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

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**As at 4 April 2018**

## Part 1: Current priority outcome areas

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

#### ***Papers expected to be discussed at Ministerial Oversight Group on State Sector Relations (MOGSSER) on 12 April***

Section 9 (2) (f) (iv)

You can expect at least four papers on pay equity matters in the meeting pack for the Ministerial Oversight Group on State Sector Relations (MOGSSER) on 12 April. You have already received two of these papers for your decisions with the Minister of Workplace Relations and Safety on progressing pay equity legislation, and providing tools and information to support pay equity and wider work to address the gender pay gap.

Following the meeting with Minister Lees-Galloway,

#### ***Parental Leave in the Public Sector***

Section 9 (2) (f) (iv)

Treasury proposes to release the New Zealand Treasury Analytical Paper *The experiences of those who take parental leave within the public sector and the policies that support them* on 18 April. The paper was authored by [REDACTED] (Treasury) and [REDACTED] (Ministry for Women). Minister of Finance Grant Robertson has been informed of its pending release and had no concerns. We will provide your office with a copy of the paper. We are still working on information for employers about paid parental leave based on the research in this paper.

Section 9 (2) (a)

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#### ***Cabinet paper on closing the gender pay gap in the Public Service***

We will be consulting with all public service Chief Executives next week on your detailed proposals to close the Public Service gender pay gap. This consultation will build on the workshops we ran in February which introduced Public Service leaders to your vision. We will aim to provide you with a first draft of the Cabinet paper for your feedback on 18 April. We aim to get you a final draft for final comment in the first week of May.

### Women's safety from violence

#### ***Advice to the Ministry of Justice about criminalising coercive and controlling behaviours in intimate relationships***

In 2017 the Ministry of Justice consulted us about amendments to the Crimes Act 1961 and we suggested the inclusion of an offence criminalising coercive and controlling behaviours in intimate relationships. The United Kingdom criminalised this in 2015. We had previously advised that this should be included in the Family, Whānau Violence Legislation Bill. Justice provided this advice to the Minister of Justice as an option for inclusion in the Crimes Amendment Bill and Minister Little has directed officials to undertake further work on this. We will provide further advice to the Ministry of Justice.

### Women's representation in leadership

#### ***Information on State Sector boards***

We are providing you with a package of information on State Sector Boards. This includes:

- draft APH paper proposing target of 50% consulting with your colleagues
- statistics on the Nominations Service
- A3 setting out vision for the Nominations Service

We propose discussing this with you at one of our upcoming meetings.

## International

### ***Human Rights Commission consultation on disabled women's human rights***

An official attended a Human Rights Commission CEDAW (Convention on the Elimination of Discrimination Against Women) consultation on disabled women's human rights. Issues raised included: visibility, inclusion, lack of co-design and co-ownership of government led processes, protection from health-related human rights violations including forced sterilisation, access to sexual and reproductive healthcare, and protection of disabled women as employers of care and support workers, as mothers, and as children. Specific legal reforms were mentioned, such as section 8 of the Adoption Act: removing the requirement of consent in cases of 'physical and mental incapacity'.

Suggestions for policy initiatives included: collecting better disability data, including in the Census, and implementing the 'two track' approach of the Convention on the Rights of Persons with Disabilities (CRPD) which has a standalone section related to disabled women, and which also integrates disabled women's concerns into its mainstream provisions.

Participants at the consultation raised that there is a need for government funding for initiatives developed by disabled people's organisations such as a 'Keeping Safe, Feeling Safe' course, and a campaign to raise awareness of disabled people's rights.

We will look into these issues as part of our preparation for the CEDAW examination on 12 July.

## **Suffrage 125**

### ***Wāhine Kākano***

The Ministry is involved in the Wāhine Kākano one day hui for young women aged 16 to 22 years to be held in Auckland on 26 May. Wāhine Kākano is the inaugural New Zealand Young Women's Festival hosted by the Human Rights Commission and The Villianesse, and supported by AUT, the National Council for Women and the Māori Women's Welfare League. The focus of the hui is for attendees to end the day with the skills, tools and connections they need to start the next stages of their lives empowered and engaged. This is an opportunity for the Ministry to further support New Zealand young women. It is also within the focus of Suffrage 125 on young Māori and diverse women.

