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# Ministry for Women Weekly Report to the Minister for Women

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**As at 25 July 2018**

## Part 1: Current priority outcome areas

### Valuing women's contribution

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#### Pay equity and [REDACTED]

You will have received the joint Cabinet paper on pay equity, which the Ministry for Women contributed to with MBIE, leading the drafting. We will contribute to the drafting of the Equal Pay Amendment Bill. It is expected that the Bill will be sent for vetting for consistency with the Bill of Rights Act 1990 on Wednesday 1 August, and that the final Cabinet paper and Bill will be due to be approved by the Cabinet Economic Development Committee on Wednesday 15 August. Dates for the introduction and first reading of the Bill are yet to be confirmed.

[Tracking log item: MW 18-19 0039]

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### Discussion on Gender and Ethnic Pay Gaps in the Public Service and Wider Economy

The Ministry for Women hosted a discussion with the Association of Administration Professionals of New Zealand (AAPNZ). The group discussed gender and ethnic pay gaps in the public service and the New Zealand economy. Members of the AAPNZ were interested in:

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- occupational segregation and unconscious bias [REDACTED] is reportedly instituting mandatory bias training for all staff)
- negotiating pay
- the difficulty of gender-neutral job evaluations and their impact on pay and progression
- the impacts of parenthood, especially motherhood, on the gender pay gap.

[Tracking log item: NA]

### Stats NZ Information releases: Labour Market Statistics for June quarter 2018 and Gender Pay Gap

The June quarter labour market statistics will be released by Stats NZ on Wednesday 1 August, including rates of unemployment and labour force participation for women. We will notify your office of any significant highlights for women.

A backgrounder on interpreting the gender pay gap is being prepared for you to forward to Minister Sage, prior to the Wednesday 15 August release by Stats NZ of the new gender pay gap figure. On the 15 August, we will provide a short briefing about the new gender pay gap figure. A fuller commentary on why the gender pay gap may have risen or fallen will be provided at a later stage, following our analysis of the underlying trends.

[Tracking log items: MW 17-18 0378; MW 18-19 0044; MW 18-19 0056]

## Showcasing New Zealand internationally

### **CEDAW**

The CEDAW Committee's Concluding Observations from its recent examination of New Zealand have been finalised and are available on the Ministry for Women's website, alongside your media release. We have also shared the Concluding Observations with agencies and the International Women's Caucus.

The Committee's recommendations are wide-ranging and provide a useful opportunity for cross-government focus on how the wellbeing of women and girls can be advanced.

We will provide you and Under-Secretary Logie with a briefing on Tuesday 31 July, which sets out a proposed approach for the Government's response to the recommendations. Following your agreement, we will work with Under-Secretary Logie on the next steps.

*[Tracking log item: MW 18-19 0042]*

### **Two upcoming APEC events**

We are continuing to work with MFAT to prepare for two upcoming APEC events: the Women and the Economy Forum in Papua New Guinea and the New Zealand hosted Public-Private Dialogue on Structural Reform and Gender in Wellington. A fuller briefing has been provided on this matter.

*[Tracking log item: MW 17-18 0484]*

### **Sustainable Development Goals, Agenda 2030**

At the recent High Level Political Forum (HLPF) at the United Nations in New York, New Zealand announced that it will be submitting its first voluntary national report (VNR) on the implantation of the Sustainable Development Goals (SDGs) at the next HLPF in July 2019. It is expected that New Zealand submit at least two VNRs by 2030.

The Ministry is responsible for reporting on Goal five, gender equality, and has been part of an inter-agency working group to ensure gender is visible across all 17 goals of the SDGs. Last week, the Ministry participated in an inter-agency workshop on the SDGs hosted by MFAT to develop the proposed approach on the first VNR. DPMC have indicated that discussions are currently taking place regarding appointing a minister in charge of the SDGs.

