



ministry for **Women**
Minitatanga mō ngā
Wāhine 

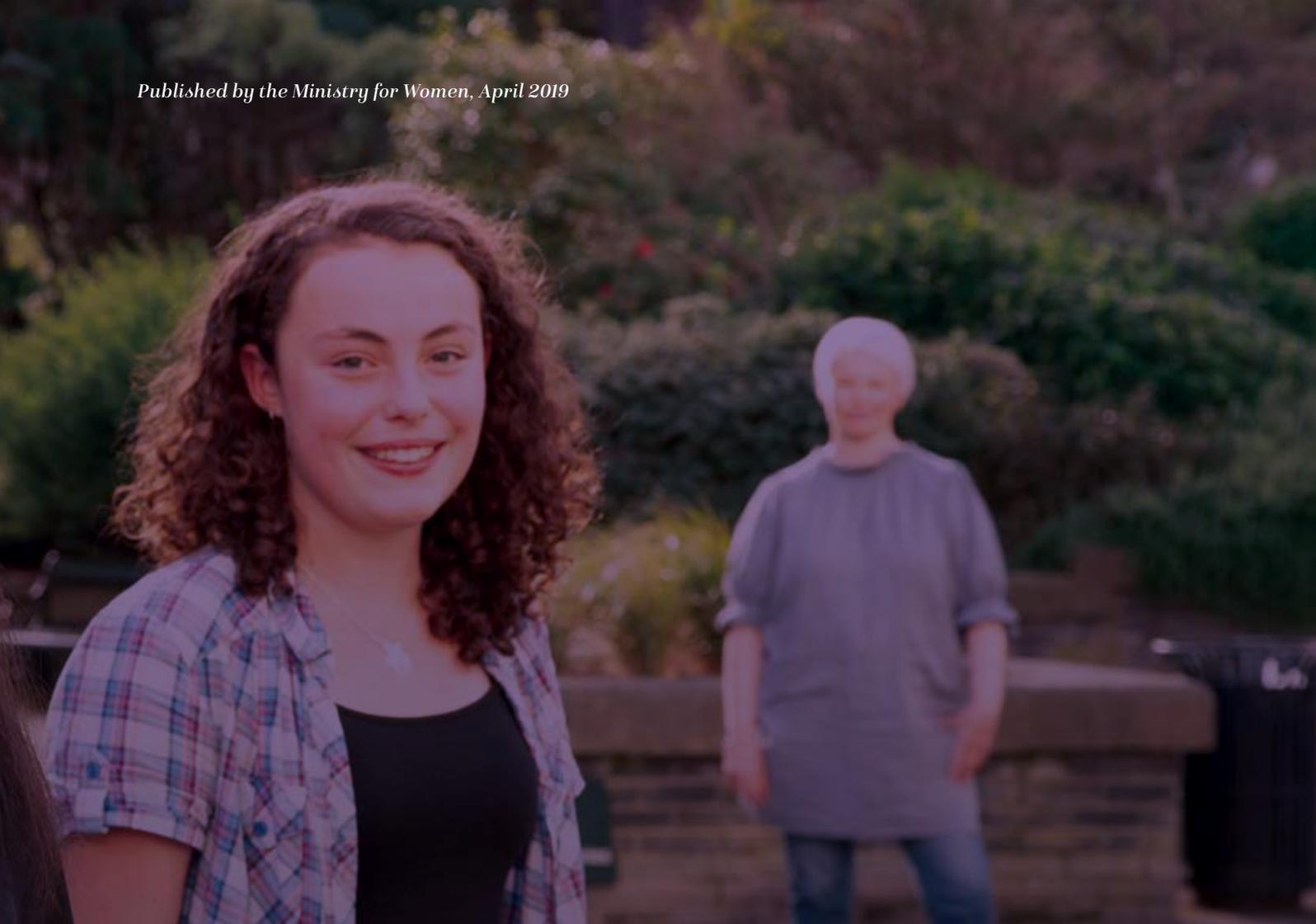


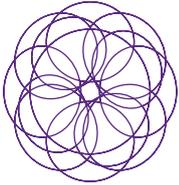
Our approach

2018 - 2022



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Introduction

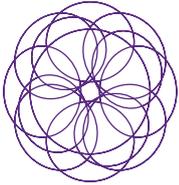
As the Government's principal advisor on improving the lives of New Zealand women and girls, we need to take a planned and thoughtful approach to what we can achieve over the next four years.

We take this responsibility very seriously. We are representing the views of over 2.3 million women, wāhine, and girls whose experiences are shaped by age, culture, and the different levels of resources they have.

Our vision is "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".

The vision reflects that social and cultural wellbeing are just as important to women as economic security, and we could do better at making the unpaid and community work women do, and the contribution of wāhine Māori, more visible.

Our desire is to better serve the women of this country and to continuously improve what we do and how we do it. We look forward to meeting this challenge and seeing improved outcomes for all New Zealand women and girls.



