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

As at 29 November 2017

Official Information Act 1982

Part 1: Current priority outcome areas

Women's skills, employment, and income

Information release of data from the Human Resources Capability survey 2017

The State Services Commission (SSC) has sent you a briefing on the data from its annual Human Resources Capability survey [*Information release of Public Service Workforce Data 2017*, 28 November refers]. The release date of 7 December is yet to be confirmed. As noted, we will coordinate communications with SSC. We will also provide a draft media release and key messages on our work on the public service gender pay gap and the national gender pay gap as this information release provides a good opportunity to discuss the progress for women within the public sector.

Meeting with Global Women

Renee Graham met with Miranda Burdon, Chief Executive Officer, Global Women, to discuss our areas of common work. Global Women has offered to review the gender pay gap tools we have identified to assess their usefulness for private sector employers.

Gender pay gap workshops

We delivered two workshops on the gender pay gap, to get ideas from diverse stakeholders on how they would address gender and ethnic pay gaps in their organisation or workplace. We did the first workshop on Wednesday 22 November with 18 Pasifika interns taking part in the Tupu Tai programme. Tupu Tai is run by the Ministry for Business Innovation and Employment Pasifika team to increase Pacific perspectives and representation in policy/procurement/project management teams across the public sector.

We held a second workshop with the NZ Council of Trade Unions women's network. These workshops will inform our guidance on tools for employers to measure their gender pay gaps.

Ministry referenced in the Washington Post

The Ministry for Women research report *Empirical evidence of the gender pay gap in New Zealand* (led by Professor Gail Pacheco, Auckland University of Technology) was referred to in the Washington Post article *New Zealand's Companies Are Letting Women Down*. The article increases international awareness of our research findings that the gender pay gap is narrowest for people with low incomes, and widest for people who have high incomes.

International commitments on the status of women

OECD How's Life report

The OECD's biannual report *'How's Life 2017: Measuring Wellbeing'* has been released. This report documents a wide range of well-being outcomes and how they vary over time, between population groups and across countries. The findings are summarised below as you may receive media enquiries.

The report describes changes in New Zealand's average well-being over the past ten years.

- Income and wealth has increased, but housing affordability has worsened.
- While real earnings are higher than a decade ago, other job indicators have worsened, labour market insecurity is high, and the incidence of job strain (psychosocial stress in the workplace) has risen by almost 7 percentage points. However, work/life balance has improved.
- Life expectancy at birth has improved in line with the OECD average increase. Self-reported health remains stable, and the rate of death due to assault has fallen.
- The share of adults having completed secondary school has increased by 2.5 percentage points from 2014 to 2016.

- Those registered to vote fell by 3.5 percentage points between 2005 and 2014.
- Life satisfaction remains stable.

The report also commented on gender inequalities in New Zealand compared to other OECD countries. New Zealand women are at a comparative disadvantage on outcomes such as homicides, and feelings of safety. They fare better than women in other OECD countries in terms of gender differences in low pay, work-life balance and life satisfaction.

Women in leadership

Nominations for Queen's Birthday Honours

We are currently completing the nomination forms for candidates for Queen's Birthday Honours, including the additional names you have requested. There are 30 names in total. We will provide the forms to your office in two instalments; the first on 8 December and the balance on 15 December. Your office will then forward the forms to the Department of Prime Minister and Cabinet by 22 December.

Nominations service updates

This week three new women have been added to our nominations database. We have provided nominations to the Treasury Tax Working Group, Hutt Valley DHB and Whanganui DHB.

On 6 December, will attend two events where we can promote the nominations service and connect with women interested in leadership and governance roles. We will be meeting with Auckland Council to support it to increase the numbers of women appointed to boards, and we will attend the Institute of Directors' Bold Steps Conference to promote our nominations database. This event is aimed at women who aspire to careers in leadership or governance.

Other matters

International Working Group World Conference on Women in Sport 2022

New Zealand has the opportunity to bid to host the International Working Group (IWG) World Conference on Women in Sport (the Conference) in May and June 2022.

The Conference will bring an anticipated 1,000 attendees comprising a broad cross-section of leaders within peak sporting bodies, NGOs, academia, global media and athletes.

Hosting the Conference provides an opportunity to drive the participation and equality agenda for women in sport, supporting the development of pathways for women in governance, leadership and coaching to create a lasting legacy for women and girls in New Zealand. The Ministry has agreed in principle to support New Zealand's bid to host the Conference by sharing our gender policy expertise and resources. We will keep you updated on the progress of New Zealand's bid.

Part 2: Operational matters

Nil

Section 9(2)(g)(i) - which relates to the effective conduct of public affairs through the free and frank expression of opinion by Ministers or officials

Part 3: Upcoming briefings and reports

Subject	Log number	Date due	Status
Briefing on Suffrage 125: Proposed programme	MW 17-18 0008	4 December 2017	In sign out
Nominations forms for Queen's Birthday Honours – Part 1	MW 17-18 0096	8 December 2017	In progress
Swedish model of paid parental leave	MW 17-18 0119	13 December 2017	In progress
Nominations forms for Queen's Birthday Honours – Part 2	MW 17-18 0116	15 December 2017	In progress

Part 4: Recent correspondence

New ministerial correspondence

Nil

Correspondence between Ministers

Nil

Minister and Ministry-initiated correspondence

Nil

New Parliamentary Questions

Subject	Log number	Date due	Status
Briefings received and meetings attended or declined by Minister for Women (9 questions)	12833, 12840, 12842, 12844, 12846, 12848, 12850	1 December	Sent
Briefings received and meetings attended or declined by Minister for Women (18 questions)	13730, 13732, 13734, 13737, 13739, 13740, 13742, 13746, 13747, 13749, 13752, 13753, 13754, 13756, 13759, 13761, 13763, 13765	4 December	In progress
Meetings with local government officials between 21 November 2017 and 26 November 2017	14329	5 December	Handled at Minister's office

New OIA/Ombudsman/Privacy Act requests to the Ministry

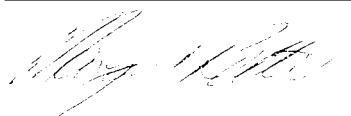
Nil

Part 5: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Cabinet date TBC	Reviewing NCEA	Ministry of Education	Currently under review

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

Publication/event	Date	Agency lead
Publication/launch of the digital harm research: <i>'Insights into digital harm: The online lives of New Zealand girls and boys'</i>	1 December	Netsafe and Ministry for Women
Survey/engagement – trialling an approach to get women's voices on a particular topic	January (tbc)	Ministry for Women and Ministry of Health
Pānui newsletter	December/January	Ministry for Women
Release on Ministry website of gender pay gap tools and background information	January	Ministry for Women
Diverse profiles: launch of up to five profiles of diverse women	January/February	Ministry for Women (in partnership with SUPERdiverse WOMEN)
Release of rapid literature review on effective family violence services for women, particularly Māori women	January/February (tbc)	Ministry for Women
Commissioned research led by AUT and Motu (Sin and Pacheco) on the long-term economic effect of having children, especially relating to the gender pay gap	February (tbc)	Ministry for Women



Margaret Retter
Acting Chief Executive

Hon Julie Anne Genter
Minister for Women

Date: