality.

Rt Hon Helen Clark spoke in a question and answer session, Hannah Lees from Teach First NZ briefly introduced the concept of intersectional feminism, and ideas on how to run school-based groups were shared. Most of the 150-200 attendees were at high school or in their first years of tertiary study, including a number of young men.

AYF was established with the support of YWCA and the National Council of Women. We will discuss further with AYF any support the Ministry can provide and opportunities to exchange knowledge and perspectives.

## ***Raising the profile of the Nominations Service***

Nominations officials have attended a number of events to increase the number and diversity of the women in the nominations database. These have included the Stanford Women in Data Science conference (5 March), TechWomen 'When Diversity Counts' in Auckland and Wellington (8 March), and the Governance NZ/Women on Boards breakfast network event (13 March), at which the Nominations Manager presented.

## **Suffrage 125**

The *Whakatū Wahine - forging our future, heralding our history* event for International Women's Day at Te Papa was attended by approximately 150 people with an online audience of more than 1,000 through RNZ's livestream and subsequent publication of the livestream video. There was good engagement from the audience and from the discussion online.

We are scoping our next Suffrage 125 events including an online competition leading to a Youth hui in May, and a 'Māori women and the vote' event in conjunction with He Tohu and the National Library of New Zealand on 13 June. We will be consulting with Te Puni Kōkiri and the National Library's Māori advisors on this event, aiming particularly to attract and encourage wāhine Māori to attend.

Events are continuing to be added to the [Suffrage 125 website](#) such as: *Our Wahine* an illustrated history of 125 women by New Zealand artist [Kate Hursthouse](#), *WANTOK* Melanesian hair culture exhibition at Mangere Arts Centre Nga Tohu o Uenuku (open to the public on 21 April), the Public Sector Women's Summit (2 May), and *Are we there yet?* exhibition at Auckland Museum (open to the public on 6 July).

## **International**

### ***Commonwealth International Women's Day Panel***

Sir Jerry Mateparae, High Commissioner to the UK, participated in a Commonwealth interactive panel discussion on International Women's Day at Marlborough House, London. The theme of the discussion was 'Progress for women and the Vote in the Commonwealth'. It was a celebration of the women's suffrage movement and the impact of women's leadership in New Zealand. We worked closely with MFAT in developing Sir Jerry's speech and provided information on the Minister's portfolio priorities, as well as the Suffrage 125 programme.

### ***Pacific Alliance Trade and Gender Chapter***

New Zealand has a long-standing relationship with the Pacific Alliance and each of its members (Chile, Colombia, Mexico, and Peru). On 30 June 2017 the Government launched free-trade agreement negotiations with the Pacific Alliance and it is hoped that a comprehensive agreement will be concluded this year. Over the last few months, the Ministry has been working with MFAT on a Pacific Alliance Trade and Gender Chapter. This is an opportunity to make joint commitments, and to explore avenues for international cooperation to achieve shared gender goals.

Public submissions on progressive trade issues with our Pacific Alliance partners will open shortly, seeking feedback on how to improve women's access to trade and investment opportunities. The Ministry will share this opportunity with stakeholders, including the International Women's Caucus, and will provide the Minister with a summary of feedback.

## **OECD**

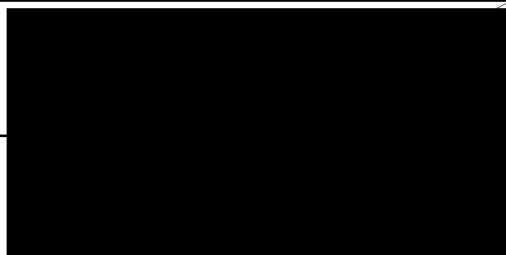
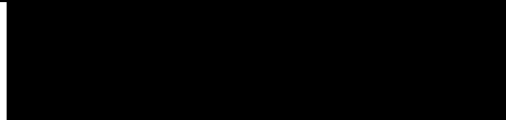

The Prime Minister received an invitation to submit an editorial article to the OECD for 'March on Gender', a series of events around International Women's Day to address the gender gap. The OECD also hopes to include Marlène Schiappa, State Secretary for Gender Equality, France; and Maryam Monsef, Minister of Status of Women, Canada. These articles will build on the recent OECD report *The Pursuit of Gender Equality: An Uphill Battle* (October, 2017).

The Ministry has drafted the article in consultation with MFAT, focusing on the Government's commitments to improving the lives of New Zealand women, efforts to close the gender pay gap, and the Suffrage 125 programme. DPMC is liaising with the Prime Minister's Office for approval of the text. We will advise you as soon as the article is finalised.

## Part 2: Operational matters

Nil.

## Part 3: Upcoming briefings and reports

Subject	Log number	Date due	Status
Advice on a one day symposium on women in governance before July	MW 17-18 0242	29 March	In progress
Post hearing questions from the Select Committee	MW 17-18 0248	12 March	Sent
Gender equality charter launch	MW 17-18 0250	5 Apr	In progress
Cover briefing on pay equity (prepared with SSC and MBIE)	MW 17-18 0251 <a href="#">Section 9 (2) (f) (iv)</a>	19 March	In progress
	MW 17-18 0252	19 March	In progress
	MW 17-18 0253	19 March	In progress
CEVEP's response to RJWG recommendations on Pay Equity Principles	MW 17-18 0260	21 March	In progress
Potential funding for NACEW research work	MW 17-18 0263	20 March	In progress
Briefing and speech notes for Women on Boards conference	MW 17-18 0268	3 May	In progress
Letter to the PM to appoint Under-Secretary Logie to lead the official CEDAW delegation	MW 17-18 0269	16-Mar	In progress
Meeting with Judge Andrew Becroft, Children's Commissioner	MW 17-18 0270	29-Mar	In progress
Meeting with  the Trust Project	MW 17-18 0271 <a href="#">Section 9 (2) (a)</a>	29-Mar	In progress
Meeting with the Chief Executive, Diversity Works	MW 17-18 0272	29-Mar	In progress
Meeting with Elizabeth Tennet, CEO of Wellington Pay Equity Coalition	MW 17-18 0273	5-Apr	In progress

Meeting with NZ Law Society Gender Equality Launch	MW 17-18 0274	5-Apr	In progress
Meeting with Kiri Hannifin, GM Corporate Affairs, Countdown	MW 17-18 0275	9-Apr	In progress
Meeting with Ray Lind, Careerforce	MW 17-18 0276	30-Apr	In progress

#### Part 4: Recent correspondence

##### New ministerial correspondence

Subject	Log number	Date due	Status
Employment agreements not allowing employees to discuss money they make	MW 17-18 0230	19 March	In progress
Why there is no Minister for Men	MW 17-18 0231	20 March	Sent
Iceland's approach to gender equality	MW 17-18 0244	16 March	Sent
Tomorrow's prisons	MW 17-18 0249	16 March	In progress
Care of children and property relationships act	MW 17-18 0254	29 March	In progress
Workplace bullying	MW 17-18 0257	20 March	In progress

##### Correspondence between ministers

Nil

##### Minister and Ministry-initiated correspondence

Nil

##### New parliamentary questions

Nil

##### New OIA/Ombudsman/Privacy Act requests to the Ministry

Subject	Log number	Date due	Status
A list of briefing topics requested by you as Minister for Women since 26 October 2017	MW 17-18 0226	16-Mar	Sent to Minister's office 9-Mar
Sexual Health - LGBTI issues. Information for the Health Private Secretary	MW 17-18 0233	20-Mar	In progress
Cost of the sponsorship/funding for the #myidentity campaign	MW 17-18 0255	29-Mar	Sent to Minister's office 13-Mar
Weekly Reports between 26 October and 31 January	MW 17-18 0266	6-Apr	In progress
Questions about information in the BIM	MW 17-18 0267	9-Apr	In progress

**Nominations services provided**

Board/Committee	Role	Appointing Body/Minister	Status/Comments
Waitangi Tribunal	Kaumātua and members	Te Puni Kōkiri	Complete APH 1 nomination
Charities Registration Board	Member	Department of Internal Affairs	Complete APH 3 nominations
Earthquake Commission	Chair and members	Treasury	In progress APH
New Zealand Walking Access Commission Board	Members	Agriculture	In progress APH
Waitangi Tribunal	Kaumātua and members	Te Puni Kōkiri	Complete APH 1 nomination

**Part 5: Cabinet papers consulted on**

Committee/Date	Title of paper	Department	Comments
Social Wellbeing Committee 21 March	Increasing regulated for ACC payments for treatment: Release of consultation document	Ministry of Business, Innovation and Employment	Likely to have a positive impact on single parent households.
Social Wellbeing Committee 21 March	Advancing Whānau Ora Review	Te Puni Kōkiri	Support the paper and proposed review. A gender and ethnicity lens is strongly urged in the development of this review.
Social Wellbeing Committee April TBC	Establishing a Criminal Cases Review Commission	Ministry for Justice	Support the paper.
Economic Development Committee 11 April	Measuring New Zealand's Progress <a href="#">Section 9 (2) (f) (iv)</a>	Stats NZ	In progress

Committee/Date	Title of paper	Department	Comments
Economic Growth and Infrastructure Committee Date TBC	Education: approach to reforms of the institutes of technology and polytechnics sector	Multi-agency (Education lead)	Support the paper. The Problem Definition paper – developing comments and Gender Impact Statement.

Section 9 (2) (f) (iv)

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Committee/Date	Title of paper	Department	Comments
Committee and date TBC	Breaking the inter-generational cycle of family and sexual violence	Multi Agency Team (Minister of Justice)	Supported splitting the paper into two: the first paper to make the case for change.

### Part 6: Upcoming publications and events in the next three months

Publication/event	Date	Agency lead
Survey/engagement tool – trialling an approach to get women’s voices on a particular topic on the website	March (tbc)	Ministry for Women
Release of rapid literature review on effective family violence services for women, particularly Māori women	March (tbc)	Ministry for Women
Release on Ministry website of gender pay gap background information	April	Ministry for Women
Launch of Parental leave booklets for public sector employers and employees. The booklets have been developed from the research with public sector employees on their experience of parental leave.	May	Ministry for Women
Launch of commissioned research led by AUT and Motu (Pacheco and Sin) on the long-term economic effect of having children, especially relating to the gender pay gap	May	Ministry for Women



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**Margaret Retter**  
Acting Chief Executive

**Hon Eugenie Sage**  
Acting Minister for Women

Date: .....