

RELEASED UNDER THE OFFICIAL INFORMATION ACT

# Ministry for Women Weekly Report to the Minister for Women

---

**As at 22 August 2018**

## Part 1: Current priority outcome areas

### Valuing women's contribution

#### **Research on the role of middle managers in progressing gender equity in the public service**

The Ministry supported recent research on the role of middle managers in progressing gender equity in the public service from Victoria and Massey Universities, and Auckland University of Technology. The research formed part of a larger Australian project under chief investigator Dr Sue Williamson, University of New South Wales, examining the role of public sector middle managers in progressing gender equity. 58 managers from four New Zealand state sector agencies participated through focus groups, and 11 senior executives and human resources managers were also interviewed.

A key finding is that women continue to be over-represented in lower-paying, female-dominated occupations. Change has been slow, although there is a commitment to improving gender equality. Agencies appear to be working to promote gender equity through training, particularly in unconscious bias. This has had some influence on recruitment and career development processes. However, there appears to be little monitoring and reporting on gender equity initiatives, or any impacts across the public service. The final report will be released by mid-September.

[Tracking log item: N/A]

Section 9 (2) (f) (iv)

#### **Pay equity**

Work by the Treasury on the fiscal and economic impacts of pay equity is due to the Minister of Finance, Hon Grant Robertson on Wednesday 22 August. Following Hon Robertson's review, it will be shared with you, as well as with the Minister of State Services, Hon Chris Hipkins, and the Minister for Workplace Relations and Safety, Hon Iain Lees-Galloway. Ongoing work on the Cabinet paper *Equal Pay Amendment Bill: Outstanding Issues and Approval for Introduction* and on the Equal Pay Amendment Bill includes developing advice on the consolidation of claims. A memo on consolidation by MBIE with input from the Ministry for Women is due to the office on Thursday 23 August.

[Tracking log item: N/A]

#### **AUT Work Research Institute event: Pay equity - Where are we now?**

On Wednesday 15 August, Ministry officials spoke at *Pay equity - Where are we now?*, an event hosted by the AUT Work Research Institute and the Ministry on pay equity and the gender pay gap. Speakers included Dr Gail Pacheco, Director of the Institute, and Rachel Mackintosh, Vice President of the NZ Council of Trade Unions (NZCTU). The event was moderated by Helen White, employment lawyer. The discussion addressed a range of issues including: pay equity for women in low-paid work, the relevance of the gender pay gap in relation to the 'future of work', and pay transparency. As a result of the event, the Ministry has been invited by the Human Resources Institute of NZ (HRINZ) and the New Zealand Psychological Society to speak at another panel discussion, *The future of equal pay*, to be held on Tuesday 2 October at AUT. Other speakers at the HRINZ event will include Dr Pacheco, Dennis O'Callaghan, Director of Just Rewards and founder of Strategic Pay, New Zealand's largest remuneration consultancy and Nicola Richardson, Executive General Manager of People and Culture at Genesis Energy, which has taken action on its gender pay gap.

[Tracking log item: N/A]

## Nominations Service

### **Launch of the Capability Audit report**

The Ministry for Women supported the launch of the Capability Audit report, which was launched on Wednesday 22 August by Hon Grant Robertson, Minister of Finance. The audit report was undertaken by Mai Chen, chair and founder, Superdiversity Centre, NZ Asian Leaders and SUPERdiverse WOMEN. It involved interviewing over 50 of New Zealand's key governance chairs, directors, and executive search firms to assess New Zealand's current diverse thinking capability, what we can do better, how diverse thinking directors can be more influential, and how leadership needs to be taken to improve diverse thinking in New Zealand board rooms.

[Tracking log item: NA]

### **Nominations services received and delivered this week**

Appointing Agency	Board	Vacancies	Number nominated
Treasury	Airways Corporation of NZ Ltd	Members	6
Treasury	Radio New Zealand	Members	In progress
Treasury	Public Trust	Members	In progress

### **Suffrage 125**

Involvement and interest in the Suffrage 125 celebrations is growing and expected to peak in September. There are already more than 100 pending events currently listed on the Suffrage 125 website. We have received indication of many more events planned for Suffrage Day on 19 September.

