

# Ministry for Women achievements for Quarter 4: 1 April to 30 June 2018

## Valuing women's contribution in the labour market

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

- managed the private and public sector employers' review of the joint Stats NZ, State Services Commission (SSC) and Ministry for Women draft paper *Organisational gender pay gaps: Measurement and analysis guidelines*. The guidelines will form the basis of advice to public service agencies on measuring and analysing their gender pay gaps
- published links and information on existing gender pay gap calculators for New Zealand employers
- with SSC gained agreement from Cabinet on an action plan to eliminate the gender pay gap in the public service and completed consultation with the Chief Executives and HR leads of each public service agency
- contributed advice on how women and girls' perspectives can be included in the development of key government initiatives including using a wellbeing approach to improve strategic decision making, and amendments to the Employment Relations Act
- teleconferenced with officials at the Government Equality Office in the United Kingdom, to deepen our understanding of the UK gender pay gap reporting regulations to contribute to our work to close the gender pay gap in New Zealand
- funded research on the role of middle management in progressing gender equity in the public sector with four large government agencies. This research was led by Victoria University, with contributing researchers from Massey University and Auckland University of Technology
- co-hosted with Te Puni Kokiri and the Ministry for Pacific Peoples the Māori and Pasifika Trades Training (MPTT) Mana Wahine Mahi Workshop in South Auckland. Opened by the Minister for Women, the Workshop with 80 attendees from four other MPTT consortia, industry training organisations, local employers, local training providers and other government agencies.

## Increasing women's representation in leadership

### To encourage and develop women leaders we:

- enhanced our online Nominations service. Women can now log on, enter and update their own details whenever they like
- collaborated with state sector agencies to provide the names of over 270 women for vacancies on state sector boards and committees
- finalised the Annual Stocktake results for publication and launch in July
- worked with SPARK Interactive to create an automated "Journey to appointment" tool. This tool enables women to understand the process of the state sector appointments from start to finish and provides understanding on what women can do for themselves at each stage of their journey. It is due for release at the end of September
- worked with Sky City Entertainment Group Ltd to finalise arrangements for the women in leadership symposium co-hosted by the Minister for Women and Rob Campbell, Chair, planned for 6 July
- gained Cabinet agreement to set a new target of 50 percent for women's participation on state sector boards and committees
- provided advice to the Office of Ethnic Communities on methods to collect data to support their Cabinet paper *Collecting Ethnicity Data on Appointments to State Sector Boards and Committees*.

## Mana Wāhine Waitangi Tribunal Inquiry

- As the provisional lead department responsible for coordinating the Crown's participation in the kaupapa inquiry, the Ministry participated in the Tribunal's planning stages, and began preparations for the inquiry itself, which will begin in August 2018. The Ministry is proposing a collaborative approach where the Crown would work with claimants and the Tribunal to clarify the issues and to agree ways forward.

## Showcasing New Zealand internationally

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

- continued preparation for the United Nations (UN) Convention on the Elimination of all Forms of Discrimination Against Women examination scheduled for 12 July 2018
- hosted two meetings (April and June) for the International Women's Caucus
- continued to work on a Stats NZ and Treasury led project on wellbeing indicators, ensuring they encompass the Government's response on gender equality, Goal 5 of the UN Sustainable Development Goals (SDGs)
- worked with agencies across government to discuss the purpose and scope, including civil society engagement and continued cross-government cooperation, of New Zealand's first Voluntary National Review on the SDGs
- worked with the Ministry of Foreign Affairs and Trade (MFAT) on the Asia-Pacific Economic Co-operation (APEC) women's work stream, including preparations for the New Zealand hosted Public-Private Dialogue on Structural Reform and Gender, Papua New Guinea's Women and the Economy Forum, and New Zealand's host year in 2021
- worked with MFAT on trade and gender issues, developing opportunities for international cooperation to achieve shared gender goals
- provided gendered policy advice to support Government's obligations to international bodies and treaties, including the Organisation for Economic Co-operation and Development (OECD), the International Labour Organisation (ILO), UN Human Rights Council, the UN Permanent Forum on Indigenous Issues, the National Action Plan on UN Resolution 1325: Women, Peace and Security, the Universal Periodic Review and the UN Convention on the Rights of Persons with Disabilities.

## Increasing the safety from violence of women and girls

### To ensure women and girls are safe from violence we:

- worked as part of the Ministry of Justice-led Multi Agency Team (MAT) on the transformation of the family violence and sexual violence system. We developed the evidence brief and case for prevention of family violence and sexual violence for the forthcoming National Strategy and prevention investment strategy
- worked with Netsafe on the release of New Zealand Teens and Digital Harm Report as part of the Ministry-Netsafe research partnership
- completed the final draft evaluation of the Bay of Plenty Police Collective Impact Group Family Harm Pilot in Rotorua, to inform the work of the multi-agency team, particularly on place-based integrated responses to family violence
- worked with Justice agencies, including Youth Court Judges, to scope cross-government research on female youth offenders
- worked with the cross-government working party on pornography, led by the Office of Film and Literature Classification.

## Organisational development

### Our focus and our people

- Continued work on developing the Ministry's People Plan.
- Commenced bargaining for a new Collective Employment Agreement with the PSA.
- Commenced work on our Strategic Intentions and Annual Report.

### Our finances

- Final adjustments are being made to the results for the 2017-2018 year, and we expect to report a year-end net surplus of approximately \$40,000. This is a favourable result against our budget for last year with the main area of under-spending being in external consultants, reflecting an increased investment in internal staffing. There was an additional \$100,000 underspend in NACEW due to their work programme still being developed.

### Our profile

- 80,441 website users, compared to 79,912 users last quarter (up 2%).
- 587 new LinkedIn followers (4,219 followers at 30 June 2018).
- 249 new Twitter followers (2,757 followers as at 30 June, up 10%).
- Subscribers to the e-newsletter are now 2,391, a slight decrease from last quarter.
- 330 new likes on Facebook (5504 followers at 30 June 2018 up 10%).
- The Suffrage 125 Facebook page has a total of 1,336 followers and 1,285 likes as at 30 June 2018.
- 1881 media articles in the quarter with significant media coverage on: pay equity and women's pay including coverage of the Ministry's parenthood report and industrial action; services for women's safety; women in leadership issues; new safety legislation and further articles on issues of sexual harassment in the legal sector.

## Ministerial servicing 2017-2018

Ministerial Servicing	Q3 Jan-Mar	Q4 Apr-Jun	% provided on time
Number of responses to ministerial information requests	45	98	100
Number of draft responses to parliamentary questions	5	1	100
Number of draft responses to ministerial correspondence	110	45	100
Number of draft responses to ministerial OIA requests	10	6	100
Number of responses to nomination requests	95	59	100
Number of draft responses to ministry OIA requests	4	3	100
Number of draft responses to international information requests (including OIAs)	30	20	100