

Ministry for Women Achievements for Quarter 4: 1 April to 30 June 2019

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

To achieve this outcome we:

- launched the 2018 Gender Stocktake showing 47.4 percent women on state sector boards, the highest ever result. The launch held at the Ministry of Transport was attended by 100 people, including members of the advisory group of nominations agencies supporting the achievement of the 50 percent target
- led the New Zealand delegation to the APEC Policy Partnership on Women and the Economy (PPWE) forum in Chile as part of the Ministry's increased engagement with APEC in the lead up to New Zealand's APEC host year in 2021. We participated in data workshops, facilitated initial discussions on the Santiago roadmap and presented on the significance of indigenous women to the economy
- led the Government's response to the CEDAW Committee's recommendations with the Ministry of Justice and the Human Rights Commission
- presented on the *Bringing Gender In* tool and our pay equity work at a gender mainstreaming workshop in Chinese Taipei
- wrote and submitted New Zealand's progress report on progress against the Beijing Declaration and Platform for Action to the United Nations
- submitted New Zealand's section on Sustainable Development Goal (SDG) 5, Gender Equality as part of New Zealand's first Voluntary National Review (VNR) on progress against the SDGs. The report was presented at the United Nations Headquarters in New York in July 2019
- established a joint rōpū (group) with Te Puni Kōkiri to lead and coordinate the Crown's response to the Mana Wāhine Kaupapa Inquiry on behalf of wider government, with funding allocated for the work in Budget 2019
- progressed the nominations for 11 women, with supporting letters, for consideration for New Year's Honours 2020. Responded to 26 requests for nominations from state sector agencies related to 30 individual board positions. We provided the names of 91 women candidates for these roles.

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

To achieve this outcome we:

- led thinking on unpaid work. This included completing an international literature review on women's contribution to unpaid work and literature review from a Pacific perspective and commissioning nine think pieces from experts from a variety of academic, cultural, professional and other backgrounds on differing aspects of valuing women's contribution to unpaid work
- completed a review of the NACEW terms of reference and commenced the NACEW appointments process. As part of NACEW's research programme, a report on Māori women in business has been resourced and commissioned
- supported our Gender Pay Gap and Pay Equity Taskforce to lead work with agencies and the PSA to develop guidelines to ensure that gender is not factor in salaries of staff in the same roles
- led, through the GPG Taskforce, an event at Parliament to celebrate progress on closing gender pay gaps in starting salaries for the same roles in the public service. This included presentations from Ministers Hipkins and Genter
- brought a gendered perspective as supplementary advisor to the Education and Workforce Select Committee on the Equal Pay Amendment Bill (EPAB). This included working with MBIE on the departmental report. Participated in discussions on changes to the EPAB with the Ministry of Business, Innovation and Employment and key stakeholders NZCTU, Business NZ, CEVEP and Martin Jenkins.

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

To achieve this outcome we:

- consulted with the Joint Venture Business Unit (JVBU), SSC and MBIE on publishing the literature scan on international best practice about preventing and responding to sexual harassment in the workplace to support cross-government work on sexual harassment
- provided a gendered perspective on the national plan and action plan on family violence and sexual violence. Supported the project on Victims of Domestic Violence led by the Settlement unit at MBIE as a part of its work to implement the NZ Migrant Settlement and Integration Strategy. This included providing research and contacts with women's organisations around Aotearoa New Zealand.

Leadership, impact, and reputation

In this space we:

- completed development of the *Bringing Gender In* tool, incorporating feedback we received from beta testing in February, and user testing in June 2019. We produced a brochure and a web video to promote use of the tool in policy analysis
- partnered with the Policy Project to prepare for the launch of the gender analysis tool, *Bringing Gender In*, at the Grand Hall of Parliament on 1 July 2019.

Organisational development

Our focus and our people

- Completed the bargaining process with the PSA for a new collective employment agreement, with work underway to implement new actions.
- With the successful budget bid, the focus has been on developing a recruitment strategy for the joint rōpū. Intergration of this new rōpū has been looked at with a change proposal presented to staff for feedback.

Our finances

- The Ministry has successfully managed the expenditure within its approved appropriation for the financial year ended 30 June 2019. The Ministry has completed the year with a small surplus of \$19,000 while delivering all the agreed outputs. This is a very satisfactory result given that the Ministry started the year with forecasted deficit.

Our online profile

- Website users: up 7% (Q3= 70,560, Q4=75,301)
- LinkedIn followers: up 15% (Q3= 7,320, Q4= 8,383)
- Twitter followers: up 1% (Q3= 3,342, Q4= 3,384)
- Online Pānui Wāhine subscribers: down 1% (Q3= 2458, Q4= 2426)
- Facebook followers: up 3% (Q3= 6,556, Q4= 6,734)
- Instagram followers: up 5% (Q3= 1,181, Q4=1,234)

Ministerial servicing, international, and nomination requests 2017/18-2018/19

	Q3 Jan-Mar	Q4 Apr-Jun	% provided on time
Number of responses to ministerial information requests	58	77	100
Number of draft responses to parliamentary questions	7	10	100
Number of draft responses to ministerial correspondence	15	15	100
Number of draft responses to ministerial OIA requests	11	0	100
Number of responses to nomination requests	41	26	100
Number of draft responses to ministry OIA requests	9	10	100
Number of draft responses to international information requests (including OIAs)	18	17	100