

9 May 2023

s 9(2)(a)

Tēnā koe s 9(2)(a)

OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of 11 April 2023 for:

- 1) You stated that "the annual earnings of graduate men steadily outpace those for women graduates, including the same qualifications". Does this include or exclude childbirth as a reason for this difference? Is there a difference if childbirth is excluded and how much is it?
 - 2) Do women ever make decisions about where they work and how much they work that will have negative financial implications. In other words are women making informed decisions to work less or work in lower paying jobs so they have more free time or other reason? What percentage of women are doing this?
 - 3) What the Ministry for Women aiming for in relation to women in employment. I don't mean equality (thats a given), I mean what is the ideal women. Does she work 40+ hour a week, not have children so to not have financial implications. Are the expectations of the Ministry for Women in perfect alignment with what women actually want?
 - 4) One of the stated strategic outcomes of the ministry for women is all wāhine women and kōtiro girls are safe from all forms of violence. How does the Ministry for Women think they are going on meeting this outcome? If not well, why are you not doing well? What are the barriers or roadblocks?
 - 5) What is the Ministry for Women doing directly with men to stop family and sexual violence? What mens based organisations [organisations] do you work with on these issues?
 - 6) You state that "there have been improvements in women's educational attainment" How large have these improvements been and how do women now compare to men in educational attainment? Who is doing better now?
- Note: Question number 3 is a hard one to articulate. So I will try and capture what I want to know. The Ministry for Women wants equality for women but what if women don't want exactly the same thing. Say a man works 40+ hours. Does this mean the Ministry for Women wants women to work 40+ hours. Do you want women to earn exactly the same as men? I know you will struggle with this one. The reason for asking is that it would appear that the Ministry for Women is so keen that women match, or better, men in income that the obvious question "how much do women actually want to work" is not asked. I'm asking it.

Please note that some parts of your questions have not been addressed as they are asking for the Manatū Wāhine Ministry for Women (the Ministry) to form a view or opinion on an issue which we are not required to do under the Official Information Act. The information has

to exist at the time you ask for it, we are not required to create new information in order to respond to your request.

For clarity, I will respond to your questions in turn.

- 1) *You stated that "the annual earnings of graduate men steadily outpace those for women graduates, including the same qualifications". Does this include or exclude childbirth as a reason for this difference? Is there a difference if childbirth is excluded and how much is it?*

Research has shown that within three years of the early careers of women and men who graduate with the same qualifications, a gender wage gap appears and remains present for most of the careers of these women. In Aotearoa New Zealand, the Ministry considers up to 80% of this gap is driven by harder to measure factors, like conscious and unconscious bias that impacts negatively on women's recruitment and pay advancement. The research we refer to is available here:

[Data Show Gender Pay Gap Opens Early - WSJ](#)

[Research on the gender pay gap in New Zealand | Ministry for Women](#)

In 2018, the Ministry conducted some research into *Parenthood and Labour Market Outcomes* which analysed data on hours worked and earnings to describe the labour market outcomes of men and women as they become parents, and how parenthood contributes to the gender pay gap in Aotearoa New Zealand. This research can be found here:

[Global Women | The Motherhood Penalty](#)

A key finding was that on average, women experience a 4.4% decrease in their hourly wages when they become mothers. The decrease is smaller for those who return to work within six months and larger for those who return to work more slowly. Among mothers who take longer than twelve months to return to work, the average decrease is 8.3%. This pay gap related to parenthood experienced by mothers is often described as the 'motherhood penalty'. You can read more about this in the following 2017 report, published jointly by the Ministry and Stats NZ.

[Effect of motherhood on pay – summary results \(stats.govt.nz\)](#)

- 2) *Do women ever make decisions about where they work and how much they work that will have negative financial implications. In other words are women making informed decisions to work less or work in lower paying jobs so they have more free time or other reason? What percentage of women are doing this?*

Women have different engagement with work than men. They make up the majority (70 percent) of part-time workers, and of all working women, 28 percent work part-time, ie less than 30 hours per week. However, there is evidence that many women working part-time

would like to work more hours than they currently do. As per the December 2022 quarter release of the Stats NZ Household Labour Force Survey, there are more than twice as many women than men who were underemployed as of December 2022 (67,000 women compared with 33,000 men), meaning they were working part-time but wanted to work more hours.

Women working fewer hours than men is partially due to the higher burden of unpaid work. A 2021 study conducted by Deloitte and Westpac ([here](#)) found that male respondents in a couple reported doing 43 percent of unpaid work on average; in contrast, female respondents reported doing 69 percent of unpaid work. These findings show little shift from the last time Stats NZ undertook a dedicated survey of New Zealanders' time use, in 2010.

- 3) *What the Ministry for Women aiming for in relation to women in employment. I don't mean equality (thats a given), I mean what is the ideal women. Does she work 40+ hour a week, not have children so to not have financial implications. Are the expectations of the Ministry for Women in perfect alignment with what women actually want?*

In June 2022, *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan* was launched, with the goal of supporting all women in Aotearoa New Zealand to fulfil their potential.

Te Mahere Whai Mahi Wāhine features actions to improve employment pathways for women who are marginalised at work, particularly wāhine Māori, Pacific women, young and older women, disabled women, women who are former refugees and recent migrants, and women in the LGBTQIA+ community.

You can read the full *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan* here: <https://women.govt.nz/documents/te-mahere-whai-mahi-w%C4%81hine-women%E2%80%99s-employment-action-plan-2022>

You can also find out more about the key groups of women who experience poor labour market outcomes in our *Te Mahere Whai Mahi Wāhine* infographics found at the same link, and read about the engagement that informed the direction of *Te Mahere Whai Mahi Wāhine*, which may be of interest to you.

- 4) *One of the stated strategic outcomes of the ministry for women is all wāhine women and kōtiro girls are safe from all forms of violence. How does the Ministry for Women think they are going on meeting this outcome? If not well, why are you not doing well? What are the barriers or roadblocks?*

A Joint Venture was formed in 2018 to improve the whole-of-government approach to family violence and sexual violence. In 2022, the Joint Venture became Te Puna Aonui, an Interdepartmental Executive Board under the Public Service Act 2020. Te Puna Aonui agencies are responsible for implementing Te Aorerekura – the National Strategy to Eliminate Family Violence and Sexual Violence. The Ministry is an Associate Agency and actively contributes to the work of Te Puna Aonui.

While the gendered nature of violence in Aotearoa NZ continues to have inequitable and devastating impacts on women and girls and their families, it remains everyone's responsibility to address these matters. You can read more on Te AorereKura here:

[Te-AorereKura-National-Strategy-final.pdf \(tepunaaonui.govt.nz\)](#)
[National Strategy to Eliminate Family Violence and Sexual Violence | Te Puna Aonui](#)

5) *What is the Ministry for Women doing directly with men to stop family and sexual violence? What mens based organisations [organisations] do you work with on these issues?*

Te Puna Aonui describes the collective of ten government agencies, the Board, and the team working in the business unit. Te Puna Aonui agencies are responsible for implementing Te AorereKura – the National Strategy to Eliminate Family Violence and Sexual Violence. As an associate member, the Ministry works through this approach.

Te Puna Aonui operates with a system-wide view and is a single point of accountability that enables government agencies to work in a 'joined-up' way, to improve coordination and enable a collective approach. A joint response can make a big difference to eliminating family violence and sexual violence. This aims to improve the system and improve responses to complex family violence and sexual violence issues in a sustainable way.

This approach also aims to support non-government agency (NGO) providers that respond to family violence and sexual violence so that people impacted by violence (this includes both as victim/ survivors and perpetrators of violence or people who use violence) can access appropriate support without re-traumatisation.

For more information on Te AorereKura, please refer to the links provided in response to question four.

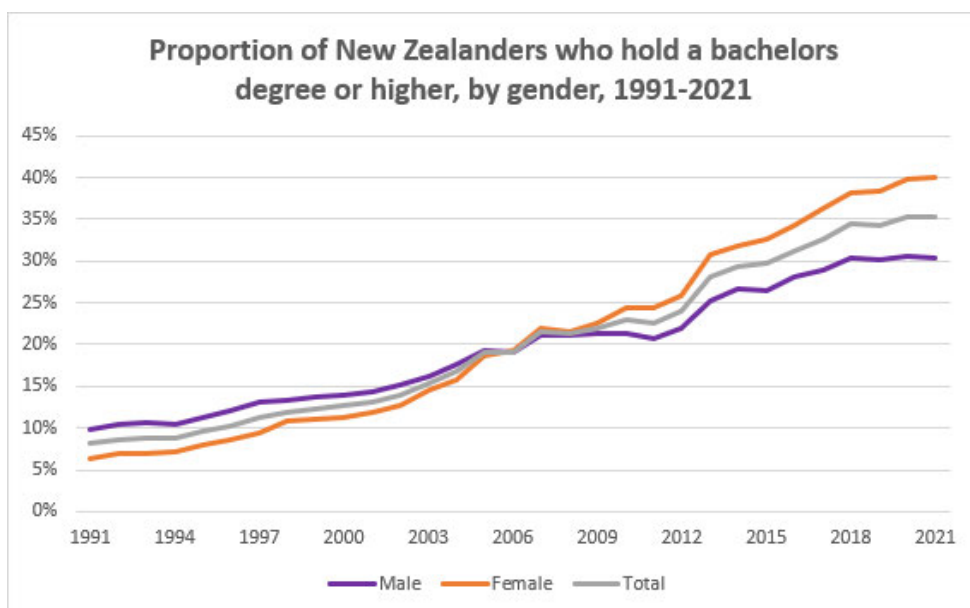
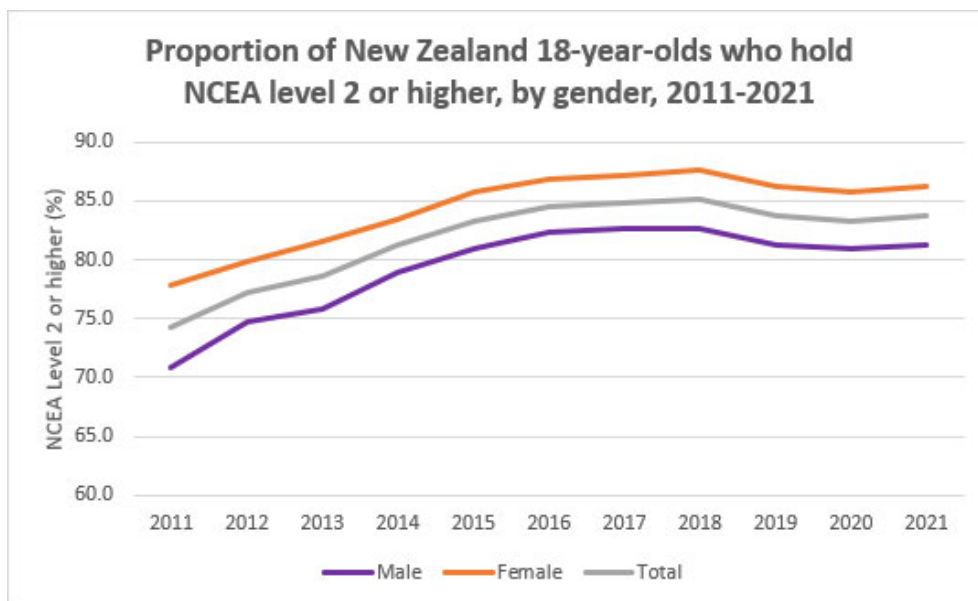
6) *You state that "there have been improvements in women's educational attainment" How large have these improvements been and how do women now compare to men in educational attainment? Who is doing better now?*

The period from 2011 to 2021 saw an increase in the proportion of 18-year-olds who hold NCEA Level 2 or higher, with a higher proportion of women than men holding NCEA Level 2.

At the tertiary level, the proportion of New Zealanders who hold a bachelor's degree or higher has grown significantly for both men and women since 1991, though the growth has been higher for women.

Furthermore, in 2021, 64.3 percent of students gaining tertiary qualifications at any level were female.

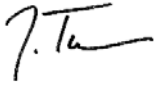
The Ministry has prepared the following infographic to highlight these improvements:



Please note that this response, with your personal details redacted, may be published on the Ministry's website. If you have any concerns or comments related to this, please let us know by emailing ministerialservicing@women.govt.nz, within two weeks of the date of this letter.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Nāku noa, nā

A handwritten signature in black ink, appearing to read 'J. Turner', written in a cursive style.

Judith Turner
Manager, Ministerial Services