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Ministry for Women Weekly Report to the Minister for Women

As at 19 September 2018

Part 1: Current priority outcome areas

Suffrage 125

We have been impressed this week with the focus on the Suffrage 125 anniversary and the ensuing discussions for how to improve women's lives. A large number of organisations across New Zealand and overseas have held events and the anniversary has dominated the media and social media.

Ministry officials attended the Women of Influence Forum and awards gala dinner, hosted by Stuff and Fairfax. The awards recognise women leaders across New Zealand and the Ministry is a sponsor of the Public Policy category. Under-Secretary Logie presented our award that went to Charlotte Korte, Co-leader of Mesh-Down Under. The interest in the awards remains high and the Supreme Winner was Jackie Clarke from the Aunties, a group assisting women affected by domestic violence.

Ministry officials also attended the sunrise Suffrage 125 event in Auckland, hosted by Auckland Council, the National Council of Women and the Māori Women's Welfare League, and the book launch of Women Now: The Legacy of Female Suffrage at Te Papa in Wellington.

We thank you for your leadership with our event at Parliament. We have received positive feedback on the event from guests and stakeholders.

[Tracking log item: N/A]

Suffrage 125 Community Fund

We have processed 41 of the successful applicants for the Suffrage 125 Community Fund and each of these organisations has completed their grant terms and conditions agreement. We are in discussions with one organisation about their allocation (\$8,000) as this project has changed since the original application. We have paid several of the organisations already and we are on track to finalise all of the projects and pay the funding by the end of September.

[Tracking log item: N/A]

Valuing women's contribution

Equal Pay Amendment Bill

The Equal Pay Amendment Bill was introduced to the House on Wednesday 19 September 2018, which coincided with Suffrage Day, and was announced at 12 noon on the same day. Next steps on the work programme include completing the research and information phase on [REDACTED]

[Tracking log item: N/A]

Section 9 (2) (f) (iv)

Ministry of Education Support Workers' pay equity claim

9 (2) (j)

NZEI members have ratified the settlement agreement to address a pay equity claim for Support Workers employed by the Ministry at meetings around the country in recent weeks. This is the first pay equity settlement reached in the State sector using the Joint Working Group on Pay Equity Principles.

[REDACTED] NZEI intends to conduct a separate online ratification process for collective agreement over the next two weeks' time. NZEI put out a press release on the settlement on Wednesday 19 September 2018.

[Tracking log item: N/A]

MBIE research report - Entrepreneurial beginnings

The Ministry will send your office a copy of MBIE's briefing note and the research report *Entrepreneurial beginnings*. This report used integrated data to look at the characteristics of those who start their own businesses and become employers. A gendered breakdown shows, while fewer women start their own businesses, women are more likely to become employers.

[Tracking log item: N/A]

Ngāti Hine Forestry Trust - Engagement

Ministry staff attended the powhiri for Huhana Lyndon on Friday 14 September. Huhana was recently appointed Chief Executive of Ngāti Hine Forestry Trust. She was formerly the General Manager of Te Matarua Education Trust in Whangarei, and presented at the Women in Leadership Summit on 6 July, which was co-hosted by Minister Genter and Rob Campbell.

In October 2015, the Ministry signed an MOU with Te Matarua Education Trust, working with them on a Mana Wahine approach to support nga wāhine i te Tai Tokerau mo te Tai Tokerau. Our work with Te Matarua Trust has focused on wāhine Māori in trades and leadership. The Trust have already indicated their openness to work with the Ministry on women-focussed employment and training related projects. The Trust's forestry is centred around Moerewa and Kawakawa, and it has also created a social housing portfolio in Moerewa, Kawakawa and Kaikohe.

[Tracking log item: N/A]

Information and tools to support pay equity claims

Section 9 (2) (f) (iv)

Section 9 (2) (f) (iv)

Work is underway to develop further advice on information and tools to support pay equity claims,

[REDACTED] The Joint Working Group on Pay Equity Principles (JWG) and the Reconvened Joint Working Group (RJWG) considered that adequate information and support was a necessary precondition for all parties to be able to make and progress pay equity claims.

