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Ministry for Women Weekly Report to the Minister for Women

As at 6 November 2018

Part 1: Current priority outcome areas

The contribution of all women and girls is valued

Acting Chief Executive Helen Potiki will speak at the women in construction summit to champion the involvement in the trades. Women are currently under-represented in trades and there is a high long-term demand for workers in this well-remunerated area.

[Tracking log item: N/A]

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

Pay equity and [REDACTED]

The Ministry of Business, Innovation and Employment (MBIE) and the Ministry sent you a joint briefing on information and tools to support a pay equity regime. [REDACTED]

[Tracking log item: N/A]

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Gender Pay Gap and Pay Equity Taskforce Update

Action plan workshop

On 5 November 2018, the Taskforce, together with the PSA, delivered the first in a two-part workshop series on developing agency gender pay gap (GPG) action plans. Around 80 agency human resources staff, PSA delegates and PSA organisers attended, indicating a very high level of engagement with this process. The workshop provided an overview of the causes of the GPG, commitments in the recently launched gender pay principles and public service GPG action plan, plus the pay equity context.

Three case studies were also presented: flexible-work-by-default approaches within the Department of Conservation; identifying and correcting gender pay gaps in the same or similar roles within the Ministry of Foreign Affairs and Trade; and how a gender pay gap analysis has led to a wide ranging review of pay and employment processes within Housing New Zealand.

Two follow-up half-day workshops are planned for 15 and 19 November 2018. These will provide an opportunity to engage in detail with the draft guidance on measuring gender pay gaps that has just been distributed and plan how agencies will develop their plans for employees and agencies. We will provide a briefing on the launch proposal by 16 November 2018.

[Tracking log item: MW 18-19 0219]

Gender Pay Gap Measurement Advice

Last week, we provided an update on the finalisation of draft guidance for all employers on how to measure organisational gender pay gaps. Guidance will be ready for publication in early December and the Ministry for Women is liaising with the offices of the Minister of State Services, the Minister of Statistics and your offices on launch options.

[Tracking log item: N/A]

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

Round-table discussion on women, equality and ageing on 31 October

In conjunction with the Australia-New Zealand School of Government (ANZOG) the Ministry hosted its 2018 visiting Fellow, Professor Pamela Herd, at a round-table discussion among senior public servants on her research findings on women, equality and ageing.

The event brought together senior officials from both social and economic ministries and generated significant interest among participants, all of whom identified areas of direct relevance to their work. Professor Herd drew on large international datasets, including New Zealand datasets, to identify key determinants of unequal health and mortality outcomes. She showed how unequal access to healthcare among Māori women in mid-life impacts on health inequalities in later life. Significantly, for the government's wellbeing focus, she presented compelling evidence that social networks and social capital are significantly greater determinants of ill health and early death than any of the following factors: obesity, smoking, and physical activity. Her presentation and bibliography will be available on the ANZSOG website in the near future and will inform our policy work.

[Tracking log item: N/A]

All women and girls are free from violence and harassment

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CEDAW recommendations

The Ministry has made an initial analysis of how well-placed the government is to respond to the CEDAW recommendations arising from its July examination of New Zealand. This provides a starting point for deciding on the government approach to responding to the recommendations. [REDACTED]

[REDACTED] We will provide the Minister with a further briefing on options for the government approach to responding to the recommendations on 28 November 2018.

[Tracking log item: MW 18-19 0217]

System leadership, impact and reputation

National Library public event on sustainable development goal (SDG) five: Gender Equality

The National Library invited the Ministry to present at a public forum on 7 November as part of an international library associations' initiative to raise public awareness of the role of libraries in supporting achievement of SDGs. As a suffrage year initiative, they selected goal five as the focus for this session, as the first of a series. The meeting was attended by around 40 people, including some from women's NGOs. The Ministry, along with MFAT, participated as part of a panel of speakers that included senior library staff. We outlined the general approach the government is taking to the SDGs, and goal five in particular, describing actions the government has underway in progress towards the goal. The panel presentations, and the question and answer session that followed, highlighted the useful role libraries play within communities in bringing diverse New Zealanders together to build and share knowledge and exchange ideas. The Ministry intends to engage with the National Librarian and explore ways that libraries can build stakeholder engagement on priority issues in the Women portfolio.

[Tracking log item: N/A]

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 three percent recall attending a Suffrage 125 event or activity (in terms of numbers of people, the three percent equates to approximately 89,886 people aged 18+, based on 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: MW 18-19 0153]

Part 2: Operational matters

Briefing to the returning Minister

The Ministry has prepared a briefing for Minister Genter for her return to the Women portfolio on 16 November. It provides information about progress the Ministry has made during her maternity leave, and forthcoming events and decisions. It also serves as a reference document on the portfolio as Acting Minister for Women during your absence overseas between 10 and 14 November.

[Tracking log item: MW 18-19 0043]

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Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
[REDACTED]	MW 18-19 0223	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
Memo on international events for the Minister's possible attendance in 2019	MW 18-19 0216	9 November 2018
Mana Wāhine – next steps	MW 18-19 0195	14 November 2018
Pilots for the Flexible work by default initiative, December 2018	MW 18-19 0218	16 November 2018
[REDACTED]	MW 18-19 0219	23 November 2018
[REDACTED]	MW 18-19 0224	23 November 2018
Monthly taskforce update on progress – November 2018	MW 18-19 0201	28 November 2018
Talking points for pay equity claims	MW 18-19 0225	28 November 2018
CEDAW recommendations - options for government response	MW 18-19 0217	28 November 2018
Briefing to support meeting with NACEW to discuss work programme	MW 18-19 0221	28 November 2018
Release of Organisational gender pay gaps: Measurement and analysis guidelines	tbc	tbc
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
Gender analysis tool and gender mainstreaming	MW 18-19 0227	5 December 2018
CSW briefing	MW 18-19 0228	6 December 2018
Briefing on Joint Venture work-stream on sexual harassment	MW 18-19 0229	7 December 2018
Update APH on the 50 percent target, December 2018	MW 18-19 0212	12 December 2018
Quarterly update on joint work programme with TPK	MW 18-19 0200	21 December 2018
Monthly taskforce update on progress - December	MW 18-19 0222	tbc

Subject	Log Number	Due date
Briefing and talking points before meeting with the Prime Minister to discuss the Women portfolio	MW 18-19 0220	tbc
Release of briefings referred to in weekly report	MW 17-18 0338	tbc

Part 4: Nominations Services

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Services received and delivered this week -

Appointing Agency	Board	Vacancies	Number nominated
Ministry of Health	New Zealand Psychologists Board	Lay members and a non-lay member with expertise in observational studies	In progress

Part 5: Recent correspondence

New ministerial correspondence (in progress)

Subject	Log Number	Due date
Ministerial regarding sanitary items	MW 18-19 0210	23 November 2018
Ministerial regarding abortion law reform	MW 18-19 0213	26 November 2018
Ministerial regarding abortion law reform	MW 18-19 0214	26 November 2018

Correspondence between ministers

Nil

Minister and Ministry-initiated correspondence

Nil

New Parliamentary Questions

Question	PQ Number/MP	Due date
Reports, briefings, memos or aides memoire received from 1 March to 31 October 2018 in the capacity of Minister for Women, by title and date	28531, 28637, 28646, 28647, 28648, 28649, 28650, 28651, 28652, 28653 (2018) Paula Bennett	12 November 2018

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

Subject	Log Number	Due date (to Minister)	Due date (to requestor)
OIA (Minister) – [REDACTED] 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
OIA (Minister) – [REDACTED] – 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

Committee/Date	Title of paper	Department	Comments
SWC 29 November	International human rights reporting	MoJ	Broad support – signalled that we would like to discuss further the proposed approach to determine Government's response to recommendation.
SWC TBC	SDG's - NZ's first voluntary national review	MFAT	Broad impact – made suggestions about approach to NGO consultation

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	November 2018 (tbc)	State Services Commission
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