

Ministry for Women Weekly Report to the Minister for Women

As at 11 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

Developing guidance on removing bias in recruitment policies and practices

The Gender Pay Principles Working Group has established a sub-group to develop guidance on removing bias from recruitment policies and practices. The sub-group will have met three times by Christmas to make progress on the guidance.

[Tracking log item: N/A]

Publication of “Organisational gender pay gaps: measurement and analysis guidelines”


The resource for employers: *Organisational gender pay gaps: measurement and analysis guidelines*, (the guidelines), jointly developed by Stats NZ, the Ministry for Women, and the State Services Commission, was published on the Stats NZ website on Friday 7 December.

The guidelines explain what organisational gender pay gaps are and outline a step-by-step process for measuring these gaps. A draft version was shared with public service agencies to support the development of their own gender pay gap action plans.

[Tracking log item: N/A]

Gathering gender pay and employment information from agencies

The Taskforce is contacting agencies this week to gather the following information to provide advice to you over the next two months:

- 9(2)(f)(iv) 
- We have asked for the number of agencies that have identified gender pay gaps in their starting salaries, and the progress agencies are making on their own gender pay gap action plans.
- We have asked for the gender balance on shortlists for senior leadership positions, to help us identify whether women are under-represented on these shortlists. If this is the case, we will advise in March on the options for addressing this.

[Tracking log item: N/A]

Pay Equity-Tripartite oversight mechanisms

Following the meeting of the Ministerial State Sector Pay Equity Forum on 15 November 2018, the SSC and the New Zealand Council of Trade Unions (NZCTU) have been working together on the following:

- Confirming the next meeting of the Ministerial State Sector Pay Equity Forum for 25 July 2019.
- Finalising the Terms of Reference, Pay Equity Claims in the State Sector, Ministerial State Sector Pay Equity Forum, State Sector Pay Equity Oversight Committee, and Sector Working Committees, for signing at a possible event in early 2019.
- Confirming membership for, and organising the first meeting of, the State Sector Pay Equity Oversight Committee, which will be held on 17 December 2018 and chaired by the President of the NZCTU. The State Services Commissioner, who is co-chair, is an apology for the meeting. An agenda is being developed.

[Tracking log item: N/A]

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

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

Next steps towards indicators for wellbeing

The Ministry attended an event for the Indicators Aotearoa New Zealand project on 6 December 2018. We promoted the indicators we considered important. These were: division of unpaid labour, median hourly earnings to measure pay gaps, and representation of women in Parliament. Stats NZ will review the complete suite of indicators throughout December and January. The Ministry will then provide further input once Stats NZ has the indicators ready for peer review. We will brief you on the outcome, once the final set of indicators has been determined by the Government Chief Statistician.

[Tracking log item: MW 18-19 0207]

Flexible-work-by-default pilot initiative

There has been positive coverage on Newstalk ZB, Radio Live, news websites and on social media on the flexible-work-by-default pilot initiative you launched on 10 December. We will be working with the Gender Pay and Pay Equity Taskforce to provide you with a briefing by 30 January 2019 that will outline all the expected milestones in the Government's Gender Pay Gap Action Plan for the next year, together with recommendations of how Ministers may be involved at each stage.

[Tracking log item: MW 18-19 0282]

System leadership, impact and reputation

National Statement – Commission on the Status of Women (CSW63)

This week, we provided you with talking points for the National Statement, to be delivered at CSW63. The suggested talking points are in line with the priority areas of focus as outlined in our recent briefing on CSW63. Following your consideration of the talking points for completion of the draft statement, we will further consult with relevant agencies across Government and manage the final signoff by the Ministry of Foreign Affairs and Trade in late February or early March 2019.

[Tracking log items: MW 18-19 0228, 0287]

Suffrage 125

Our evaluation of the Suffrage 125 programme showed it has led to an increased discussion on issues relating to improving lives for women and girls. Recent media coverage has supported this with many commentators reporting gender equality has been one of the key themes for the year. Twitter Australia and New Zealand said women's empowerment was top of the agenda for Kiwis on the social media platform with #MeToo and #Suffrage125 in the top hashtags for the year.

The Ministry hopes to build on this discussion on other issues in 2019, for example, working the lead players to encourage more women to stand in local elections. In 2019 the Ministry will also ensure all the Suffrage 125 Community Fund reports have been completed and prepare a summary report for you on these projects.