[REDACTED] Stakeholders who submitted on the previous Bill also expressed support for the creation of a specialised unit or agency to support the implementation of pay equity. Officials held a cross agency workshop on Friday 14 September to explore the information and resource needs of pay equity claimants. The workshop provided useful insights in understanding the essential, desired and optional information needs. A further workshop on options on information and tools is scheduled to be held in due course.

We will brief you and the Minister for Workplace Relations and Safety at the end of October 2018 on options for information and tools to support pay equity claims, and the options for developing and delivering them.

[Tracking log item: MW 18-19 0159]

Taskforce update

Gender Pay Principles

The Gender Pay Principles Working Group met on Wednesday 12 September to discuss the areas of focus for the group over the remaining 12 months it will be in operation. A terms of reference is being drafted to reflect those discussions and we will update you once finalised. The Group is a bi-partite working group of State sector union and agency representatives, including the SSC.

[Tracking log item: N/A]

Safety

Section 9 (2) (a)

Treasury OIA request on the Minors (Court Consent to Relationships) Bill

Treasury has consulted with the Ministry on an OIA request from [REDACTED] (Stuff) for documents relating to the Minors (Court Consent to Relationships) Legislation Bill (the Bill). Several documents containing Ministry for Women correspondence and a draft Cabinet paper written by the Ministry fall under the scope of the request.

The draft Cabinet paper sought agreement to progress the Marriage (Court Consent to Marriage of Minors) Amendment Bill (as the Bill was formerly known) as a Government Bill. This paper was prepared under the former Minister of Women, Hon Louise Upston, and did not progress past inter-agency consultation.

Another document which is in scope contains a preliminary Regulatory Impact Statement (RIS). The RIS includes information on the drawbacks of progressing with the Bill, including a potentially weak evidence base on forced marriage, and the risk of stigmatising ethnic communities.

Treasury has advised us that the documents in scope will be proactively released, in line with expectations around transparency and open government. They expect to publish the documents on their website in late September. We foresee there could be some media interest in the content of the documents and have drafted key messages in preparation for any queries.

[Tracking log item: N/A]

Integration of Gender Analysis into Treasury Budget Guidance for the Wellbeing Budget 2019

The Ministry is developing a gender analysis tool to better support government agencies to integrate gender analysis into their policy work, and identify gender implications of policy proposals. Allied to this, we have gained Treasury agreement to include in their cost benefit analysis guidance. Since our tool is not yet complete, the Treasury guidance document now includes a link to the Ministry's webpage (<http://women.govt.nz/about/our-work>), which advises on the development of our tool and, as an interim measure, refers readers to the European Institute for Gender Equality's tool.

A first iteration of the gender analysis tool, designed specifically for Aotearoa New Zealand, will go live on our website in December 2018.

[Tracking log item: N/A]

The new organisational arrangements for the family violence and sexual violence system will be announced on 28 September

On 10 September Cabinet agreed to the organisational arrangements for the Joint Venture that will oversee collective efforts to reduce family violence and sexual violence. From 28 September the Multi-Agency Team on Family Violence and Sexual Violence will transition to the new Joint Venture business unit.

Cabinet also agreed to appoint an interim Rōpū Māori to reflect Māori views in the development of a draft National Strategy on Family Violence and Sexual Violence and advise on the permanent form of this body. Te Rōpū will work in partnership with the Crown, Ministers and the new business unit, providing specific advice to address the disproportionate burden of harm suffered by Māori.

Under-Secretary Logie will announce the decisions to establish both the business unit and Rōpū Māori on Friday 28 September 2018 at the annual conference of the Māori Women's Welfare League.

Ministry for Women officials have been invited to attend the first day of the conference, but will not be present for the joint venture announcement.

We will provide a weekly report update on the Conference and announcement.

[Tracking log item: N/A]

Nominations Service

Pacific staff members from the Ministry attended the Pacific celebration of the 125th anniversary of suffrage in New Zealand, hosted by Hon Carmel Sepuloni and MP Anahila Kanongata'a-Suisuiki in association with Pasifika Futures Limited. As part of the celebration, Pacific women recipients in the 2018 New Year's and Queen's Birthday awards were acknowledged for services to their community in their respective fields of education, sports, politics, business, religion and the arts.

We are working closely with DPMC on ministerial nominations for the 2019 New Year's honours round, as well as supporting its efforts in achieving more community-driven nominations.

