

RELEASED UNDER THE OFFICIAL INFORMATION ACT

Ministry for Women Weekly Report to the Minister for Women

As at 11 July 2018

Part 1: Current priority outcome areas

Valuing women's contribution

Pay equity

Principle 14

MBIE will be providing you with a memo which outlines how the (Reconvened) Joint Working Group (RJWG) leads have agreed that Principle 14 will be expressed in the Equal Pay Amendment Bill. The Ministry for Women has been consulted on this memo. MBIE's interpretation was that while a pay equity settlement cannot reduce any existing term or condition of employment, parties can negotiate and agree to an overall package of a pay rate and terms and conditions that establish equal pay. When negotiating a pay equity settlement, more generous terms and conditions can be offset against the pay rate, and the overall package should reflect the value of the work performed. The legislation will be drafted to reflect the RJWG consensus.

Back pay

The Treasury has drafted advice to the Minister of Finance, shared with the Ministry for Women, MBIE, and SSC, recommending updated analysis on the economic and fiscal implications of back pay for pay equity claims. Treasury confirms it is 'constrained by significant uncertainty'. However, its paper seeks a direction from the Minister of Finance to continue evaluating more informed consideration of back pay options and the broader pay equity regime to support Cabinet decisions. We will update you on this advice as we are consulted on it.

Section 9 (2) (f) (iv)

Workplace principles consultation with PSA

On Monday 9 July, SSC and the Ministry began union consultation with the PSA on implementing the work place principles.

[Tracking log item: NA]

Section 9 (2) (g) (i)

Launching the GPG Strategy

You and Minister Hipkins have both confirmed your availability to launch the GPG Strategy on Thursday 26 July. The launch will likely be from 10am-11am, to be confirmed by Minister Hipkins' office. We will discuss the launch at the advisor's meeting on Thursday 12 July, including the proposed number of attendees, venue, and any supporting printed or online material required. We suggest that the audience include women working in the public service in Auckland, and senior public service, state sector, and union officials based in Auckland. We could also consider inviting other Auckland-based champions from the private sector, and NGOs such as Auckland Young Feminists. You will receive a briefing with further details closer to the launch date.

[Tracking log item: NA]

Mana Wāhine Inquiry

The Waitangi Tribunal issued a direction on 9 July 2018 setting a deadline of 31 August 2018 for final statements of claim for the Mana Wāhine kaupapa inquiry, and 28 September 2018 for the Crown's response. The Tribunal will appoint a presiding officer and panel at that point, and issue further directions on next steps for the inquiry.

We will continue working with Crown Law and other relevant departments to firm up options for approaching the inquiry, for discussion with you or the acting Minister before the Crown's response is filed in September. At this stage we consider the best time for a paper seeking Cabinet's agreement to the Crown's strategy for the inquiry is likely during the subsequent stage, once the Tribunal has agreed on the priority issues for and sequencing of the inquiry.

[Tracking log item: NA]

Section 9 (2) (a)

Future Director appointed to NACEW

NACEW has appointed [REDACTED] as a Future Director for a one-year term. [REDACTED]

[REDACTED] was found through the Ministry's Nominations Service database and was shortlisted for the diverse perspective she will bring to NACEW. The Future Directors programme matches state sector boards with emerging directors wanting boardroom experience. We expect that both [REDACTED] and NACEW will benefit from participation in the programme.

[Tracking log item: NA]

Section 9 (2) (f) (iv)

Section 9 (2) (a)

Showcasing New Zealand internationally

CEDAW preparation

Preparations for the CEDAW examination on Thursday 12 July are continuing. The Ministry will consult with your office and SSC on any media enquiries.

[Tracking log item: NA]

APEC Women and the Economy Forum

We are working with MFAT and SSC to prepare for the APEC Women and the Economy Forum (the WEF) to be held from 3 to 7 September, in Papua New Guinea. The WEF is a key event on the APEC calendar. It includes a meeting of the Policy Partnership on Women and the Economy sub-group, for which the Ministry is New Zealand's lead agency. Ministers are invited to attend part of the WEF, however we will advise Minister Sage, as Acting Minister for Women, that she does not need to attend this meeting. We are investigating whether an SSC senior official will lead the delegation, supported by a Ministry official. We will provide you with a briefing on 26 July 2018.

[Tracking log item: MW 17-18 0484]

Suffrage 125

The exhibition for Suffrage 125, *Are we there yet?*, has opened at the Auckland Museum. The opening event on Thursday 5 July was attended by women of diverse cultures and ages, and Rt Hon Helen Clark was the key note speaker. This is a participatory exhibition examining the successes and speed-bumps of gender equality so far, and where to next. Themes include: equal pay, reproductive rights, gendered violence, online trolling, legal rights, and body image. The exhibition is open daily until Wednesday 31 October 2018 and admission is free.

[Tracking log item: NA]

Leadership

Section 9 (2) (f) (iv)

Women in leadership symposium

We have had positive feedback from the women who attended the women in leadership symposium on Friday 6 July and support for your call to action to increase the representation of women on private sector boards. Almost 3,000 people have watched part of the video on our Facebook page.

Friday's announcement gave the Ministry almost 10,000 impressions on Twitter – our highest level since International Women's Day in March.

[Tracking log item: MW 17-18 0484]

Nominations Service

Women in Governance publication and Wellington Gender Stocktake Launch

The afternoon event at the National Library on Friday 6 July had a good turnout and was well-received by participants. Stakeholders included: appointing agencies, state sector boards and committees, private sector boards, and women from the Nominations Service database. There were approximately 50 attendees. Speakers included: Gabriel Makhlof, CE, Treasury; Dr Chelsea Grootveld, Future Director, Transpower and Jennifer Moxon, Future Director, Sports NZ.

[Tracking log item: NA]

Nominations services received and delivered this week

Appointing Agency	Board	Vacancies	Number nominated
Treasury	Reserve Bank	Members	3
Whanganui District Health Board	Risk and Audit Committee	Member	In progress

Part 2: Operational matters

Nil

Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
Cabinet Schedule - Collecting ethnicity data on appointments to State sector boards and committees	MW 18-19 0012	23 July 2018
APEC Women and the Economy Forum	MW 17-18 0484	26 July 2018
Cabinet Schedule - Review of the Protected Disclosures Act 2000	MW 18-19 0024	7 August 2018
Employment Relations Amendment Bill - impact on women	MW 18-19 0007	27 August 2018

Part 4: Event and meeting briefings (in progress)

Nil

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

Subject	Log Number	Due date
Gender equality	MW 18-19 0004	16 July 2018
Suggestion for a Ministry for Men	MW 18-19 0010	17 July 2018
Suggestion to present a case against the appointment of Deputy Police Commissioner	MW 18-19 0011	18 July 2018
Thesis topic - 'conspirator report' - pay equity claims	MW 18-19 0013	19 July 2018
Women's Refuge	MW 18-19 0008	24 July 2018
Domestic violence rates	MW 18-19 0016	26 July 2018
GST on female sanitary items	MW 18-19 0017	26 July 2018
Use of titles	MW 18-19 0022	30 July 2018
Women on boards	MW 18-19 0020	31 July 2018

Subject	Log Number	Due date
Arresting the decline of female participation in sport	MW 18-19 0025	1 August 2018

Correspondence between ministers

Nil

Minister and Ministry-initiated correspondence

Nil

New parliamentary questions

Nil

Section 9 (2) (a)

Current OIA/Ombudsman/Privacy Act requests to the Minister/Ministry

Subject	Log Number	Due date (to Minister)	Due date (to requestor)
OIA (Ministry) – Restructuring and change management [REDACTED]	MW 17-18 0478	11 July 2018	18 July 2018
OIA (Ministry) – [REDACTED] invoices, threat assessment reports and referrals to Police	MW 17-18 0487	19 July 2018	26 July 2018

Section 9 (2) (a)

Part 6: Cabinet papers consulted on

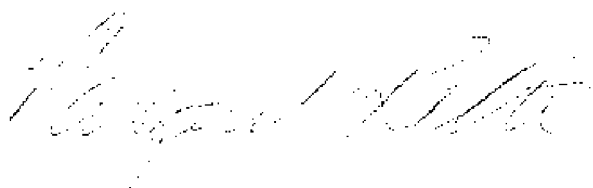
Committee/Date	Title of paper	Department	Comments
SWC - 25 July TBC	Mana in Mahi (Dole for Apprenticeships)	MSD	Support the paper.
Committee and date TBC	Jobs and Skills Hub Construction Workforce Action Plan	MBIE	The Ministry considers that a clear statement of intent should be included that commits the Jobs and Skills Hub model to increase opportunities for under-represented groups, including women.
SWC - 25 July TBC	Further decisions on the Employment Relations Amendment Bill	Justice (Criminal Law)	The Ministry considers that there is a risk of re-victimisation. Perpetrators of intimate partner and sexual violence can use the court system to re-victimise their victims. We consider it essential that appropriate safeguards to prevent such actions by perpetrators of intimate partner and sexual violence are put in place.

Committee/Date	Title of paper	Department	Comments

Section 9 (2) (f) (iv)

Part 7: Publications and events in the next six months

Publication/event	Date	Agency lead
CEDAW examination	12 July 2018	Ministry for Women
Launch of <i>Eliminating the Gender Pay Gap in the Public Service Action Plan</i> , Auckland	23 July 2018	Ministry for Women / SSC
Launch of “... something’s got to change”: <i>Insights from mothers</i>	24 July 2018	Ministry for Women / SSC
Release of gender pay gap national figure	15 August 2018	Stats NZ
Women of Influence gala dinner	18 September 2018	Westpac / Stuff
Suffrage 125 event at Parliament	19 September 2018	Ministry for Women
Equal pay awards final event	7 November 2018	YWCA



Margaret Retter
Acting Chief Executive

Hon Julie Anne Genter
Minister for Women

Date: