

# Ministry for Women's Weekly Report to the Minister for Women

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As at 7 February 2018

## Part 1: Current priority outcome areas

### Women's skills, employment, and income

Section 9 (2) (a)

#### Gender Pay Gap Workshop for Public Service Senior Leaders

On 1 February, we led a workshop 'Closing the gender pay gap in the public service – a workshop for leaders'. This was the first of two workshops for chief executives and senior managers to hear about plans for closing the public service gender pay gap and to contribute their insights.

Representatives from eight agencies attended (Culture and Heritage, Justice, Primary Industries, Corrections, Crown Law, State Services Commission, Education Review Office, and Customs).

██████████ General Manager Human Resources, ANZ New Zealand and Pacific, discussed how ANZ has identified and addressed its gender pay gaps, and Paul James, Chief Executive, Ministry for Culture and Heritage, shared examples of the work being done to close the gender pay gap.

Discussion included policies to decrease pay disadvantages when employees take parental leave (such as including them in annual remuneration rounds and continuing the employer contributions to KiwiSaver), requiring recruitment agencies to include women on shortlists for all management and leadership positions, and removing discretion for individual managers to determine starting salaries.

The second workshop is 12 February. We will brief you on insights from the workshops, and incorporate this into the Cabinet paper you have asked us to draft.

#### ***Reconvened Joint Working Group on Pay Equity Principles (JWG) – 8 February 2018 meeting***

The state sector agencies and unions who are applying the pay equity principles to current claims presented their respective observations based on their practical experience at the 8 February JWG meeting. This provided the JWG with valuable insight and should assist in formulating agreed recommendations to Ministers (due at the end of February 2018).

#### ***The Mayors' Task Force for Jobs***

Last year we partnered with Stats NZ and Southern Methodist Mission to use the Integrated Data Infrastructure to better understand where NEET populations are located at a regional level. We have provided James Mather, coordinator of the Mayors' Task Force for Jobs, with information about the number and approximate locations of NEETs within local government regions, and we are looking to meet mayors later in the year to discuss the potential use of this work as a prototype for more regular community reporting on NEETs.

#### ***Reporting on gender pay gaps in the UK***

The UK recently introduced a requirement for public and private employers with over 250 staff to publicly report their gender pay gaps. Employers are now publishing their gender pay gaps in advance of the first annual deadline of 4 April. Significant media attention is being given to the results.

Following the high profile BBC equal pay claim news earlier this year, an equal pay claim is being sought by female workers at supermarket chain Tesco. This is being described as "potentially the largest ever equal pay challenge in the UK" at a possible figure of £4 billion, and may also involve the Sainsbury's and ASDA supermarkets chains. The basis of the Tesco equal pay claim is that staff working in warehouse and distribution who are mainly male are paid more than the mainly female staff working in stores. The claim was underway prior to Tesco publishing its gender pay gap of 8 percent average organisational gender pay gap, lower than the UK national gap of 18.1 percent. In the public sector, Birmingham City Council has settled an equal pay claim from women employed as cleaners, cooks and carers worth up to £1 billion pounds.

In early March you will receive advice about pay transparency as part of a suite of papers to Ministers on further issues relating to pay equity and equal pay.

## **Women's safety from violence**

### ***Review of independent oversight functions for the Oranga Tamariki system***

We met with Oranga Tamariki about its role in overseeing systems such as intervention services and youth justice residences. We are particularly interested in the growing numbers of young women in the youth justice system, and mothers who are experiencing violence and/or are in precarious employment situations. We will keep you updated as this work develops.

### ***Working with the Multi Agency Team (the MAT) on the future domestic and sexual violence system***

The Ministry of Justice MAT, now led by Sarah Holden, has invited the Ministry onto its steering group. Senior officials from the Justice, Social Development, Corrections, ACC, Pacific Peoples and Te Puni Kōkiri attended the first meeting on 2 February 2018. The steering group discussed Undersecretary Logie's priorities on sexual violence and the need for a systems response to family and sexual violence through the establishment of a dedicated central agency.

The steering group will meet weekly to discuss the new agency approach which will form the basis of a Cabinet paper being drafted by MAT by 5 March. We will keep you informed of progress on the MAT's work, and the development of the future domestic and sexual violence system.

