

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

**To achieve this outcome we:**

- set up joint roopū governance structures and interdepartmental contacts through the Working Group, Steering Group, and Kaupapa Inquiry Co-learning Group
- presented at meetings of co-lead and multi-ministers on progress of Kaupapa Inquiry
- promoted the joint roopū by attending the Powhiri for the AGM of the Māori Women's Welfare League and presented an award at the Māori Women in Business awards
- supported the private sector efforts to close the gender pay gap by attending the third Champions for Change Summit on Friday 18 October 2019 where the Minister for Women launched the report, *Addressing the gender pay gap and driving women's representation in senior leadership*, funded as part of NACEW's research programme for 2018/19
- championed work on period poverty in Aotearoa New Zealand; we are part of a cross agency working group with DPMC and the Ministries of Education and Health to develop an initiative to provide free and accessible period products in schools
- briefed Appointment and Honours Committee (APH) on gender progress on state sector boards which is on track to reach 50 percent
- developed a Cabinet paper with the Office of Ethnic Communities on recording ethnicity data for state sector boards and committees which was approved by APH
- co-hosted a hui on state sector governance processes and challenges with the State Services Commission and the All of Government Service Innovation Lab; the hui was attended by over 20 people from a range of government departments and organisations, and was well received
- published to the Ministry's website, the online tool to be used for tracking the cross-government progress to address the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) recommendations. Use of the tool was approved by Cabinet.

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

**To achieve this outcome we:**

- completed the appointments process for the new and reappointed members of NACEW for a three-year term from 18 November 2019. The first NACEW meeting for 2019/20 was held on 16 December 2019
- launched the report, *Ngā wāhine kaupakihi: He tirohanga, Māori women in business: Insights* on 20 November 2019, funded as part of NACEW's research programme for 2018/19
- presented at MSD Leadership training on pathways for Māori women into work
- commenced a broader analysis of women in business data. With the Ministry for Pacific Peoples we began an analysis of women in business data in different Pacific groupings
- published further essays on unpaid work, including from Māori and Pacific perspectives
- initiated development of a new web-based tool, *What's my GPG?*, to provide users with information on their own gender pay gaps. This tool will highlight a variety of resources aimed at addressing the GPG in the private sector, including the tools for employers recently developed by the Ministry for Women and the State Services Commission
- supported, facilitated, and engaged with the public sector GPG work through the Gender Pay Gap and Pay Equity Taskforce
- progressed pay equity policy decisions with MBIE to allow for the second reading of the Equal Pay Amendment Bill.

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

**To achieve this outcome we:**

- established a cross agency advisory group (the Family Violence Death Review Committee, Ministry of Business Innovation and Employment, New Zealand Police, Ministry of Social Development, and academics) to consider issues faced by women and communities from South Asia, who are living in New Zealand
- supported the Joint Venture (JVBU) to ensure women's perspectives are included in their work.

### Leadership, impact, and reputation

**In this quarter we:**

- provided training on the gender analysis tool, *Bringing Gender In*, to more government agencies, including Inland Revenue, Ministry of Primary Industries, Electricity Authority, New Zealand Police, Stats NZ and the Ministry of Transport
- participated in the OECD Asian Public Governance Forum on Gender Equality and Mainstreaming, Malaysia, 12-13 December 2019
- selected a delegate to join the government delegation to CSW64, in March 2020, at the United Nations
- led New Zealand's participation in the APEC Women and the Economy Forum, negotiating ambitious targets in the La Serena Roadmap for Women and Inclusive Growth
- updated the Ministry's website to profile the joint roopū and set up an online enquiry email
- attended the Asia-Pacific Regional Review of the 25<sup>th</sup> Anniversary of the Beijing Declaration and Platform for Action, ensuring New Zealand's views and priorities are reflected
- attended the cross-agency working group on social inclusion, led by MSD, and the cross-agency Welfare Overhaul Senior Officials Group meetings
- attended and supported the Māori Women in Business awards, the Equal Pay awards, and the Women of Influence awards.

### Organisational development

**Our focus and our people**

- with the commencement of the two new Directors, the Leadership team grew to its full complement, enabling good strategic discussions about the organisational requirements in 2020
- completed recruitment for the Director, Policy Lead and Engagement Lead roles in the joint roopū
- October saw the Mihi Whakatu for the joint roopū; the joint roopū in operation from 4 November 2019
- recruitment occurred across the wider Ministry to support vacancies within the Policy teams
- engagement occurred with staff on five key HR policies and the Review of the Performance and Remuneration Frameworks.

**Our finances**

The Ministry completed its annual financial plan. The Ministry expects to underspend for the 2019/20 financial year, in order to meet future deficits. The Treasury is comfortable with a transfer of funding to 2020/21, and this will be addressed as part of the March Baseline Update.

**Our online profile**

- Website users: down 7% (Q1= 73,938 Q2 =68,852)
- LinkedIn followers: up 7% (Q1= 9,227 Q2 = 9,913)
- Twitter followers: up 1% (Q1= 3,444, Q2 =3,487)
- Online Pānui Wāhine subscribers: down 5% (Q1= 2,488, Q2 = 2,369 )
- Facebook followers: up 5% (Q1: 7,022, Q2 = 7,356)
- Instagram followers: up 3% (Q1: 1,296, Q2 = 1,336)
- 1210 articles with key themes: gender pay gap in the public service, National Council of Women's new President, pay equity claims, Women of Influence awards, wāhine Māori, women's experiences of family violence, abortion, and sexual harassment cases.

### Ministerial servicing and nomination requests 2019/20

|   | Q1<br>Jul-Sept | Q2<br>Oct-Dec | % provided<br>on time |
|---|----------------|---------------|-----------------------|
| Number of responses to ministerial information requests | 72             | 81            | 100                   |
| Number of draft responses to parliamentary questions    | 7              | 4             | 100                   |
| Number of draft responses to ministerial correspondence | 41             | 11            | 100                   |
| Number of draft responses to ministerial OIA requests   | 3              | 2             | 100                   |
| Number of responses to nomination requests              | 50             | 29            | 100                   |
| Number of draft responses to Ministry OIA requests      | 4              | 4             | 100                   |