Communications

The Ministry will publish a statement on its website on Thursday 13 December 2018 covering the Ministry's gender pay gap 2018, as it relates to the workforce data being released by SSC.

Due to the size of the Ministry, its gender pay gap does not meet the statistical threshold of the Stats NZ guidelines for measuring organisational guidelines and therefore, it was not included in the SSC data. However, the Ministry regularly monitors its gender pay gap and the impact that changes in staff can have on the gap. The Ministry also has a staffing focus on diversity and inclusion.

Our Pānui Wāhine newsletter (summer issue) had been distributed this week to stakeholders. A print copy has been published and sent out. The electronic version will go out to stakeholders later this week.

[Tracking log item: N/A]

Part 2: Operational matters

9(2)(f)(iv)

Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
Memo on the World Economic Forum Global Gender Pay Report	MW 18-19 0274	19 December 2018
Seeking Ministers' agreement to an event on no gender gaps in starting salaries and timeline on the work's progress	MW 18-19 0281	19 December 2018
Forward-looking plan for the GPG milestones	MW 18-19 0282	30 January 2019
Quarterly update on joint work programme with TPK	MW 18-19 0200	31 January 2019

Part 4: Nominations Services

Services received and delivered this week

Appointing Agency	Board	Vacancies	Number nominated
Department of Conservation	Te Hiku o Te Ika	1 member	In progress
Department of Conservation	Northland	2 members	In progress
Department of Conservation	Auckland	3 members	In progress
Department of Conservation	Waikato	3 members	In progress
Department of Conservation	Bay of Plenty	1 member	In progress
Department of Conservation	East Coast / Hawke's Bay	3 members	In progress
Department of Conservation	Tongariro / Taupo	3 members	In progress
Department of Conservation	Taranaki / Whanganui	3 members	In progress
Department of Conservation	Wellington	4 members	In progress
Department of Conservation	Chatham Islands	2 members	In progress
Department of Conservation	Nelson / Marlborough	1 member	In progress
Department of Conservation	West Coast Tai Poutini	1 Chair and 4 members	In progress
Department of Conservation	Canterbury Aoraki	3 members	In progress
Department of Conservation	Otago	2 members	In progress
Department of Conservation	Southland	3 members	In progress
Ministry of Health	Suicide and Media Panel	3 members	In progress
Ministry of Health	Pharmaceutical Management Agency	3 members	In progress

Part 5: Recent correspondence

New ministerial correspondence (in progress)

Subject	Log Number	Due date
Letter to editors of New Zealand Women's Law Journal	MW 18-19 0277	14 January 2019

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)
OIA (Minister) – 9(2)(a) - 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
OIA (Ministry) – 9(2)(a) - Membership to Koru Club - amount spent, total number of paid memberships, type and term of membership.	MW 18-19 0250	Sent to MO	18 December 2018
OIA (Ministry) – 9(2)(a) - Personal grievance claims - costs, number, settlement payments.	MW 18-19 0251	Sent to MO	18 December 2018
OIA (Ministry) – 9(2)(a) - the number of sexual harassment incidents, personal grievances, complaints or otherwise where the victim/complainant has entered in to a non-disclosure agreement with the agency (over the last five years).	MW 18 19 0258	14 December 2018	21 December 2018
OIA (Ministry) – 9(2)(a) - 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 To be delivered week 17 December 2018	16 January 2019
OIA (Ministry) – 9(2)(a) - all copies of emails sent in the last 12 months which mention lesbians.	MW 18-19 0266	11 January 2019	18 January 2019

Subject	Log Number	Due date (to Minister)	Due date (to requestor)
OIA (Minister) – 9(2)(a) – 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
OIA (Minister) – 9(2)(a) – Weekly reports since 1 August 2018.	MW 18-19 0268	15 January 2019	22 January 2019
OIA (Ministry) – 9(2)(a) – 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
OIA (Minister) – 9(2)(a) – OIA responses on BDMRR bill	MW 18-19 0280	16 January 2019	23 January 2019

Part 6: Cabinet papers consulted on

Nil

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	13 December 2018	State Services Commission




Hon Julie Anne Genter
Minister for Women

Date: 16 Dec 2018

Margaret Retter
Acting Chief Executive