

Manatū Wāhine Ministry for Women

Achievements for Quarter 1: 1 July to 30 September 2020

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

To achieve this outcome we:

- delivered a webinar on closing the gender pay gap with public and private sector presenters, discussed how they addressed gender inequalities in their organisations (with NACEW and the Federation of Māori Authorities)
- worked with the Gender Pay Taskforce to release the report on the 2020 figures for the gender pay gap in the public service (9.6 percent) and women in leadership positions in the public service (53 percent)
- delivered custom data to Ministry of Pacific Peoples and Te Puni Kōkiri to highlight the role of business women in Māori and Pacific economies
- provided advice on the 'Bringing Gender In' analysis tool to the Ministry of Transport (MoT), Stats NZ and the Office of Ethnic Communities. In the next quarter we will be running individual policy workshops using the tool for MoT and the Ministry of Housing and Urban Development policy teams
- agreed terms of reference with claimant coordinating counsel to establish a Joint Research Committee, held the first hui between the joint roopū and other Crown representatives with claimant counsel as part of building the Crown relationship with claimants. We also developed an agreed engagement strategy to support relationships with priority groups, including wāhine Māori, to ensure that their voices are heard and reflected in the Crown's work.

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

To achieve this outcome we:

- continued to raise awareness of the effects of COVID-19 through women's unemployment figures using latest Household Labour Force Survey data, showing that more women were impacted by COVID-19, especially Māori and Pacific women, and shared these findings with the Employment, Education and Training (EET) group
- published 13 essays from prominent New Zealanders on the impact of COVID-19 on women on our website and promoted these across our social media channels
- initiated NACEW-funded interviews with South Auckland women on their post-COVID-19 support needs
- completed best practice case studies on closing the gender pay gap for NACEW
- delivered a concept note on addressing the ethnic pay gap for Pacific women in the public service to Te Kawa Mataaho Public Service Commission
- jointly supported the Minister for Women on the passage of the Equal Pay Amendment Act and prepared materials for the implementation of the Act
- advised and contributed to, on invitation, the EET group to understand the nuanced impacts of COVID-19 on women, and to identify opportunities to target and/or expand current initiatives to include women
- worked with the Ministry for Business, Innovation and Employment officials to develop guidance in support of a new procurement rule which requires mandated agencies to consider how their procurement decisions can be used to create quality employment opportunities for New Zealanders. Women have been identified as a group agencies must consider
- worked with the Provincial Development Unit, which manages the Provincial Growth Fund (PGF), to monitor and report on the employment outcomes for women as a result of PGF investment. The data gathered will be used to better understand the impact of PGF investment on women and to identify opportunities to improve women's employment and economic prospects
- collaborated with Te Arawhiti on a way to address general claimant funding issues impacting on access to justice issues for claimants to participate fully in the Mana Wāhine Kaupapa Inquiry process.

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

To achieve this outcome we:

- worked with the Joint Venture (JV) on its COVID-19 messaging and participated in its pandemic working group
- provided input into MBIE paper on bullying and harassment at work and shared the final discussion paper with our stakeholders
- delivered specialist training to Police Family Harm coordinators, focusing on providing insights into culturally and linguistically diverse communities and family harm
- joined the Family Violence Death Review Committee as an agent to provide gendered and cultural insight and advised the Committee on the review process with the aim of reducing family violence deaths
- met with the Ministry of Social Development (MSD) and Taeaomanino Trust on how MSD and the Ministry can support their work on how to 'keeping yourself safe' programme for young women and girls
- contributed to the JV's *Data and Insights Hui Whakakotahi*, a project which aims to improve data collection on family and sexual violence. The Ministry will contribute to the JV's ongoing stocktakes of existing research and share research with government agencies.

Leadership, impact, and reputation (including Mana Wāhine)

In this quarter we:

- co-chaired two APEC Policy Partnership for Women and the Economy (PPWE) meetings
- successfully supported Renee Graham's election to Chair the PPWE programme for 2021 and 2022
- led the New Zealand input into the successful development of the implementation plan of the APEC La Serena Roadmap for Women and Inclusive Growth and reported on this to the Economic Committee of Senior Officials
- successfully achieved APEC endorsement (and finance) for a "Gender data for structural reform" project and received wide economic support from a number of economies to implement the project
- began the development of an All-of-Government stocktake on policies and services as a result of information collected from agencies during the previous annual reporting year
- led the development of a Crown submission for the Mana Wāhine Kaupapa Inquiry Judicial Conference on 5 October 2020 responding to the Presiding Officer's directions
- commissioned a research paper on the history of the Ministry as part of detailing the Ministry's involvement with wāhine Māori (in particular Te Ohu Whakatupu) for the Mana Wāhine Kaupapa Inquiry
- collaborated with the Government Women's Network and the National Library of New Zealand on an event and suffrage exhibition to celebrate Suffrage Day 2020.

Organisational development

Our focus and our people

- We supported secondments of three Ministry staff to The Treasury, Department of Prime Minister and Cabinet's All-of-Government COVID-19 Response team, and the Ministry of Social Development.
- We began the first of a series of coaching workshops for our leadership team and principal advisors, as part of the work programme of the Pay and Performance Working Group.
- We updated our name to Manatū Wāhine Ministry for Women, reflecting the more appropriate te reo Māori name for our Ministry.

Our finances

- The Ministry's planned year-end accounts for 30 June 2020 confirmed a surplus of \$969,728. This surplus mainly related to Mana Wāhine Kaupapa Inquiry programme work and was required to meet budget requirements of 2020/21. The Ministry reported a temporary underspend of \$791,000 due to current phasing of the monthly expenditure.

Our online profile

- Website: up 40% (Q4= 18,829 Q1= 26,521)
- LinkedIn: up 13% (Q4= 12,119 Q1= 13,685)
- Twitter: up 0.8% (Q4= 3,579 Q1= 3,609)
- Pānui: down 0.4% (Q4= 2,426 Q1= 2,415)
- Facebook followers: up 1% (Q4= 7,547 Q1= 7,654)
- Instagram: up 8% (Q4= 1,612 Q1= 1,744)

There were 1,535 media articles, covering pay equity, Suffrage Day, gender pay gap, the COVID-19 Community Fund, Women of Influence awards, women's safety from violence, and election policies for women.

Ministerial servicing requests 2020/21

	Q4 Apr-Jun	Q1 Jul-Sept	% provided on time
Number of responses to ministerial information requests	67	41	100%
Number of draft responses to parliamentary questions	39	4	100%
Number of draft responses to ministerial correspondence	19	16	100%
Number of draft responses to ministerial OIA requests	2	1	100%
Number of draft responses to Ministry OIA requests	9	6	100%