

Ministry for Women achievements for the quarter 1 July to 30 September 2017

Valuing women's contribution in the labour market

To build women's skills, employment opportunities and contribution in the labour market we:

- launched with the Minister for Women online resources (Closing the gender pay gap - actions for employers) and profiles of employers who were taking action on their gender pay gaps, on 20 July. Over 90 sector and business leaders attended
- identified publicly-available tools for measuring organisational gender pay gaps. This included being trained on the Australian Workplace Gender Equality Unit's gender pay gap tool
- completed profiles of Māori and Pasifika women in construction and infrastructure training. These will be used to produce resources to encourage girls and women to enter sustainable, well-paid employment. They will also inform employers from these sectors about how to attract and retain women workers
- held a seminar on 4 September with the Otago Southland Employers' Association on our gender pay gap research. The keynote speaker was Dr Gail Pacheco, Auckland University of Technology professor, and the seminar was attended by 20 public and private sector organisations
- contributed case studies and a fact sheet on flexible working arrangements for Champions for Change (public and private sector chief executives' group) who are addressing diversity and inclusion
- led work on pay equity data as part of a pay equity project group with the Ministry of Business, Innovation and Employment (MBIE) and Statistics New Zealand
- convened regular meetings and progressed the work on gender pay principles for the state sector, as Secretariat to the Gender Pay Principles Working Group, led by the State Services Commission (SSC) and Council of Trade Unions
- completed analysis of IDI data on women aged 15 to 24 years old who are long-term not in employment, education or training (NEET). This identified that young mothers make up a significant portion of people who are NEET. These findings were included in presentations and advice to the public and private sector agencies
- completed the parental leave research report with Treasury and commenced work on the development of a guide for public sector managers on parental leave
- collaborated with MBIE to launch a return to work pilot in the technology sector on 13 September, that supports women who have been out of the sector for two to five years. NACEW contributed funding to assist with the development of the programme.

Increasing women's representation in leadership

To encourage and develop women leaders we:

- collaborated with state sector agencies to provide the names of 18 women for vacancies on state sector boards and committees
- began work with SUPERDIVERSE Women to develop profiles of 20 diverse women on leadership, nationhood and how to address bias stories
- collaborated with MBIE to run a seminar on 29 September, for 20 state sector agencies that appoint to boards, to promote the Future Directors programme.

Increasing the safety from violence of women and girls

To ensure women and girls are safe from violence we:

- completed a draft research report on the gendered nature of digital harm amongst young people
- continued our partnership with Bay of Plenty Police to support work to prevent family violence, specifically the victimisation of young Māori women through evaluation of the collective impact model
- contributed to SSC's work to provide workplace support for women experiencing family or sexual violence, by hosting a cross-government meeting with ANZ Bank, EY and The Warehouse Group
- initiated scoping of the evidence base regarding the victimisation of female youth offenders
- continued to provide advice on family violence research commissioned by the Ministry of Justice, exploring family violence needs, experiences and system responsiveness
- submitted proposals to the Ministry of Justice on amendments to the Crimes Act, including the criminalisation of coercion and control in the context of family violence
- initiated scoping for a sexual violence voices online platform.

Showcasing New Zealand internationally

To manage New Zealand's international commitments in relation to women we:

- continued preparation for the United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) examination scheduled for July 2018
- hosted a meeting of the International Women's Caucus on 18 August 2017
- provided policy advice to working groups on the National Action Plan on United Nations Resolution 1325: Women, Peace and Security and Asia-Pacific Economic Cooperation (APEC) 2021
- represented New Zealand at the APEC Women and the Economy Forum, held in Hue, Vietnam, from 26 to 29 September 2017
- provided advice on the status of women to support the Government's reporting obligations to international treaties and bodies, including the United Nations Convention on the Rights of the Child, the United Nations Declaration on the Rights of Indigenous Peoples, the Organisation for Economic Co-operation and Development (OECD) and APEC
- continued to lead Government's response on Goal 5, Gender Equality, of the United Nations Sustainable Development Goals and worked to ensure that all of the Goals are progressed in a way that results in sustainable development for women and girls.

Sector contribution highlights

Contributed to the Social Investment Board's (SIB) work on priority populations (at risk women and mothers of transient children), by interviewing 40 women in Whangarei, South Auckland and Gisborne about their life experiences and the social services they used.

Ministerial servicing (July to September 2017)

Ministerial Servicing	Quarter 1	% provided on time
Number of responses to ministerial information requests	7	100%
Number of draft responses to parliamentary questions	0	n/a
Number of draft responses to ministerial correspondence	10	100%
Number of draft responses to ministerial OIA requests	1	100%
Number of responses to nomination requests	18	100%
Number of draft responses to ministry OIA requests	4	100%
Number of draft responses to international information requests (including OIAs)	6	100%