

# Ministry for Women Weekly Report to the Minister for Women

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**As at 4 December 2018**

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

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

#### **Gender Pay Gap and Pay Equity Taskforce Update**

##### *Gender pay principles sub-group*

The Gender Pay Principles Working Group (the “Working Group”) has been reconvened to disseminate the Gender Pay Principles (the “Principles”) and develop guidance to support the state sector to put the Principles into effect. There is a high degree of overlap between the aims of the Principles and the Gender Pay Gap Action Plan (the “Action Plan”), for the public service.

As a result of this joint interest, the Working Group has established a group of agency and union representatives to work with the Gender Pay and Pay Equity Taskforce to co-develop a series of guides for agencies that will implement the Principles and support agencies to meet the milestones agreed to in the Action Plan. The group has started work to develop the first guide in this series, on removing bias from recruitment policies and practices. This guide is planned for release around March 2019.

*[Tracking log item: N/A]*

##### *Agency gender pay gap action plans and measuring agency gender pay gaps*

At the November workshops, the Taskforce offered further support to any agencies over measurement or on developing their plans. To date, two agencies have contacted the Taskforce and are being provided with support. One is seeking support around measuring their gender pay gaps and the other on the development of their action plan.

*[Tracking log item: N/A]*

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

#### **Pay equity and pay transparency**

##### *Meeting with Hon Iain Lees-Galloway, Minister for Workplace Relations and Safety, and the Coalition for Equal Value Equal Pay (CEVEP)*

You and Minister Lees-Galloway met with CEVEP, Steph Dyrhberg (also on the Fair Pay Agreements Working Group), Dr Prue Hyman and Dr Linda Hill, on 29 November 2018. CEVEP shared its concerns on the Equal Pay Amendment Bill, including a new view on back pay, the complexity of the dispute resolution process and inadequate access to courts. CEVEP also called for a pay equity unit, with similar functions to the former Pay and Employment Equity Unit.

*[Tracking log item: N/A]*

##### *Submissions to the Equal Pay Amendment Bill (the Bill)*

More than 500 submissions had been received on the Bill by the closing date of 28 November 2018. We note in particular, submissions have been received from CEVEP and the New Zealand Law Society (NZLS) and Human Rights Commission (HRC), which have been made public. We will provide you with a summary of the submissions in early 2019.

*[Tracking log item: N/A]*

### Meeting with AUT researchers

The Ministry met with Dr Katherine Ravenswood and Dr Julie Douglas from Auckland University of Technology, who have been researching how the elderly care worker pay equity settlement has affected both employers and employees around New Zealand, through focus groups held in the North and South Island. The report is intended to be launched before International Women's Day in March 2019. The researchers have worked previously with the Ministry, publishing the report "*The Role of Middle Managers in Progressing Gender Equity in the Public Service*", which is part of a wider project aimed at addressing gender inequity in New Zealand.

### Ministry provides McGuinness Institute with information on the Gender Pay Action Plan

The McGuinness Institute, a Wellington-based non-partisan thinktank, is updating its Government Department Strategies (GDS) analysis for 2018 (<http://gdsindexnz.org/>). This analysis reviews the quality and outcomes for each GDS against a range of criteria: Opportunities and Threats, Capabilities and Resources, Vision and Benefits, Approach and Focus, Implementation and Accountability, Alignment and Authority. Following the request, the Ministry provided the Institute with information and weblinks to the Gender Pay Action Plan. This is the only Ministry-led work programme that fits the criteria for being a GDS.

[Tracking log item: N/A]

### French government unveils gender pay gap tool

As a part of its programme to eliminate gender pay inequality, the French Government has developed a new tool to help companies address their gender pay gap. The tool measures wage inequality and computes a score for each company based on their compliance with five identified criteria. French companies with over 50 employees are required by law to publish these scores on their websites and all companies that have not achieved this objective by March 2020 are liable to be fined.

