

Operating context

We are the government's principal advisor on achieving better results for New Zealand's nearly 2.5 million women and girls. The Ministry has a single appropriation for policy advice and related services. The purpose of this appropriation is to provide policy advice and other support to Ministers in discharging their policy decision making and other portfolio responsibilities.

Our vision and strategy

Our Statement of Intent 2018-2022 expresses our vision that Aotearoa New Zealand is a great place to be a woman or girl, wāhine Māori succeed as Māori, and gender is not a barrier to wellbeing.

We have three strategic outcomes that guide our work:

- the contribution of all women and girls is valued
- all women and girls are financially secure and can fully participate and thrive
- all women and girls are free from all forms of violence and harassment.

There are three strategies that drive our approach, which are to:

- lead work that improves outcomes for all women and girls
- increase our leadership and impact (in both government and wider society)
- grow our reputation and deliver excellence.

The first two strategies determine what we work on and how we do it. The third strategy is about building our capability for advice and enhancing the service we provide.

What we work on and why

We are now halfway through our Statement of Intent 2018-2022 timeframe, and are building on our progress to date – with many work streams now moving into later phases – as well as exploring new, emerging issues.

Across our work programme the Ministry undertakes a mixture of work from supporting the Minister for Women, to a small operational base (nominations service); research, government policy, international engagement, and wider long term stewardship issues. As a public service department we undertake work on enduring issues as part of our stewardship function that focus on driving New Zealand towards being a great place to be a woman or a girl.

We also work alongside our wider stakeholders including other public sector departments, not-for-profit / NGO sectors, the private sector, and our international partners. Their priorities and work programmes influence (and are influenced by) our work and our respective focus areas.

A key focus for early 2021 will be on the impacts of COVID-19 on women.

Focus areas	Work stream	Description	Expected milestones	Intended outcomes
Mana Wāhine	Lead the Government response to the Mana Wāhine Kaupapa Inquiry	Lead Crown participation in Judicial Conferences and tūāpapa (contextual) hearings before the Waitangi Tribunal.	A shared Crown research agenda and funding distributed to the Joint Research Committee. An All-of-Government work programme is developed. Clear communications and engagement strategy developed. Approach to claimant funding developed.	Strengths of wāhine Māori and their role are recognised. Outcomes, opportunities and wellbeing are significantly improved for wāhine Māori.
	Evidence and research – Case for Change	Establish the evidence and case for change for investing in structural changes to the New Zealand labour market as a result of COVID-19 and broader labour market shocks.	Advice to Ministers and Cabinet.	Build back a better, more gender equal, New Zealand. Raise awareness of impacts for women and potential actions.
	Meeting the short term immediate needs	Investigate and provide advice to Ministers on what short term investment is required to mitigate the immediate needs of women affected by COVID-19. Advice may include targeted and/or bespoke interventions.	Advice to Ministers and Cabinet and agreement to an action plan and targeted response for women to address immediate needs.	The immediate needs of affected women are met, inequality does not go backward and whānau and child wellbeing is maintained.
	Longer term - reduce structural pay inequity for women	Investigate and provide advice to Ministers on what medium and long term investment and actions are required to address barriers in the labour market for women. Some initiatives may include childcare support, valuing unpaid work and parental leave parameters. A specific focus may be on particular cohorts of women, including Māori, Pacific, sole parents and disabled.	Advice to Ministers and Cabinet and agreement to an action plan and targeted response to mitigate future labour market shocks on women.	The New Zealand labour market is more flexible for women so women's employment is more resilient in future labour market shocks.
Mitigating the Economic and Labour Market Impacts of COVID-19	Gender Pay Taskforce	Lead and partner in the public sector (through the Gender Pay Taskforce) to advance pay equity, transparency and reduce the gender pay gap. Influence the private sector to reduce inequalities between genders. Explore and promote pay transparency. Address gender pay gaps for ethnic groups and provide a wāhine Māori lens.	Deliver milestones as developed by the Taskforce, including work to reduce ethnic pay gap. With MBIE, develop plans and tools on pay equity. Investigate new website as a one-stop shop for GPG and pay equity information and material. Investigate the barriers to advancement for Pacific women in the public service and develop a response.	Disparities of outcomes for, and between, groups of women are reduced. Women are paid fairly for the work that they do. Economic outcomes, opportunities and related wellbeing are significantly improved for wāhine Māori.
	Enhance New Zealand's international reputation and influence internationally	Deliver Women in the Economy for APEC 2021 including the co-chair role. Progress work on the La Serena roadmap. Provide advice and support for wider trade policy settings, multilateral and bilateral meetings, agreements, and events outside of APEC. Partner with MFAT to advance the gender aspect of Trade for All.	Deliver Women in the Economy events as part of APEC 2021. Deliver indigenous women and business project. Deliver data and gender analysis project. Develop UN related work programmes including negotiations, CEDAW, CSW. Input into a new National Action Plan for Women Peace and Security.	Maintain and enhance New Zealand's reputation on the international stage. Enhance New Zealand's role and reputation as a leader on international women's issues in the Asia-Pacific.
	Women and girls are free from all forms of violence and harassment	Identify opportunities to lead targeted interventions to prevent violence and strengthen the voices of groups of women who are vulnerable to violence.	Advise the Minister on options for her involvement in family violence prevention; support the Joint Venture Business Unit's work to develop and implement a national strategy; conduct training sessions for NZ Police College (February 2020); support the New Zealand Death Review Committee and advise on MBIE's work on bullying and harassment.	Ensure women and girls perspectives are included in family and sexual violence prevention policy; address intersectionality issues for women and girls that makes them more vulnerable to family and sexual violence.
APEC and International				
Family and Sexual Violence Prevention				
Business As Usual activity: Administrative and policy support for the National Advisory Council for the Employment of Women, nominating women for honours, monitoring target of 50% women on state sector boards, commenting on Cabinet papers				
Leadership, impact and reputation	Lead gender mainstreaming	Embed <i>Bringing Gender In</i> training across all government departments.	Across the public service, training sessions are held, gender champions piloted and gender analysis reviewed.	Robust gender analysis is integrated into all policy advice and monitoring across government.
	Build research and evidence base	Drive change with our data collection and research base.	Provide regular releases of statistical information on particular topic areas.	Outcomes for women are improved across different workstreams.
	Provide thought leadership on systemic issues	Provide a stewardship and strategic policy role on outcomes for women. Influence the public sector and contribute to wider system.	Attend cross-cutting agency meetings to share and gather insights. Develop long term insights briefing for the Ministry.	
Organisational development	Providing excellence through our people	Building on our strengths to provide excellent service and advice. Ensure we are giving effect to the five Papa Pounamu principles and continue in our progress with Gender Pay Action Plan. Drive a continuous improvement programme for advice.	Update our Diversity and Inclusion Plan. New pay and performance system ratification of system in April 2021 and transition to new system for 21/22 year. Create an improvement programme for advice.	Addressing bias and discrimination. Strengthening cultural competency. Building inclusive leadership. Developing relationships which are responsive to diversity.
	Build Ministry's capability to improve outcomes for wāhine Māori	Develop the Ministry's own awareness and respect for Te Tiriti o Waitangi. Incorporate a wāhine Māori approach into our internal practices, leading to better outcomes for wāhine Māori.	Create and implement a Te Ao Māori capability plan for our staff.	Outcomes, opportunities and wellbeing are significantly improved for wāhine Māori.
	Engage with stakeholders	Engage with stakeholders to better understand their perspectives and to more effectively advocate for all women.	Develop plan to address feedback from stakeholder survey. Redevelop Ministry's website.	Increased visibility of women's contribution in society.