

RELEASED UNDER THE OFFICIAL INFORMATION ACT

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

---

**As at 7 March 2018**

## Part 1: Current priority outcome areas

Section 9 (2) (a)

### Women's skills, employment, and income

#### *Advice on further issues relating to pay equity and equal pay*

You will receive advice on further issues relating to pay equity and equal pay [REDACTED] in the week starting 19 March, following discussion with MBIE and SSC officials. This advice is expected to be discussed at the next Ministerial Oversight Group on State Sector Employment Relations in early April. The advice will include options for progressing policy development on the further issues.

#### *Gender Budgeting Workshop with Professor Sue Himmelweit*

Ministry officials attended a Gender Budgeting Workshop at Treasury with visiting UK Professor Sue Himmelweit and Prue Hyman, feminist economist and former Associate Professor of Economics at Victoria University.

Sue is Emeritus Professor of Economics at the Open University and former advisor for the UK Equality and Human Rights Commission, former President of the International Association for Feminist Economics (IAFFE) and Associate Editor of Feminist Economics. She shared her experiences as founding Chair of the UK Women's Budget Group (WBG), a think tank that analyses the gender impact of government policy. The WBG promotes gender budgeting and government led equality impact assessments of their policies. It has assessed the social and economic policies introduced by successive UK governments. Sue talked about the advantages of bodies outside government holding government to account.

#### *Institute of Public Administration (IPANZ) Public Sector Excellence Awards*

The Ministry has entered our project to increase awareness and encourage action on closing gender pay gaps in the Institute of Public Administration (IPANZ) Public Sector Excellence Awards. Our entry explains our work to influence others by strengthening and promoting the evidence base, through the research report *Empirical evidence of the gender pay gap in New Zealand* by Professor Gail Pacheco. Finalists and winners are announced at the awards ceremony in July.

#### *ANZ increases paid parental leave entitlements*

ANZ has announced that it will increase paid parental leave for its employees from 18 to 26 weeks from July. ANZ has 8000 employees of which 240 take paid parental leave every year. ANZ chief executive David Hisco said it made the change because it wanted staff to feel supported so they could give their children the best start in life. They are hoping other major organisations will follow them. The bank also gives primary caregivers their full ANZ salary after the birth or adoption of a child and employees can also take two weeks of paid family leave.

### Women's representation in leadership

#### *#PressforProgress*

The Ministry attended a Global Women and ANZ International Women's Day celebration, #PressforProgress in Christchurch on 5 March. The five aspirational speakers, Hon Megan Woods, Dame Anne Salmon (University of Auckland), Hana O'Regan (Te Rūnanga o Ngāi Tahu), Paula Penfold (Stuff journalist) and Rebecca Keoghan (Pami Academy) talked about the women who influenced them in their careers and leadership journeys, and the special meaning of International Women's Day. In particular Hanna described the cultural place of Māori women.

Paula talked about her involvement with Alison Mau in the #metoo campaign in New Zealand, noting that over 200 women had provided their personal stories of sexual harassment so far. The Ministry will be contributing to the Government's work programme on sexual harassment.

## **Waitangi Tribunal**

We have been approached to recommend candidates to be members of the Waitangi Tribunal to the Minister for Māori Development, Hon Nanaia Mahuta, as the Te Puni Kōkiri Nominations and Appointments database is currently under review.

## **#myidentity**

Ministry officials attended the launch of the SUPERdiverse Women #myidentity campaign in Auckland last week. The Ministry has shared information on this initiative in its communications and hopes to use these resources as a way into attract women onto the nominations database for potential board roles.

## **Women in Business report 2018 shows fall in women in leadership in New Zealand**

Grant Thornton International's annual *Women in Business* report for 2018, released yesterday, reports that globally, significantly more businesses surveyed (75 percent in 2018 compared with 66 percent in 2017) now have at least one woman on their senior management teams, but that the proportion of the team that is female has slipped from 25 percent in 2017 to 24 percent in 2018.

Grant Thornton New Zealand stated that the proportion of women in senior leadership here had "dropped significantly" from 31 percent to 19 percent in 2015, which they hoped was a "blip". However, the 2018 figure of 18 percent is a new low and creates a four year average of 19 percent and a new "norm".

There is also a marked increase in New Zealand businesses with no women in senior management roles at 56 percent in 2018, compared with 37 percent in 2017.

## **Suffrage 125 launch at Government House**

We are grateful to the Governor-General Dame Patsy Reddy and Government House for hosting the launch of the Suffrage 125 programme. We had close to 400 guests from across New Zealand. We have received great feedback on the event and many ideas and initiatives for New Zealand women and girls. The event was covered by every major media outlet and #Suffrage125 was the #4 trending topic in New Zealand at one point. We hope to build on this enthusiasm and momentum as the programme continues, starting with your panel discussion at Te Papa.

At the Suffrage 125 Launch Ministry officials discussed financial literacy for women with pupils and teachers from Wainuiomata and Tawa College. We will pass on their thoughts at the upcoming meeting we have scheduled with the Commission for Financial Capability later this month where we will be discussing lifetime earnings and different super savings for women.

## **International**

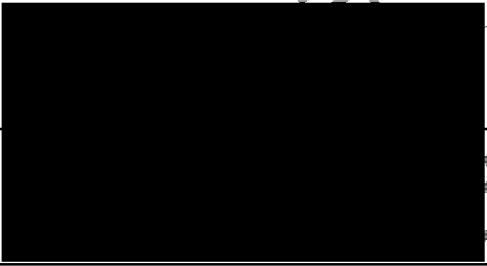
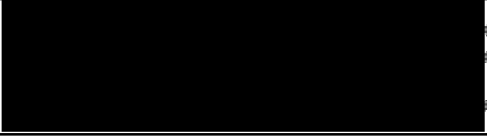
### **Meeting with European Commissioner Elżbieta Bieńkowska**

On Thursday 8 March, you are meeting with the European Union (EU) Commissioner for Internal Market, Industry, Entrepreneurship and Small and Medium-sized Enterprises, Elżbieta Bieńkowska, at the National Library He Tohu exhibition. This is the first visit to New Zealand by an EU Commissioner since 2016, and is an opportunity to strengthen the relationship between the EU and New Zealand. Commissioner Bieńkowska had advised that she would like to engage on women's issues during her visit and you may wish to discuss your portfolio priorities. A National Library guide will provide a brief introduction and overview of He Tohu for you and Commissioner Bieńkowska, focusing particularly on the 1893 suffrage petition. A briefing will be provided and you will be supported by a Ministry official.

## **Part 2: Operational matters**

Nil.

### Part 3: Upcoming briefings and reports

Subject	Log number	Date due	Status
Speaking notes for CEs retreat re: gender equity in the public sector	MW 17-18 0228	1 April	In progress
1 day symposium on women in governance before July	MW 17-18 0242	23 March	In progress
Post hearing questions from the Select Committee	MW 17-18 0248	12 March	In progress
Gender equality charter launch	MW 17-18 0250	5 Apr	In progress
Cover briefing on pay equity (prepared with SSC and MBIE)	MW 17-18 0251 Section 9 (2) (f) (iv)	8 March	In progress
	MW 17-18 0252	8 March	In progress
	MW 17-18 0253	8 March	In progress
CEVEP's response to RJWG recommendations on Pay Equity Principles	MW 17-18 0260	21 March	In progress

### Part 4: Recent correspondence

#### New ministerial correspondence

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
Tomorrow's prisons	MW 17-18 0249	16 March	In progress
Iceland's approach to gender equality	MW 17-18 0244	16 March	In progress
Care of children and property relationships act	MW 17-18 0254	29 March	In progress
Workplace bullying	MW 17-18 0257	20 March	In progress
Women on paid parental leave	MW 17-18 0258	9 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
Cost of the sponsorship/funding for the #myidentity campaign	MW 17-18 0255	29-Mar	In progress

**Nominations services provided**

Board/Committee	Role	Appointing Body/Minister	Status/Comments
Sport New Zealand	Chair and members	Ministry for Culture and Heritage Minister to Minister request	Complete APH 6 nominations
Commerce Commission	Associate Member	MBIE	Complete APH 3 nominations
Worksafe New Zealand	Chair	MBIE	Complete APH 2 nominations
Trans-Tasman IP Attorneys Board	NZ representative	MBIE	Complete Non-APH No nominations
Ara Tūhono – Warkworth to Wellsford Proposal	Members	Ministry for the Environment	Complete Non-APH 2 nominations
Advisory Committee on Assisted Reproductive Technology	General layperson	Ministry of Health	In progress APH
Southern Health and Disability Ethics Committee	Non-layperson	Ministry of Health	In progress APH
J R McKenzie Trust	Trustees	Charitable Trust	In progress Non-APH

**Part 5: Cabinet papers consulted on**

Committee/Date	Title of paper	Department	Comments
[REDACTED]			

Section 9 (2) (f) (iv)

Committee/Date	Title of paper	Department	Comments
Cabinet Social Wellbeing Committee 15 March 2018	Education: approach to reforms of the institutes of technology and polytechnics sector	Multi-agency (Education lead)	Support the paper. The Problem Definition paper – developing comments and Gender Impact Statement.
Cabinet Social Wellbeing Committee 21 March 2018	Advancing Whānau Ora Review  Section 9 (2) (f) (iv)	Te Puni Kōkiri	Support the paper and proposed review. A gender and ethnicity lens is strongly urged in the development of this review.
Cabinet Economic Development Committee date TBC	Establishment of the Fair Pay Agreement Working Group  Section 9 (2) (f) (iv)	MBIE	Support the paper and added a suggestion for GIS.

### Part 6: Upcoming 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	March (tbc)	Ministry for Women
International Women's Day event at Te Papa	8 March	Ministry for Women and Te Papa

Publication/event	Date	Agency lead
Release of rapid literature review on effective family violence services for women, particularly Maori women	March (tbc)	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

*Renee Graham*

**Renee Graham**  
Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....

RELEASED UNDER THE OFFICIAL INFORMATION ACT