

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

As at 24 January 2018

Part 1: Current priority outcome areas

Women's skills, employment, and income

Joint Working Group on Pay Equity Principles

We attended the first meeting of the Joint Working Group (JWG). Key issues covered included how we work together, the confirmation of the principles, and began discussing merit and comparators. The next session will discuss these in more depth. Clarity was sought on definitions and overseas examples.

We have prepared background material on international comparisons for proactive employer obligations. This will feed into the policy paper we are developing with MBIE, due on 28 February 2018.

Gender pay gap events

We are working with the Marlborough Chamber of Commerce and the Nelson Tasman Chamber of Commerce on events to be held on 27 February (Blenheim) and 28 February (Nelson). We will invite local business leaders to a presentation of Professor Gail Pacheco's findings on the factors behind the national gender pay gap. The resource booklet *Closing the gender pay gap – actions for employers* will be available for attendees at both the events. The presentation will be followed with discussions on what business leaders can do to close the gender pay gap in their organisations. We will also use these sessions as an opportunity to talk about our nominations service and how it facilitates appointments of women to state-sector boards and committees, and to encourage women to register with the service.

Gender pay gap update

We have scheduled two workshops for Chief Executives to discuss accelerating the public service GPG work. These are scheduled for 1 and 12 February and will cover policy proposals, presentations from the private sector and public sector, and the formulation of ideas.

Economic independence

We met via teleconference with Kiwisaver and financial services provider AMP regarding Kiwisaver contributions in New Zealand for low-income employees, including women. They have been doing research looking into the potential of lowering the bar for contributions to 1 or 2 percent to encourage more women to contribute, and are keen to work with us on this. AMP commissioned research of 600 non-contributors and found that 49 percent of non-contributors were not in paid employment. Of those not in paid work, 40 percent were home-makers – most of whom were women.

AMP has now provided us with sex disaggregated data from these reports; we will look to partner with them on future work in this area.

World Economic Forum Insight Report: Towards a Reskilling Revolution: A Future of Jobs for All

Released by the World Economic Forum on Monday 22 January, this report calls for a radical reskilling of the current labour force, and highlights the risk of gender, inter-regional, generational and income inequalities widening without such action. The report draws on trends such as 25 percent of adults in OECD countries reporting a mismatch between their current skill sets and the qualifications required to do their jobs. In 2016 the World Economic Forum (WEF) predicted that by 2020, across all types of jobs, on average, more than one-third of the core skills needed to perform most jobs will be made up of skills currently not considered crucial. This new report takes a gendered view of job creation and loss resulting from new technologies, economic globalisation, and other mega-trends. It projects that among workers affected by labour market disruptions, 57 percent are likely to be women (according to US Department of Labor projections for 2026).

We will keep you updated on developments and ensure this emerging issue is included in our ongoing work about women's skills and employment.

Women's safety from violence

International commitments on the status of women

New Zealand's Response to the CEDAW List of Issues and Questions

New Zealand is scheduled to present its eighth periodic report (the report) on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) at the 70th session of the CEDAW Committee, to be held from 2 to 20 July 2018 at the United Nations Office in Geneva, Switzerland. We will advise you of the date and time of New Zealand's examination when we receive these details.

On 28 November 2017, the pre-sessional working group of the CEDAW Committee released a list of issues and questions (the list) for New Zealand's response. A copy of the list was provided to your office. The issues and questions identified in the list are based on New Zealand's report and information received by the CEDAW Committee from United Nations entities, NGOs, and other relevant sources.

We have been working with contributing government agencies to coordinate a written response to the list. This is expected to total approximately 12 000 words and is due to be submitted to the CEDAW Committee on 19 February. We will provide you with a copy of New Zealand's response on 8 February for your review and comment. It will be accompanied by a comprehensive briefing that sets out the next steps in the process to prepare for the CEDAW examination.

Part 2: Operational matters

Quarterly reporting

Every quarter, we prepare a high level report that highlights our achievements for the quarter and how these fit with our key priorities.

In December you received our Quarter One report (July to September 2017) together with the Ministry's Work Programme. The report for Quarter Two (October to December 2017) will be provided to you by 9 February, with a cover memo.

We look forward to discussing this with you and receiving any feedback you may have on our performance.

Part 3: Upcoming briefings and reports

Subject	Log number	Date due	Status
Suffrage 125 event at CSW62	MW 17-18 0180	24 January	Sent
Report on experiences of mothers at risk of poor employment outcomes	MW 17-18 0139	30 January	In sign-out
Suffrage 125 update	MW 17-18 0181	31 January (tbc)	In progress
Invitation to meet with International Women's Caucus	MW 17-18 0170	1 February	In progress

Subject	Log number	Date due	Status
Draft CEDAW response	MW 17-18 0183	8 February	In progress
Quarterly Report	MW 17-18 0182	9 February (tbc)	In progress
[REDACTED]	MW 17-18 0173	28 February	In progress

9(2)(f)(iv) which relates to the maintenance of constitutional convention protecting the confidentiality of advice tendered by Ministers or officials

Part 4: Recent correspondence

New ministerial correspondence

Subject	Log number	Date due	Status
Letter from [REDACTED] suggesting a commemoration of Dr Margaret Cruickshank	MW 17-18 0157 Section 9(2)(a) - which	25 January	Sent
Letter from [REDACTED] sharing her research about women on boards	MW 17-18 0159 Section 9(2)(a) - which	25 January	Sent
Letter from [REDACTED] about the Swedish model of parental leave	MW 17-18 0162 Section 9(2)(a) - which	25 January	Sent
Letter from [REDACTED] about pay equity for librarians	MW 17-18 0166 Section 9(2)(a) - which	29 January	In progress

Correspondence between ministers

Nil

Minister and Ministry-initiated correspondence

Subject	Log number	Date due	Status
Letters to ministers about closing the public service gender pay gap	MW 17-18 0146	24 January	Sent

New parliamentary questions

Nil

New OIA/Ombudsman/Privacy Act requests to the Ministry

Subject	Log number	Date due	Status
Request for information about the gender pay gap at the Ministry for Women	MW 17-18 0175	29 January	In sign-out
Request for list of all aide memoires, Cabinet papers, briefing papers, and briefing reports received between 26 October and 11 January (Ministerial OIA)	MW 17-18 0176	6 February	In progress

Nominations services provided

Board/Committee	Role	Appointing body/Minister	Status/Comments
New Zealand Lawyers and Conveyancers Disciplinary Tribunal	Lay member	Hon Andrew Little, Minister of Justice	Complete (Ministerial request)
Civil Aviation Authority	Deputy Chair	Ministry of Transport	Complete
Ronald McDonald House Charities Board	Member	Ronald McDonald House Charities	Complete
NZ Meat Board	Trade and Policy Director	Ministry for Primary Industries	Complete
Economic Research Institute for Association of Southeast Asian Nations and East Asia (ERIA)	Member	Ministry of Foreign Affairs and Trade	Complete
			Complete

Part 5: Cabinet papers consulted on

Nil 9(2)(f)(iv) which relates to the maintenance of constitutional convention protecting the confidentiality of advice tendered by Ministers and officials

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

Publication/event	Date	Agency lead
Survey/engagement – trialling an approach to get women’s voices on a particular topic	January (tbc)	Ministry for Women and Ministry of Health
<i>Pānui wāhine</i> newsletter	January	Ministry for Women
Release on Ministry website of gender pay gap background information	January	Ministry for Women
Working with SUPERdiverse Women on interviews of its members	January/February	Ministry for Women (in partnership with SUPERdiverse WOMEN)
Gender pay gap events for business leaders in Blenheim and Nelson	27 and 28 February	Ministry for Women with Marlborough Chamber of Commerce and Nelson Tasman Chamber of Commerce

Publication/event	Date	Agency lead
Release of rapid literature review on effective family violence services for women, particularly Maori women	February (tbc)	Ministry for Women
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	February (tbc)	Ministry for Women
Launch of Suffrage 125 programme at Government House	7 March	Ministry for Women and Governor-General

Renee Graham

Renee Graham
Chief Executive

Hon Julie Anne Genter
Minister for Women

Date:

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