

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

As at 21 February 2018

Part 1: Current priority outcome areas

Women's skills, employment, and income

Reconvened Joint Working Group on Pay Equity Principles

The Reconvened Joint Working Group (RJWG) on Pay Equity Principles has completed its work and will provide its recommendations to you and the Ministers for Workplace Relations and Safety in the week beginning 26 February 2018. The group proposes to brief you on these recommendations.

The RJWG recommendations have been informed by the experiences of the parties negotiating pay equity claims using the original Joint Working Group principles. At the RJWG meeting on 8 February 2018, state sector agencies and unions presented their respective learnings and observations, including on the key areas of determining the merit of a pay equity claim and determining how appropriate comparators should be selected when assessing the work subject to a pay equity claim.

Meeting with Global Women Champions for Change

The Ministry met with Global Women Champions for Change Manager, Monique Pearson. Global Women has agreed to share a summary of the findings from its event on 28 February on inclusive cultures at work. It will also share with its members invitations to the Ministry's events on closing the gender pay gap in Blenheim on 27 February and Nelson on 28 February.

Meeting with SUPERdiverse Women and NZ Asian Leaders Section 9 (2) (f) (iv)

The Ministry met with Karin Lee, CEO of SUPERdiverse Women and NZ Asian Leaders, the professional networks of Mai Chen's Superdiversity Centre for Law, Policy and Business, to discuss collaboration between the Ministry and the network. Renee Graham and others are sharing their profiles for the #myidentity project of SUPERdiverse Women. You are attending the launch on 1 March 2018, which will also include information about its CQ Tick, a cultural competency standard. We are investigating the process with companies to achieve the CQ tick.

Insights from UK-based gender pay analysis company Gapsquare Section 9 (2) (a)

As part of the work we are doing to investigate tools to measure gender pay gaps, Ministry officials teleconferenced with [REDACTED] at Gapsquare (a UK-based company providing gender pay gap analyses). We discussed how companies are responding to the new UK gender pay reporting requirements. Many companies are using large accounting firms to conduct their analyses. This approach has been criticised for not identifying the issues underlying gender pay gaps. (For example, PwC found "no evidence of gender bias" at the BBC). Another trend is using lawyers to conduct the pay audits. This helps companies to identify legal risks related to equal pay, but if the audit documentation is protected by legal privilege, this may prevent publication, or disclosure for use in Employment Tribunal cases. This information will inform our understanding of gender pay reporting regulatory regimes.

Meeting with Women in Trades (WiT)

The Ministry met with the Women in Trades (WiT) chair to explore supporting the WiT committee to develop a more formal governance model. WiT was established to run the annual Women in Trades conference and its committee has operated on the goodwill of private sector employers, industry training organisations, and industry training providers for sponsorship and staff to support the event. The WiT conference provides an opportunity for school girls to gather information and talk with trades connectors, especially in construction and infrastructure related trades careers.

Tupu Toa Internship Programme

The Ministry was pleased to attend the gala dinner for the 2018 Tupu Toa interns, an internship programme designed to support Māori and Pacific university graduates to enter corporate or government employment. The programme has increased from 29 to 74 interns across 22 organisations and three regions. The Ministry hosted Ms Sina Ete as its Tupu Tai summer intern, a 'sister' programme managed through MBIE, and congratulated Sina on being accepted into the two-year data internship programme with the Department of Internal Affairs.

Blenheim and Nelson gender pay gap workshops

The Ministry and the Marlborough Chamber of Commerce are holding an event for employers in Blenheim on Tuesday 27 February. Gail Pacheco will present on the Ministry's report [Empirical evidence of the gender pay gap in New Zealand](#). The event includes a workshop on what employers can do to address gender pay gaps in their organisations.

The Ministry is also working with the Nelson Tasman Chamber of Commerce to present a similar event in Nelson on 28 February.

Women's safety from violence

Netsafe releasing 'New Zealand teens digital profile: A factsheet'

On 28 February Netsafe is releasing *New Zealand teens digital profile: A factsheet*. This provides an overview of New Zealand teens' interaction online based on a survey of 1,001 14 to 17 year olds.