We have been approaching cities and towns with the suggestion that they light up major landmarks in purple on 19 September. In Auckland this may include the Auckland Harbour Bridge, Sky Tower, Eden Park and the Light Path and in Wellington the Michael Fowler Centre. Confirmation from other main centers is pending. We will be encouraging people to use these landmarks as a backdrop to share their suffrage messages through social media. This is an accessible and free activity for the public.

We are also continuing to plan for the event at Parliament and for the communications for the Suffrage 125 Community Fund process.

[Tracking log item: N/A]

### **Safety**

#### **Sexual harassment: Officials workshop 29 August 2018**

On Wednesday 29 August, the Ministry, along with MBIE and the Multi Agency Team on Family Violence and Sexual Violence (MAT) will host a workshop for government officials to explore further opportunities to both prevent and respond to sexual harassment in the workplace. This work is related to the wider government response to family violence and sexual violence. Following the workshop the Ministry for Women, MBIE and the MAT will jointly brief you, Minister Lees-Galloway, and Under-Secretary Logie on the current landscape of government legislation and policy on sexual harassment, including gaps.

[Tracking log item: MW 18-19 0110]

### **Sexual harassment: meeting with David Miller on the role of organisational ombudsman**

On 9 August, officials from MBIE and the Ministry for Women met with Dr David Miller to discuss the role an Organisational Ombudsmen (OO) could play in addressing bullying and sexual harassment in workplaces. Dr Miller recently retired from his position as organisational ombudsman for international organisations including the Global Fund to Fight AIDS, Tuberculosis and Malaria.

An organisational ombudsman is a designated neutral person working outside normal channels of management to help staff address workplace concerns in a safe, confidential environment. We will consider the potential for an OO role in New Zealand when we report back to Ministers and the Under-Secretary on sexual harassment in October.

[Tracking log item: MW 18-19 0110]

### **Women in Sport**

On Wednesday 22 August the Ministry attended a meeting in Auckland with Hon Grant Robertson, Minister for Sport and Recreation, Sport NZ, MBIE Women in Sport Aotearoa, and the steering group that has been formed to lead New Zealand's hosting of the International Working Group World Conference on Women in Sport in 2022. The meeting provided an opportunity to discuss the development of a government strategic framework on sport and recreation for women and girls. The proposed vision of the framework is that women and girls are active, visible and influential in sport and active recreation. Subject to approval from the Sport NZ Board, the framework will be launched in early October by the Minister for Sport and Recreation. The Ministry for Women is working closely with Sport NZ on the development of the framework and will keep you informed.

[Tracking log item: N/A]


## **Part 2: Operational matters**

<b>Subject</b>	<b>Log Number</b>	<b>Due date</b>
Update on Collective Bargaining between Ministry and the Public Service Association	n/a	Late September 2018
Minister's Input into the Annual Report	MW 18-19 0087	23 August 2018

We have provided a draft of our Annual Report for 2017/18. This covers the key achievements for the Ministry and an analysis of its financial and non-financial performance measures. The finances information will be completed after the year-end financial audit along with the addition of the 'Auditors Report'. Following your feedback and the audit process, we will have the document designed for presentation to Parliament in October 2018.

[Tracking log item: MW 18-19 0087]

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

Subject	Log Number	Due date
Minister's input into the Annual Report	MW 18-19 0087	23 August 2018
Bullet points on women in sport/leadership for PM (New)	MW 18-19 0112	23 August 2018
Cabinet Schedule – Collecting ethnicity data on appointments to State sector boards and committees	MW 18-19 0012	27 August 2018
Employment Relations Amendment Bill - impact on women	MW 18-19 0007	29 August 2018
Cabinet Schedule – Addressing temporary migrant worker and student exploitation	MW 18-19 0096	29 August 2018
Minister's input into Statement of Intent (New)	MW 18-19 0114	30 August 2018
Rotorua Family Harm project: interim evaluation	MW 17-18 0422	31 August 2018 (tbc)
Ministerial Oversight Group on State Sector Employment Relations meetings (Meeting 5 September 2018)	MW 18-19 0070	3 September 2018
	MW 18-19 0081	7 September 2018 (tbc)
Cross-government current and planned actions, and priorities to prevent and respond to sexual harassment in the workplace	MW 18-19 0099	October (tbc)
Responding to sexual harassment: current government responses, gaps and options (New)	MW 18-19 0110	5 October 2018
Ministerial Oversight Group on State Sector Employment Relations meetings (Meeting 18 October 2018)	MW 18-19 0071	15 October 2018
Dedicated agent's proposed organisational form	MW 17-18 0411	19 October 2018 (tbc)
Briefing on work programme and major events November 2017-March 2018	MW 18-19 0043	6 November 2018
Release of briefings referred to in weekly report	MW 17-18 0338	tbc

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

Subject	Log Number	Due date
Women of Influence awards –Talking points for Under-Secretary Logie	MW 18-19 0082	30 August 2018
Briefing and speaking points for Women in Construction summit	MW 18-19 0032	tbc

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

Subject	Log Number	Due date
Ministerial regarding engineering diversity strategy	MW 18-19 0089	27 August 2018
Ministerial regarding opportunities for women	MW 18-19 0093	3 September 2018
Ministerial regarding access to jobs	MW 18-19 0094	4 September 2018
Ministerial regarding the documentary <i>Celia</i> at NZIFF	MW 18-19 0095	4 September 2018
Ministerial requesting a meeting to discuss measures to address period poverty	MW 18-19 0108	6 September 2018
Ministerial on GPG	MW 18-19 0108	12 September 2018

**Correspondence between ministers**

Nil

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 Minister)	Due date (to requestor)
OIA (Ministry) – [REDACTED] – Gender discrimination of women in legal roles in the public service	MW 18-19 0055	16 August 2018	23 August 2018
OIA (Minister) – [REDACTED] – Financial assistance for persons representing NGOs at CEDAW	MW 18-19 0061	17 August 2018	24 August 2018
OIA (Ministry) – [REDACTED] – Ministry for Women staff costs	MW 18-19 0092	3 September 2018	10 September 2018
OIA (Ministry) – [REDACTED] – Impact of BDMRRA bill on women and girls	MW 18-19 0102	6 September 2018	13 September 2018
OIA (Minister) – [REDACTED] – Impact of BDMRRA bill on women and girls	MW 18-19 0103	6 September 2018	13 September 2018

### Part 6: Cabinet papers consulted on

Nil

**Part 7: Publications and events in the next six months**

<b>Publication/event</b>	<b>Date</b>	<b>Agency lead</b>
International Women's Caucus meeting	28 August 2018	Ministry for Women
Pānui Wāhine newsletter – Winter issue	Late-August	Ministry for Women
APEC Public-Private Dialogue on Structural Reform and Gender	10-11 September 2018	Ministry of Foreign Affairs and Trade
Women of Influence gala dinner	18 September 2018	Westpac / Stuff
Suffrage 125 event at Parliament (to be confirmed)	19 September 2018	Ministry for Women
State Services Commission – release of 2018 Human Resource Capability data	October (tbc)	State Services Commission
Final Annual Report and Strategic Intentions	End October (tbc)	Ministry for Women
Event for women in leadership on quotas versus targets	End October (tbc)	HRC and Women Parliamentarians. Ministry for Women's involvement
Equal pay awards final event	7 November 2018	YWCA

**Renee Graham**  
Chief Executive

**Hon Eugenie Sage**  
Acting Minister for Women

Date: .....