[Tracking log item: N/A]

### United Kingdom (UK) Government and the ethnic pay gaps

UK firms may be required by the Government to report their ethnic gender pay gaps following research conducted by the Race Disparity Audit in October 2017, which revealed significant disparities in the payment of some ethnic groups. This follows the implementation of a mandatory reporting scheme six months ago, which required companies with more than 250 employees to publish their gender pay gap data annually.

[Tracking log item: N/A]

### Switzerland passes salary equality legislation

Switzerland has recently passed new salary equality legislation, joining a select group of countries with mandatory gender pay gap reporting. This legislation comes three years after the bill was first introduced. This new law requires companies with at least 100 employees to conduct regular pay equity checks and share these results with the company's employees and shareholders. However, companies are not required to continue pay equity checks upon demonstrating equal pay – setting aside the Federal Council's recommendation to have companies carry out pay equity checks every four years.

[Tracking log item: N/A]

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

### Oranga Tamariki Seminar Recap

The Ministry attended an Oranga Tamariki seminar, where researchers presented their findings on two studies looking at the different life phases of children and youth.

In the first study, Growing Up in New Zealand (GUINZ) is following the growth and development of a group of children from the antenatal stage until the age of 21. Participants are currently aged four and a half years and are transitioning into their first year of school. The next set of interviews for the GUINZ study will take place when the study participants are eight years old. The second study surveyed youth between the ages of 15-17 years who are transitioning out of care and juvenile placements and into more independent living arrangements.

Accessibility and distrust towards services were highlighted as key reasons why participants (or caregivers) are not utilising services that would be beneficial for them or their children. Results from these studies will be used to improve services for both children and young people. These findings are consistent with the findings from the Ministry's interviews with women on their use of social services (*Something's got to change*, 2018).

[Tracking log item: N/A]

### Unpaid work in Australia

A new study by Deloitte has found that Victorian women are doing the most unpaid work, at an estimated cost of more than AU\$205 billion. This is equivalent to 50 percent of Victoria's Gross State Product in 2017/18. The results of the study, which will be released shortly, are being used to address the gender pay gap (Australian women working full-time are still earning \$244.80 less a week than men). The Government has put in place a new online support programme for the Victorian public sector that will help working parents and their employers to better navigate pregnancy, parental leave and return to work.

[Tracking log item: N/A]

## System leadership, impact and reputation

### Briefing on the 63rd session of the Commission on the Status of Women (CSW63)

This week, you have received a briefing on CSW63, to be held at the United Nations Headquarters in New York from 11 to 22 March 2019. The briefing provides you with general information on CSW63, including the priority theme and the review theme. It seeks your agreement on several key decisions to provide direction for the Ministry's work preparing for CSW. Ministry officials hope to discuss the briefing with you at the officials meeting, scheduled for Monday 10 December.

*[Tracking log item: MW 18-19 0228]*

### Gender analysis tool

This week, you have received a briefing on the Ministry's online gender analysis tool. The Ministry will make a prototype of the tool for on-line testing to selected policy professionals across Government in December 2018. We can demonstrate the tool to you at a convenient time. We will provide you with a briefing on its full implementation and a communications plan early in the new year.

*[Tracking log item: MW 18-19 0227]*

### Advice on gender indicators for wellbeing and future data needs from Stats NZ

You have received a briefing on gender indicators for wellbeing and future data needs from Stats NZ. The briefing provides you with information on the Ministry's contribution to the development of the Stats NZ-led Indicators Aotearoa New Zealand (IANZ) project. We have provided a set of gender indicators to Stats NZ (attached to the briefing), and will participate in an event on 6 December 2018 to help determine the full set of IANZ indicators.

The briefing also provides you with advice to answer a request from Hon James Shaw, Minister of Statistics, to share what you might expect from Stats NZ in terms of future measurement priorities. [REDACTED]

9(2)(f)(iv) [REDACTED]

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

### Cabinet positions in the Victorian State Government, Australia

Following the recent State Government election in Victoria, women now have 50 percent representation in cabinet positions. The Government is continuing its focus on addressing gender-based violence, closing the gender pay gap and women's social inequality.

