

Ministry for Women achievements for Quarter 2: 1 October to 31 December 2017

Valuing women's contribution in the labour market

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

- co-drafted advice with the Ministry for Business, Innovation and Employment (MBIE) and the State Services Commission (SSC) to reconvene the Joint Working Group on Pay Equity Principles
- led a pay equity data workstream as part of a pay equity project group, with MBIE, SSC and Stats NZ
- provided briefings and advice to the Minister for Women on pay equity, transparency in international jurisdictions, and the gender pay gap
- prepared joint briefings with SSC for actions and targets to close the public service gender pay gap
- progressed the work on the Gender Pay Principles for the state sector as the Secretariat to SSC/Combined Trade Unions led Gender Pay Principles Working Group
- delivered two workshops on the gender pay gap, to canvass from diverse stakeholders how to address gender and ethnic pay gaps. We did the first workshop with Pacific interns in the public sector, and the second with the NZ Council of Trade Unions women's network
- supplied data to MBIE to help costing of parental leave alternatives. The data came from investigations into parental gender pay gaps in New Zealand. We also researched paid parental leave (PPL) overseas and provided International Labour Organisation findings to MBIE.
- participated in a workshop with a group of sports organisations to develop a strategy for increasing women's participation, visibility and leadership in sport
- provided advice to the Minister for Women on women in sport
- contributed advice on the development of key government initiatives, including Legislating To Drive Action To Reduce Child Poverty to ensure a focus on women and girls.

Increasing women's representation in leadership

To encourage and develop women leaders we:

- supported the Minister for Women's attendance at the YWCA Equal Pay awards on 9 November 2017, where the Minister presented awards to the winning organisations
- participated in the Champions for Change Summit on 8 November 2017; Champions are a group of CEOs and Chairs from across the public and private sectors who are committed to raising the value of diversity
- finalised work with SUPERdiverse Women to promote the stories of diverse women, on leadership, nationhood and bias stories
- provided advice to the Minister for Women on increasing women's participation on state sector boards and committees and actions to increase women's representation on private sector boards
- provided state sector agencies with the names of 58 women for vacancies on state sector boards and committees
- commenced the process to identify nominations for the 2018 Queens Birthday honours round
- commenced the process to transform and modernise the Ministry's nominations service to increase the representation of women on state sector boards.

Increasing the safety from violence of women and girls

To ensure women and girls are safe from violence we:

- launched the research report: Insights into digital harm: The online lives of New Zealand girls and boys. The Ministry worked with Netsafe on the research which is the first in New Zealand to represent young people's views and found that digital harm is different for boys and girls, suggesting that a tailored approach to prevention will be required
- commenced an evaluation of the Bay of Plenty Police Collective Impact Group Family Harm Pilot, Rotorua
- contributed to SSC's work to provide workplace support for women experiencing family or sexual violence
- provided advice to the cross-agency 'Multi Agency Team' leading the system response to family and sexual violence
- met with officials from the New Zealand Transport Authority (NZTA) about improving women's safety in transport, in particular taxis and rideshares.

Showcasing New Zealand internationally

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

- prepared for the sixty-second session of the Commission on the Status of Women (CSW62) to be held in New York from 12 to 15 March 2018. We also continued preparation for the United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) examination scheduled for July 2018, including drafting a response to the List of Issues provided by the CEDAW Committee
- hosted a meeting of the International Women's Caucus on 21 November 2017
- provided gendered policy advice to interagency working groups on the National Action Plan on United Nations Resolution 1325: Women, Peace and Security and Asia-Pacific Economic Co-operation (APEC) 2021
- provided advice on the status of women to support the Government's reporting obligations to international treaties and bodies, including the International Covenant on Economic, Social and Cultural Rights, the Organisation for Economic Co-operation and Development (OECD) and APEC.

Organisational development

Our focus and our people

- Delivered the Ministry's Briefing to the Incoming Minister.
- Developed an updated work programme around refreshed priority areas.
- Developed the Ministry's diversity and inclusion agency profile
- With a focus on diversity and inclusion, we hosted an intern from MBIE's Tupu Tai ('Next Wave') cross-government Pacific intern scheme, from November 2017 to February 2018. We also participated in the SSC-led Diversity and Inclusion Network.
- Helen Potiki, Director Policy, was awarded a 2018 Leadership Development Centre Fellowship (LDC) - one of only four awarded across the entire public sector. Ms Potiki's research, based here and overseas, will be on "exploring leadership capability in the delivery of outcomes to diverse communities through flexible work and other innovative workplace practices".

Our finances

- Expenditure to date is less than budgeted with 46 percent of the Ministry's appropriation spent to date.
- We are projecting the Ministry's appropriation to be fully spent by the end of the year.

Our profile

- 72,517 website users, compared to 68,206 users last quarter (up 6%).
- 742 new LinkedIn members (2,971 followers at 30 December 2017, up 33%).
- 457 new Twitter followers (2,112 followers as at 30 December 2017, up 27%).
- 50 new sign-ups for e-Pānui (2,448 subscribers at 30 December 2017, up 0.2%).
- 1,611 new likes on Facebook (4,239 followers at 30 December 2017 up 61%).
- 1,530 references to issues in the media, including social media. Biggest issues included: women's safety (both international and domestic), women in leadership and management, gender pay gap, rural women awards, pay equity and paid parental leave.
- Increased resourcing in the Communications team to raise the Ministry's visibility, as well as a programme for Suffrage 125.
- Was a finalist in two categories of the Write Plain English awards.
- Was second runner-up in the NZIER Policy Advice Benchmarking results across the public sector for 2017.

Ministerial servicing 2017-2018

Ministerial Servicing	Q1 Jul-Sept	Q2 Oct-Dec	% provided on time
Number of responses to ministerial information requests	7	31	100%
Number of draft responses to parliamentary questions	0	0	100%
Number of draft responses to ministerial correspondence	10	7	100%
Number of draft responses to ministerial OIA requests	1	1	100%
Number of responses to nomination requests	18	28	100%
Number of draft responses to ministry OIA requests	4	6	100%
Number of draft responses to international information requests (including OIAs)	6	15	100%