

RELEASED UNDER THE OFFICIAL INFORMATION ACT

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

As at 18 April 2018

Section 9 (2) (f) (iv)

Part 1: Current priority outcome areas

Valuing women's contribution in the labour market

Section 9 (2) (f) (iv)

Pay equity and [REDACTED]

The Ministry is continuing to work with MBIE [REDACTED]

[REDACTED]. A recurring meeting has been setup for MBIE and the ministry on pay equity and [REDACTED] issues. We will also provide your office with updated timelines for the legislative amendment process. Section 9 (2) (f) (iv)

We provided initial advice to you on economic modelling regarding pay equity issues, including on how enacting pay equity may affect the gender pay gap in New Zealand. This will be supplemented by further advice delivered later this month on the relationship between equal pay, the gender pay gap, and pay equity.

Update on the Cabinet Paper: Eliminating the Gender Pay Gap in the Public Service

As noted in the Weekly Report of 11 April, we sent copies of the draft Cabinet paper to all chief executives last week, requesting feedback by Thursday 20 April. Feedback so far has largely endorsed the approach and intent of the paper. Yesterday we sent the draft to all Human Resources Group Managers for discussion with them on Thursday 19 April. Chief executives will further discuss the paper at a meeting on Thursday 26 April. We will incorporate all the feedback into the draft Cabinet paper and send it to you and Minister Hipkins for consideration in the week of 30 April.

The State Services Commission has decided to draft a companion Cabinet paper for Minister Hipkins's signature discussing the public service diversity and inclusion work programme. This will provide a broader context for your proposals to close the gender pay gap. A draft of this companion Cabinet paper will be provided to you in early May.

A meeting with the State Services Commissioner has been diaried.

Increasing the safety of women and girls

Meetings with officials in Melbourne

Last week Ministry staff met with Australian officials from the Offices of:

- **Prevention and Women's Equality Victoria** to discuss the development of the Australian Government's Gender Equality Strategy, women in leadership roles, in particular how the percent of women on public sector boards increased from 38 to 50 percent in two years, and work on preventing family violence.
- **Family Safety Victoria** which manages the Victorian Government's response to family violence prevention, where we discussed their new service system and information sharing regime, responses to victims and perpetrators, support and safety hubs, and diversity and inclusion, including family violence responses for Indigenous Australians. The Victorian Government has established a new agency, Respect Victoria, aiming to change the attitudes, social norms and culture that lead to family violence and violence against women.
- **Our Watch**, a non-government organisation funded by the Australian Government to lead an integrated nationwide family violence prevention approach to preventing violence against women and their children through the framework, *Change the Story*.
- **eSafety Commissioner** who leads the Australian Government's response to online safety and education as well as administering a complaints scheme.

We will provide you with further information on these meetings, and are drawing on what was learned in our work with the Ministry for Justice Multi Agency Team.

Presentation at the No More Harm conference, Melbourne

Ministry staff presented with Netsafe at the 2018 *No More Harm* conference on 12/13 April on the joint research on digital harm of young people. The conference was attended by over 200 participants from government and provider groups in Australia.

The Family Violence and Sexual Violence Multi Agency Team (MAT)

This week the MAT presented an A3 to its Steering Group on successful primary prevention approaches across the life course, noting impacts such as reductions in intimate partner violence, rates of physical assault of children by a parent; reductions in arrests for violence, and sexual violence perpetration. The Ministry supports a stronger focus on primary prevention in the future integrated system response to family violence and sexual violence. The MAT intends to brief Ministers Little and Sepuloni and Under Secretary Logie on options for the form of the central agent on Friday 27 April to be followed by a Cabinet paper in May.

Shakti Wellington office reopened Section 9 (2) (g) (i)

Shakti's Wellington office reopened on Thursday 12 April. The reopening was made possible in part through [REDACTED]

Showcasing New Zealand internationally**APEC Policy Partnership on Women and the Economy meeting**

The annual Asia-Pacific Economic Cooperation (APEC) Policy Partnership on Women and the Economy (PPWE) Meeting One will be held in Papua New Guinea from 17 to 18 May 2018. The Ministry of Foreign Affairs and Trade (MFAT) will attend the PPWE meeting and the APEC Gender Smart Workplaces Workshop on behalf of the Ministry. MFAT will be appropriately briefed on the Ministry's priorities for New Zealand's women and girls. A second PPWE meeting will be held as part of the Women and the Economy Forum in September 2018. We are organising representation for that event.

Part 2: Operational matters**New Comms engagement tool**

The Ministry's website engagement tool has gone live this week, on schedule. The tool can be found on the Ministry home page. We have launched the tool with a question about Suffrage 125 to gauge stakeholder awareness and visibility of the Suffrage 125 celebrations. As the tool is still in early launch phase, we expect to receive feedback and work through any issues that arise from submissions. We will also monitor engagement and begin to develop a schedule to ensure questions are fresh, topical and align with our policy work. We are inviting others to share this tool through their channels.

Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
Pay equity and the relationship between the gender pay gap, pay equity, and equal pay as a one-page diagram	MW 17-18 0312	20 April 2018
Parenthood and labour market outcomes research: key messages and launch options	MW 17-18 0291	23 April 2018
Gender stocktake results and communication plan	MW 17-18 0314	30 April 2018
The revised JWG pay equity principles (refer also to 0286)	MW 17-18 0342	1 May 2018
Gender pay gap and pay equity - connections, differences, data	MW 17-18 0322	3 May 2018
Quarter three report (January to March 2018)	MW 17-18 0316	4 May 2018
Release of briefings referred to in weekly report	MW 17-18 0338	29 June 2018

Part 4: Meeting and event briefings (in progress)

Subject	Log Number	Due date
Whanganui Women in Business breakfast - 23 April, The Grand Hotel, Palmerston North	MW 17-18 0345	19 April 2018
Women in Public Sector conference (2 May 2018) briefing and talking points	MW 17-18 0337	23 April 2018
Pay equity: Education Support Staff (NZEI public rally response)	MW 17-18 0341	23 April 2018
Meeting with Ray Lind, Careerforce	MW 17-18 0276	30 April 2018
Draft response to the 2018/2019 Standard Estimates Questionnaire for Vote Women	MW 17-18 0332	2 May 2018
CTU Women's Council - 17 May 2018	MW 17-18 0317	10 May 2018
Section 9 (2) (f) (iv)	MW 17-18 0343	15 May 2018
Meeting with the Chief Executive and Chair of Diversity Works	MW 17-18 0272	16 May 2018
Breakfast at Simpson Grierson re gender pay gap (7am, 12 June)	MW 17-18 0304	5 June 2018
Women in Leadership Summit run by Avantedge on Monday 18 June	MW 17-18 0306	5 June 2018
Women in Leadership Conference, Auckland, 18 June	MW 17-18 0320	6 June 2018
Release of briefings referred to in weekly report	MW 17-18 0338	29 June 2018

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

Subject	Log Number	Due date
Collaboration - cultural and linguistic specific policy and programme support	MW 17-18 0301	19 April 2018
Feminism (incl gender pay gap)	MW 17-18 0310	19 April 2018
Women in Early Childhood Education (response to [REDACTED] Section 9 (2) (a))	MW 17-18 0325	20 April 2018
Pay Equity (working with MBIE on response)	MW 17-18 0303	23 April 2018
Pay equity: Education Support Staff (NZEI template response)	MW 17-18 0340	23 April 2018
Workplace sexual harassment systems - Sexual misconduct register	MW 17-18 0329	27 April 2018
Social changes for gender equality (reply to [REDACTED] Section 9 (2) (a))	MW 17-18 0336	30 April 2018
GCSB/NZSIS diversity strategy	MW 17-18 0344	1 May 2018
Letter to ERO (Education Review Office) relating to their review of sexuality education	MW 17-18 0347	2 May 2018

Correspondence between ministers

Nil

Minister and Ministry-initiated correspondence

Subject	Log Number	Due date
Options for providing feedback between the Minister's and Ministry offices	MW 17-18 0346	11 May 2018
Release of briefings referred to in weekly report	MW 17-18 0338	29 June 2018

New parliamentary questions

Nil

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

Subject	Log Number	Due date (to requestor)
Weekly Reports between 26 October and 31 January	MW 17-18 0266	20 April 2018
Board representation	MW 17-18 0295	24 April 2018
Equal pay for women	MW 17-18 0297	27 April 2018
Weekly Reports between 1 February and 19 March	MW 17-18 0285	3 May 2018
PRIVACY ACT REQUEST - Information relating to [REDACTED] Section 9 (2) (a)	MW 17-18 0331	3 May 2018
WannaCry ransomware attack	MW 17-18 0323	4 May 2018

Nominations services provided

Nil

Part 6: Cabinet papers consulted on

Committee/Date	Title of paper	Department	Comments
Social Wellbeing Committee – Date TBC	A new strategy for NZ's older population	Ministry of Social Development	Support the paper. The discussion paper should highlight gender dimensions of issues such as retirement income, employment, elder abuse and retraining
Social Wellbeing Committee - Date TBC	The United Nations Convention on the Rights of the Child Work Programme	Ministry of Social Development	In progress.
Environment Energy and Climate Committee Date - TBC	Climate change overarching vision, 2020 outcomes and key decisions	Ministry for the Environment	No comments.

Part 7: Publications and events in the next three months

Publication/event	Date	Agency lead
Survey/engagement tool – trialling an approach to get women's voices on a particular topic on the website	To be made live mid-April	Ministry for Women
Release on Ministry website of gender pay gap background information	April	Ministry for Women
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	May	Ministry for Women

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Renee Graham

Renee Graham

Chief Executive

Hon Julie Anne Genter

Minister for Women

Date: