

Manatū Wāhine Ministry for Women

Achievements for Quarter 2: 1 October to 30 December 2020

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

To achieve this outcome we:

- initiated a gender pay gap project for ethnic groups by investigating the barriers to advancement for Pacific women in the public service
- worked with the Ministry for Pacific Peoples to complete the Pacific Women and Men in Business report. This information will help to understand the contribution made by Pacific women and men to the economy
- presented to the Women in Leadership Summit to encourage women to pursue leadership opportunities within the private and public sectors
- completed an all-of-government stocktake providing a snapshot of current policies and initiatives targeting wāhine Māori
- began work on developing an all-of-government outcomes framework, as a potential approach to address issues at a systemic level across sectors to improve outcomes for wāhine Māori
- led cross-agency work with departmental research and data specialists to develop the foundational structure for a shared research agenda that includes tikanga, purpose statements, and critical success factors. The shared research agenda will be supported by a Crown Research Committee that will engage with the Joint (claimant) Research Committee once it is established
- the joint roopū developed a funding framework with Te Puni Kōkiri to meet the reasonable costs of claimant witnesses, attending the first two tūāpapa hearings in February 2021. This enabled claimant witnesses to participate and present their evidence as part of the broader issues of claimant funding across kaupapa inquiries.
- analysed the issues for increasing the number of Pacific women in leadership, with the assistance of the our Tupu Tai intern, part of the MBIE Tupu Tai programme that gives public sector experience to Pacific students.

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

To achieve this outcome we:

- worked on the Equal Pay Amendment Bill that came into force on 6 November 2020, and collaborated with MBIE to produce guidance material
- provided analysis on the impact of COVID-19 on women's employment to inform a paper from the EET secretariat to Ministers Hipkins and Sepuloni
- began analysing outcomes from the COVID-19 community fund which were reported by recipients in December 2020
- developed and updated information to attract women into trades and encourage employers to hire women, for distribution in early 2021.

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

To achieve this outcome we:

- provided a women's perspective for the Welfare Overhaul group and the Child and Youth Wellbeing Strategy, looking at developing policy initiatives to support children and their whānau
- provided gendered advice to the Joint Venture on the development of a national strategy for family violence and sexual violence, and advised as part of the joint agency group on violence prevention for diverse communities
- presented at an event on Human Rights Day, "16 Days of Activism against Gender-Based Violence", which was co-hosted by the Ministry for Foreign Affairs and Trade's (MFAT) Pacific and Development Group, the Ministry for Women, and the MFAT Women's Network
- advised MBIE on the impact on women for their issues paper and consultation on bullying and harassment (including sexual harassment) at work in New Zealand and the Draft Plan of Action against Forced Labour People Trafficking and Slavery.

Leadership, impact, and reputation

To achieve this outcome we:

- provided *Bringing Gender In* analysis training to the Ministry of Housing and Urban Development and the Ministry of Transport to help strengthen their agencies' gender analysis in policy development
- led the New Zealand engagement in the Women and the Economy Forum (APEC) and presented on New Zealand's actions to promote economic empowerment for women and girls, with a focus on COVID-19
- delivered an international seminar on the Government's Trade for All initiative: Global Trade and Gender Arrangement with Canada and Chile – to promote the inclusion of women in trade
- met with Australian counterparts (at Commonwealth level) to discuss New Zealand's APEC host year, including areas of mutual interest within our policy programmes, and opportunities to work together
- developed a policy quality programme for continual improvement within the Ministry and support a high-performing policy profession
- hosted, with the National Library and the Government Women's Network, an event to celebrate Suffrage Day and to open a new display on the suffragists at the National Library
- through sponsorship, the Ministry supported an award for rural women entrepreneurs at the Rural Women's Awards, supported the Public Policy winner at the Women of Influence awards, and the Female Influencer of the Year at the PCF Pacific Youth Leadership Awards.

Organisational development

Our focus and our people

The Ministry has a combined PSA and staff Pay and Performance Working Group to develop a new performance and remuneration review process. While the full approach has yet to be ratified, the Ministry has started to use the proposed coaching model for performance development. This new approach will allow the Ministry's leadership team an opportunity to regularly consider its strategic workforce planning, by more frequently reviewing talent capability.

Our finances

The Ministry is successfully managing its finance within its allocated budget. For the six months ended 31 December 2020 the Ministry had a small surplus of \$14,000. The Ministry has had a reduction in international commitments and domestic travel-related activities this year.

COVID-19 Community Fund

The Ministry is producing an evaluation report to report on the outcomes and benefits created by the distribution of grants to community organisations from the COVID-19 Community Fund. Evidence on the outcomes from the grants will be drawn from the reports submitted to the Ministry from the community organisations.

Our online profile

Website: down 43% (Q1= 26,521 Q2= 15,066)

LinkedIn: up 6% (Q1= 13,685 Q2= 14,508)

Twitter: up 0.7% (Q1= 3,609 Q2= 3,635)

Pānui: down 0.08% (Q1= 2,415 Q2= 2,413)

Facebook followers: up 1.6% (Q1= 7,654 Q2= 7,784)

Instagram: up 1.5% (Q1= 1,744 Q2= 1,771)

There were 1,535 media articles, covering pay equity, Suffrage Day, gender pay gap, the COVID-19 Community Fund, Women of Influence Awards, women's safety from violence, and election policies for women.

Ministerial servicing requests 2020/21	Q2	Q1	% provided on time
	Oct-Dec	Jul-Sept	
Number of responses to ministerial information requests	44	41	100%
Number of draft responses to parliamentary questions	18	4	100%
Number of draft responses to ministerial correspondence	7	16	100%
Number of draft responses to ministerial OIA requests	0	1	100%
Number of draft responses to Ministry OIA requests	4	6	100%