

# **Ministry for Women Weekly Report to the Minister for Women**

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**As at 21 February 2019**

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

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

#### **Meetings with the Office of Ethnic Communities, Department of Internal Affairs**

Ministry officials met with the Director of the Office of Ethnic Communities (DIA) to discuss our work plan and where we have shared objectives. There are opportunities for both agencies to promote activities for migrant women in New Zealand, including increasing diversity on state sector boards.

In a separate meeting, also this week, we met with officials at the Office of Ethnic Communities (OEC) to discuss its stocktake to collect ethnicity data on state sector board and committee appointments. The stocktake was sent last year to all board chairs to complete on a voluntary basis. However, as only 30 percent of boards returned the survey, OEC has advised that this is not expected to provide robust information on state board ethnicity. A cabinet paper is currently being drafted outlining the survey results, and we can provide you with supporting comments.

*[Tracking log item: n/a]*

#### **Wai 2700 Mana Wāhine Inquiry**

We are working with your office and Te Puni Kōkiri to arrange a meeting with Minister Mahuta to discuss how she might be able to partner with you on the Inquiry.

We are also planning to convene the first meeting of the interdepartmental steering group in the next few weeks so that involved agencies are ready for when the Inquiry fully commences.

*[Tracking log item: n/a]*

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

### Gender Pay Gap and Pay Equity Taskforce Update

#### *Gender Pay Gap Work Programme - Public Service Gender Pay Gap Action Plan: Flexible work by default*

An online platform has been launched to enable the flexible-work-by-default pilot agencies to share problems and solutions, and to comment on draft guidance and resources. Two additional agencies have joined the group – Crown Law and the Department of Internal Affairs. The next step is to support participants to review their agency's policies, practices and take-up of flexible work options. This will enable participants to target weaknesses and provide a baseline of information against which to assess the impact of their actions.

*[Tracking log item: n/a]*

#### *Gender Pay Gap Work Programme - Public Service Gender Pay Gap Action Plan: Starting Salaries*

Guidance for agencies on closing gender pay gaps in starting salaries will be published in the next few weeks. This guidance has been developed with the input of a group of agencies, and through consultation with the Public Service Association (PSA).

*[Tracking log item: n/a]*

#### *Pay Equity Work Programme - Tripartite Oversight Mechanisms*

The State Sector Pay Equity Oversight Committee held its second meeting on 19 February 2019. It was constructive and engaging. Three Sector Working Committees (Education, Health and Public Service) are being established and will hold their first meetings by early March 2019. The focus of these Committees over the next two months will be to identify the female-dominated workforces in each sector and, on the basis of that workforce mapping, start to develop sector plans to outline how pay equity claims will be managed in each sector. The Sector Working Committees will report on their progress at the next Oversight Committee meeting on 9 April 2019.

*[Tracking log item: n/a]*

### Equal Pay Amendment Bill Select Committee hearings

The Education and Workforce Select Committee continued hearing oral submissions on 20 February. Submitters included key women's NGOs, Pay Equity Coalition Wellington, HR companies, BusinessNZ, and unions.

*[Tracking log item: n/a]*

### School absenteeism

The Ministry has sourced data on school absenteeism by ethnicity, gender and decile, to better understand if pressure to undertake caring and period poverty result in higher absenteeism for Māori and Pacific students. While the results show a minor sex difference in absenteeism, we found that school decile and ethnicity showed the most significant difference. Our analysis suggests that poverty is an underlying factor. We have shared these results with the charity KidsCan who are planning qualitative research in this area to support its activities.

*[Tracking log item: n/a]*

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

### Action Station's online harassment study

An online harassment study was released this week by Action Station, in conjunction with Netsafe. Its findings were that:

Online hate is common and widespread, but it is worse for people of colour, young people, LGBT people, and women. It shows that one in three Māori (32%), and one in five Asian (22%) and Pacific (21%) people, experienced racial abuse and harassment online in 2018. The survey asked about social media usage, experiences of online harassment, and the impact of that harassment.

