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Ministry for Women Weekly Report to the Minister for Women

As at 2 October 2018

Part 1: Current priority outcome areas

Suffrage 125

Suffrage 125 closing event in Dunedin, Wednesday 28 November 2018

To mark the 125th anniversary of women voting for the first time in a general election, we are supporting an event at Toitū Early Settlers Museum in Dunedin on Wednesday 28 November, from 5:30pm to 7:00pm. The Museum will send an invitation to Minister Genter to attend and address the audience.

The format is based on the TEDTalk concept, and involves five keynote speakers, each talking on a topic relating to suffrage and this anniversary. The working title is: *Kate Talk: Voting Day*. It is the final event in the Suffrage 125 programme. The purpose is to connect young women with the suffrage story and provide a forum for discussion of issues affecting women and girls in New Zealand today.

Dunedin had the highest number of suffrage signatories and voters in 1893. Dunedin is also home to the first women's union, The Tailoresses' Union, which was set up in 1889 by local labour leaders concerned about conditions and pay for working women.

The event will link to Toitū's feature exhibition *Suffrage & Beyond: 1893-2018*, opened by Dame Sylvia Cartwright on 8 September 2018.

We have also been informed that Associate Minister for Arts Culture and Heritage, Hon Carmel Sepuloni, is planning a breakfast event at Parliament to promote Ministry for Culture and Heritage resources linked to this voting anniversary. The details of this event are still being finalised.

[Tracking log item: N/A]

Gender Pay Gap and Pay Equity Taskforce Update

Progress towards a tripartite forum to support the strengthened oversight and management of pay equity claims

Section 9 (2) (f) (iv)

[Tracking log item: N/A]

Information to CEs on the GPG Action Plan pre-Christmas milestones

The State Services Commissioner has alerted all public service chief executives and general managers of human resources to the pre-Christmas milestones in the GPG Action Plan, including support to develop agency GPG action plans and the development of guidance on closing gender pay gaps within starting salaries. Additional information on agency action plans was also provided and this noted the importance of developing plans in consultation with unions and sharing them with all employees and unions.

[Tracking log item: NA]

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

Safety

Joint venture on family violence and sexual violence

On Friday 28 September, at the Māori Women's Welfare League annual conference, Under-Secretary Jan Logie announced the joint venture between public service chief executives, to deliver an integrated, whole-of-government approach to family violence and sexual violence. This approach creates a single point of accountability and leadership and enables a strategic overview of prevention, early intervention, crisis response and support for long-term recovery, to be set out in a national strategy and action plan. The Joint Venture will establish a Māori group, Te Rōpū, to partner with the work of the joint venture, and the public will have the opportunity to contribute to a national strategy and action plan in family violence and sexual violence.

Ministry officials were invited to the welcome session for the conference only, and were not present on Friday, but we understand the Under-Secretary's announcement was very well received. Work is now underway to establish the joint venture, and its supporting business unit is planned for December 2018. The Ministry has been actively participating in the work at steering group and working group level, focusing particularly on the prevention strategy and design of the joint venture and Te Rōpū.

[Tracking log item: MW 18-19 0110]

Section 9 (2) (g) (i)

Wai 2700: Waitangi Tribunal's Mana Wāhine Inquiry

Next week, we will send your office a briefing on the Mana Wāhine kaupapa inquiry, to inform a meeting you have scheduled for 4:30 pm to 5:00 pm on Wednesday 17 October, with a range of ministers whose responsibilities are relevant to the inquiry.

Nearly 100 claims have now been lodged with the Waitangi Tribunal for the inquiry, from the original claim by the Māori Women's League in 1993, to 21 September 2018, the closing date for statements of claim set by the Waitangi Tribunal. The claims cover many areas of government from Māori women in leadership and decision-making roles, to employment and pay equity, education, housing, child protection and welfare, the justice system, whānau violence, and alcohol and drugs.

The Crown's response to the statements of claim and eligibility issues is due with the Waitangi Tribunal on Friday 19 October 2018. We are currently working with Crown Law on the draft Crown response, which will be more focused on process than substance since the Tribunal has not yet appointed a panel to lead the inquiry, reviewing the statements of claim; and working with relevant departments to help them prepare for the inquiry. This will be for discussion with you at the Minister's meeting on 17 October 2018.

[Tracking log item: MW 18-19 0138]

Sexual harassment meeting with CTU, PSA and officials from SSC

On Tuesday 2 October, we hosted a meeting on sexual harassment with representatives of the CTU, PSA and officials from SSC and Ministry of Justice (multi-agency team on family violence and sexual violence). The purpose of the meeting was to discuss perspectives on the government's current role and activities in this area, and identify areas of concern. We agreed to keep involving them in any ongoing work. Key issues raised include:

- A confusing landscape for victims to get the help they need. In many cases women face a choice of ‘putting up with it’ or leaving the job
- When women leave their job, this places them outside the employment regulation system in seeking redress, placing the burden on Community Law Centres to pick up the cases
- Long response times from government agencies, lack of responsiveness and expertise on this issue from existing government helplines
- Inadequate response to vulnerable, private sector workers (e.g. a case of a migrant worker whose visa was tied to an employer; manual, low-paid and casual workers particularly in cleaning and hospitality)
- Lack of avenues for redress where the employer is the perpetrator
- Concern about the appropriateness of some government services (for example the use of mediation in dealing with sexual harassment, some guidelines and information materials less helpful than they should be)
- Lack of investment in prevention, and lack of focus on perpetrators (holding them to account and stopping serial offending)

Opportunities identified in discussion include:

- The government can make a difference, through the public service leading by example, but also, through supply chains, via its role in procurement (in the cleaning and care sectors)
- Responses could be made more effective by drawing more on NGOs with expertise in sexual violence to provide support services in cases of sexual harassment, rather than just focusing on upskilling government service staff

The meeting attendees agreed it makes sense to integrate work on sexual harassment under the umbrella of the Joint Venture on Family Violence and Sexual Violence

[Tracking log item: MW 18-19 0110]

Nominations Service

Workshops with women leaders

SUPERDiverse WOMEN (SDW), in collaboration with the Ministry for Women, successfully conducted the first workshop in a series of three for SDW members. The workshop brought together 20 women leaders across SDW and New Zealand Asian Leaders who previously submitted their interest in governance positions on state sector boards. This workshop focused on developing a governance CV, understanding the skill matrix, and the governance nomination process within the public sector.

Two further workshops will be with an experienced and a new governance director, aimed at understanding their journey.

[Tracking log item: N/A]

Nominations services received and delivered this week

Appointing Agency	Board	Vacancies	Number nominated
MFAT	Public Advisory Committee on Disarmament and Arms Control	Members	4

Part 2: Policy briefings (in progress)

Section 9 (2) (f) (iv)

Subject	Log Number	Due date
The role of Middle Managers in Progressing Gender Equity in the Public Service	MW 18-19 0175	3 October 2018
Ministry fact sheets (updated from August 2018)	MW 18-19 0107	5 October 2018
Preliminary thinking on Kiwisaver for women on parental paid leave	MW 18-19 0166	5 October 2018
Responding to sexual harassment: current government responses, gaps and options	MW 18-19 0110	8 October 2018
Mana Wāhine Inquiry - Proposed ministerial meeting	MW 18-19 0138	10 October 2018
	MW 18-19 0173	10 October 2018
Ministerial Oversight Group on State Sector Employment Relations meeting (Meeting 18 October)	MW 18-19 0071	24 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	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
Rotorua Family Harm project: interim evaluation	MW 18-19 0107	November 2018 (tbc)
CEDAW recommendations and next steps	MW 18-19 0174	tbc
Release of briefings referred to in weekly report	MW 17-18 0338	tbc

Part 3: 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 4: Recent correspondence**New ministerial correspondence (in progress)**

Nil

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 (Ministry) – [REDACTED] – Music on hold, total spend, service provider, playlist	MW 18-19 0157	9 October 2018	16 October 2018
OIA (Minister) – [REDACTED] obo 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	18 October 2018	26 October 2018

Part 5: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
DEV on 24/10 and Cab on 29/10	Living Standards Framework and Living Standards Dashboard	Treasury	<p>The draft cabinet paper refers to gaps in the draft Living Standards Dashboard of indicators (the dashboard), and notes more work needed to be done to incorporate Te Ao Māori, Pacific and Asian peoples' perspectives (among others). The Ministry's view is that a gender perspective also needs to be further incorporated and we would like to see this acknowledged in the paper.</p> <p>The Ministry recommends adding an indicator for representation in political leadership to the dashboard. Outside of leadership, most of the indicators that we would want to see in the dashboard appear to be present at the highest level. e.g. hourly earnings (for gender and ethnic pay gaps), unemployment rate, self-reported domestic violence, reported discrimination, educational attainment, time spent in leisure/personal care time. The Ministry is interested in how reporting around the dashboard will bring out the gender (and intersectional) issues that are of most concern, for example differences for hourly pay for Maori or Pacific women.</p> <p>The Ministry is discussing with Treasury about how we can assist them to further develop a gender perspective in this space.</p>

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Part 6: Publications and events in the next six months

Publication/event	Date	Agency lead
State Services Commission – release of 2018 Human Resource Capability data	October 2018 (tbc)	State Services Commission
Women in Public Sector Summit - Auckland	16 October 2018	Government Women's Network
Presentation copies of the Annual Report and Statement of Intent	16 October 2018 (tbc)	Ministry for Women
Commonwealth Women's Parliamentarians event for women in leadership on quotas versus targets	31 October 2018 (tbc)	HRC and Commonwealth Women Parliamentarians. Ministry for Women's involvement
Equal Pay Awards final event	7 November 2018	YWCA

Helen Potiki
Acting Chief Executive

Hon Eugenie Sage
Acting Minister for Women

Date: