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# Ministry for Women Weekly Report to the Minister for Women

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**As at 27 November 2018**

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

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

#### **Māori and Pacific Trades Training (MPTT) initiatives**

The Southern Initiative, based in South Auckland, is the consortia lead of one of the two Auckland MPTT initiatives. Last week, the Ministry met with its Manager, Employment and Stakeholder Relationships, to discuss its support of Māori and Pacific women into construction and infrastructure careers. The consortia is focused on ensuring their MPTT learners secure apprenticeships or their equivalent, establishing opportunities for learners who are mothers, and if so, establishing how they access care for their children, if they are still at school.

*[Tracking log item: N/A]*

#### **Meeting with Te Puni Kōkiri and Ministry research on young mothers**

The Ministry met with Te Puni Kōkiri staff from the Manukau office to explore how we might work together so young women not in education, employment or training (NEET) with children can access support that enables them to transition into education, training or employment. These include working alongside childcare / kohanga reo services.

We will present research into young (mostly-NEET) mothers at the Labour Employment and Work conference this week. Our research used the integrated data infrastructure to find out whether paid work and education are within young mothers' reach. Our findings show that mostly-NEET mothers have disproportionately lower educational outcomes but are less likely to live in the most deprived areas (unlike those who have been NEET for six months or more who are not parents). Mostly-NEET mothers have low levels of driver licence acquisition compared to others in their age group. We have previously shared insights from this study, which provided regional and ethnic breakdowns, to Ministry of Business, Innovation and Employment (MBIE) - particularly He Poutama Rangatahi (HPR), Transport and Education and with community organisations. In 2017 results were shared at the NZ Population Conference. This work fits with the Ministry's policy work programme area by informing our work with Te Puni Kōkiri to improve outcomes for wahine Māori and our work on women in unpaid and low-paid work.

*[Tracking log item: N/A]*

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

### Pay equity

You will have received a joint briefing by the MBIE and the Ministry for your meeting with the Coalition for Equal Value Equal Pay (CEVEP) [MBIE briefing 1726 18-19 refers]. We have forwarded you CEVEP's submission, which they shared with us before 28 November 2018, the due date for submissions on the Equal Pay Amendment Bill.

CEVEP's concerns with the Bill are: the 'snakes and ladders' dispute resolution system, which it sees as blocking access to the Employment Relations Authority and Employment Court and a delayed process for pay equity claimants, the reduced right to back pay for pay equity claims (versus equal pay claims), and the 'personal grievance' approach created by employees raising pay equity. CEVEP disagrees with the Reconvened and Original Joint Working Group (RJWG and JWG respectively) recommendations that pay equity is best resolved through bargaining rather than litigation. As pay equity is a human rights issue, CEVEP sees the employment relations framework and its bargaining model as inappropriate to resolve an issue of gender pay discrimination.

[Tracking log item: N/A]

## **System leadership, impact and reputation**

### Government response to CEDAW recommendations

Section 9 (2) (g) (i)

We have provided an updated briefing on the proposed Government response to CEDAW recommendations, for your consideration. We have developed the paper after further discussion with Ministry of Justice officials, who are preparing a cabinet paper on proposed changes to UN treaty body reporting across government.

[Tracking log item: MW 18-19 0217]

### Rural Women New Zealand (RWNZ) Summit – Ministry presentations

Following the 62nd session of the Commission on the Status of Women (CSW) this year, the Ministry has continued to work with RWNZ, including drawing on their perspectives to inform our second opinion advice on cabinet papers and their participation in the International Women's Caucus. As a result the Ministry spoke at the inaugural RWNZ Summit, which was held in Wellington on 20 and 21 November 2018. A Ministry official, alongside two NGO representatives, spoke at the International workshop on the importance of international treaties and conventions, such as CEDAW, the SDGs, and the Agreed Conclusions coming out of CSW. The Ministry's presentations were well-received and provided attendees with an insight into how treaties and conventions are relevant to them and can be useful tools for advancing gender equality.

[Tracking log item: N/A]

## Ministry for Women official on Apolitical list of 100 Future Leaders

Senior Policy Analyst Natasha Lewis is in Apolitical's list of 100 Future Leaders: The World's Most Influential Young People In Government. Natasha is named alongside fellow New Zealanders Nehal Davison, Senior Advisor at the State Services Commission, and Josiah Tualamali'i, Member of the Inquiry into Mental Health and Addiction. The Ministry has championed Apolitical, hosting a Roundtable with New Zealand civil servants with Apolitical Executive Chairwoman Lisa Witter on Suffrage Day on 19 September 2017, and running Apolitical's first Gender Equality Show and Tell on our research on the gender pay gap with Professor Gail Pacheco in January 2018. The Ministry may consider nominating future women leaders for the 2019 list of Future Leaders, including young Māori and Pacific women as there were none in this year's inaugural list. We will update you on possibilities to engage with Apolitical to support the Ministry's work and our priorities, and to champion women leaders, especially Māori and Pacific women and women from diverse backgrounds.

[Tracking log item: N/A]

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

### Planned event on freedom from violence on 17 December

We are working closely with the Joint Venture Business Unit on Family Violence and Sexual Violence to prepare an event for you and Under-Secretary Logie in Auckland on 17 December 2018. Early next week we will provide to your office a suggested guest list and invitations to the event, and on 12 December 2018 we will provide you with a full event briefing. We have contacted the Auckland Women's Centre and the manager is pleased to be able to host this event.

[Tracking log item: MW 18-19 0236]

## **Suffrage 125**

On 26 November 2018, the UNESCO Memory of the World Aotearoa/New Zealand Committee announced a series of inscriptions to the New Zealand Memory of the World Documentary Heritage Register for Suffrage 125. The 1893 Women's Suffrage Petition was inscribed onto the UNESCO Memory of the World International Register in 1997 and New Zealand Register in 2010. These new inscriptions include: Presbyterian Deaconesses of New Zealand, oral histories of women refugees from Cambodia (funded through the Suffrage centenary in 1993) and the documentary photography of Marti Friedlander.

The Ministry hosted Ms Frances Bedford MP, South Australia, on 27 November 2018. Ms Bedford's visit was timed to coincide with Suffrage 125 celebrations and voting anniversary. She was interested in the work of the Ministry and the Suffrage celebrations.

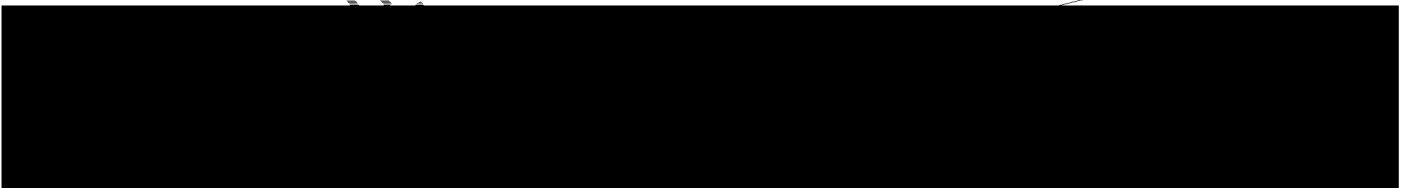
On 28 November 2018, we celebrated the final date in the Suffrage 125 Ministry's anniversary celebrations: the anniversary of women voting for the first time. We have run a series of posts on social media to build awareness in the lead-up to this day with the hashtag '#suffrage125vote' in addition to the existing hashtags '#Suffrage125' and '#whakatuwahine'. There were more than 20 suffrage-related activities held on this date across the country, including the Ministry-supported event at Toitū Otago Settlers Museum.

Ministry officials attended a breakfast on 28 November 2018, hosted by Associate Minister for Arts, Culture and Heritage and Pacific Peoples Carmel Sepuloni, to celebrate the online publication of *Women Together* and newly published women's stories for NZHistory, the Dictionary of New Zealand Biography and the 1893 Suffrage Petition database. On the same day, the Governor-General Dame Patsy Reddy and Sir David Gascoigne hosted the Ministry to a Suffrage 125 morning tea on 28 November 2018. This was to acknowledge and thank the Ministry for leading the successful Suffrage 125 celebrations.

[Tracking log item: N/A]

**Part 2: Operational matters**

Section 9 (2) (f) (iv)



[Tracking log item: MW 18-19 0219]

Section 9 (2) (f) (iv)

Section 9 (2) (f) (iv)

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

Subject	Log Number	Due date
Advice on the Ministry's gender pay gap	MW 18-19 0252	29 November 2018
[Redacted]	MW 18-19 0219	29 November 2018
Update APH on the 50 percent target, December 2018	MW 18-19 0212	30 November 2018
Draft media release on the 50 percent target for women CEs	MW 18-19 0253	4 December 2018
[Redacted]	MW 18-19 0261	5 December 2018
Gender analysis tool and gender mainstreaming	MW 18-19 0227	5 December 2018
CSW63 briefing	MW 18-19 0228	6 December 2018
Family violence paper launch: event briefing for women's safety event	MW 18-19 0236	12 December 2018
Quarterly update on joint work programme with TPK	MW 18-19 0200	21 December 2018 (to be confirmed)
Monthly taskforce update on progress - December	MW 18-19 0222	Tbc
Briefing and talking points before meeting with the Prime Minister to discuss the Women portfolio	MW 18-19 0220	Tbc

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

<b>Subject</b>	<b>Log Number</b>	<b>Due date</b>
Ministerial regarding the University of Canterbury Feminist Society's work with Suffrage 125	MW 18-19 0244	7 December 2018
Ministerial on Entrepreneurship	MW 18-19 0243	10 December 2018
Ministerial regarding Auckland Council's support for CEDAW	MW 18-19 0249	12 December 2018

**Correspondence between ministers**

Nil

**Minister and Ministry-initiated correspondence**

Nil

**New Parliamentary Questions**

Nil

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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)
<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
<b>OIA (Ministry)</b> – ██████████ - Copies of analysis and advice provided to the Minister for Women or any other Minister or Parliamentary Under-secretary on the effects of the proposals for sex self-identification in the BDMRR bill.	MW 18-19 0241	5 December 2018	12 December 2018
<b>OIA (Minister)</b> – ██████████ - Copies of analysis and advice provided to the Minister for Women or any other Minister or Parliamentary Under-secretary on the effects of the proposals for sex self-identification in the BDMRR bill.	MW 18-19 0246	6 December 2018	13 December 2018
<b>OIA (Ministry)</b> – ██████████ - Membership to Koru Club - amount spent, total number of paid memberships, type and term of membership.	MW 18-19 0250	11 December 2018	18 December 2018
<b>OIA (Ministry)</b> – ██████████ - Personal grievance claims - costs, number, settlement payments.	MW 18-19 0251	11 December 2018	18 December 2018
<b>OIA (Ministry)</b> – ██████████ - total amount spent by the Ministry on koha, the names of those who received it, the amount spent on any other donations and the names of those who received these donations.	MW 18-19 0259	9 January 2019	16 January 2019
<b>OIA (Minister)</b> – ██████████ – All advice received since 26 October 2017 in relation to gender quotas on private sector boards and pay transparency, including implementing a pay transparency regime via legislation.	MW 18-19 0247	29 January 2019	5 February 2019

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**Part 5: Cabinet papers consulted on**

Committee/Date	Title of paper	Department	Comments
DEV 5 Dec	Government Employment Strategy	MBIE	This is the second round of comment on this paper. Overall, we are pleased with the paper and note that our suggestions on the previous iteration have been included. We suggest additions to the gender implications statement to emphasise the significance of women as population group and that the Minister for Women be included on the proposed Labour Market Ministers Group overseeing the strategy.

**Part 6: Publications and events in the next six months**

Publication/event	Date	Agency lead
Release of draft guidance for all employers on how to measure organisational gender pay gaps	7 December 2018 (tbc)	Stats NZ
Minister for Women to launch the Flexible-work-by-default pilot initiative	10 December 2018	Ministry for Women with State Services Commission
Event with Gender Pay Gap taskforce on work to close the gender pay gap in the public service	12 December 2018 (tbc)	Ministry for Women with State Services Commission
Safety event with Under-secretary Logie	17 December 2018	Ministry for Women
Pānui wāhine summer edition	December 2018 (tbc)	Ministry for Women
State Services Commission – release of 2018 Human Resource Capability data	December 2018 (tbc)	State Services Commission

**Helen Potiki**  
Acting Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....