

IN CONFIDENCE

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

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**As at 2 May 2018**

Section 9 (2) (f) (iv)

**Part 1: Current priority outcome areas****Valuing women's contribution in the labour market**

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**Pay equity and**

We are also contributing to the Cabinet Paper on updating the Equal Pay Act 1972 and accompanying Regulatory Impact Statement.

We are continuing to monitor international developments in pay transparency. Ontario, Canada, has passed a new law introducing pay transparency measures as outlined in our memo of 12 April (MW 17-18 0321 refers). It will be enforced first in the Ontario public service and requires all job vacancies to feature salary ranges when advertised, prohibits employers from asking employees about salary history, and prohibits retaliation against employees.

[Tracking log item: n/a]

**Consultation on labour market statistics information release**

On Wednesday, 2 May, Stats NZ issued a special release about the rate of young men and women not in employment, education or training (NEET), supplementary to its regular quarterly Labour Market Statistics release. We have previously conducted research on female NEETs, and were invited to contribute to the data analysis prior to the release. On our advice Stats NZ provided information on the destinations of NEET women, and that this quarter a large number of young women moved into employment as community and personal service workers, mostly in hospitality. This information enables a deeper analysis of young women's engagement in the labour market.

[Tracking log item: n/a]

**Meeting with agencies on Inland Revenue (IR) collecting hours worked**

In March the Ministry formally requested that IR investigate collecting hours worked data. We outlined the high level benefits to government, which include better understanding of the gender pay gap, of productivity, and of people receiving low wages. IR convened a first cross-agency meeting this week to further understand the benefits of collecting hours worked. Officials attended from Stats NZ, the Reserve Bank, Education, Treasury and MBIE. IR does not need this data for its purposes. It recognises that by asking for this data in its information gathering, it may reduce compliance costs to businesses and improve the knowledge base of government agencies and researchers. The Ministry was congratulated for its initiative in approaching IR, and we will continue to take an active role in this investigation.

[Tracking log item: n/a]

**Engagement at the Women in Public Sector Summit**

The Ministry was well represented at the Women in Public Sector Summit yesterday. Several staff attended the Summit and we also had a trade stand on Suffrage 125 and the work to close the gender pay gap in the public service. The information on the gender pay gap was well-received and resulted in a number of enquiries from women about the gender pay gap in their own agencies. Following the promotion in your speech, we also had enquiries about the Ministry's Nomination Service. The Summit was at capacity with over 500 women attending.

[Tracking log item: n/a]

## Increasing the safety of women and girls

### ***International good practice in addressing sexual harassment***

Following your Ministerial meeting about sexual harassment on Tuesday, 1 May, the Ministry has approached MBIE and ACC to discuss how our proposed work on international case studies of good practice could contribute to further work across government on addressing sexual harassment. We propose to incorporate this into our safety work programme for 2018, for your further consideration in mid-May.

[Tracking log item: n/a]

## Showcasing New Zealand internationally

### ***Confirmation of CEDAW Delegation***

We have provided a briefing on the proposed Government delegation to New Zealand's examination before the United Nations Committee on the Elimination of Discrimination against Women (CEDAW), to be held in Geneva, Switzerland on 12 July 2018. We seek your approval of the delegation by 9 May 2018, to allow for logistical arrangements to be made and the comprehensive briefing of all delegates. Once you have approved this briefing, we will forward the proposed delegation to the Ministry of Foreign Affairs and Trade to provide to their Minister for final sign-off. We will work with Under-Secretary Logie's Office to seek Cabinet approval of her proposed travel to attend the examination.

[Tracking log item: MW 17-18 0370]

### ***Ministry consulted on rural women proofing policy***

The Ministry for Primary Industries is currently developing a Cabinet Paper to seek support for its reviewed and refreshed rural proofing policy and guidelines. The Ministry provided feedback on the proposed policy and guidelines. We are pleased women are now included as a specific population group to consider. The Cabinet Paper is due to go to the Social Wellbeing Committee on 23 May 2018. The Ministry will be consulted on the paper and we will provide you with a Cabinet Schedule prior to the meeting. The Ministry will also meet with officials from MBIE before the end of May to discuss how the Provincial Growth Fund could benefit rural women.

[Tracking log item: n/a]

## Leadership

### ***Rotorua Chamber of Commerce and National Advisory Council on the Employment of Women - Women in leadership event***

The Rotorua Chamber of Commerce is hosting an event about women in leadership for its Women in Business group on 24 May 2018, from 4.00 to 6.00 pm. Traci Houpapa, Chair of the National Advisory Council on the Employment of Women (NACEW), is the keynote speaker. It is anticipated that over 70 women will attend. The Ministry is co-sponsoring the event and is providing support for NACEW's involvement.

[Tracking log item: n/a]

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### ***Nominations service***

We have also provided advice on a communications plan in preparation for a proposed target for women on state sector boards and for the release of the results from the 2017 annual gender stocktake of women's participation on state sector boards and committees.

[Tracking log items: MW 17-18 0343 and MW 17-18 0314]

## Suffrage 125

We are continuing to plan for the online competition for young women to be launched in mid-May, and to prepare for the Suffrage 125 events occurring during May and June 2018.

[Tracking log item: n/a]

### Part 2: Operational matters

Nil

### Part 3: Policy briefings (in progress)

Subject	Log Number	Due date
Revised timeline for the Cabinet paper Eliminating the gender pay gap in the Public Service	MW 17-18 0373	3 May 2018
Quarter three report (January to March 2018)	MW 17-18 0316	4 May 2018
Updated draft timelines and processes for lodging APH paper - State Sector Boards: increasing participation of women	MW 17-18 0372	4 May 2018
Draft response to the 2018/2019 Standard Estimates Questionnaire for Vote Women	MW 17-18 0332	8 May 2018
Options/guidance for parental leave for Parliamentarians	MW 17-18 0374	10 May 2018
Options for providing feedback between the Minister's and Ministry offices	MW 17-18 0346	11 May 2018
The Ministry for Women safety work programme for 2018	MW 17-18 0359	11 May 2018
Suffrage 125 Whakatū Wāhine - Māori women and the vote event <a href="#">Section 9 (2) (f) (iv)</a>	MW 17-18 0362	11 May 2018
[REDACTED]	MW 17-18 0343	15 May 2018
Select Committee (Estimates Review) - Social Services and Community (Minister Genter, Wed 13 June, 10.30am - 11am)	MW 17-18 0361	1 June 2018
Release of briefings referred to in weekly report	MW 17-18 0338	29 June 2018

### Part 4: Event and meeting briefings (in progress)

Subject	Log Number	Due date
Memo to Minister (Suffrage 125) (Confidential)	MW 17-18 0368	8 May 2018
CTU Women's Council - 17 May 2018	MW 17-18 0317	10 May 2018
Meeting with the Chief Executive and Chair of Diversity Works	MW 17-18 0272	16 May 2018

Subject	Log Number	Due date
Breakfast at Simpson Grierson re gender pay gap (7am, 12 June)	MW 17-18 0304	5 June 2018
Women in Leadership Conference, Auckland, 18 June	MW 17-18 0320	6 June 2018
Media release to highlight shared responsibilities in childcare and parenting	MW 17-18 0376	TBC
Meeting with Professor Gail Pacheco and/or Dr Isabelle Sin to discuss research on the impact of parenthood on earnings	MW 17-18 0377	TBC

### Part 5: Recent correspondence

Section 9 (2) (a)

#### New ministerial correspondence (in progress)

Subject	Log Number	Due date
ILO convention on ending violence and harassment in the world of work - response to ██████████ NZCTU	MW 17-18 0371	25 May 2018
Summary of findings on research into the impact of parenthood on earnings – letter to Ministerial colleagues	MW 17-18 0375	TBC

#### Correspondence between ministers

Nil

#### Minister and Ministry-initiated correspondence

Nil

#### New parliamentary questions

Nil

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

Subject	Log Number	Due date (to requestor)
OIA - Weekly Reports between 1 February and 19 March	MW 17-18 0285	3 May 2018
Privacy Act Request - Information relating to ██████████	MW 17-18 0331	3 May 2018
OIA - 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 – 2 May	Independent Review of the 2014 Family Justice System Reforms	Justice	Cabinet schedule provided.
Social Wellbeing – 2 May	Progressing the Social Security Legislation Rewrite Bill	Social Development	No comments.
Social Wellbeing – 2 May	Legislation for the Police Vetting Service: Public Consultation Document	Police	Consultation has just commenced. In progress.

**Part 7: Publications and events in the next three months**

Publication/event	Date	Agency lead
Release on Ministry website of gender pay gap background information	May	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
Wahine Kakano young leaders' meeting in Auckland	26 May	Human Rights Commission with a number of NGO and private sector partners
Māori women and the vote, in conjunction with He Tohu, National Library	12 June	Department of Internal Affairs

*Renee Graham*

**Renee Graham**

Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....