

Strategic outcome 1: The contribution of all women and girls is valued

To achieve this outcome we:

- provided the Minister for Women with the names of 20 women for consideration for Queen's Birthday Honours 2019
- supplied appointing agencies with the names of 38 women for vacancies on state sector boards and committees
- worked with Crown Law to file the Crown's initial response to the statements of approximately 100 Mana Wāhine Kaupapa claims filed in September 2018 with the Waitangi Tribunal. The submission reinforced the Crown's commitment to a collaborative and non-adversarial approach to the inquiry. The Ministry supported discussions with a group of Ministers on the opportunities presented by the inquiry. We took steps to establish a cross-government steering group to oversee the Crown's participation in the inquiry as well as continued to work with other relevant agencies to encourage a consideration of the issues in their work programmes.

Strategic outcome 2: All women and girls are financially secure and can fully participate and thrive

To achieve this outcome we:

- worked with the Ministry of Business, Innovation and Employment (MBIE), meeting with the parliamentary council office and MBIE lawyers to finalise the first version of the Equal Pay Amendment Bill (the Bill) for its first reading on 16 October 2018
- have been supplementary advisors to the Bill by the Education and Workforce Committee (Committee). We contributed to the departmental report presented to the Committee in December 2018
- contributed to multi-agency advice to joint ministers led by the State Services Commission on the oversight and management of pay equity claims in the state sector, including claims from undervalued women-dominated workforces where wāhine Māori and Pacific women are over represented
- developed case studies on international pay transparency regimes for publication on the Ministry website in February 2019
- resumed our contribution to the Gender Pay Principles Working Group as an agency representative, as well as our participation in the Gender Pay Principles sub-group to develop guidance to support both the Principles and the Gender Pay Action Plan
- organised the launch the flexible work-by-default pilot initiative in the public sector (one of the four focus areas of the Government's Action Plan to Eliminate the Gender Pay Gap in the Public Service)
- worked with Statistics New Zealand and States Services Commission to finalise guidelines on how businesses can measure their Gender Pay Gap. Statistics New Zealand published these guidelines in December 2018
- presented a research paper on long term Not in Employment, Education or Training services (NEETs) including young mothers at the Labour Employment and Work Conference using integrated data. At the Conference a presentation was given by Noelle Donnelly on *The Role of Middle Managers in Progressing Gender Equality* research that we part funded.

Strategic outcome 3: All women and girls are free from all forms of violence and harassment

To achieve this outcome we:

- participated as gender experts as part of the Joint Venture on family violence and sexual violence. We worked with the Joint Venture Business Unit to lay the ground work for integrating sexual harassment as one of the focuses for the strategy and action plan. We shared information across government with other agencies about current work on sexual harassment, seeking to establish clearer roles and responsibilities.

Leadership, impact, and reputation

To achieve this we:

- supported the Minister for Women, Hon Julie Anne Genter to report to the Appointment and Honours Cabinet Committee on 12 December 2018 on progress towards the Government's target of 50 percent women's participation on state sector boards and committees
- developed a prototype of an online gender analysis tool to be available on our website. The prototype will be tested with users before further development. The revised tool will be publicly launched in May 2019
- developed a set of gender indicators to input into government indicators towards wellbeing. This has contributed to the development of Indicators Aotearoa New Zealand, so they include indicators that monitor progress in improving the lives of New Zealand women and girls
- attended the Parliament Suffrage Debate (targets versus quotas) in Wellington on 31st October 2018
- collaborated with SuperDIVERSE Women to hold three workshops on governance with board-ready diverse women
- supported our Chief Executive to present at the Gender Tick awards in Auckland on 29 October, YWCA Equal Pay awards in Auckland on 7 November and Diverse Thinking Governance Summit on 19 November 2018
- participated in the Champions for Change/Public Sector Chief Executives Summit in Wellington on 25 October 2018
- research evaluation of our Suffrage 125 programme showed nearly 90,000 people throughout the year participated in events that celebrated women's suffrage and that 54 percent of New Zealanders were aware of the programme.

Organisational development

Our focus and our people

- Significant progress has been made for a new collective employment agreement with the PSA
- Signed up to the flexible work by default pilot
- Completed the Ministry's annual performance and remuneration review process.

Our finances

- Over the last three months, the Ministry has taken steps to address this years projected financial deficit from the requirement to fund two roles in the State Sector Gender Pay Gap taskforce and the establishment of the Mana Wāhine inquiry response. The Ministry now expects to achieve a small underspend in the financial year having put on hold the replacement and recruitment of five staff positions from across other parts of the Ministry. The tight financial position is also having an impact on the funding for new external research on women's issues.

Our online profile

- Website down 20%
- LinkedIn followers: up 16%
- Twitter followers: up 4%
- Online Pānui Wāhine subscribers: up 1%
- Facebook followers: up 4%
- Suffrage 125 Facebook page followers: up 8%
- 1780 articles on our issues during this quarter. Out of these 868 mentioned suffrage and 286 have specific mention of Suffrage 125.

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

| | Q1 Jul-Sept | Q2 Oct-Dec | % provided on time |
|--|----------------|---------------|-----------------------|
| Number of responses to ministerial information requests | 66 | 40 | 100 |
| Number of draft responses to parliamentary questions | 4 | 5 | 100 |
| Number of draft responses to ministerial correspondence | 42 | 17 | 100 |
| Number of draft responses to ministerial OIA requests | 3 | 3 | 100 |
| Number of responses to nomination requests | 23 | 23 | 100 |
| Number of draft responses to ministry OIA requests | 3 | 1 | 100 |
| Number of draft responses to international information requests (including OIAs) | 27 | 24 | 100 |