

Ministry for Women

Achievements for Quarter 1: 1 July to 30 September 2019

Strategic outcome 1: The contribution of all women and girls is valued

To achieve this outcome we:

- launched the new gender analysis tool, *Bringing Gender In*, at the Grand Hall of Parliament in partnership with the Department of Prime Minister and Cabinet (DPMC) Policy Project. The tool was promoted by the Policy Project through the Policy Training Network. We have started running training courses with individual agencies including the Treasury and the Ministry of Health
- led the New Zealand delegation to the Asia Pacific Economic Cooperation (APEC) Women and the Economy Forum, in Chile and negotiated the Santiago Roadmap on Women and Inclusive Growth
- developed an issues paper on period equity and met with agencies across government, and KidsCan
- completed the Cabinet paper on the Committee on the Elimination of Discrimination against Women (CEDAW) recommendations
- nominated 50 women for state sector boards and committees
- worked on the development of ethnicity reporting for the 2020 gender stocktake, with the Office of Ethnic Communities and DPMC
- prepared the dashboard report on gender progress on boards for the Appointments and Honours Committee (APH) in Q2.

Strategic outcome 2: All women and girls are financially secure and can fully participate and thrive

To achieve this outcome we:

- continued to support the pay equity legislation
- supported the Gender Pay Taskforce
- managed the appointment process for the National Advisory Council on the Employment of Women (NACEW). This included developing a selection matrix and preparing papers for APH consideration
- developed the research programme for NACEW including work on increasing women's leadership and addressing the gender pay gap in the private sector
- completed the report, *Ngā wāhine kaupakihi: He tirohanga, Māori women in business: Insights*. This report provides insights into the businesses owned by 6,500 Māori women in Aotearoa New Zealand, what types of businesses they run, who they employ, how long their businesses have been running and where these businesses are by region, as well as perspectives on Māori women in business in Aotearoa New Zealand
- published essays on unpaid work from nine academics and thought leaders, as well as two literature reviews including one from a Pacific perspective.

Strategic outcome 3: All women and girls are free from all forms of violence and harassment

To achieve this outcome we:

- published the Ministry's literature scan on sexual harassment coinciding with the State Services Commission's guidance for the public sector. The literature review was our contribution to the work of the JV on sexual harassment
- contributed to the Ministry for Business, Innovation and Employment's (MBIE) issues paper on sexual harassment
- held discussions with the Joint Venture (JV) and Te Puni Kōkiri to explore options for better alignment with the Mana Wāhine Kaupapa Inquiry
- worked on the Victims of Family Violence project with MBIE's Settlement Unit
- met with Family Violence Death Review researchers to investigate the violence rates against ethnic women and girls including meeting with sector groups supporting south Asian women.

Leadership, impact, and reputation

In this space we:

- encouraged more participation by women in democratic processes with a Suffrage Day breakfast event at Parliament, which was livestreamed
- reported on the Ministry's achievements for the 2018/19 year in the Annual Report to Parliament
- through the Mana Wāhine working group, agencies have done preliminary analysis to identify implications and opportunities in their portfolio areas.

Organisational development

Our focus and our people

- Completed recruitment for the new Director, Policy and the Kaiwhakahaere Matua for the joint rōpū for the Mana Wāhine Kaupapa Inquiry
- Began pulse surveys to take more regular and specific 'temperature checks' of staff engagement of various aspects of organisational culture.

Our finances

- The Ministry has completed its 2019/20 budget profiling and has developed a four year financial projection, moving to plan for the 2020/21, 2021/22 and 2022/23 financial years. Over the next three months, the Ministry will be confirming the four year financial plan for the Mana Wāhine project.

Our online profile

- Website users: down 1% (Q4= 75,301, Q1= 73,938)
- LinkedIn followers: up 10% (Q4= 8,383, Q1= 9,227)
- Twitter followers: up 1% (Q4= 3,384, Q1= 3,444)
- Online Pānui Wāhine subscribers: up 2% (Q4= 2,426, Q1= 2,488)
- Facebook followers: up 4% (Q4: 6,734, Q1: 7,022)
- Instagram followers: up 5% (Q4: 1,234, Q1: 1,296)
- 935 articles with key themes: women in leadership, gender pay gap, suffrage celebrations, local elections, Women Empowerment Principles and diversity in the workplace.

Ministerial servicing, international, and nomination requests

2018/19-2019/20	Q4 Apr-Jun	Q1 Jul-Sept	% provided on time
Number of responses to ministerial information requests	77	72	100
Number of draft responses to parliamentary questions	10	7	100
Number of draft responses to ministerial correspondence	15	41	100
Number of draft responses to ministerial OIA requests	0	3	100
Number of responses to nomination requests	26	50	100
Number of draft responses to ministry OIA requests	10	4	100
Number of draft responses to international information requests	17	56	100