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# Ministry for Women Weekly Report to the Minister for Women

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**As at 16 May 2018**

Section 9 (2) (f) (iv)

**Part 1: Current priority outcome areas****Valuing women's contribution in the labour market**

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**Pay equity and** [REDACTED]

We attended a meeting at MBIE on Wednesday 16 May along with other members of the Reconvened Joint Working Group. The meeting was to discuss the draft bill updating the Equal Pay Act 1972.

Meetings will be held in the coming fortnight in Auckland and Wellington.

[Tracking log item: n/a]

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**Eliminating the gender pay gap in the Public Service**

We sent the revised Cabinet paper to your office on Tuesday 15 May, including a note on the responses to your comments on the first draft. SSC has forwarded the revised draft Cabinet paper to Minister Hipkins. SSC has yet to hear whether Minister Hipkins has comments to make on the draft paper. The next step is that the paper will be sent out for broader Ministerial consultation. We will be lodging the paper for consideration by the GOV committee on Tuesday 12 June, subject to Ministerial consultation.

[Tracking log item: n/a]

**Conversation with the Gender Equalities Office, United Kingdom**

On Thursday 10 May, we teleconferenced with staff at the Gender Equalities Office (GEO), United Kingdom, on the development and introduction of gender pay gap reporting regulations. Discussion included: consultation with business to develop the regulations; difficulties encountered in designing and implementing regulation; and developing resources to help organisations to tackle their gender pay gaps. The GEO is embarking on a two-year project, in partnership with The Behavioural Insights Team UK, to develop evidence-based advice for organisations on effective actions to close their gender pay gaps. We will talk with the GEO again in the next few weeks and will provide you with a memo on the information we gather. Renee is also meeting with GEO staff on her way to CEDAW in July.

[Tracking log item: MW 17-18 0412]

### **Women in Tech Breakfast**

On Wednesday 16 May the Ministry co-hosted the first of two Women in Tech Breakfasts. Approximately 80 women attended, including female ICT students from WelTec, where the breakfast was held. The Ministry facilitated Andrew Hampton, Director General of the Government Communications Security Bureau, and his associate sharing their experiences and approaches to increasing the number of women in their IT unit. The second breakfast is on Wednesday 23 May at the Dowse Art Museum, Lower Hutt. Hutt City Council organises these breakfasts as part of its annual STEMM Festival.

[Tracking log item: n/a]

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### **National Advisory Council on the Employment of Women meeting**

The next meeting of the National Advisory Council on the Employment of Women (NACEW) takes place on Wednesday 30 May, [REDACTED], led by MBIE. NACEW will also be discussing its proposed 2018/2019 work programme, which is likely to focus on women in leadership, and reviewing a shortlist of Future Directors candidates.

[Tracking log item: MW 17-18 0407]

### **Increasing the safety of women and girls**

#### **Transforming the family violence and sexual violence system – the form of the dedicated agent now to be considered by Cabinet in July**

In April Cabinet agreed to establish a dedicated agent to lead the family violence and sexual violence system. Cabinet invited the Ministers for Justice and Social Development, and the Under-Secretary to the Minister of Justice (Sexual and Domestic Violence Issues) to report back to Cabinet in May 2018 (SWC-18-MIN-0037 refers) on the dedicated agent's appropriate organisational form. The report back has been delayed, and the paper is now likely to be considered by the Social Wellbeing Committee in July. Ministerial consultation is likely to take place in June, and we will also brief you on the agent's proposed organisational form during June.

[Tracking log item: MW 17-18 0411]

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#### **Hui with Māori experts and leaders on a Māori advisory body**

On Friday 11 May, the Multi Agency Team and Te Puni Kōkiri hosted a second hui with Māori experts and leaders on a proposed Māori advisory body to the dedicated agent. [REDACTED]

[REDACTED] The Multi Agency Team briefed Under-Secretary Logie on the key themes earlier this week.

[Tracking log item: n/a]

### **Showcasing New Zealand internationally**

#### **Visit from Cambodian and Laos officials**

We met with officials from Cambodia's Ministry of Women's Affairs and the Laos National Assembly. The officials are participating in the MFAT-funded English Language Training for Officials initiative. We discussed the Ministry's priority areas and our work to influence other agencies and build evidence on issues for women. The officials discussed the gender equity problems faced in Cambodia and Laos, including entrenched gender norms, and access to education and women's safety.

[Tracking log item: n/a]

## Leadership

### **Women in leadership breakfast symposium**

Following your meeting with Rob Campbell, Chair of the SKYCITY Entertainment Group Ltd Board, on Friday 11 May, we are planning the women in leadership breakfast symposium at SKYCITY. We have started working with SKYCITY to arrange the breakfast event to be held on Friday 6 July from 7.30am to 9.30am. We will update you on the arrangements, and provide you with a communications plan by Friday 18 May. This will include a draft invitation to the event and a participants list for you to consider.

[Tracking log item: MW 17-18 0406]

## Suffrage 125

### **Suffrage 125 competition – the Whakatū Wāhine Challenge**

The Whakatū Wāhine Challenge will be launched on Tuesday 22 May. The purpose of this online competition is to engage with young people, aged approximately 16 to 22 years, in the Suffrage 125 celebrations. Starter videos from influential New Zealand women will be shared to promote the competition. The TVNZ online channel 'Re:' will promote the competition to its youth-focused audience. The competition will also be a key topic promoted at the Wāhine Kākano Festival in Auckland on Saturday 26 May.

[Tracking log item: n/a]

## Part 2: Operational matters

Renee Graham and Lis Cowey will be overseas attending the CEDAW examination and visiting Iceland and the UK between Monday 2 July and Monday 16 July 2018.

## Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
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
Options for providing feedback between the Minister's and Ministry offices	MW 17-18 0346	TBC
Dedicated agent's proposed organisational form	MW 17-18 0411	June – TBC
Notes from teleconferences with Gender Equalities Office staff UK	MW 17-18 0412	TBC

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

Subject	Log Number	Due date
Minister Genter's meetings in Europe (Eva Kjer Hanse, Danish Minister for Equal Opportunities, and the Swedish Equality Ombudsman)	MW 17-18 0409	17 May 2018
Women in Leadership Conference, Auckland, 18 June	MW 17-18 0320	18 May 2018
Women in leadership breakfast symposium (6 July 2018)	MW 17-18 0406	18 May 2018
Impact of parenthood on earnings — research launch pack (includes Ministerial colleague letters, media release, A4 draft summary of research, research report)	MW 17-18 0375	21 May 2018
Memo to Minister (Suffrage 125) (Confidential)	MW 17-18 0368	22 May 2018
Unconscious bias	MW 17-18 0402	25 May 2018
Breakfast at Simpson Grierson re gender pay gap (7am, 12 June)	MW 17-18 0304	5 June 2018
Information about the 30 May NACEW meeting	MW 17-18 0407	12 June 2018
Meeting with Professor Gail Pacheco and/or Dr Isabelle Sin to discuss research on the impact of parenthood on earnings	MW 17-18 0377	TBC

**Part 5: Recent correspondence****New ministerial correspondence (in progress)**

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Subject	Log Number	Due date
ILO convention on ending violence and harassment in the world of work — response to ██████████, NZCTU	MW 17-18 0371	25 May 2018
Global perspectives (school project) — women's rights	MW 17-18 0403	25 May 2018
Proposal for a Bill of Rights for Rape Survivors — ██████████ ██████████ — Section 9 (2) (a)	MW 17-18 0381	29 May 2018
Mental health — domestic abuse (ACC)	MW 17-18 0404	29 May 2018
Doctors' incomes show wide disparity between specialties and genders (pay equity)	MW 17-18 0405	29 May 2018
Domestic violence — ██████████ — Section 9 (2) (a)	MW 17-18 0380	30 May 2018
Board representation (follow up correspondence)	MW 17-18 0408	30 May 2018
Prostitution	MW 17-18 0385	5 June 2018
Sustainable Development Goals — writing competition	MW 17-18 0386	5 June 2018
Paid parental leave	MW 17-18 0391	5 June 2018
Safety in the workplace for women	MW 17-18 0392	5 June 2018
Māori Women and the Vote event at He Tohu, 12 June 2018	MW 17-18 0410	5 June 2018
Women in the legal sector	MW 17-18 0396	8 June 2018
Pay equality	MW 17-18 0397	8 June 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 - Private members bill by Denise Lee — Employment (pay equity and equal pay)	MW 17-18 0390	6 June 2018
OIA - Fairfax media — Sexual harassment in the public sector ( [REDACTED] )	MW 17-18 0398	8 June 2018
OIA - Request for copies of reports [REDACTED]	MW 17-18 0399	8 June 2018

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**Nominations services provided**

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Appointing Agency	Board	Vacancies	Number Nominated
Ministry of Health	Advisory Committee on Assisted Reproductive Technology	General lay member	In progress
Ministry of Health	Southern Health and Disability Ethics Committee	Health and Disability Services expert	In progress
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Ministry for Primary Industries	National Animal Ethics Advisory Committee (NAEAC)	Member and lay member	2
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Department of Internal Affairs	Royal Commission into Historical Abuse in State Care (the Royal Commission)	Members	In progress

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**Part 6: Cabinet papers consulted on**

<b>Committee/Date</b>	<b>Title of paper</b>	<b>Department</b>	<b>Comments</b>
Social Wellbeing – 16 May	NCEA Review: Release of discussion document	Education	Support the paper.
Social Wellbeing – 16 May	Consultation on Draft Guidelines on Religious Instruction and Observances in State Primary and Intermediate Schools	Education	No comments.
Social Wellbeing – 16 May	Registered Health Professional and Treatment Provider Definition Regulations - Accident Compensation Act 2001	ACC	No comments.
Legislation Committee – 17 May	Education Legislation Bill: Approval for content and drafting.	Education	Support the paper.
Appointments and Honours – Date TBC	Collecting ethnicity data on appointments to State sector boards and committees	Office of Ethnic Communities	In progress.

**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	29 May	Ministry for Women
Wāhine Kākano 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	13 June	Department of Internal Affairs

*Renee Graham*

**Renee Graham**  
Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....