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14 January 2020



Tēnā koe 

OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of Friday 6 December 2019 for:

I would like to know how the MOW utilises the funding (i.e percentage on human resources costs, percentage on grants etc.) and the percentage of employees who are of chinese ethnicity, japanese ethnicity, korean ethnicity and Maori ethnicity.

Also whether the MoW would consider allowing internships for women of colour, if they weren't Pacifica or Maori and could therefore not be considered under the Tupu Tai internship programme. Since Women of colour, no matter their ethnicity, are under-represented and vulnerable to institutional racism and susceptible to the gender paygap.

The Ministry for Women is funded to provide policy services, nominations services, and to support the Minister for Women. As a policy agency, the majority of the Ministry's funding, sixty-nine percent, relates to personnel costs. The Ministry allocated \$300,000 funding of community grants as part of the Suffrage 125 celebrations, however, this was a one-off funding for the 2018/19 financial year. The Ministry does not provide grants as part of its normal funding.

The following breakdown of ethnicity of the Ministry's staff comes from the State Services Commission's Workforce Data return, as at June 2019:


- Māori: 19.2%
- Pacific: 3.8%
- Asian: 15.4%

The Ministry is interested in considering any initiatives that support women to achieve, with one of our strategic outcomes being that all women and girls in Aotearoa New Zealand are financially secure and can fully participate and thrive. The Ministry has a diversity and inclusion strategy and a focus on growing the diversity of its staff. This year is the third year that the Ministry has participated in the Tupu Tai internship programme. We will continue to consider other opportunities for internships for women wanting to work in the public sector.

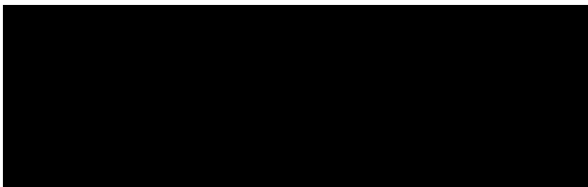
Official Information Act responses

Please note that this response, with your personal details redacted, may be published on the Ministry's website. If you have any concerns or comments related to this, please let us know by emailing ministerialservicing@women.govt.nz, within two weeks of the date of this letter.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you wish to discuss this decision with us, please feel free to contact Peter Noble, Director Corporate Services, 

Nāku noa, nā



Margaret Retter
Acting Chief Executive