We will provide further details requesting that you speak at the breakfast and be part of a panel discussion titled 'Be your authentic self'.

## **Part 2: Operational matters**

Nil

## **Part 3: Upcoming briefings and reports**

<b>Subject</b>	<b>Log number</b>	<b>Date due</b>	<b>Status</b>
NCW Gender Equal NZ event	MW 17-18 0287	4 April	Sent
Pre-MOGSSER meeting with Ministers Genter and Lees-Galloway	MW 17-18 0289	4 April	Sent
Meeting with Elizabeth Tennet, CEO of Wellington Pay Equity Coalition	MW 17-18 0273	5 April	In progress
Promotion of the Nominations Service	MW 17-18 0281	5 April	In progress
Final Budget 2018 documents for Vote Women for sign-off	MW 17-18 0311	5 April	In progress

Subject	Log number	Date due	Status
APH paper: setting target for women on boards for consultation	MW 17-18 0315	6 April	In progress
NZ Law Society Gender Equality Charter Launch	MW 17-18 0274	9 April	In progress
Meeting with Kiri Hannifin, GM Corporate Affairs, Countdown	MW 17-18 0275	9 April	In progress
Parenthood and labour market outcomes research: key messages and launch options	MW 17-18 0291	9 April	In progress
Women in Leadership Breakfast with Khadija Leadership Network Auckland on 13 April	MW 17-18 0305	9 April	In progress
Pay Equity and the relationship between the gender pay gap, pay equity and equal pay as a one-page diagram	MW 17-18 0312	10 April	In progress
Meeting with Ray Lind, Careerforce	MW 17-18 0276	30 April	In progress
Gender stocktake results and communication plan	MW 17-18 0314	30 April	In progress
Quarter three report (January to March 2018)	MW 17-18 0316	4 May	In progress
CTU Women's Council - 17 May 2018	MW 17-18 0317	10 May	In progress
Meeting with the Chief Executive and Chair of Diversity Works	MW 17-18 0272	16 May	In progress
Women in Leadership Summit run by Avantedge on Monday 18 June	MW 17-18 0306	4 June	In progress
Breakfast - Simpson Grierson re gender pay gap (7am 12 June)	MW 17-18 0304	5 June	In progress

#### Part 4: Recent correspondence

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#### New ministerial correspondence

Subject	Log number	Date due	Status
Men's Summit (Auckland, 6 April 2018) - email from [REDACTED]	MW 17-18 0313	5 April	In progress
School uniforms and having equitable access to education	MW 17-18 0288	6 April	In progress
The revised JWG pay equity principles	MW 17-18 0286	10 April	In progress
Board representation	MW 17-18 0293	11 April	In progress
Child care funding policy issues	MW 17-18 0290	12 April	In progress
1972 Equal Pay Act	MW 17-18 0294	13 April	In progress
Ellesmere College student social studies questions	MW 17-18 0298	16 April	In progress
Women and fair pay - Global Perspectives Cambridge examination report by [REDACTED]	MW 17-18 0307	17 April	In progress

Subject	Log number	Date due	Status
Feminism (incl gender pay gap)	MW 17-18 0310	17 April	In progress
Funding Partnership	MW 17-18 0300	19 April	In progress
Collaboration - cultural and linguistic specific policy and programme support	MW 17-18 0301	19 April	In progress
Pay Equity (working with MBIE on response)	MW 17-18 0303	22 April	In progress

### Correspondence between ministers

Nil

### Minister and Ministry-initiated correspondence

Nil

### New parliamentary questions

Nil

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

Subject	Log number	Date due	Status
Questions about information in the BIM	MW 17-18 0267	9 April	In progress
Weekly Reports between 1 February and 19 March	MW 17-18 0285	18 April	In progress
Weekly Reports between 26 October and 31 January	MW 17-18 0266	Extension to 20 April	In progress
Board Representation	MW 17-18 0295	24 April	In progress
Equal pay for women	MW 17-18 0297	27 April	In progress