The factsheet is another publication from the Ministry for Women and Netsafe's partnership to prevent and reduce online harm to New Zealand girls and boys. The survey found gendered differences in the devices female and male teens use to go online, their online activities, and their preferences for specific social media tools.

Netsafe's new research shows that teens believed taking away their access to technology would affect their learning, limit their freedom and affect their right to privacy. Survey participants also said it would be easy for them to find other ways to access the technology, and suggested that setting age restrictions on certain sites would be more effective in keeping them safe online.

The factsheet presents findings that are consistent with the Ministry led research 'Insights into digital harm' (December 2017). That research identified prevention approaches as important, including sharing expert advice on how to keep teens safe online. Netsafe will use the factsheet to encourage parents to make a safety plan with their children. Netsafe will direct readers to its helpline and its online resource 'make a plan' at www.netsafe.org.nz/make-a-plan.

The Ministry will support the release of the factsheet on social media.

Women's representation in leadership

Nominations service update - Stakeholder event

We hosted around 70 people from 20 appointing agencies to share an overview of the Ministry for Women, and showcase our Nominations Service and the value it provides to New Zealand.

We are requesting stakeholder feedback from all those who were invited to guide our Nominations engagement strategy, a key deliverable within the Nominations Service communications work stream.

Suffrage 125

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Update on Suffrage 125 launch and International Women's Day events

We have had a great response to the Suffrage 125 launch at Government House, with over 350 guests confirmed for this event. Dignitaries include Rt Hon Helen Clark ONZ, Dame Susan Devoy, Dame Miriam Bell, Jackie Blue, former Ministers for Women Steve Chadwick and [REDACTED] a number of Members of Parliament, [REDACTED], British High Commissioner Laura Clarke, Rachel Hunter, Hilary Barry and [REDACTED] Mihingarangi Forbes will be MC and Lizzie Marvell will sing the waiata. At the close of the formalities we will ask four young women to briefly comment on their vision for the future for women and girls in New Zealand.

We are also hosting a public event with Te Papa to recognise International Women's Day: *Whakatū wāhine — forging our future, heralding our history*. Hosted by Megan Whelan of Radio New Zealand, confirmed panelists, alongside yourself, include Professor Charlotte McDonald, Mele Wendt, Vanisa Dhiru and Georgina Beyer.

Full details on these events, and supporting communications material, for the Suffrage 125 launch on the 7 March 2018 and the International Women's Day events on 8 March 2018 will be provided to your office on 1 March 2018.

Part 2: Operational matters

Select Social Services and Community Committee

Ministry officials attended the Select Social Services and Community Committee on Wednesday 21 February for the 2016/17 Annual Review. The Select Committee members noted their appreciation of the Ministry's work to improve the lives of New Zealand women and girls. The members asked policy questions about our work on: the gender pay gap, particularly in the public sector; employment law changes and how they impact women; paid parental leave and flexible work, and the current pay equality process. The members were also interested in the Ministry's staffing levels; our communications approach, and our diversity and inclusion initiatives.

Part 3: Upcoming briefings and reports

Subject	Log number	Date due	Status
March Baseline Update	MW 17-18 0197	19 February	Sent
Proposed New Zealand Government Delegation to the Sixty-Second Session of the United Nations Commission on the Status of Women	MW 17-18 0222	19 February	Sent
Meeting with Linda Noble, Governance NZ	MW 17-18 0218	21 February	Sent
Op-Ed for International Women's Day	MW 17-18 0209	26 February	In progress
Event briefing for the #myidentity launch on 1 March	MW 17-18 0219	26 February	In progress
Cabinet Appointments and Honours paper on appointing women to state sector boards	MW 17-18 0173	28 February	In progress
Global Summit of Women advice on bilaterals and talking points	MW 17-18 0230	28 February	In progress
International Women's Day events on 7-8 March	MW 17-18 0224	1 March	In progress
What to do next to progress diversity of women in leadership	MW 17-18 0225	6 March	In progress
Speaking notes for CEs retreat re: gender equity in the public sector	MW 17-18 0228	1 April	In progress
Media release if Kristine Bartlett is the winner of New Zealander of the Year	MW 17-18 0234	22 February	In progress
Global Summit of Women	MW 17-18 0235	28 February	In progress