Based on their analysis, a key recommendation is for the New Zealand government to review New Zealand's hate speech laws, the Harmful Digital Communications Act, the Domestic Violence Act, the Harassment Act, and the Human Rights Act, to ensure they are fit for purpose in protecting people online in the 21st century.

We are working with the Joint Venture on Family Violence, Sexual Violence, and Whānau Violence, to integrate a focus on digital harm into the strategy and action plan. As part of this, we have shared the findings of this report with the Joint Venture.

*[Tracking log item: n/a]*

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

### Gender mainstreaming

As noted in previous Weekly Reports, officials have been exploring the inclusion of a commitment on gender analysis in the annual Prime Ministers' 22 February 2019 statement on cooperation under a Single Economic Market. Following feedback from Australian counterparts, officials are now proposing the following inclusion:

*The Prime Ministers also recognised further effort needed to foster a more inclusive and gender-responsive approach to policy and regulation development, and in this context welcomed the ANZLF's (Australia New Zealand Leadership Forum) launch of the Indigenous Women's Business Network and announced Viet Nam and Malaysia as the destination for a joint indigenous/Maori business mission in 2019.*

A joint workshop proposed by officials has been removed from the draft text, which has been simplified overall. We will continue to develop a New Zealand-based workshop as part of our launch and support for the Ministry's gender analysis tool.

[Tracking log item: n/a]

### CSW63

This week you will receive, for your approval, a briefing regarding the draft programme and draft speeches for your attendance at CSW63. The briefing will include the list of countries that we will be seeking bilateral engagements with; the updated concept note and speech for the New Zealand hosted side event; information on the importance of the proposed Pacific heads of delegation breakfast; as well as a draft programme overview. The programme will continue to develop over the next two weeks. We have received the zero draft of the Agreed Conclusions, which will be negotiated in the second week of CSW63, and we are working with MFAT and other relevant agencies to ensure New Zealand's priorities for women and girls are well reflected in the Agreed Conclusions. We will keep you updated on any significant developments regarding CSW63 in officials meetings.

[Tracking log item: MW 18-19 0314]

### Communications

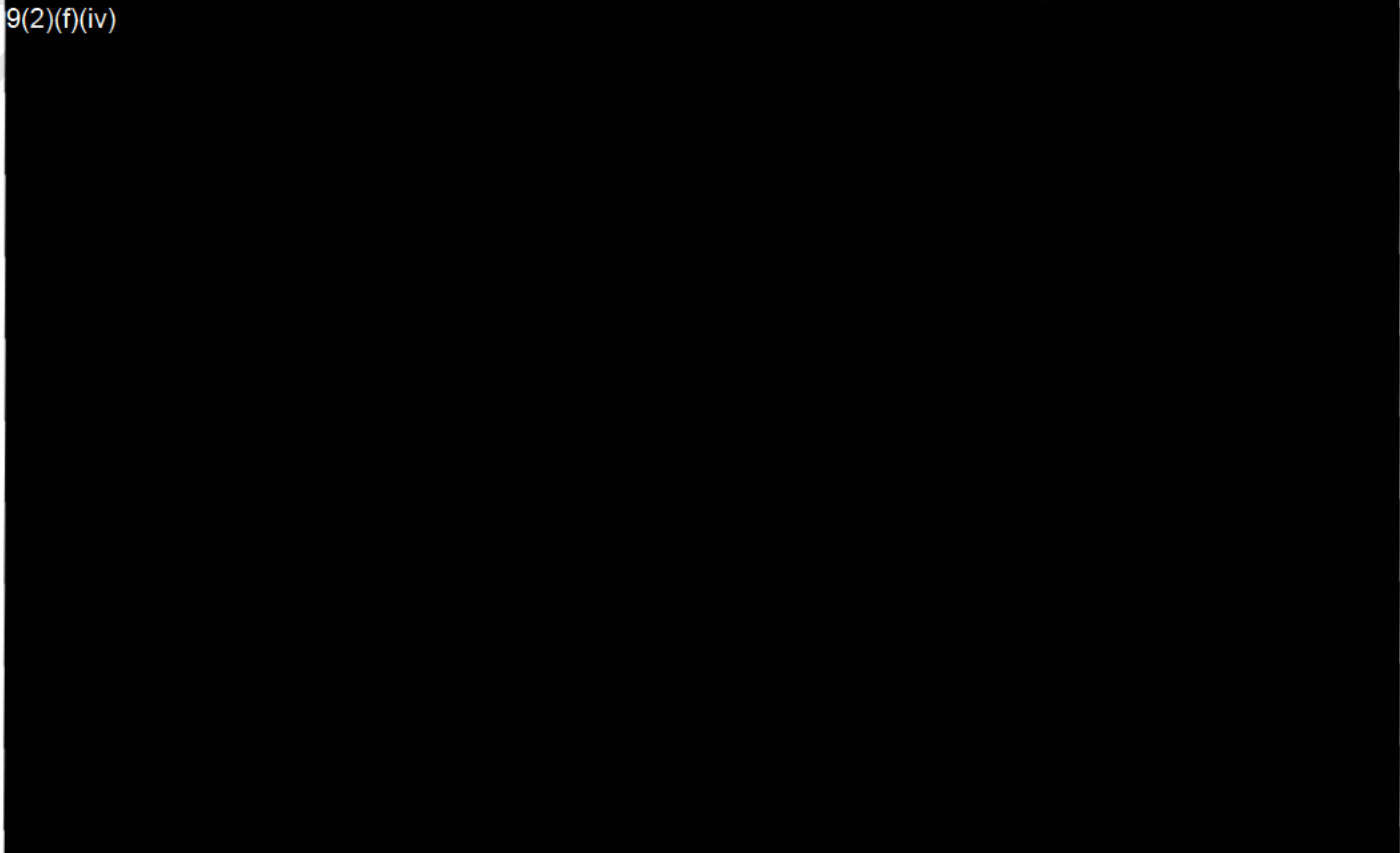
Next week, a Ministry official is presenting on gender diversity at a NZ On Air hui for Access Radio station managers. NZ On Air reviewed the 12 non-commercial Access Radio stations last year and some were not meeting their statutory requirements for programmes, for and by women.

The Ministry's advice will include setting a plan for increasing diversity, reaching out to ethnic women's organisations for programme content, and linking into current issues for women (e.g. safety, pay equity, and participation). Access Radio stations produce content for radio and online consumption for niche audiences that are otherwise not well served by broadcast media.

[Tracking log item: n/a]

## Part 2: Operational matters

9(2)(f)(iv)



### Gender Pay Action Plan

Our HR team are currently working in collaboration with Public Service Association (PSA) representatives to develop the Ministry's Gender Pay Action Plan. This is currently on track to be discussed with the Ministry's Leadership Team on Tuesday, 26 February in advance of the due date to the State Services Commission of Thursday, 28 February 2019.

[Tracking log item: n/a]

### Proactive Release of Official Information Act (OIA) requests and other documents

Ministry officials attended the State Services Commission lead discussions with Government agencies on proactive release of OIA related material. The Ministry is developing its practices related to a planned proactive release of documents programme. A briefing paper is being prepared.

[Tracking log item: MW 18-19 0337]



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

| Type     | Subject  | Log number    | Due date         |
|----------|--|---------------|------------------|
| Briefing | CSW - preparation and draft programme                                    | MW 18-19 0314 | 22 February 2019 |
| Memo     | 9(2)(f)(iv)  | MW 18-19 0310 | 25 February 2019 |
| Briefing | Pay transparency - case studies  | MW 18-19 0317 | 28 February 2019 |
| Briefing | Advice on Voluntary National Review of the Sustainable Development Goals | MW 18-19 0332 | 28 February 2019 |
| Memo     | Update: sexual harassment work programme                                 | MW 18-19 0344 | 13 March 2019    |
| Briefing | Update on gender in Indicators Aotearoa New Zealand                      | MW 18-19 0329 | 14 March 2019    |
| Briefing | Proactive release practices from the Ministry for Women                  | MW 18-19 0337 | 21 March 2019    |

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

| Type                        | Subject  | Log number    | Due date         |
|-----------------------------|--|---------------|------------------|
| email                       | Auckland Climate Summit, 18 March 2019 - talking points (joint with Transport)     | MW 18-19 0340 | 25 February 2019 |
| Speech/Talking Points       | Speech notes for International Women's Day 2019 breakfast                          | MW 18-19 0286 | 27 February 2019 |
| Briefing                    | International Women's Caucus meeting 12 February 2019 - minutes and list of issues | MW 18-19 0333 | 1 March 2019     |
| Briefing                    | Launch options for the gender analysis tool  | MW 18-19 0330 | 7 March 2019     |
| Speech/Talking Points       | Minister's visit, 8 April 2019, to Wellington Women Lawyers' Association           | MW 18-19 0331 | 1 April 2019     |
| Briefing, with speech notes | Her Voice convention, Wanaka, 13 April 2019  | MW 18-19 0345 | 3 April 2019     |



**Part 5: Ministerial correspondence (in progress)**

| Subject   | Log number    | Due date         |
|---|---------------|------------------|
| Ministerial on GPG                                    | MW 18-19 0316 | 28 February 2019 |
| 9(2)(a)   | MW 18-19 0328 | 4 March 2019     |
| PhD research project                                  | MW 18-19 0335 | 6 March 2019     |
| Women's health research on associations with abortion | MW 18-19 0336 | 6 March 2019     |

**Part 6: WPQs/OIA/Ombudsman/Privacy Act requests to the Minister/Ministry (in progress)**

| Subject   | Log number                   | Due date (to Minister) | Due date (to requestor) |
|---|------------------------------|------------------------|-------------------------|
| <b>Written Parliament Questions</b>   |                              |                        |                         |
| Hon Amy Adams – As of 21 February 2019, has the Minister, her office or her officials used the Treasury's CBAX model in any way to help prepare or assess any bids for Budget 2019; if so, how many bids? | WPQ 18-19 0001 (6737 (2019)) | 26 February 2019       | 1 March 2019            |
| <b>Ministerial OIAs</b>   |                              |                        |                         |
| 9(2)(a) – Minister OIAs - 2017 General Election - present (23 September 2017 to 25 January 2019)  | MW 18-19 0324                | n/a                    | 25 February 2019        |
| Complaint – Ombudsman – 9(2)(a) response to OIA MW 18-19 0246   | MW 18-19 0319                | n/a                    | 4 March 2019            |
| 9(2)(a) – BDMRR Bill  | MW 18-19 0339                | 11 March 2019          | 18 March 2019           |
| <b>Ministry OIAs</b>  |                              |                        |                         |
| 9(2)(a) – Demographic breakdown of Ministry for Women staff   | MW 18-19 0338                | 11 March 2019          | 18 March 2019           |
| 9(2)(a) – Furniture (spend on, reasons for spend, disposal of)  | MW 18-19 0343                | 12 March 2019          | 19 March 2019           |

**Part 7: Cabinet papers consulted on**

| Committee/Date | Title of paper | Department | Comments |
|----------------|----------------|------------|----------|
| Nil            |                |            |          |

**Part 8: Publications and events in the next six months**

| Publication/event  | Date                                 | Agency lead        |
|--|--------------------------------------|--------------------|
| Public event for International Women's Day   | 8 March 2019                         | Ministry for Women |
| Pānui wāhine (Autumn issue)  | late March 2019                      | Ministry for Women |
| <i>To be confirmed by the Taskforce –</i><br>Event with SSC on starting salaries in the public service | proposed date -<br>end of April 2019 | Taskforce          |
| Women in Governance/Gender Stocktake   | April/May 2019                       | Ministry for Women |
| Release of the Gender Analysis Tool  | late May 2019                        | Ministry for Women |
| Publication of the 2018 literature scan on international responses to sexual harassment                | May-June 2019                        | Ministry for Women |
| Pānui wāhine (Winter issue)  | June 2019                            | Ministry for Women |

*Renee Grahm*

**Renee Graham**  
Chief Executive

*[Signature]*

**Hon Julie Anne Genter**  
Minister for Women

Date: *25 Feb 2019*