



United Nations

Department of
Economic and
Social Affairs

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Regional Workshop

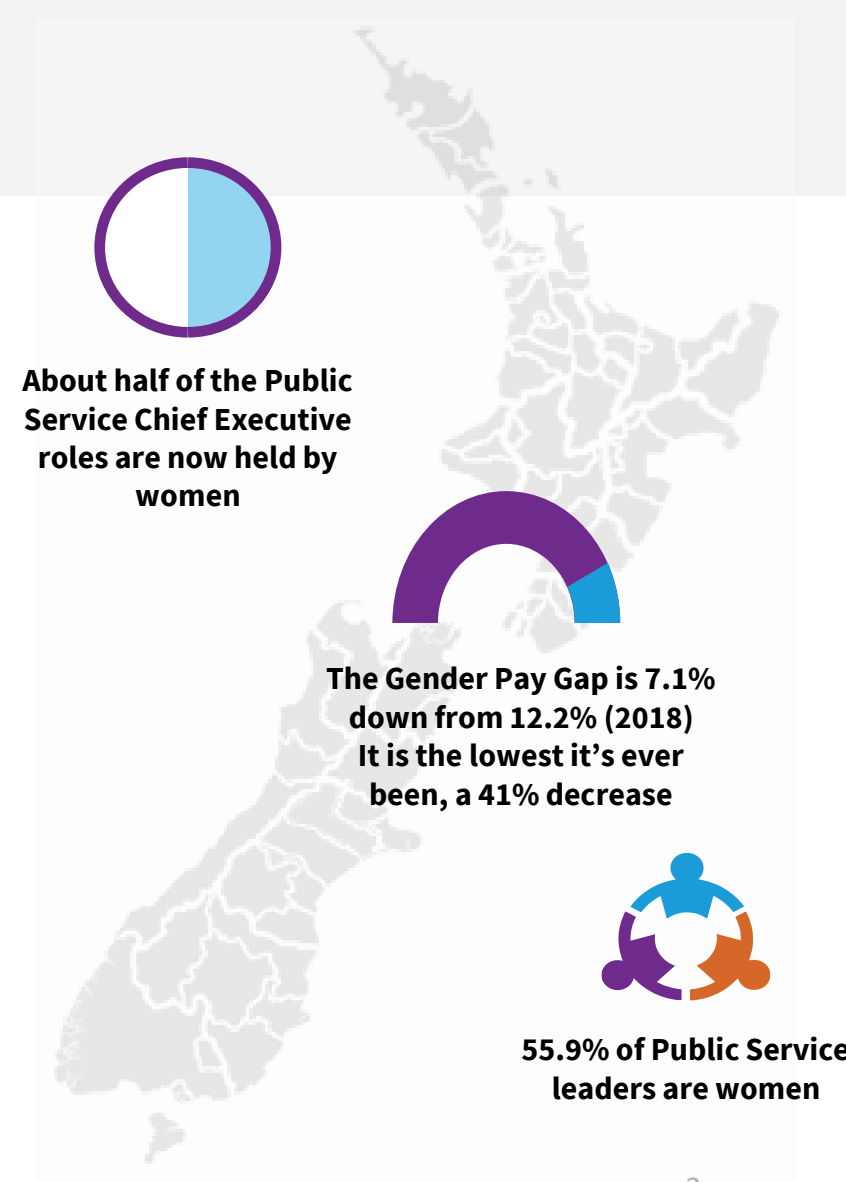
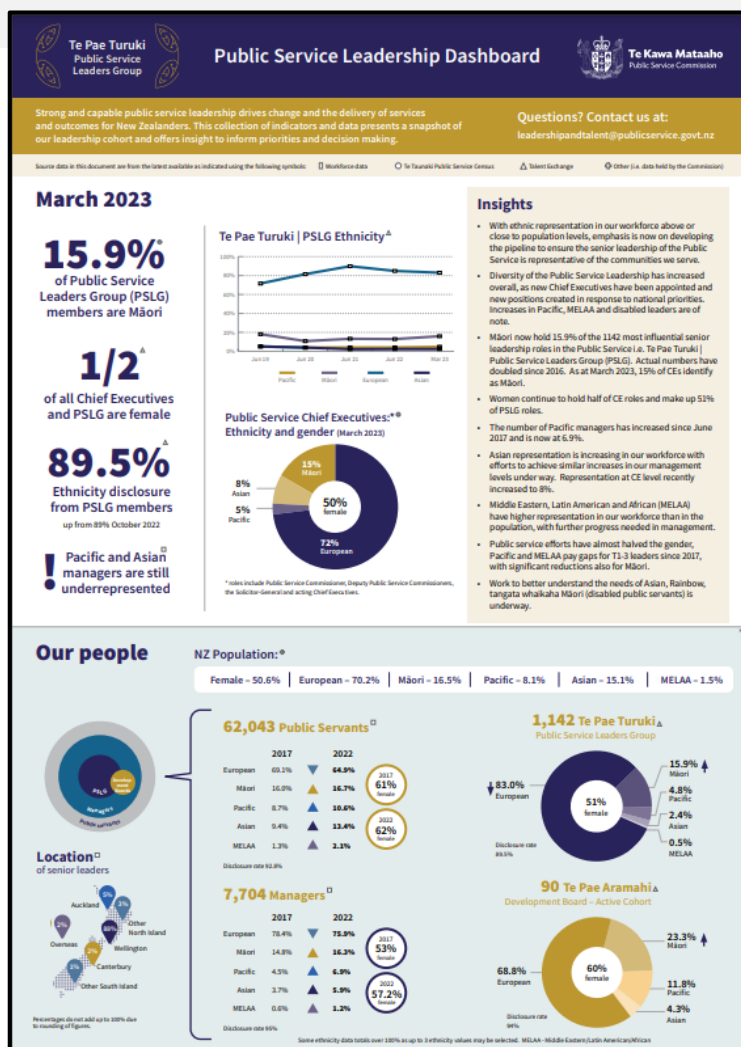
“Promoting the presence and leadership of women within public institutions at the national and local levels in Asia and the Pacific”