Part 4: Recent correspondence**New ministerial correspondence**

Subject	Log number	Date due	Status
Letter to Section 9 (2) (a)	MW 17-18 0211	23 February	In progress
Letter to Chair of the White Ribbon Advisory Committee	MW 17-18 0212	23 February	In progress
Possible sponsorship for Asia Pacific Youth Exchange	MW 17-18 0221	23 February	In progress
Letter regarding sexual harassment in the workplace	MW 17-18 0227	5 March	In progress
Making cities safer for women	MW 17-18 0229	6 March	In progress

Subject	Log number	Date due	Status
Employment agreements not allowing employees to discuss money they make	MW 17-18 0230	19 March	In progress
Why there is no Minister for Men	MW 17-18 0231	20 March	In progress
On the topic of a Ministry for Men	MW 17-18 0232	20 March	In progress
New mothers and part-time work	MW 17-18 0236	14 March	In progress
Women in the workplace	MW 17-18 0237	1 March	In progress
Woman suffrage Commemoration	MW 17-18 0238	7 March	In progress

Correspondence between ministers

Nil

Minister and Ministry-initiated correspondence

Nil

New parliamentary questions

Nil

New OIA/Ombudsman/Privacy Act requests to the Ministry

Subject	Log number	Date due	Status
A list of briefing topics requested by you as Minister for Women since 26 October 2017.	MW 17-18 0226	16-Mar	In progress
Sexual Health - LGBTI issues. Information for the Health Private Secretary	MW 17-18 0233	20-Mar	In progress

Nominations services provided

Board/Committee	Role	Appointing body/Minister	Status/Comments
Lottery Community Facilities Committee and Lottery Significant Projects Committee	2 Members	Department of Internal Affairs	Complete APH 6 nominations
Lottery Community Sector Research Committee	2 Members	Department of Internal Affairs	Complete APH 3 nominations
Lottery Individuals with Disabilities Committee	3 Members	Department of Internal Affairs	Complete APH 2 nominations
Lottery National Community Committee and Lottery Outdoor Safety Committee	1 Member	Department of Internal Affairs	Complete APH 3 nominations
Lottery Environment and Heritage Committee	1 Member	Department of Internal Affairs	Complete APH 4 nominations

Board/Committee	Role	Appointing body/Minister	Status/Comments
Lottery Bay of Plenty/ Gisborne Community Committee	Members	Department of Internal Affairs	Complete APH 3 nominations
Lottery Hawkes Bay Community Committee	2 Members	Department of Internal Affairs	Complete APH 3 nominations
Lottery Otago/Southland Community Committee	2 Members	Department of Internal Affairs	Complete APH 3 nominations
Lottery Taranaki Community Committee	1 Member	Department of Internal Affairs	Complete APH 3 nominations
Lottery Wellington/ Wairarapa Community Committee	1 Member	Department of Internal Affairs	Complete APH 8 nominations
Archives Council	Members	Department of Internal Affairs	Complete APH 5 nominations
Fire and Emergency New Zealand	2 Members	Department of Internal Affairs	Complete APH 3 nominations
Trans-Tasman IP Attorneys Board	NZ representative	MBIE	In progress Non-APH

Part 5: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
TBC	Breaking the inter- generational cycle of family and sexual violence	Multi Agency Team (Minister of Justice)	To come
TBC	Further amendments to Courts and Tribunals legislation	Ministry for Justice	To come
Social Wellbeing Committee (April tbc)	Establishing a Criminal Cases Review Commission	Ministry for Justice	To come

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

Publication/event	Date	Agency lead
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
Survey/engagement – trialling an approach to get women’s voices on a particular topic	March (tbc)	Ministry for Women
Working with SUPERdiverse Women on interviews of its members as part of the #myidentity project	1 March (launch)	Ministry for Women (in partnership with SUPERdiverse Women)
Release of rapid literature review on effective family violence services for women, particularly Māori women	March (tbc)	Ministry for Women
Release on Ministry website of gender pay gap background information	March	Ministry for Women
Launch of Suffrage 125 programme at Government House	7 March	Ministry for Women and Governor-General
International Women’s Day event at Te Papa	8 March	Ministry for Women and Te Papa
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	April	Ministry for Women

Renee Graham

Renee Graham
Chief Executive

Hon Julie Anne Genter
Minister for Women

Date: