

Ministry for Women achievements for Quarter 1: 1 July to 30 September 2018

Showcasing New Zealand internationally

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

- led government agencies in the delegation headed by Under-Secretary Jan Logie, at an examination on New Zealand's eighth periodic report on the United Nations Convention on the Elimination of all Forms of Discrimination Against Women on 12 July 2018 in Geneva, Switzerland
- planned the approach to New Zealand's first Voluntary National Review on the Sustainable Development Goals in partnership with other government agencies, including how civil society will be engaged in its development
- represented New Zealand on the Asia-Pacific Economic Co-operation (APEC) Policy Partnership on Women in the Economy in preparation for New Zealand's host year in 2021, including: hosting in partnership with the Ministry of Foreign Affairs and Trade a Public-Private Dialogue on Structural Reform and Gender in Wellington, as well as having participated in the New Zealand delegation to the APEC Women and the Economy Forum in Papua New Guinea. In both events, we provided guidance to other APEC economies on New Zealand's GPG and gender pay equity work, and initiatives to promote more women into leadership positions. At the APEC Women and the Economy Forum we worked to develop and agree the 2019 Policy Partnership on Women in the Economy work programme, and the official forum statement of agreed priorities
- provided gender-focused advice to MFAT on trade and gender chapters of trade agreements, and input to the preparation of New Zealand's reporting to the United Nations on the Universal Periodic Review and the United Nations Declaration on the Rights of Indigenous Peoples.

Increasing the safety from violence of women and girls

To ensure women and girls are free from violence we:

- completed a literature scan of international evidence on effective practice in addressing sexual harassment to inform development of government policy
- led cross-agency work to assess the 'landscape' of government policy and activity on preventing and responding to sexual harassment and identify opportunities for government action
- participated as gender experts as part of the Ministry of Justice-led Multi-Agency Team (MAT) on the transformation of the family violence and sexual violence system. We contributed to a working group on prevention, along with design of the joint venture and an independent Māori body (Te Rōpū) to support the government to work in partnership with Māori
- provided advice on how gender should be taken into account, and women and girls' perspectives addressed in development of key Justice policy reforms.
- participated as gender experts on the cross-government working party on pornography, led by the Office of Film and Literature Classification

Mana Wāhine Waitangi Tribunal Inquiry

- The Ministry lead the Crown's participation in the Mana Wāhine kaupapa inquiry. We reviewed approximately 70 statements of claim filed with the Tribunal by 21 September 2018; continued engagement with relevant departments with portfolio areas identified in the claims; and worked with Crown Law on a Crown submission in relation to claims and eligibility issues. The Crown's response is to be filed with the Tribunal by 19 October 2018. The Tribunal is expected to appoint a presiding officer and panel to run the inquiry after that date.

Valuing women's contribution in the labour market

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

- supported the Minister for Women to launch our report '*Something's Got To Change*' at the Solomon Group in South Auckland on 24 July 2018. The report described experiences of 40 mothers in Whāngarei, South Auckland, and Gisborne, regarding benefit and the social services they accessed both during pregnancy and with young children
- coordinated with the States Services Commission (SSC) and the Public Service Association (PSA) the launch of the Gender Pay Principles at Parliament, hosted by Minister for Women and Minister of State Services. The launch included the development of a booklet to disseminate the principles- which has been a high demand product
- gained Cabinet approval for consultation to commence on the Public Service GPG Action Plan. We then arranged a public event for the Minister for Women, Minister Hipkins and the Public Service Association (PSA) to launch the GPG Action Plan. We negotiated with the PSA to a high level version of the GPG Action Plan in time for this launch, which was very well attended and covered by a number of media outlets
- formally established the GPG and Pay Equity Taskforce within SSC to lead implementation of the Action Plan and progress the pay equity in the sector work programme. Two of our staff were transferred to the Taskforce to support this work.

Increasing women's representation in leadership

To encourage and develop women leaders we:

- provided the names of 120 women for vacancies on state sector boards and committees
- launched the *Women in Governance* publication, releasing gender stocktake information and announcing the Government's 50% target for women on state sector boards
- convened our first 50% target steering group meeting to brainstorm a dashboard to report on progress towards the target
- assisted the National Council on the Employment of Women in appointing a Future Director
- supported the launch of the Capability Audit report, which was launched by Hon Grant Robertson, Minister of Finance. It involved interviewing over 50 of New Zealand's key governance chairs, directors, and executive search firms to assess New Zealand's current diverse thinking capability, what we can do better, how diverse thinking directors can be more influential, and how leadership needs to be taken to improve diverse thinking in New Zealand board rooms
- contacted all 1,029 database members to better inform them about the Nominations Service's latest work and provide current information on governance
- supported the Minister for Women to cohost with Rob Campbell, Chair SkyCity Entertainment Group, a women in leadership summit on 6 July 2018 which was attended by over 200 aspiring women leaders and board chairs.

Organisational development

Our focus and our people

- Progressed bargaining for a new collective employment agreement with the PSA
- Completed our Statement of Intent and Annual Report
- Began the Ministry's annual performance and remuneration review process.

Our finances

- 2017/18 financial results have been finalised and audited, with a year-end surplus of \$130,000. The main area of under-spending in the 2017/18 was in external consultants, reflecting an increased investment in internal staffing and ongoing reprioritisation of planned work to meet stakeholder requirements. Internal budgets for the 2018/19 year have been finalised, with a budgeted deficit of \$130,000. We are implementing various strategies to manage this deficit.

Our profile

- 94,597 website users, compared to 80,441 users last quarter (up 16%)
- 1,042 new LinkedIn followers (5,261 followers at 30 September 2018, up 19%)
- 367 new Twitter followers (3,124 followers as at 30 September 2018, up 12%)
- Online subscribers to the Pānui Wāhine are now 2,425
- 488 new likes on Facebook (6,132 followers at 30 September 2018, up 11%)
- 2,615 followers on the Suffrage 125 Facebook page (up 65%) and 2,530 likes as at 30 September
- Coverage of Suffrage 125 significantly increased the media coverage of issues relating to women. There were 2,918 media items in the quarter, with 1,836 specifically mentioning women's suffrage. These items covered events and activities to mark the 125th anniversary but also discussion on New Zealand's women leaders, pay equity and the gender pay gap, women working in non-traditional fields, the Women of Influence winners, and safety from violence.

Ministerial servicing, international and nomination requests 2017/18-2018/19

	Q4 Apr-Jun	Q1 Jul-Sept	% provided on time
Number of responses to ministerial information requests	98	66	100
Number of draft responses to parliamentary questions	1	4	100
Number of draft responses to ministerial correspondence	45	42	100
Number of draft responses to ministerial OIA requests	6	3	100
Number of responses to nomination requests	59	23	100
Number of draft responses to ministry OIA requests	3	6	100
Number of draft responses to international information requests (including OIAs)	20	27	100