

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

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**As at 16 May 2019**

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

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

#### Mana Wāhine Kaupapa Inquiry

You are scheduled to meet with the Minister for Māori Development, Hon Nanaia Mahuta, on Wednesday 22 May 2019, to discuss leadership arrangements for the Crown's involvement in the Mana Wāhine Inquiry, as well as the joint work programme between the Ministry for Women and Te Puni Kōkiri. The meeting will be attended by Ministry officials Renee Graham, Rachel Robson, and Riripeti Reedy.

This meeting was originally scheduled for March 2019. The briefing provided for the March meeting is still relevant (MW 18-19 0347), however a joint aide memoire, prepared by Te Puni Kōkiri and the Ministry, with updates on developments since March, was provided on 15 May 2019 (MW 18-19 0417).

*[Tracking log item: MW 18-19 0347 and MWA 18-19 0417]*

#### Request for advice from the Champions for Change - update

We are working closely with the Champions for Change to address the two questions you asked the Champions to respond to - on pay transparency and women's representation in private sector leadership. NACEW is providing supporting research funding (refer MW 18-19 0427).

The Champions have engaged McKinsey & Company to undertake a business sector survey on pay transparency, using the Champions for Change Summit on 26 June to workshop the results of the survey, and draft a final report for you. Ministry staff will meet with McKinsey next week to jointly draft survey questions.

McKinsey is also working on three case studies of private sector companies that are successfully measuring their gender pay gaps, with a focus on how they overcame measurement challenges. Marc English, Chief Executive, Genesis Energy, has agreed to participate as the first case study.

We are also working with the Champions on a future private sector leadership event, which will include Champions for Change Chairs and Chief Executives, as well as companies that are not members of the Champions group. We will continue to provide you updates through the weekly report.

*[Tracking log item: MW 18-19 0427]*

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

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

*(content shared from the Taskforce for Minister Hipkins and Minister Genter)*

#### ***Gender Pay Gap Work Programme - Progress: Removing gender from starting salaries***

The Taskforce has received positive feedback from agency and union representatives about the 9 May 2019 event you hosted to mark Public Service agencies' progress on ensuring that gender is not a factor in setting starting salaries. The event was very well attended, and attendees commented that they liked the slightly informal format and the ability to hear directly from agencies about their experiences in undertaking this important milestone. The openness of the panel members was also appreciated.

A Stuff journalist attended the event and on 10 May 2019 published an article titled: Pressure on public service to close gender pay gap, which can be found at

[Stuff.co.nz/national/politics/112597200/pressure-on-public-service-to-close-gender-pay-gap](https://www.stuff.co.nz/national/politics/112597200/pressure-on-public-service-to-close-gender-pay-gap).

*[Tracking log item: n/a]*

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

Meetings of the Education and Public Service Sector Working Committees are scheduled for 16 May 2019. There is no further meeting of the Health Sector Working Committee scheduled at this time. SSC officials attend these meetings to provide guidance and support in the development of the sector plans.

*[Tracking log item: n/a]*

## System leadership, impact and reputation

### International - Asia-Pacific Economic Cooperation (APEC), Policy Partnership on Women and the Economy (PPWE) meeting, Chile

The Ministry was supported through MFAT funding, to attend the APEC Policy Partnership on Women and the Economy (PPWE) meeting in Valparaíso, Chile, from 8 to 10 May 2019. Sixteen member economies (Australia, Canada, Chile, the People's Republic of China, Indonesia, Japan, the Republic of Korea, Malaysia, Mexico (by remote participation), New Zealand, Peru, the Philippines, Russia, Chinese Taipei, the United States and Viet Nam), attended the meeting. Guests included Asia Pacific Rim Universities (APRU), Google, Microsoft, Laboratoria, Accenture and Best Innovation.

The Ministry also attended the first day of the PPWE Workshop on Gender and Data, held on 7 May, led by Chile. On 11 May, we participated in the development of a zero draft for the APEC Women in STEM principles, facilitated by the United States.

PPWE was chaired by Under-Secretary Ms Carolina Cuevas (Chile), with Ms Datuk Saidatu Akhma binti Hassan as Co-Chair (Malaysia), and supported by Ms Anais Kedgley Laidlaw, from the APEC Secretariat. A key focus of the meeting was to further develop Chile's proposed APEC-wide, leader-level "Santiago Roadmap on Women and Inclusive Growth" that will be discussed and endorsement sought for, at the High Level Policy Dialogue at the Women and the Economy Forum (WEF), which will take place from 30 September to 5 October 2019.

Attendance at the Chile meeting has highlighted a number of issues that the Ministry will need to consider in terms of APEC being hosted in New Zealand in 2021, and the declared focus of the APEC economies on the economic empowerment of women, and New Zealand's own commitment to strengthening the participation of Māori in all aspects of this hosting. We are already engaging in discussion with MFAT on these matters.

*[Tracking log item: n/a]*

### International – International Women's Caucus

This week the Ministry hosted the second International Women's Caucus meeting of 2019. The focus of this meeting was on the 63rd session of the Commission on the Status of Women (CSW), including your priorities for CSW63, the Agreed Conclusions, and our engagements with NGOs. The Government's response to the CEDAW recommendations was also discussed, as was the Ministry for Women's Statement of Intent, and progress against the Agreed Conclusions for CSW62 (the empowerment of rural women and girls).

In response to the Christchurch terror attacks a conversation was also started around how the Ministry and NGOs can best support survivors, and women and girls, who have experienced violence in all its forms.

Following the closed door Caucus meeting, the Caucus provided the Ministry with a list of issues for attention, which included Tangata Whenua representation on future delegations to CSW. We will provide you with the list of issues raised and the meeting Minutes, by 14 June.

*[Tracking log item: MW 18-19 0463]*

**International – Women Deliver 2019, Canada**

The Ministry's Director, Communications, is preparing for the Ministry's attendance at Women Deliver 2019 in early June, in Vancouver, Canada. There are over 6,000 delegates expected and the conference will be opened by Canadian Prime Minister, Justin Trudeau. The Ministry's attendance will focus on gaining insights from other organisations that can be fed into its current areas of work.

We have arranged a meeting prior to the conference with Ministry of Foreign Affairs and Trade representatives, the three Members of Parliament attending (Under-Secretary Jan Logie, Hon Louise Upston, and Labour List MP, Dr Liz Craig), and the NGO representatives, Jackie Edmond (Family Planning), and Andrew Lesa (UNESCO). Kim Griggs from Radio New Zealand has been granted a media scholarship to cover the conference. The Ministry will liaise with Kim for any information she requires in terms of New Zealand policy developments.

*[Tracking log item: MW 18-19 0453]*

**National Advisory Council on the Employment of Women (NACEW)**

We have provided you with advice on the upcoming review of the National Advisory Council on the Employment of Women's (NACEW) terms of reference (ToR), and the appointment of new NACEW members. The review is intended to ensure the ToR reflects your Ministerial priorities and enables candidates to be sourced with the right skill sets for consideration of appointment. You could also use this briefing for your discussion on NACEW's membership and ToR with Minister Lees-Galloway on Thursday 23 May 2019, at 5.15pm.

*[Tracking log item: MW 18-19 0449]*

NACEW member, Mark Verbiest, has indicated that he will not be seeking reappointment when his term expires in October 2019. Theresa Gattung is indicating that she will seek reappointment in October 2019.

*[Tracking log item: n/a]*

**Gender analysis tool**

The Policy Project, responsible for improving government policy advice across the public sector, has agreed to partner with the Ministry for Women on the launch of the gender analysis tool. Brook Barrington, the new Head of the Policy Profession, has also agreed to speak at the launch.

Monday 1 July 2019, 2.30-3.30pm, has been identified as a launch date that accommodates both your availability and that of Mr Barrington.

We will provide your office with a draft run sheet, invitation, and guest list, for approval by 23 May 2019.

*[Tracking log item: MW 18-19 0458]*



## **Part 2: Operational matters**

Peter Noble has been appointed as the Ministry's permanent Corporate Services Director. Peter has been on secondment from the Department of Conservation in this role for the last 10 months.

The Ministry has begun preparations for its end-of-year financial and reporting processes, and planning for the 2019/2020 financial year.

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

Type	Subject	Log number	Due date
Memo	Pay equity - Equal Pay Amendment Bill current timeline	MW 18-19 0440	16 May 2019
Briefing	Nominations: quarterly report to March 2019	MW 18-19 0373	17 May 2019
Memo	NACEW: Terms of Reference	MW 18-19 0449	17 May 2019 (sent 16 May 2019)
Email response	Athena40	MW 18-19 0460	17 May 2019 (sent 16 May 2019)
Briefing	NACEW: Vacancies (two)	MW 18-19 0461	24 May 2019
Other	Estimates supplementary questionnaire 1-122	MW 18-19 0447	30 May 2019
Cabinet Paper	Results of the 2018 annual gender stocktake of women's representation on state sector boards and committees	MW 18-19 0448	4 June 2019
Briefing	Taskforce monthly update - May 2019	MW 18-19 0428	5 June 2019
Briefing (plus talking points)	2018 Gender Stocktake APH (Appointments and Honours Committee) meeting, 13 June 2019	MW 18-19 0451	6 June 2019
Briefing	Consolidation aspects of pay equity	MW 18-19 0462	19 June 2019

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

Type	Subject	Log number	Due date
Memo	Launch details for gender analysis tool	MW 18-19 0458	23 May 2019
Briefing (plus talking points)	Meeting with NZX, 12 June 2019	MW 18-19 0446	5 June 2019
Briefing (plus talking points)	Meeting with US Ambassador, 19 June 2019	MW 18-19 0455	12 June 2019
Speech notes/Talking points	Wellington Girls' College, 20 June 2019 - talk on gender and sustainability	MW 18-19 0457	12 June 2019
Briefing	International Women's Caucus, 14 May 2019 - issues raised and minutes	MW 18-19 0463	14 June 2019
Briefing (plus talking points)	Nelson Women's Centre talk, 2 July 2019 - Women in STEM	MW 18-19 0459	25 June 2019
Briefing	Update on valuing women's contribution to unpaid work	MW 18-19 0450	28 June 2019
Briefing	Women Deliver 2019, June 2019 (Canada) - Ministry report on attendance	MW 18-19 0453	5 July 2019

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

Subject	Log number	Due date
Language of talkback host	MW 18-19 0435	28 May 2019
Media coverage of women in sports	MW 18-19 0442	4 June 2019
The Well-being of Future Generations (Wales) Act 2015	MW 18-19 0456	4 June 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 requester)
<b>Written Parliament Questions</b>			
Nil			
<b>Ministerial OIAs</b>			
Nil			
<b>Ministry OIAs</b>			
9(2)(a) – Human Rights Commission research on recent pay equity settlements - briefings	MW 18-19 0465	6 June 2019	13 June 2019
9(2)(a) – Funding of Non-Governmental Organisations	MW 18-19 0466	6 June 2019	13 June 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
Publication of the 2018 literature scan on international responses to sexual harassment	May-June 2019	Ministry for Women
Women in Governance/Gender Stocktake	June 2019	Ministry for Women
Pānui wāhine (Winter issue)	June 2019	Ministry for Women
Release of the Gender Analysis Tool	1 July 2019	Ministry for Women
Seminar on women's contribution to unpaid work	to be advised	Ministry for Women

## Proactive release

Within three months of the date of this Weekly Report, it will be considered for release under the Ministry's proactive release of documents policy.



**Kirsty Anderson**  
Acting Chief Executive



**Hon Julie Anne Genter**  
Minister for Women

Date: 19 May 2019