Our role, purpose, and vision

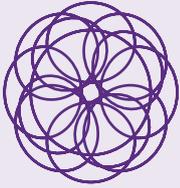
Our vision is that Aotearoa New Zealand is a great place to be a woman or girl, wāhine Māori succeed as Māori, and gender is not a barrier to wellbeing.

To achieve our vision we will focus on achieving three strategic outcomes:

- 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.

We have identified three strategies that will drive our approach over the next four years. We will:

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



Strategic Framework

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.

Strategic outcomes

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**.

Strategies

We will lead work that improves outcomes for all women and girls.

We will increase our leadership and impact.

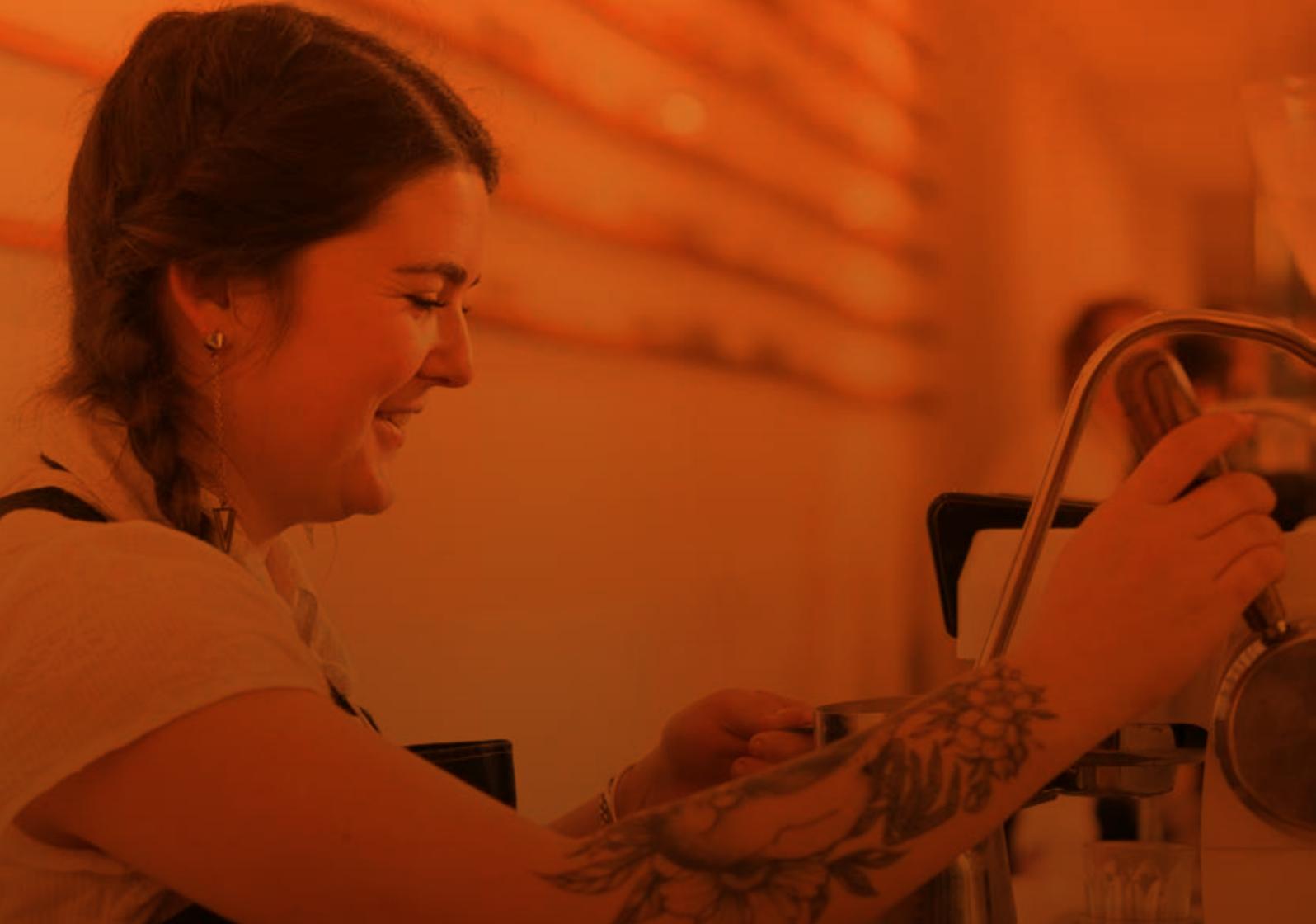
We will deliver excellence and grow our reputation.

Key organisational behaviours



These are underpinned by key principles





Our key stakeholders

We work alongside, and collaborate with, other government agencies, not-for-profit organisations, businesses, community, and iwi groups to identify issues and improve outcomes for women and girls.

GOVERNMENT PRIORITIES

Building a productive, sustainable, and inclusive economy

- Grow and share New Zealand's prosperity.
- Deliver responsible governance with a broader measure of success.
- Support thriving and sustainable regions.
- Transition to a clean, green, and carbon neutral New Zealand.

