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# Ministry for Women Weekly Report to the Minister for Women

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**As at 30 October 2018**

## **Part 1: Current priority outcome areas**

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

#### **Governance workshops with SuperDiverseWOMEN**

We have completed three governance workshops with 20 diverse women leaders. The workshops were to increase the women's knowledge of a good governance CV and how to position themselves for board roles. From the evaluation of the workshops, participants told us that they valued the opportunity to hear directly from experienced directors (Rob Campbell, Chair SkyCity and Lyn Lim, Chair Foundation North), the Ministry's work to improve their governance CVs, and that they would recommend these sessions to their colleagues. We have encouraged the participants to register on the Nominations database (four have registered so far), and we will develop a resource based on the material covered across the workshops that can be used by other women seeking governance roles. We are also supporting the inaugural Diverse Thinking Governance Summit on 15 November 2018.

*[Tracking log item: N/A]*

#### **Commonwealth Women Parliamentarians Suffrage125 debate panel**

We supported the Commonwealth Women Parliamentarians Suffrage125 debate panel on the merits of using quotas, targets and special measures to achieve gender equality in private sector leadership roles on 31 October 2018. We provided resources towards the streaming of the event. The debate brought together powerful voices on both sides of this issue and explored the best way for New Zealand to reach its common goal of inclusive prosperity. On the affirmative in support of quotas was Louisa Wall MP and Prof Marilyn Waring (AUT). On the side of targets was Joan Withers (board chair) and Anne Tolley MP. Both quotas and targets aim to improve gender equality in leadership.

Quotas can achieve a higher percentage of women on boards very quickly as companies have to comply, but can lead to perceptions of tokenism and a fear that women are not being selected on merit. Setting a target involves working with those involved with board appointments to change an organisations' culture. As targets are voluntary, they can take a long time to be effective. This debate created space for debate on how to encourage and grow the pipeline of women in leadership.

*[Tracking log item: N/A]*

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

#### **The Gender Tick launch**

Helen Potiki, Acting Chief Executive, addressed the audience at the launch of The Gender Tick, an accreditation programme developed by the YWCA and Mosaik for businesses to show their commitment to providing a fair workplace for all employees regardless of gender. Helen talked about the Ministry for Women's focus on workforce issues for woman such as pay equity and the gender pay gap. Gender Tick is a first for New Zealand, and possibly the world. It measures organisational change across five key indicators (gender inclusive culture, safe workplace, flexible work and leave, career development, and equal pay). Six of New Zealand's largest employers have joined as foundation members: Air New Zealand, Auckland Council, Coca-Cola Amatil, Fonterra, Lion and SkyCity.

*[Tracking log item: N/A]*

## Gender Pay Gap and Pay Equity Taskforce Update

### *Workshops on action plans*

On 5 November 2018, the Taskforce staff, together with the PSA, will deliver the first in a two-part workshop series on developing agency Gender Pay Gap (GPG) Action Plans. The first half of the workshop will cover the basics - the causes of the GPG, commitments in the recently launched Gender Pay Principles and Public Service GPG Action Plan, plus the pay equity context.

The second half will comprise four agency 'case studies' on actions underway to close GPGs. initiatives will be presented in relation to the Department of Conservation, Ministry of Foreign Affairs and Trade, New Zealand Intelligence Community and Housing New Zealand. Workshop participants will be agency and PSA representatives from public service departments and five large crown entities.

The second workshop in the series, scheduled for mid-November will delve deeper into measurement and analysis of GPG data, and discuss how to develop a robust plan. There will also be time for agency and PSA representatives to discuss "next steps" in progressing their agency's plan.

### *Gender Pay Gap Advice*

Statistics New Zealand (Stats NZ), the Ministry for Women and SSC have worked together this year to draft guidance for all employers on how to measure organisational gender pay gaps. We are discussing a December date for public release of this guidance with Stats NZ, and will keep your office informed of progress. In the meantime, Stats NZ has agreed to share a draft of the guide with agencies to support the GPG workshops, along with additional information prepared by SSC, which is specific to the public service.

Section 9 (2) (f) (iv)

We will be drafting advice to agencies on closing gender pay gaps within starting salaries over the next week.

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

## **All women and girls are free from violence and harassment**

### Contributing to the Indicators Aotearoa New Zealand wellbeing framework

We have participated as gender experts in data workshops to develop and prioritise content of the new Indicators Aotearoa New Zealand (IANZ) wellbeing framework. Sessions focused on income, safety and crime, and labour and leisure and we will attend a further workshop on population on 7 November 2018. Our priority is to ensure that the IANZ framework can help track progress towards gender equality. We have been working in close collaboration with Te Puni Kōkiri and the Ministry for Pacific Peoples, to provide joined-up population agency expertise to the work. We will also provide Stats NZ with our advice separately on which indicators we think are most important for gender equality.

Following the workshops, Stats NZ will compile a set of indicators (around 100) for discussion at a forum in early December 2018, which we will attend. We will brief you on our advice regarding the indicators that are important for monitoring progress on gender equality on 5 December 2018. IANZ will be launched by mid-2019, and there will be opportunities for your office to provide public comment at that time.

*[Tracking log item: MW 18-19 0207]*

## **Suffrage 125**

Recent survey results show that 54 percent of New Zealanders were aware of Suffrage 125, a high level of awareness for a programme of this size. We used Colmar Brunton to survey a representative sample of 998 New Zealanders in October to measure awareness and impact of the programme. The results of the online omnibus are weighted by age, gender and region to be representative of the overall New Zealand population. They showed that 3 percent recall attending a Suffrage 125 event or activity (in terms of numbers of people, the 3 percent equates to approximately 89,886 people aged 18+, based off the 2018 population estimates from Stats NZ). We have provided further details on this survey and a detailed breakdown of achievements in our recent briefing on the evaluation of the Suffrage 125 programme.

*[Tracking log item: N/A]*

## **Policy advice and ministerial satisfaction**

We participated in a DPMC/Treasury-led workshop for senior leaders across government agencies on the policy advice function of government agencies. DPMC and Treasury are revisiting aspects of how policy advice is defined, and the requirements for agencies to measure ministerial satisfaction with their services. The intention of the work is to increase the usefulness of the arrangements in encouraging higher levels of performance, and decrease compliance burden where possible. No decisions have yet been taken, but we will brief you further on any implications for you and your portfolio as they emerge.

*[Tracking log item: N/A]*

**Part 2: Operational matters**

Nil

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

Subject	Log Number	Due date
Proposal for moving towards a shared Nominations Service across population agencies	MW 18-19 0184	1 November 2018
Information and tools to support pay equity claims	MW 18-19 0159	2 November 2018
Briefing to returning Minister on work programme and major events November 2018 – March 2019	MW 18-19 0043	6 November 2018
Memo requesting explanation of Air New Zealand gender pay gap calculations	MW 18-19 0193	6 November 2018
CEDAW recommendations and next steps	MW 18-19 0174	6 November 2018
APEC public-private dialogue on structural reform and gender	MW 18-19 0150	7 November 2018
Evaluation of Suffrage 125	MW 18-19 0153	9 November 2018
Briefing on gender pay gap, women in leadership, media release when SSC releases the HRC data	MW 18-19 0191	9 November 2018
Mana Wāhine – next steps	MW 18-19 0195	14 November 2018
Rotorua Family Harm project: interim evaluation	MW 17-18 0422	November 2018 (tbc)
Advice on gender indicators for wellbeing frameworks	MW 18-19 0207	5 December 2018
Quarterly update on joint work programme with TPK	MW 18-19 0200	21 December 2018
Release of briefings referred to in weekly report	MW 17-18 0338	tbc

**Part 4: Nominations Services***Services received and delivered this week*

Appointing Agency	Board	Vacancies	Number nominated
Ministry of Health	Health practitioners and a lay member to the Dental Council	Members	4
Ministry of Health	Southern Health and Disability Ethics Committee	Lay members and a non-lay member with expertise in observational studies	2
Ministry of Health	Midwifery Council of New Zealand	Health practitioners	3

Appointing Agency	Board	Vacancies	Number nominated
Ministry of Health	New Zealand Medical Radiation Technologists Board	Health practitioner (Sonographer)	1
Ministry of Health	Dietitians Board of New Zealand	Health practitioner and lay members	5
Ministry of Health	Optometrists and Dispensing Opticians Board	Health practitioners	1
Ministry of Health	Osteopathic Council of New Zealand	Health practitioners and lay members	4
Ministry of Health	Occupational Therapy Board of New Zealand	Health practitioners and lay member	4
Ministry of Health	New Zealand Nursing Council	Health practitioner and lay member	4

## Part 5: Recent correspondence

### New ministerial correspondence (in progress)

Section 9 (2) (a)

Section 9 (2) (a)

Subject	Log Number	Due date
Ministerial regarding support for domestic violence victims – [REDACTED]	MW 18-19 0188	5 November 2018
Ministerial on accessibility of work for women – [REDACTED]	MW 18-19 0179	5 November 2018
Letter of thanks for Nelson branch of National Council of Women and Universities NZ Women in Leadership Group	MW 18-19 0182	6 November 2018
Ministerial regarding a proposal to remove GST from menstrual products	MW 18-19 0192	6 November 2018
Ministerial regarding flexible work app	MW 18-19 0208	7 November 2018
Ministerial regarding the use of titles	MW 18-19 0194	7 November 2018

### Correspondence between ministers

Nil

### Minister and Ministry-initiated correspondence

Nil

**New Parliamentary Questions**

Question	PQ Number/MP	Due date
Has she (“the Minister”) had any advice about the potential impacts for women resulting from the Government’s proposals for home-based early childhood education and if so what was that advice?	27479 (2018) Nicola Willis	5 November 2018
Has the Ministry of Women provided any input into the development of the Government’s proposals for home-based early childhood education and if so what was that input?	27480 (2018) Nicola Willis	5 November 2018

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)
<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	19 November 2018	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

**Part 6: Cabinet papers consulted on**

Nil

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

Publication/event	Date	Agency lead
Labour market statistics: September 2018 quarter	7 November 2018	Stats NZ
Equal pay awards final event	7 November 2018	YWCA
State Services Commission – release of 2018 Human Resource Capability data	November 2018 (tbc)	State Services Commission
Event at Parliament to highlight the 'working for free from now' day and the gender pay gap	November 2018 (tbc)	Minister's office, with support from CTU and Ministry
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	December 2018 (tbc)	SSC
Pānui wāhine summer edition	December 2018 (tbc)	Ministry for Women

**Helen Potiki**  
Acting Chief Executive

**Hon Eugenie Sage**  
Acting Minister for Women

Date: .....