In anticipation, MFAT is drafting a Cabinet paper seeking agreement on New Zealand's approach to the VNR, civil society engagement strategy, and how agencies will work together to deliver the VNR. We will provide input for the Cabinet paper, which we expect to be completed in early August, and will update you or Minister Sage on any significant developments.

*[Tracking log item: NA]*

## Safety

### **Release of the BSA's swearing research**

Last week, the Broadcasting Standards Authority released the research '*Language that may offend in broadcasting*'. The research indicates that New Zealanders have heightened sensitivity to derogatory language and cultural and gendered language. In certain contexts, culturally insensitive and sexist or 'gendered' language is seen as unacceptable. These contexts include factual/reality/spontaneous contexts, for example reality TV. The research noted a small increase in the number of respondents who find gender-related words totally unacceptable. The research showed that males were significantly more likely to accept offensive language than females.

[Tracking log item: NA]

### **Breakfast forum on period poverty**

A Ministry official attended a breakfast forum, hosted by Louisa Wall MP, on 24 July 2018 on "Period Poverty in New Zealand and its impact on opportunities for our wahine". Countdown attended the event to celebrate its announcement that it has reduced the price of a range of its sanitary products. KidsCan and the Salvation Army also spoke about their work to distribute sanitary items. Government officials, academics and community advocates attended the event. The discussion focused on the unaffordability of sanitary products and the stigma around periods.

[Tracking log item: NA]

## Suffrage 125

### **Community fund**

The Suffrage 125 Community Fund closes on 31 July 2018. We have received 38 applications so far. The Committee will meet to consider the applications on 8 August and following the meeting, Minister Sage will be briefed on our recommendations for funding.

The Ministry's Suffrage 125 programme will also be represented at the Festival for the Future conference to be held in Wellington this week. This is a conference for young leaders.

## Nominations Service

### **Appointments to state sector boards**

The Department of Conservation has reported to the Ministry for Women that Conservation Minister, Eugenie Sage, has recently completed the appointment process for the 15 conservation boards, which now have 52 percent women and 41 percent Maori appointees on these boards.

Research, Science and Innovation Minister, Megan Woods, has announced eight new members to the Crown Research Institutes. With the recent appointments there has been an increase in women representation on these boards, moving from 35.4 percent to 44.7 percent.

[Tracking log item: NA]

**Nominations services received and delivered this week**

Appointing Agency	Board	Vacancies	Number nominated
Treasury	Southern Response Earthquake Services Limited	Members	3

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**Part 2: Operational matters**

Subject	Log Number	Due date
Achievements for Q4 (April-June 2018)	MW 18-19 0034	3 August 2018

**Accountability**

***Achievements for Q4 (April-June 2018)***

Every quarter the Ministry prepares a high-level report that highlights our achievements for the quarter and how these align with your key priorities.

In May you received our Quarter three report (Jan to March 2018). The next report for Quarter four (April-June 2018) will be provided to you by Friday 3 August.

We look forward to discussing this with you.

*[Tracking log item: MW 18-19 0034]*

***Expense Disclosures***

In line with the State Services Commission’s guidelines, the Ministry will be publishing details of the Chief Executive’s expenses for the year ended 30 June 2018. Details are due to be published on the Ministry’s website by 31 July each year. While the media take some interest, we do not anticipate any issues or controversy with our disclosures.

*[Tracking log item: NA]*

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

Subject	Log Number	Due date
The Ministry for Women's participation in two APEC events	MW 17-18 0484	26 July 2018
Upcoming Gender Pay Gap Strategy release	MW 18-19 0044	27 July 2018
Options and guidance on the consultation process for pay transparency	MW 18-19 0039	30 July 2018 (TBC)
CEDAW Examination – recommendations and proposed approach	MW 18-19 0042	31 July 2018
Gender Action Plan	MW 18-19 0023	31 July 2018
Labour Market statistics June 2018 quarter	MW 17-18 0378	1 August 2018
Cabinet Schedule - Review of the Protected Disclosures Act 2000	MW 18-19 0024	7 August 2018
Cabinet Schedule - Collecting ethnicity data on appointments to State sector boards and committees	MW 18-19 0012	27 August 2018
Employment Relations Amendment Bill - impact on women	MW 18-19 0007	27 August 2018
Rotorua Family Harm project: interim evaluation	MW 17-18 0422	31 August 2018
Briefing for Minister Gender after maternity leave	MW 18-19 0043	15 October 2018
Dedicated agent's proposed organisational form	MW 17-18 0411	19 October 2018
Release of briefings referred to in weekly report	MW 17-18 0338	TBC

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

Subject	Log Number	Due date
Briefing and speaking points for Women in Construction summit	MW 18-19 0032	31 October 2018

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

Subject	Log Number	Due date
GST on female sanitary items	MW 18-19 0017	26 July 2018
Women on boards	MW 18-19 0020	31 July 2018
Discrimination in employment hiring decisions	MW 18-19 0030	31 July 2018
Arresting the decline of female participation in sport	MW 18-19 0025	1 August 2018
Measures to increase gender diversity and address the gender pay gap in the Defence force	MW 18-19 0029	2 August 2018
Letter to Ministers about CEDAW	MW 18-19 0049	2 August 2018
Gender differences in the justice system	MW 18-19 0050	7 August 2018

Subject	Log Number	Due date
Abortion law reform	MW 18-19 0051	7 August 2018
Gender pay gap – letter from school student	MW 18-19 0052	8 August 2018
Banking requirements and issues around sex workers opening bank accounts	MW 18-19 0053	8 August 2018
Questions about policy for women from University of Shizuoka in Japan	MW 18-19 0040	9 August 2018
Letter to Louisa Wall MP about period poverty	MW 18-19 0054	3 September 2018

**Correspondence between ministers**

Nil

**Minister and Ministry-initiated correspondence**

Nil

**New parliamentary questions**

Nil

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

Subject	Log Number	Due date (to Minister)	Due date (to requestor)
OIA (Minister) – ██████████ – Stuff Journalist – briefings, memos and aides memoires on #MeToo campaign, women on boards and domestic and sexual violence	MW 18-19 0027	2 August 2018	9 August 2018
OIA (Ministry) – ██████████ – a petition in parliament allowing individuals to self-identify their gender identity and confirmation of the Ministry’s policy work on gender identity	MW 18-19 0033	3 August 2018	10 August 2018
OIA (Ministry) - ██████████ - statistics for women on boards	MW 18-19 0041	9 August 2018	16 August 2018

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**Part 6: Cabinet papers consulted on**

Committee/Date	Title of paper	Department	Comments
SWC - TBC	Approval to Consult on Disability and Learning Support Action Plan	Education	Support the paper ██████████

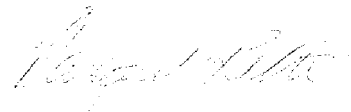
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Committee/Date	Title of paper	Department	Comments
DEV – date	Equal Pay Amendment Bill: Outstanding Issues and Approval for Introduction	Ministry of Business, Innovation and Employment	The paper will be from the Office of the Minister for Women, and Office for the Minister for Workplace Relations and Safety, [REDACTED] [REDACTED]

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

Publication/event	Date	Agency lead
Launch of <i>Eliminating the Gender Pay Gap in the Public Service Action Plan</i> , Auckland	27 July 2018	Ministry for Women / SSC
Release of gender pay gap national figure	15 August 2018	Stats NZ
Women of Influence gala dinner	18 September 2018	Westpac / Stuff
Suffrage 125 event at Parliament	19 September 2018	Ministry for Women
Equal pay awards final event	7 November 2018	YWCA

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**Renee Graham**  
Chief Executive

**Hon Julie Anne Genter**  
Minister for Women

Date: .....