Improving the wellbeing of New Zealanders and their families

- Ensure everyone is earning, learning, caring, or volunteering.
- Support healthier, safer, and more connected communities.
- Ensure everyone has a warm, dry home.
- Make New Zealand the best place in the world for children.

Providing new leadership by government

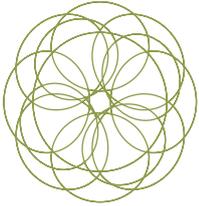
- Deliver transparent, transformative, and compassionate government.
- Build closer partnerships with Māori.
- Value who we are as a country.
- Create an international reputation we can be proud of.

STRATEGIC OUTCOMES

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**.



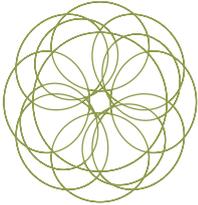
Strategic outcome 1:

The contribution of all women and girls is valued

New Zealand's success as a country is dependent on unlocking the contribution of all our people, both women and men, across all aspects of society.

The outcomes we see in this area are:

- better understanding, recognition, and acknowledgement of the value of women's work; paid and unpaid
- increasing visibility of women's contribution in paid and unpaid work
- strengths of wāhine Māori and their role are recognised
- the diversity of New Zealand women is recognised and catered for in government policies and services
- women's representation in leadership and government is increased
- New Zealand's international reputation is enhanced.



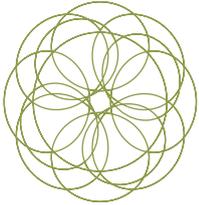
Strategic outcome 2:

All women and girls are financially secure and can fully participate and thrive

We want health and wellbeing opportunities and choice that is suited to the particular life stage a woman is at and the aspirations she has.

The outcomes in this area are:

- disparities of outcomes for, and between, women is reduced through:
 - closing the gender pay gap
 - implementing changes to address pay equity
 - the introduction of a new pay transparency regime
- increased visibility of women’s contribution in society through media and online channels
- dismantling stereotypes and barriers that discourage women and girls participating and thriving in non-traditional fields of work and study
- building understanding of working conditions for women, including wāhine Māori, Pacific women, women with disabilities, transgender women, migrant women, and young women in all areas of employment
- supporting increasing access to high-quality childcare
- contributing to measures that improve quality and accessibility of health services for women
- a stronger awareness of experiences of older women.



Strategic outcome 3:

All women and girls are free from all forms of violence and harassment

Despite a focused effort across government for a number of years in this outcome area, rates of family violence and sexual violence remain high and unacceptable. Safety is a fundamental driver of wellbeing and women's and girls' lives need to be free from all forms of violence and harassment.

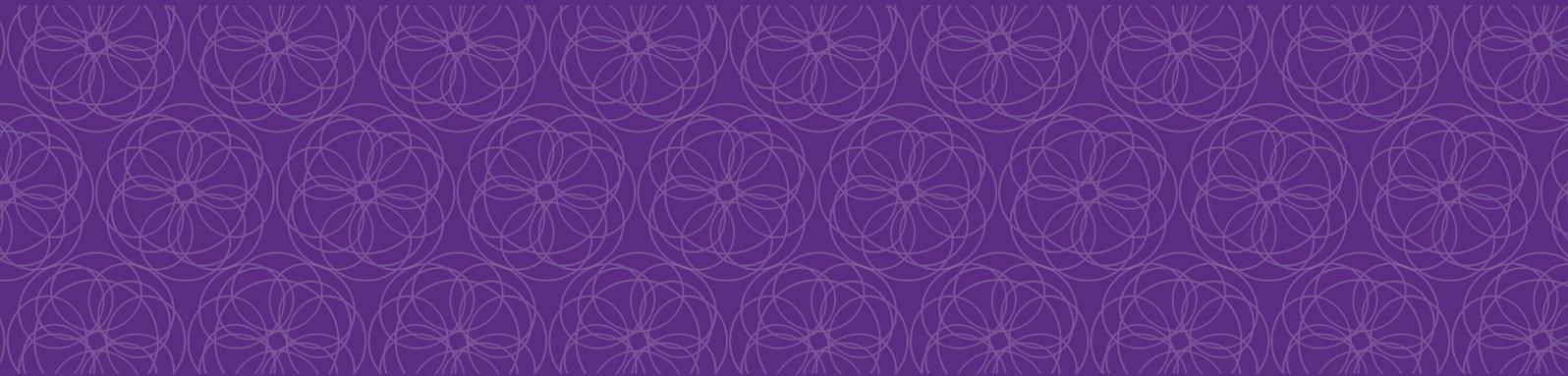
Our proposed focus under this outcome area is to continue to build evidence on:

- family violence and sexual violence issues that are not addressed by other agencies
- work that will benefit women and girls who continue to be disadvantaged or are at greater risk of harm.

The outcomes in this area are:

- all women and girls feel safer and there is a reduction in gender-based violence
- increased awareness of those disadvantaged or at greater risk of harm.





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