

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

To achieve this outcome we:

- worked with DPMC and Ministry of Education on the announcement of the free sanitary products in schools
- partnered with the Office of Ethnic Communities to publish the 2019 stocktake on gender, Māori, and ethnic diversity of state sector boards and committees, which saw representation for women at an all-time high of 49 percent
- developed a concept note on supporting sole mothers into training and work opportunities through the Māori and Pacific trades training programme; discussed with DPMC, the Employment, Education and Training (EET) Secretariat, and Treasury, and contributed to the EET cohort analysis meeting and the development of the papers for consideration at the EET Minister meeting
- commissioned 13 essays on the impact of COVID-19 and how we can support women in Aotearoa New Zealand in a post-COVID environment, and published these on the Ministry's website. The essays are from a range of perspectives including wāhine Māori, Pacific, ethnic, and diverse women, and from a social, economic, business, and union perspectives
- administered COVID-19 Community Fund bids (first tranche and then additional funding) secured through Budget 20 funding rounds to support grassroots community groups maintain services to women and girls
- participated in cross government community outreach work, particularly, developing a project to help support rural communities, including rural women and girls.

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

To achieve this outcome we:

- led an integrated data investigation on business activity of Pacific women and men, and wāhine and tāne. This was to deliver data to the Ministry for Pacific People and Te Puni Kōkiri and to assist other population agencies to access data that provides an understanding of the diversity of New Zealand business activity, a baseline to monitor diverse economic involvement, and a useful view of an economically viable business community pre-COVID-19. The research built on NACEW's data investment report Māori women in business
- coordinated a single view of the current Crown Policy work programme relating to the priority issues raised through the Mana Wāhine Kaupapa Inquiry claims
- developed a new online tool, *What's My Gender Pay Gap?* for the Ministry's website. The tool has been designed to build awareness of the gender pay gap, including how it differs for women in different employment groups, and to stimulate action through connecting to a range of GPG resources
- organised the April online NACEW meeting which discussed the NACEW communications plan, the idea of a GPG webinar, and their concerns about the impact of COVID-19 and the subsequent national lock down, and ideas on post-COVID-19 opportunities for women in Aotearoa New Zealand
- commissioned insights from P.A.C.I.F.I.C.A on what support Pacific women in South Auckland need so that they can participate in the post-COVID-19 revitalisation and recovery opportunities
- commenced planning with NACEW and FOMA (Federation of Māori Authorities) for the gender pay gap webinar on 30 July 2020 and release of the tool *What's My Gender Pay Gap?*
- progressed the Equal Pay Amendment Bill through Second Reading, completed the last policy papers for this Bill, and prepared material for further stages through the House
- participated in the ongoing cross-government COVID-19 responses in the employment, education, and training sectors to include gender perspectives and the intersectional realities of wāhine Māori, Pacific women, and sole mothers in the redeployment, reskilling and resetting of, regional and infrastructure workforces.

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

To achieve this outcome we:

- worked with the Joint Venture on their COVID-19 messaging and participated in their pandemic working group
- maintained contact with stakeholders in the cultural and linguistic diverse women space to keep informed of how these communities were coping with COVID-19 and the lockdown
- partnered with NZ Police around its Family Harm Specialist Course. The theme for the next course is Partnerships, and how stakeholders work together for the safety of whānau and victims. We have been invited back to present on ethnic women and family harm
- initiated work with Ministry of Social Development on supporting Pacific NGOs that focus on keeping Pacific women and girls safe from violence.

Leadership, impact, and reputation (including Mana Wāhine)

In this quarter we:

- facilitated training sessions on the *Bringing Gender In* gender analysis tool with ten individual agencies to increase the use of the tool by government agencies. We also partnered with the Policy Project team at the Department of the Prime Minister and Cabinet to run sessions that reached policy practitioners across the public service. We have received positive feedback from agencies on the usefulness of gender analysis training
- co-hosted three cross-government workshops on improving diversity and inclusion in state sector governance with the State Services Commission and the All-of-Government Innovation Lab, and hosted an additional session for population agencies with the Equal Employment Opportunities Commissioner
- developed a discussion paper on the Ministry for Women's response to wāhine Māori in leadership and decision-making roles in the public sector arising from claims to the Mana Wāhine Kaupapa Inquiry
- seconded staff to Ministry of Health and the Treasury to assist with COVID-19 work and to promote gender perspectives in COVID-19 responses
- submitted, and had approved, the project proposal for our gender and data concept note *Gender Data for Structural Reform* to the APEC Policy Partnership on Women and the Economy
- drafted the CEDAW Interim Report on four recommendations highlighted for early attention by the CEDAW Committee in July 2018
- supported MFAT's inclusion of gender in trade policy work and prepared for a public seminar (webinar) on gender and trade
- led the development of the Crown Submission for the first Mana Wāhine Kaupapa Inquiry Judicial Conference on 27 May 2020
- established a research fund of \$400,000 to support the Mana Wāhine Kaupapa Inquiry claimants and progressed efforts towards a shared research agenda.

Organisational development

The Ministry was in lockdown between 25 March and 27 April 2020.

Our focus and our people

- We supported secondment of three of our policy staff to system-wide work during COVID-19 lockdown and afterwards.
- We welcomed a new Principal Advisor, HR to the Corporate Services team.
- We established the COVID-19 Community Fund team, including a policy manager on secondment from NZ Police.

Our finances

- The Ministry successfully completed the 2019/20 financial year with an expected surplus of \$976,000 due to delays in implementation of the Mana Wāhine Kaupapa Inquiry programme. The Ministry has approval to carry forward this surplus to future years. This expense transfer is necessary to manage the Ministry's out year funding requirements.

Our online profile

- Website users: down 15% (Q3= 22,386 Q4= 18,829)
- LinkedIn followers: up 10% (Q3= 11,001 Q4= 12,119)
- Twitter followers: up 1% (Q3= 3,531 Q4= 3,579)
- Online Pānui: up 2% (Q3= 2,415 Q4= 2,426)
- Facebook followers: up 0.5% (Q3= 7,445)
- Instagram followers: up 12% (Q3= 1,438 Q4= 1,612)

There were 1094 media articles covering women in leadership, impacts of COVID-19 on women, and the COVID-19 Community Fund, the Women of Influence programme, the labour market and working from home, Rural Women awards, and Queen's Birthday Honours.

Ministerial servicing and nomination requests 2019/20

	Q3 Jan-Mar	Q4 Jun-Apr	% provided on time
Number of responses to ministerial information requests	45	67	100%
Number of draft responses to parliamentary questions	3	39	100%
Number of draft responses to ministerial correspondence	11	19	100%
Number of draft responses to ministerial OIA requests	1	2	100%
Number of draft responses to Ministry OIA requests	9	9	100%