

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

**To achieve this outcome we:**

- developed the data received from the Department of Prime Minister and Cabinet (DPMC) on the gender, Māori, and ethnic diversity of state sector board and committee members
- hosted, with the State Services Commission (SSC), and the All-of-Government Service Innovation Lab a second workshop on state sector governance processes and key areas for development
- produced an engagement framework based on a range of key principles to ensure wāhine Māori have a voice in the Mana Wāhine work programme as it develops
- updated and refreshed the Ministry's online presence, in particular the website content on wāhine Māori
- added to the collection of essays on unpaid work on the Ministry website including an essay by Helga Wientjes, chair of Volunteering New Zealand, and Karen Vercoe, Chief Executive, Te Arawa Lakes Trust
- facilitated the exhibition of the Kiwi Dads photos in Wellington in February to promote the benefits of shared care responsibilities.

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

**To achieve this outcome we:**

- progressed the Equal Pay Amendment Bill for its second reading, including preparation of a Cabinet paper to confirm drafting instructions, with the Ministry of Business, Innovation and Employment (MBIE)
- worked alongside the Gender Pay Gap and Pay Equity Taskforce on its pay equity work and progress report
- initiated work on "What's My Gender Pay Gap?". This online tool will allow users to see gender pay gaps across a range of factors (such as occupation, age group, and region) and will link to advice and resources for improving pay gaps at the individual and organisational levels
- supported NACEW to meet on 25 February 2020 and we are developing a plan for NACEW to co-host a public and private sector symposium on the gender pay gap
- developed the framing of the data collection for the Pacific Women in Business report to provide insights into Pacific women's businesses. Also developed a similar report for all women in business.

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

**To achieve this outcome we:**

- contributed to the Ethnic Minority Women's Rights Alliance Aotearoa meeting. The Alliance brings Government, NGOs, and civil society together to look at human rights issues affecting New Zealand women, including family violence, female genital mutilation, forced marriage, hate speech and hate crimes, and the ethnic pay gap
- partnered with the NZ Police to deliver training to their Family Harm Coordinators course on family violence and its impacts on cultural and linguistically diverse communities especially South Asian women
- provided policy advice and brokering stakeholder engagement for the MBIE paper on bullying and harassment in the workplace and facilitated a meeting between the Human Rights Commission and MBIE
- contributed to the Ministry of Foreign Affairs and Trade (Pacific Development Group) work preventing sexual exploitation in aid delivery and developing a good practice framework for their contractors and suppliers.

### Leadership, impact, and reputation (including Mana Wāhine)

**In this quarter we:**

- had the successful appointment of New Zealand to the Equal Pay International Coalition steering committee (led by the ILO, UN Women, and the OECD) with a Ministry official as the representative on the committee
- prepared for ministerial attendance to the 64th session of the Commission on the Status of Women, prior to its eventual cancellation as a result of COVID-19, as well as progressed the draft of the CEDAW interim report, due in July 2020
- developed and presented a two-day negotiating skills workshop in Fiji, at the request of the Fijian Minister for Women; delivered the lessons from this workshop to the Ministry of Foreign Affairs and Trade officials
- prepared and submitted for approval, two concept notes for projects under the umbrella of the APEC Policy Partnership on Women and the Economy
- confirmed New Zealand's participation in the small working group in the development of the Implementation Plan for the La Serena Roadmap on Women and Inclusive Growth; and provided feedback to Chile on initial framework
- delivered training on the Ministry's Gender Analysis Tool, working with the Policy Project Team to offer workshops for policy people who are interested in using the 'Bringing Gender In' tool in their policy design and development
- worked with SSC to develop a 'skill-up' programme for Pacific women, scheduled to start in October 2020, to gain higher paying jobs in the public service
- led the involvement of the Mana Wāhine Interdepartmental Working Group to continue to inform the Crown's submission on how the Inquiry might be scoped, prioritised, and sequenced
- prepared a suite of engagement and research papers for the Judicial Conference as part of the plan to engage with claimants and wāhine Māori
- led the process to deliver the Crown response as part of the Judicial Conference before the Waitangi Tribunal, with the support of the Crown Law Office
- applied a wāhine Māori lens to Cabinet papers and ministerial advice based on claims (e.g. Ministry of Housing and Urban Development work, COVID-19 Economic impact, NACEW)
- established a Kaupapa Inquiry Common Elements Learning Group to determine common themes and core priorities across the range of kaupapa inquiries.

### Organisational development

**Our focus and our people**

- in early February, swiftly moved accommodation after the Ministry's premises were assessed as to have a concerning earthquake rating. Ministry staff were supported to operate from two temporary locations, while work is ongoing to identify and assess the Ministry's future accommodation needs.
- in late March, supported Ministry staff to work entirely from home during the COVID-19 pandemic lockdown period. The Ministry also was able to implement its business continuity plan and worked to mitigate risks that the implementation identified.
- began recruitment for the Programme Lead and Policy Analyst in the joint roopū, and the Principal Advisor Human Resources.

**Our finances**

- The Ministry estimates an underspend for the 2019/20 financial year due to delays in implementation of the Mana Wāhine Inquiry programme. The Ministry sought approval of this underspend for expense transfer to outer years as part of the March Baseline Update, which was approved by the Minister of Finance on 25 March 2020. This expense transfer is necessary to manage out year funding requirements.

**Our online profile**

- Website users: down 67% (Q2= 68,852 Q3= 22,386)
- LinkedIn followers: up 11% (Q2= 9913 Q3= 11,001)
- Twitter followers: up 1% (Q2= 3,487 Q3= 3,531)
- Online Pānui: up 2% (Q2= 2,369 Q3= 2,415)
- Facebook followers: up 1% (Q2= 7,356 Q3= 7,445)
- Instagram followers: up 2% (Q2= 1,336 Q3= 1,438)

There were 1,202 media items during this quarter covering issues such as: period wellbeing, gender pay gap, abortion law reform, health issues (including Covid-19), and International Women's Day events.

### Ministerial servicing and nomination requests 2019/20

	Q2 Oct-Dec	Q3 Jan-Mar	% provided on time
Number of responses to ministerial information requests	81	81	100
Number of draft responses to parliamentary questions	4	4	100
Number of draft responses to ministerial correspondence	41	11	100
Number of draft responses to ministerial OIA requests	2	2	100
Number of responses to nomination requests	24	88	100
Number of draft responses to Ministry OIA requests	4	9	100