We are reporting back to you by 15 February on a draft Ministry for Women work programme.

## **International commitments on the status of women**

### ***International Women's Caucus meeting***

On 26 February, we will host the International Women's Caucus. You attended the last Caucus meeting on 21 November 2017. The February meeting will focus on the 62<sup>nd</sup> session of the Commission on the Status of Women (CSW62). The Government and NGOs will provide updates on their preparations and discuss logistics. Should you want to attend this meeting we will provide you with an event briefing, including talking points.

Following CSW62 we have arranged a debrief meeting for 24 April to discuss the outcomes of CSW62. We recommend you attend this meeting.

## **Women's representation in leadership**

### ***Nominations service update***

We have met with the Tertiary Education Commission after receiving notification of a number of appointments to each tertiary education institute (TEI). 17 TEIs are seeking 27 appointments, combined these institutes govern over \$1.7 billion dollars of revenue and serve around 118 thousand fulltime equivalent students.

We have been approached by the Internal Affairs about its appointment process for a number of positions on lottery distribution committees.

### **Suffrage 125 activities** Section 9 (2) (a) Section 9 (2) (g) (i)

#### ***Suffrage 125 Launch (at Government House on 7 March 2018, from 11am to 1pm)***

We are working closely with Government House on the planning and arrangements for this event. An email requesting RSVP to the launch will be sent this week to people on the invitation list. Your office will send the invitation to Members of Parliament.

██████████ MNZ, has confirmed her availability to sing the national anthem in te reo Māori. ██████████ is an acclaimed singer, broadcaster, business woman, and advocate of te reo. We propose that ██████████ also assist with a waiata to close the speaking formalities.

Rez Gardi, Young New Zealander of the Year 2017, lawyer and refugee advocate, has confirmed her availability to speak at the launch. We propose that Rez Gardi be one of the final speakers, focusing on young and new New Zealanders, and the future for women and girls. She will lead up to four young women discussing 'Whakatū Wahine', what they stand for. We will send a confirmed programme of this event later this month.

***International Women's Day event (at Te Papa on 8 March, from 2 to 3.30 pm)***

We are proposing a panel discussion of women who have made significant contributions to New Zealand women and girls at Te Papa on International Women's Day as the first flagship event for Suffrage 125. We have invited you to be part of this panel (in our Suffrage 125 briefing). The focus is a celebration of 125 years of women's achievements - from 1893 to 2018, and how they are relevant to today's challenges. This event will particularly to highlight the contribution from Māori, Pacific, and culturally diverse women. We are working with Te Papa on the panel speakers.

***Suffrage 125 programme and other flagship events***

Organisations are beginning to list their events on the Suffrage 125 website, and to access and use the Suffrage 125 symbol. We will continue to actively encourage events to be listed in the lead up to the launch on 7 March. We are also continuing with our planning for the other proposed flagship events including those on significant dates: 28 July, 19 September, and 28 November.

**Part 2: Operational matters**

Nil

**Part 3: Upcoming briefings and reports**

Subject	Log number	Date due	Status
Memo from Minister for Women to Prime Minister about Women of Worth invitation to International Women's Day	MW 17-18 0192	7 February	In sign-out
Memo on quarterly labour market data	MW 17-18 0199	7 February	Sent
Draft CEDAW response	MW 17-18 0183	8 February	In progress
Quarterly Report	MW 17-18 0182	9 February (tbc)	In progress
March Baseline Update	MW 17-18 0197	14 February (tbc)	In progress
Select Committee Hearing, 21 February	MW 17-18 087	14 February (tbc)	In progress
Ministry for Women's work programme on domestic and sexual violence	MW 17-18 0198	15 February	In progress
Cabinet Appointments and Honours paper on appointing women to state sector boards	MW 17-18 0173	28 February	In progress

**Part 4: Recent correspondence****New ministerial correspondence**

Nil

**Correspondence between ministers**

Nil

**Minister and Ministry-initiated correspondence**

Nil

**New parliamentary questions**

Subject	Log number	Date due	Status
Briefings received by the Minister regarding family violence, sexual violence, and the Social Security Act 1964 (5 questions)	64, 68, 70, 72, 75	7 February	Sent

## New OIA/Ombudsman/Privacy Act requests to the Ministry

Subject	Log number	Date due	Status
Request for list briefings, reports, memos, sent to Minister for Women (Ministerial OIA)	MW 17-18 0202	5 March	In progress

## Nominations services provided

Board/Committee	Role	Appointing body/Minister	Status/Comments
Radio New Zealand	Chair	Treasury	Complete APH
Electric Vehicles Programme Leadership Group	Members	Ministry of Transport	Complete Non-APH
PledgeMe	Member	PledgeMe	Complete Non-APH
AUT University	Member	TEC	In progress APH
University of Waikato	Member	TEC	In progress APH
Ara Institute of Canterbury	Member	TEC	In progress APH
Eastern Institute of Technology (EIT)	Chair Two Members	TEC	In progress APH
Manukau Institute of Technology (MIT)	Deputy Chair	TEC	In progress APH
Nelson Marlborough Institute of Technology (NMIT)	Deputy Chair Member	TEC	In progress APH
NorthTec	Deputy Chair Member	TEC	In progress APH
Open Polytechnic	Deputy Chair Member	TEC	In progress APH
Otago Polytechnic	Chair Deputy Chair	TEC	In progress APH
Southern Institute of Technology (SIT)	Chair Deputy Chair	TEC	In progress APH
Universal College of Learning (UCOL)	Chair Two Members	TEC	In progress APH
Unitec Institute of Technology	Chair Member	TEC	In progress APH
Waikato Institute of Technology (Wintec)	Deputy Chair	TEC	In progress APH
Western Institute of Technology at Taranaki (WITT)	Member	TEC	In progress APH
Te Wānanga o Aotearoa	Member	TEC	In progress APH
Te Whare Wānanga o Awanuiārangi	Member	TEC	In progress APH

Board/Committee	Role	Appointing body/Minister	Status/Comments
Te Wānanga o Raukawa	Member	TEC	In progress APH
Lottery Community Facilities Committee and Lottery Significant Projects Committee	Member	DIA	In progress APH
Lottery Community Sector Research Committee	Member	DIA	In progress APH
Lottery Individuals with Disabilities Committee	Member	DIA	In progress APH
Lottery National Community Committee and Lottery Outdoor Safety Committee	Member	DIA	In progress APH
Lottery Environment and Heritage Committee	Member	DIA	In progress APH
Lottery Bay of Plenty/Gisborne Community Committee	Member	DIA	In progress APH
Lottery Hawkes Bay Community Committee	Member	DIA	In progress APH
Lottery Otago/Southland Community Committee	Member	DIA	In progress APH
Lottery Taranaki Community Committee	Member	DIA	In progress APH
Lottery Wellington/Wairarapa Community Committee	Member	DIA	In progress APH
Telford Farm Training Institute Board of Management	Member	Ministry for Primary Industries	In progress APH
Electricity Pricing Review panel	Member	Ministry of Business, Innovation and Employment	In progress Non-APH

### Part 5: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
LEG, date tbc	Health (National Cervical Screening Programme) Amendment Bill	Ministry of Health	No comments; we support the paper.

**Part 6: Upcoming publications and events in the next three months**

Publication/event	Date	Agency lead
Survey/engagement – trialling an approach to get women’s voices on a particular topic	February (tbc)	Ministry for Women and Ministry of Health
<i>Pānui wāhine</i> newsletter	February	Ministry for Women
Release on Ministry website of gender pay gap background information	February	Ministry for Women
Working with SUPERdiverse Women on interviews of its members as part of the My Identity project	1 March (launch)	Ministry for Women (in partnership with SUPERdiverse WOMEN)
Gender pay gap events for business leaders in Blenheim and Nelson	27 and 28 February	Ministry for Women with Marlborough Chamber of Commerce and Nelson Tasman Chamber of Commerce
Release of rapid literature review on effective family violence services for women, particularly Māori women	March (tbc)	Ministry for Women
Commissioned research led by AUT and Motu (Pacheco and Sin) on the long-term economic effect of having children, especially relating to the gender pay gap	February (tbc)	Ministry for Women
Launch of Suffrage 125 programme at Government House	7 March	Ministry for Women and Governor-General
International Women’s Day event at Te Papa	8 March	Ministry for Women and Te Papa



**Renee Graham**  
Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

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