22-25 April 2024

Nardine Sleeman

Te Kawa Mataaho Public Service Commission, New Zealand

New Zealand – our progress



The New Zealand context

Public Service Act 2020

- Promoting, developing, and monitoring equal employment opportunity programmes and policies for the Public Service
- Recognition of the employment requirements of women
- Recognition of the importance of achieving pay equity between female and male employees
- Recognition of the importance of decisions about remuneration being free from bias including, but not limited to gender bias
- Represent the communities that we serve

Government Workforce Policy Statement

- Proactively working to eliminate all forms of discrimination and bias in the workplace, including workplace systems, policies, practices and behaviours
- Ensuring the workplace and its leadership, are representative of and understand the communities they serve
- Building workplace cultures that are inclusive, diverse, and safe for all workers

SDG 5 - Achieve gender equality and empower all women and girls

100%

of Public Service agencies have a flexible by default policy



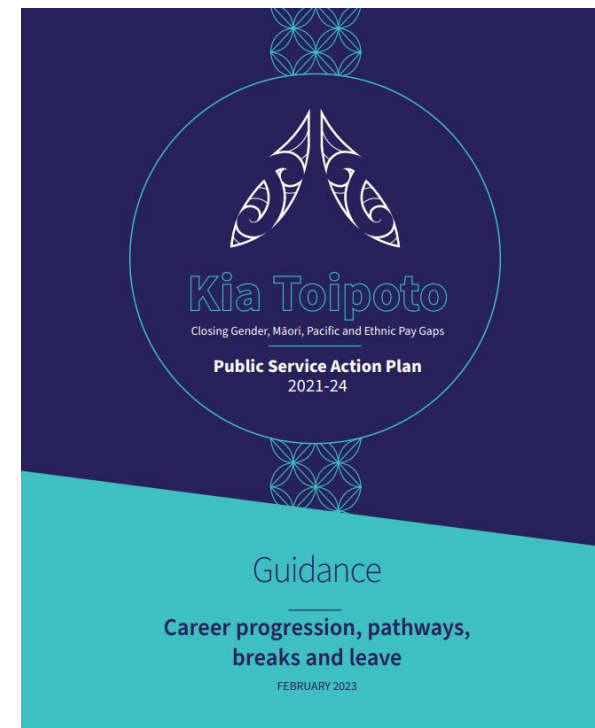
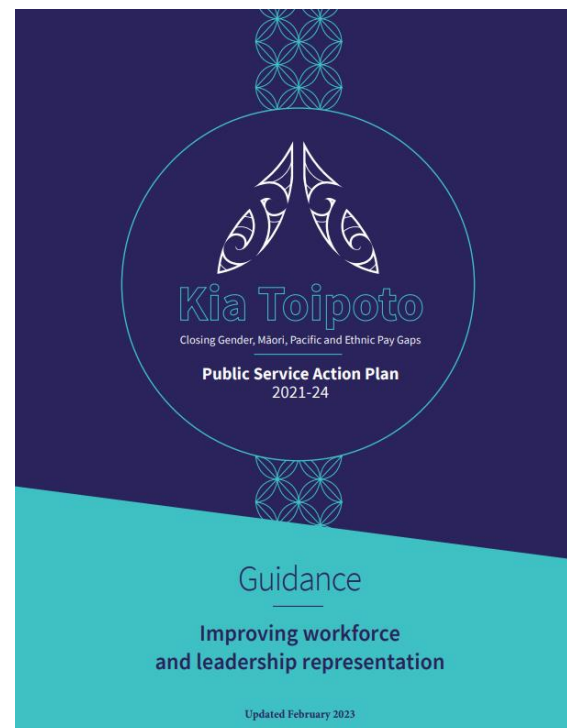
All Public Service agencies are encouraged to publish their targets

175,804

People have had their pay corrected by a Pay Equity settlement

30%

The average pay correction across all Pay Equity settlements



SDG 16 – Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

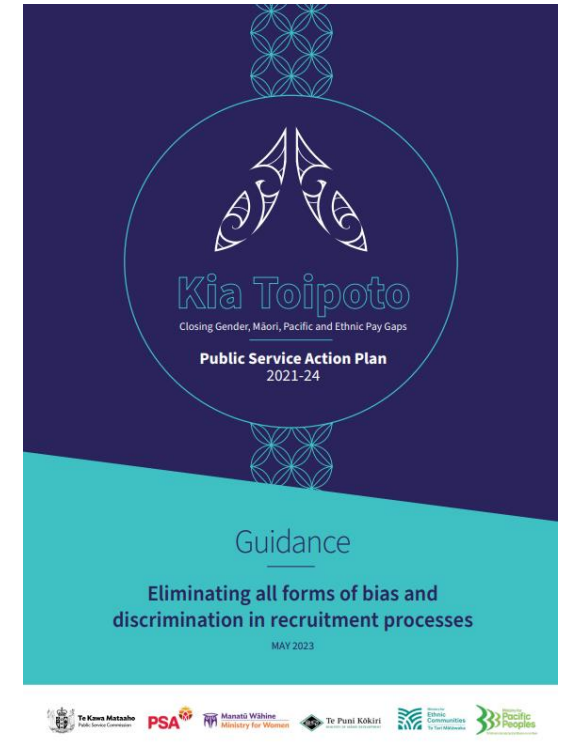
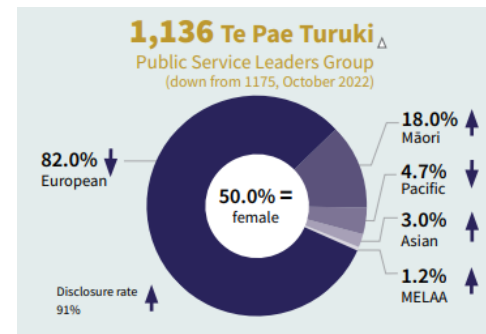
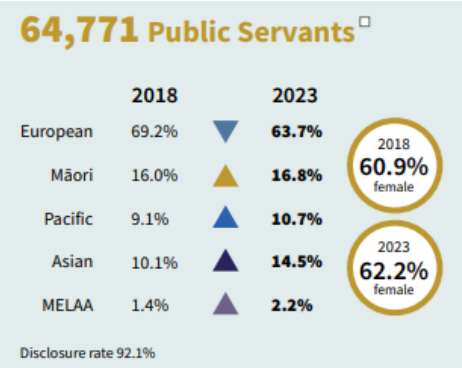
Developing leaders [⊕]

Common and Core Development from July 2022 to June 2023

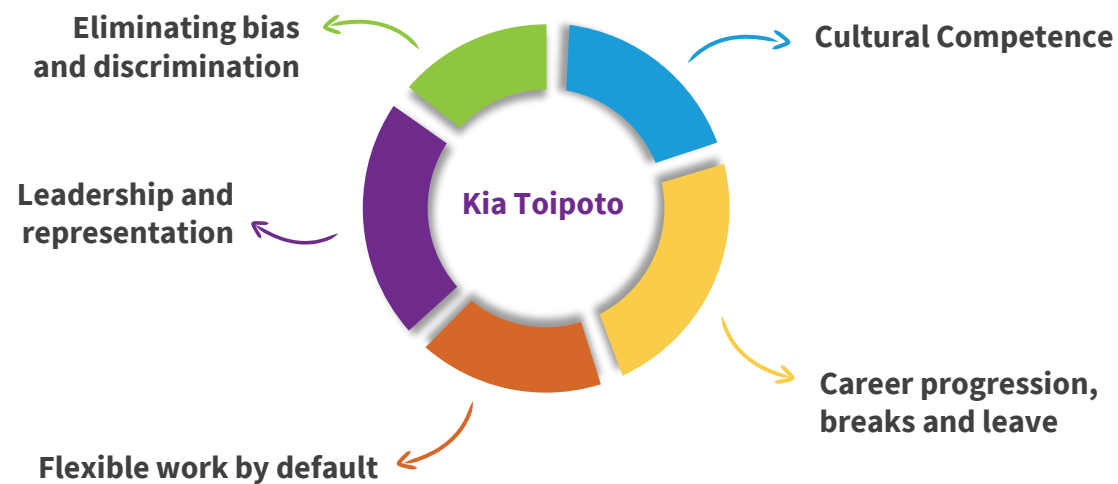
Te Kaihautū for new People Leaders	
LDC delivered to: 97 leaders through 7 cohorts	16 agencies delivered to: 29 cohorts
Te Kaitaki for new Leader of Leaders	
LDC delivered to: 49 leaders through 4 cohorts	3 agencies delivered to: 4 cohorts
Te Manutaki for new Senior System Leaders	
LDC delivered to: 68 leaders through 6 cohorts with 75 cohort development conversations	
Resulting in 1,000+ leaders have now taken part in common and core leadership development since 2019 as they transition into a new leadership role	

Targeted Programmes

Te Ara ki Matangireia Māori Emerging Leaders Programme 33 rangatahi participating
Pacific Mentoring Programme 20 mentees supported by 20 mentors
Te Putanga Leadership in Practice LDC delivered to: 76 leaders through 5 cohorts One cohort targeted digital leaders to lift capability in this priority area



Change the system, not women



Stay focused on embedding systemic change

Data and lived experiences need to be the foundation of informing action

Challenge and Recommendation

Challenges

Bias embedded in policies and practices
Attitudes and behaviour – conscious and unconscious



Education and awareness is as important as policy. Story telling from lived experiences is key to change.

Ensure a comprehensive, coordinated and collaborative approach to policy setting and influence across the system.



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NGĀ MIHI | THANK YOU