### Nominations services provided

Nil

## Part 5: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Social Wellbeing Committee - 4 April	Breaking the intergenerational cycle of family violence and sexual violence (budget sensitive)	Multi Agency Team (Minister of Justice)	Support the paper. We have provided a cabinet schedule with comments.
Social Wellbeing Committee - 4 April	Transforming the Disability Support System: Approval to commence Mid-Central Prototype	Disability Issues, Health	Support the paper.
Social Wellbeing Committee - 4 April	Addressing Human Rights Review Tribunal Delays and Other Amendments	Justice	Support the paper.
Legislation Committee – 5 April	Accident Compensation Amendment Bill: Approval for Introduction	MBIE	Support the paper.
Cabinet	Report on Overseas Travel: Hon Julie Anne Genter, Minister For Women	Women	This paper provides a summary of the outcomes of the Minister's travel from Saturday 10 to Sunday 18 March 2018 to the United States of America (New York).
Cabinet Business Committee- to discuss 16 April	NCEA review: Release of discussion document	Education	Support the paper.
Social Wellbeing Committee - 11 April TBC	Towards a future-focused, learner-centred Education Workforce Strategy to 2032	Education	Support the paper and request to be consulted on the strategy. Note that the education workforce is disproportionately female.
Social Wellbeing Committee April TBC	Establishing a Criminal Cases Review Commission	Ministry for Justice	Support the paper.
Economic Development Committee April TBC	Measuring New Zealand's Progress	Stats NZ	Gender equality cuts across most of the proposed topics, in addition we are advocating for a cross cutting bicultural lens.
Economic Development Committee - 31 May TBC	New Zealand Housing Strategy	Multi-agency (MBIE, Housing and Urban Branch)	Support the paper and proposed two phased approach. Request recognition of gender, ethnicity and locality overlaps in the Problem Definition paper.

Committee/Date	Title of paper	Department	Comments
Social Wellbeing Committee May TBC	Construction Workforce Strategy	Multi-Agency (MBIE lead: System Strategy and Performance)	Request strategy actions that will proactively include women at all levels of the construction labour market.
Social Wellbeing Committee Date TBC	Developing a New Vision for Pacific Peoples in New Zealand	Ministry for Pacific Peoples	Developing a vision for Pacific peoples in New Zealand has the potential to improve outcomes for Pacific women and their families in NZ. Recommend inclusion of a Gender Impact Statement addressing Pacific women's roles, and that the development of a current and relevant vision for Pacific peoples requires significant input from Pacific women.
Social Wellbeing Committee Date TBC	Enhancing New Zealand Superannuation and Veteran's Pension	Ministry of Social Development	No comments.
Economic Development Committee Date TBC	Establishment of the Fair Pay Agreement Working Group	MBIE	Support the paper and added a suggestion for Gender Impact Statement. Women may be disproportionately exposed to poor outcomes from a 'race to the bottom'.
Appointment and Honours Committee Date TBC	Welfare Expert Advisory Group: Appointment of Chair	Ministry of Social Development	In progress.
Committee and date TBC	Employment Strategy and Māori Employment Initiatives Fund <i>(new: establishment of a Māori Employment Initiatives Fund)</i>	Ministry of Social Development and MBIE (MBIE lead: Skills and Employment Policy)	Gender Impact Statement: women are a target group for action; future work will consider options to address labour market disparities for women.
Committee and date TBC	Further amendments to Courts and Tribunals legislation	Ministry for Justice	Support the paper. Have asked for gender disaggregated data.

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

Publication/event	Date	Agency lead
Survey/engagement tool – trialling an approach to get women’s voices on a particular topic on the website	To be made live mid-April	Ministry for Women
[REDACTED]	April	Ministry for Women
Release on Ministry website of gender pay gap background information	April	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 <span style="border: 1px solid black; padding: 2px;">Section 9 (2) (g) (i)</span>

*Renee Graham*

**Renee Graham**  
Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....