[Tracking log item: N/A]

Nominations services received and delivered this week

Appointing Agency	Board	Vacancies	Number nominated
Ministry for the Environment	Water reform panel	Members	4
MFAT	Public Advisory Committee on Disarmament and Arms Control (PACDAC)	Members	In progress
DIA	Guardians Kaitiaki of the Alexander Turnbull Library	Members	3
DIA	Library and Information Advisory Commission	Members	2
DOC	Game Animal Council	Members	Shared with members

Part 2: Operational matters

The budget-related Ministerial bilateral has been confirmed for 17 October 2018. This has allowed some additional time for the Ministry to develop the proposals and the initial briefing to you. We will provide you with a draft on 26 September 2018.

[Tracking log item MW 18-19 0152]

Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
Cabinet Schedule - Approved information sharing agreement for SWC 26 September 2018 (New)	MW 18-19 0158	21 September 2018
Work programme with Te Puni Kōkiri	MW 18-19 0141	25 September 2018
Speech notes for introduction of Equal Pay Amendment Bill	MW 18-19 0137	26 September 2018
Budget 2019 material for bilateral	MW 18-19 0152	26 September 2018
Gender Pay and Pay Equity Taskforce - monthly update September 2018	MW 18-19 0133	27 September 2018
Acting Minister's input into the Statement of Intent	MW 18-19 0114	28 September 2018
Mana Wahine Inquiry - Proposed Ministerial Meeting	MW 18-19 0138	28 September 2018
Ministerial Oversight Group on State Sector Employment Relations meetings (Meeting 18 October 2018)	MW 18-19 0071	3 October 2018
Women in Public Sector Summit in Auckland on 16 October 2018 - Minister Sage speech notes	MW 18-19 0129	3 October 2018
Responding to sexual harassment: current government responses, gaps and options	MW 18-19 0110	5 October 2018
APEC public-private dialogue on structural reform and gender	MW 18-19 0150	31 October 2018
Information and tools to support pay equity claims (New)	MW 18-19 0159	31 October 2018
Briefing on work programme and major events November 2017 - March 2018	MW 18-19 0043	6 November 2018
Evaluation of Suffrage 125	MW 18-19 0153	9 November 2018
Release of briefings referred to in weekly report	MW 17-18 0338	tbc
Cabinet Schedule – Collecting ethnicity data on appointments to State sector boards and committees	MW 18-19 0012	tbc
Rotorua Family Harm project: interim evaluation	MW 18-19 0107	tbc
	MW 18-19 0081	tbc
Fact sheets update August 2018	MW 18-19 0107	tbc

Section 9 (2) (g) (i)

Subject	Log Number	Due date
[REDACTED]	MW 18-19 0156	tbc

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Part 4: Event and meeting briefings (in progress)

Subject	Log Number	Due date
Talking points for Champions for Change event	MW 18-19 0155	17 October 2018
Briefing and speaking points for Women in Construction summit	MW 18-19 0032	31 October 2018

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

Subject	Log Number	Due date
Ministerial regarding Suffrage 125	MW 18-19 0143	1 October 2018
Ministerial on abortion	MW 18-19 0144	1 October 2018
Ministerial on CEDAW recommendations	MW 18-19 0147	2 October 2018

Correspondence between ministers

Nil

Minister and Ministry-initiated correspondence

Nil

New parliamentary questions

Nil

Section 9 (2) (a)

Section 9 (2) (a)

Current OIA/Ombudsman/Privacy Act requests to the Minister/Ministry

Subject	Log Number	Due date (to Minister)	Due date (to requestor)
OIA (Minister) – [REDACTED] – Briefings relating to the private sector GPG	MW 18-19 0145	1 October 2018	8 October 2018
OIA (Ministry) – [REDACTED] – Music on hold, total spend, service provider, playlist	MW 18-19 0157	9 October 2018	16 October 2018

Part 6: Cabinet papers consulted on

Nil

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	October (tbc)	State Services Commission
Presentation copies of the Annual Report and Strategic Intentions	16 October (tbc)	Ministry for Women
Commonwealth Women’s Parliamentarian’s event for women in leadership on quotas versus targets	31 October (tbc)	HRC and Commonwealth 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: