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

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**As at 24 April 2018**

## Part 1: Current priority outcome areas

### Valuing women's contribution in the labour market

Section 9 (2) (f) (iv)

#### Pay equity and [REDACTED]

Section 9 (2) (f) (iv)

We are contributing to further inter-agency advice [REDACTED]

[REDACTED] This paper also provides a timeline for the development of two Cabinet papers and Regulatory Impact Statements that will provide the basis for legislation to amend the *Equal Pay Act 1972*. The first Cabinet paper is on the Reconvened Joint Working Group recommendations and back pay, and a draft is due to you and the Minister of Workplace Relations and Safety by Wednesday 9 May. [REDACTED]

Section 9 (2) (f) (iv)

#### ***Update on the Cabinet paper: Eliminating the Gender Pay Gap in the Public Service***

We have had further discussion with chief executives (CEs) on the gender pay gap strategy for the public service. Their responses are generally positive about the overall strategy and the need to accelerate progress. There are also some thoughtful comments on some details of the strategy, and we will reflect these in the draft Cabinet paper which you will receive next week.

#### ***Labour market statistics information release 2 May***

Stats NZ issues information on key labour market indicators each quarter. The Labour Market Statistics for the March quarter 2018 will be released on Wednesday 2 May at 10:45 am. You will receive a briefing on the key points from the information release, especially for women, in the afternoon of Wednesday 2 May.

#### ***EY gender pay gap calculators review and comment on Australian regulations***

We have received the EY report comparing the three freely available gender pay gap calculators, which we identified as having some usefulness for New Zealand employers. (Global Women facilitated the calculators' review by a number of their members). The EY report is comprehensive and will be incorporated into the guidance on our website on how to use the calculators. EY Australia contributed to the report and it includes some commentary on the Australian experience of gender pay gap reporting, and a section on what additional resources employers need to calculate gender pay gaps. This information will further inform our understanding of international pay transparency, and the resources we develop for employers.

#### **Showcasing New Zealand internationally**

##### ***Sustainable Development Goals Summit***

On Monday 23 April, Victoria University hosted a summit on the Sustainable Development Goals Agenda 2030 (SDGs). The summit was the first of its kind in New Zealand and was attended by representatives from business, non-government organisations, youth organisations, and government. Representatives discussed the steps they are taking to implement the goals and how they can work together. There was a keen interest in the Government's implementation plans and concerns were raised about the apparent lack of progress so far. Government representatives included officials from Stats NZ, the Ministry of Foreign Affairs and Trade, the Ministry of the Environment and the Department of Prime Minister and Cabinet.

## Leadership

### ***Nominations Service - design thinking workshop***

The nominations team and representatives from our directors' and appointing agencies' groups undertook a design thinking workshop to examine our Nominations Service and the user experience of our database. This was the first of two sessions, the second workshop will be in May.

We have enhanced our online nominations database. Women will shortly be able to log on, enter and update their own details 24/7 and 365 days of the year.

### **Suffrage 125**

#### ***Event focusing on Māori women and the vote***

We are working with the National Library on an event focusing on Māori women and the vote, to be held from 5:30 pm on Wednesday 13 June 2018. We invite you to attend this event and speak briefly to welcome those attending.

The purpose of this event is to celebrate Māori women who have made significant contributions to the rights of women and girls and equality in New Zealand, with a focus on the future challenges. The format is a panel discussion with an open discussion session. The panellists will be leading Māori women. You will receive a memo with the details when the format, speakers, and moderator have been confirmed.

This event is in addition to the Ministry for Women activities you approved to celebrate Suffrage 125. It is an opportunity to involve and focus on Māori women. For this event we are seeking advice from cultural advisors within the Ministry for Women, and from other organisations such as Te Puni Kōkiri. National Library is seeking input from Māori advisors involved with He Tohu, and other Department of Internal Affairs cultural advisors.

While the event will be open to the public, we will also directly invite MPs, Māori and Pacific people and organisations, and students. The karakia and opening words will be led by National Library.

## **Part 2: Operational matters**

### ***Quarter 3 report and key deliverables to 30 June 2018***

Every quarter the Ministry prepares a report that highlights our achievements for the quarter and how these fit with our key priorities.

In February you received our Quarter 2 report for the period 1 October to 31 December 2017. The next report for Quarter 3 covers the period 1 January to 31 March 2018 and will be provided to you by Friday 4 May, with a cover memo. The cover memo will also outline a range of Ministry projects and key deliverables to 30 June.

We look forward to discussing this with you and receiving your feedback on our work in the last quarter.

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

Subject	Log Number	Due date
Alignment of the Ministry for Women work programme with the cross government work programme on family violence and sexual violence	MW 17-18 0359	30 April 2018
Gender stocktake results and communication plan	MW 17-18 0314	30 April 2018
The revised JWG pay equity principles (refer also to 0286)	MW 17-18 0342	1 May 2018
Draft response to the 2018/2019 Standard Estimates Questionnaire for Vote Women	MW 17-18 0332	2 May 2018
Gender pay gap and pay equity - connections, differences, data	MW 17-18 0322	3 May 2018
Quarter three report (January to March 2018)	MW 17-18 0316	4 May 2018
Rural proofing/regional development work (joint with MPI)	MW 17-18 0351	4 May 2018
Briefing on what centralised or sector-by-sector pay equity bargaining would look like in practice	MW 17-18 0355	10 May 2018
Options for providing feedback between the Minister's and Ministry offices	MW 17-18 0346	11 May 2018
Suffrage 125 Whakatū Wāhine - Māori women and the vote event <a href="#">Section 9 (2) (f) (iv)</a>	MW 17-18 0362	11 May 2018
[REDACTED]	MW 17-18 0343	15 May 2018
Select Committee (Estimates Review) - Social Services and Community (Minister Genter, Wed 13 June, 10.30am - 11am)	MW 17-18 0361	1 June 2018
Release of briefings referred to in weekly report	MW 17-18 0338	29 June 2018

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

Subject	Log Number	Due date
Women in Public Sector conference (2 May 2018) briefing and talking points	MW 17-18 0337	26 April 2018
Gender pay gap in public sector - meeting with Peter Hughes (SSC), 30 April 2018	MW 17-18 0358	26 April 2018
Pay equity: Education Support Staff (NZEI public rally response)	MW 17-18 0341	27 April 2018
Inspiring female students to pursue technology - talking points for Microsoft video	MW 17-18 0352	27 April 2018
Meeting with Ray Lind, Careerforce	MW 17-18 0276	30 April 2018

Subject	Log Number	Due date
CTU Women's Council - 17 May 2018	MW 17-18 0317	10 May 2018
Meeting with the Chief Executive and Chair of Diversity Works	MW 17-18 0272	16 May 2018
Breakfast at Simpson Grierson re gender pay gap (7am, 12 June)	MW 17-18 0304	5 June 2018
Women in Leadership Conference, Auckland, 18 June	MW 17-18 0320	6 June 2018

## Part 5: Recent correspondence

### New ministerial correspondence (in progress)

Subject	Log Number	Due date
Social changes for gender equality (reply to [REDACTED]) [REDACTED] Section 9 (2) (a)	MW 17-18 0336	30 April 2018
GCSB/NZSIS diversity strategy	MW 17-18 0344	1 May 2018
Letter to ERO (Education Review Office) relating to their review of sexuality education Section 9 (2) (a)	MW 17-18 0347	2 May 2018
NZ Herald - [REDACTED] comment 18 April 2018 - response to [REDACTED] Section 9 (2) (a)	MW 17-18 0348	2 May 2018
Income equity for Māori ([REDACTED]) [REDACTED] Section 9 (2) (a)	MW 17-18 0350	2 May 2018
Affordability of sanitary items - response to [REDACTED] [REDACTED] Section 9 (2) (a)	MW 17-18 0353	4 May 2018

### 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 requestor)
OIA - Weekly Reports between 1 February and 19 March	MW 17-18 0285	3 May 2018
Privacy Act Request - Information relating to [REDACTED] [REDACTED] - Section 9 (2) (a)	MW 17-18 0331	3 May 2018
OIA - WannaCry ransomware attack	MW 17-18 0323	4 May 2018
OIA - Questions from [REDACTED]	MW 17-18 0363	22 May 2018

## Nominations services provided

Section 9 (2) (a)

Nil

## Part 6: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Social Wellbeing/TBC	Family Violence Legislation – A modern Act with a greater focus on victims	Justice	Support the paper. Support the inclusion of a principle about coercion and control.

## Part 7: Publications and events in the next three months

Publication/event	Date	Agency lead
Release on Ministry website of gender pay gap background information	May	Ministry for Women
Launch of 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	May	Ministry for Women
Wahine Kakano young leaders' meeting in Auckland	26 May	Human Rights Commission with a number of NGO and private sector partners
Māori women and the vote, in conjunction with He Tohu, National Library	12 June	Department of Internal Affairs

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*Renee Graham*

**Renee Graham**  
Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....