*[Tracking log item: N/A]*

## **All women and girls are free from all forms of violence and harassment**

### Sexual harassment in the workplace: update from 10 October briefing

Following our advice on 10 October, on the current state on sexual harassment in the workplace, the Joint Venture is leading plans for development of the national strategy.

The evidence base for the strategy includes consideration of people's experiences, including dealing with sexual harassment in the workplace. The strategy will be developed through collaboration across government and with stakeholders.

The Joint Venture will ensure the sexual harassment work is linked in with the work on the Domestic Violence – Victims Protection Act (2018).

The scope and final content of the strategy will be developed under leadership of the Joint Venture Board, led by Peter Hughes, Head of State Services, for consideration by Cabinet.

Further work is underway to determine how the sexual harassment workstream relates to work across government on the public service workforce. This will ensure the strategy complements SSC's roles and responsibilities. The Joint Venture will also work closely with MBIE on parts of the strategy that might relate to the Workplace Relations and Safety portfolio and seek agreement to these from the Minister for Workplace Relations and Safety.

We will seek agreement on the approach to this workstream in early 2019.

### Mental health and addiction inquiry report release

Your office has received a copy of the report, which was released on Tuesday at 12pm. We have provided you with a memo on the material for release for your information, along with messages to support the release of the report. Government agencies have been encouraged by the Ministry of Health to proactively release submissions on their websites as soon as possible. During the inquiry period, the Ministry provided a submission which we are preparing to release.

*[Tracking log item: MW 18-19 0272]*

## Suffrage 125

### Suffrage 125 Community Fund – meeting with Sport New Zealand

Sport New Zealand officials met with Ministry officials to discuss the learning from the Suffrage 125 Community Fund. As part of the Government's Women and Girls in Active Sport and Recreation Strategy, Sport New Zealand will be launching a contestable fund for women and girls' sport in 2019/2020. This fund will have \$1 million over three years. Ministry officials shared learnings from the Suffrage 125 Community Fund process and agreed to support Sport New Zealand with the promotion of the fund.

*[Tracking log item: N/A]*

### Suffrage 125 event at Toitū Otago Settlers Museum in Dunedin

On 28 November 2018, we held the final in our series of Suffrage 125 events at Toitū Otago Settlers Museum in Dunedin. The five speakers covered topics including: pay equity, bullying and youth, domestic unpaid labour, Māori women's health, and women in business. The evening concluded with a keynote address from Sue Bidrose, CE of Dunedin City Council, who spoke on the importance of civic participation and continued progress for women and girls. The event was attended by approximately 500 people and received a very positive response from the audience, organisers and speakers. A podcast of the full evening and videos of individual speakers produced by Otago Access Radio will be shared through our channels.

In addition to this event there were more than 20 events throughout the country celebrating women voting for the first time. Media coverage included prime time coverage on TV1 and The Herald, and it was the second highest trending topic on social media.

We are pleased with the contribution of this and other events to the Ministry's reputation and visibility. It also led to a significant increase in the discussion and online resources on issues affecting women and girls. We will continue to highlight Suffrage 125 Community Fund projects, and other Suffrage 125 initiatives, and link these to our work.

*[Tracking log item: N/A]*

**Part 2: Operational matters**

9(2)(f)(iv)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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

| Subject  | Log Number    | Due date                |
|--|---------------|-------------------------|
| 9(2)(f)(iv)  | MW 18-19 0270 | 10 December 2018        |
| Memo on the World Economic Forum Global Gender Pay Report                      | MW 18-19 0274 | 14 December 2018<br>Tbc |
| Quarterly update on joint work programme with TPK                              | MW 18-19 0200 | 31 January 2019         |
| Monthly taskforce update on progress - December                                | MW 18-19 0222 | Tbc                     |
| Release of Organisational gender pay gaps: Measurement and analysis guidelines | MW 18-19 0226 | Tbc                     |

**Part 4: Event and meeting briefings (in progress)**

| Subject   | Log Number    | Due date         |
|---|---------------|------------------|
| Family violence paper launch: event briefing for women's safety event                             | MW 18-19 0236 | 12 December 2018 |
| Briefing and talking points before meeting with the Prime Minister to discuss the Women portfolio | MW 18-19 0220 | Tbc              |



## Part 5: Recent correspondence

### New ministerial correspondence (in progress)

| Subject  | Log Number    | Due date         |
|--|---------------|------------------|
| Letter to Select Committee - Equal Pay Amendment Bill      | MW 18-19 0275 | 6 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

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

| Subject  | Log Number    | Due date (to Minister) | Due date (to requestor) |
|--|---------------|------------------------|-------------------------|
| <b>OIA (Minister) – 9(2)(a)</b> – All weekly briefings received in the role of Minister for Women, from February to August 2018.   | MW 18-19 0187 | Sent to MO             | 7 December 2018         |
| <b>OIA (Ministry) – 9(2)(a)</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 | Sent to MO             | 12 December 2018        |
| <b>OIA (Minister) – 9(2)(a)</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 | Sent to MO             | 13 December 2018        |
| <b>OIA (Ministry) – 9(2)(a)</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        |

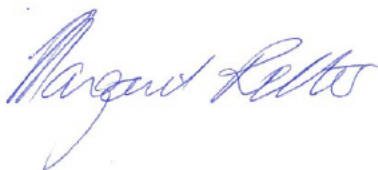
| Subject   | Log Number    | Due date (to Minister) | Due date (to requestor) |
|---|---------------|------------------------|-------------------------|
| <b>OIA (Ministry) – 9(2)(a)</b> - Personal grievance claims - costs, number, settlement payments.   | MW 18-19 0251 | 11 December 2018       | 18 December 2018        |
| <b>OIA (Ministry) – 9(2)(a)</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 (Ministry) – 9(2)(a)</b> – all copies of emails sent in the last 12 months which mention lesbians.   | MW 18-19 0266 | 11 January 2019        | 18 January 2019         |
| <b>OIA (Minister) – 9(2)(a)</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         |
| <b>OIA (Minister) – 9(2)(a)</b> – Weekly reports since 1 August 2018.   | MW 18-19 0268 | 15 January 2019        | 22 January 2019         |
| <b>OIA (Ministry) – 9(2)(a)</b> – All correspondence between the Minister and the Ministry since 26 October 2017 (to be clarified/extended).  | MW 18-19 0269 | 15 January 2019        | 22 January 2019         |

**Part 6: Cabinet papers consulted on**

| Committee/Date | Title of paper  | Department | Comments   |
|----------------|---|------------|--|
| TBC            | Supporting a Bid to Host the World Federation of the Deaf Congress 2023 | MSD        | <p>The Ministry for Women supports the Cabinet paper seeking agreement to support a bid by Deaf Aotearoa to host the World Federation of the Deaf Congress in New Zealand in 2023; and agreement in-principle to provide financial support to host the Congress, subject to the success of the hosting bid. We noted the comment that there are no direct gender implications. Further work will be undertaken with Deaf Aotearoa as part of the organisation of the event to encourage proportionate representation at the Congress. We look forward to seeing the further work on gender implications, should the bid be successful.</p> |
| TBC            | Improving the justice response to victims of sexual violence            | MoJ        | <p>We support this paper, and note that the gender implications statement, along with the cultural perspective statement, identifies the key issues, and different aspects of identities. In particular, we note that the recent UN CEDAW Committee Concluding Observations recommended particular attention be paid to women with disabilities who experience sexual violence. We are pleased to see that the package includes measures tailored to their needs.</p>  |

## Part 7: 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<br>(Tbc)  | Stats NZ  |
| Pānui wāhine summer edition   | 7 December 2018           | Ministry for Women                                |
| 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<br>(tbc) | Ministry for Women with State Services Commission |
| Safety event with Under-secretary Logie   | 17 December 2018          | Ministry for Women                                |
| State Services Commission – release of 2018 Human Resource Capability data                    | December 2018<br>(Tbc)    | State Services Commission                         |



**Noted**

Hon Julie Anne Genter  
Minister for Women  
11 December 2018

**Hon Julie Anne Genter**  
Minister for Women

Date: .....

**Margaret Retter**  
Acting Chief Executive