



Manatū Wāhine  
Ministry for Women

# Fortnightly Report Minister for Women

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28 March 2024

## Current priority outcome areas

### Women's health and child poverty target discussions

The Ministry recently met with Ministry of Health officials to discuss the recently announced Health targets and the Women's Health Strategy, and how we could be involved in supporting the development of any sub-health targets for women.

We agreed to meet every six weeks to progress work on women's health. We are developing a plan to support for health awareness days/weeks/months on our social media channels, including Endometriosis Awareness Month (March) and Menopause Awareness Day (18 October).

The Ministry of Health advised that they will be meeting with Hon Casey Costello in early April to discuss the women's health portfolio. You may wish to consider meeting with the three Ministers with delegations relating to women's health in the near future - Hon Dr Shane Reti, Hon Casey Costello, and Hon Matt Doocey.

The Ministry also met with DPMC (Child Poverty Reduction Group) to discuss child poverty, the first 2000 days, and the review of the Child and Youth Wellbeing Strategy. They have shared information with us on work they did on sole parents and poverty. We will continue to stay connected to ensure alignment across our work.

### Voluntary business led gender pay gap reporting

On 18 March 2024, the Ministry held a workshop with Global Women, Transpower, Powerco, Meridian Energy, Contact Energy, Unison, Strategic Pay, Chartered Accountants Australia and New Zealand, and the Equal Pay Taskforce (the Public Service Commission) to determine what should be included in a measure of the gender pay gap.

From the workshop, we identified that the electricity sector should calculate their mean and median pay gaps using the base salary of employees.

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### Agreed Conclusions adopted by consensus at CSW68

The Commission on the Status of Women's 68th session (CSW68) closed with adoption of the Agreed Conclusions by consensus on Friday 22 March EST. The Agreed Conclusions highlight robust commitments by UN Member States to strengthen financing and institutions to eradicate women's and girls' poverty.



New Zealand negotiated alongside members of the Mountains bloc (Australia, Canada, Norway, Sweden, Liechtenstein) and the Pacific Islands Forum which strengthened New Zealand's voice, influence and impact during negotiations.

Within the final text, we are pleased to see references to the multiple and intersecting forms of discrimination women and girls experience, and strong references to the rights and needs of indigenous women and girls, women and girls with disabilities, and rural women and those living in remote and maritime areas.

The Conclusions also highlight the need for universal access to sexual and reproductive health and reproductive rights, free of coercion, discrimination, and violence. Protecting this long-standing agreed language within the final text was a priority for New Zealand due to the difficult negotiating dynamics and high degree of pushback.

Finally, New Zealand worked to ensure that the final text acknowledged the root causes of women's and girl's poverty such as all forms of violence against women and girls and negative social norms and gender stereotypes. We are pleased to see the Agreed Conclusions recognise the importance of achieving gender equality and the empowerment of all women and girls, including women's economic autonomy, independence, and empowerment.

### **Equal Pay Taskforce update:**

#### **United Nations invitation – Promoting the presence and leadership of women within public institutions in Asia and the Pacific**

The Public Service Commission (the Commission) has been invited to participate in a regional workshop titled "Promoting the presence and leadership of women within public institutions at the national and local levels in Asia and the Pacific". This is a reflection of the world leading programme of work that the Commission has implemented to close pay gaps and increase representation of women and women leaders in New Zealand.

The workshop is scheduled to take place from 22 to 25 April 2024 in Bangkok, Thailand. It is organised by the United Nations Department of Economic and Social Affairs (UN DESA), Division for Public Institutions and Digital Government (DPIDG) in partnership with the United Nations Development Programme (UNDP). UN DESA will cover the expenses for a roundtrip economy-class air ticket between Wellington, New Zealand and Bangkok, Thailand, terminal expenses, as well as provide a daily subsistence allowance for the duration of the workshop.

The Commission will share the policy frameworks, accountability mechanisms, human resource policies and practices, and evidence-based analysis that the New Zealand Public Service has implemented to increase representation of women in leadership and across the Public Service. The Ministry for Foreign Affairs and Trade (MFAT) have indicated value in having NZ representation and expertise at the workshop in terms of our wider development cooperation objectives around strengthening governance and gender equity, and also building strong relationships with our Asia, Pacific partners.

#### **Current priority area - Women in leadership – pipeline development**

Following our last officials meeting we've included a gender breakdown on the Institute of Directors (IoD) Future Directors® programme, based on publicly accessible data. The Public Service Commission has recently begun a pilot programme, based on a similar model for public sector boards.

### Gender breakdown of Institute of Directors Future Directors® participants

The Institute of Directors (IoD) Future Directors® programme has been running since 2013. Lists of previous participants and host boards are available on the IoD website. Based on this publicly available information, we know that from 2017 to 2023:

- There has been a total of 104 participants. Of these, 84 have been women and 20 men.
- 31 of the participants were hosted on boards of public sector organisations.
- Of those hosted by public sector organisations, 28 were women and 3 were men.

Gender breakdown of Future Directors			
Year	Men	Women	Total
2023	2	13	15
2022	3	12	15
2021	6	10	16
2020	2	13	15
2019	3	13	16
2018	1	10	11
2017	3	13	16

### Public Service Commission's Future Directors® Diversity Programme

The Public Service Commission (PSC) began the Future Directors® Diversity Programme pilot for Crown entity boards in mid-2023. The pilot is supported by the Institute of Directors (IoD) and provides support to increase the use of Future Directors on Crown entity boards. The aim of the programme is to grow the pool of diverse, board-ready candidates for future appointments onto Crown boards.

The Ministry's Nominations Service, and the Nominations Services of other population agencies, are working in partnership with the Commission to identify potential candidates for the programme. As with the IoD model, the boards remain responsible for identifying their preferred candidates.

There are currently two Future Directors hosted on Crown entity boards – NZ on Air and the Accreditation Council.

The Ministry will continue to work closely with the Public Service Commission to ensure that the programme delivers opportunities for women, and we will provide you with updates as the pilot progresses.

### New nominations service e-newsletter launched last week

The Ministry has just launched a new nominations service e-newsletter for its database members to improve the way we share information about board vacancies and leadership learning opportunities and resources.

The newsletter allows us to notify all our database members about board opportunities as they arise and help ensure we're reaching a wide and diverse range of candidates. We will continue to email some of our database members directly for more specialised board roles.

The newsletter will also serve as a vehicle to more widely share information about upcoming webinars, as well as helpful tips and tricks and resources from our Leadership Learning Hub.

### Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Memo	Final estimates and supplementary estimates documents.	MW MM 23-24 0010	03/04
Briefing	Research Report - Gender and ethnic pay gaps: an industry level portrait of Aotearoa.	MW BR 23-24 0117	03/04
Aide memoire	NACEW meeting minutes 20 February 2024	MW AM 23-24 0120	03/04
Briefing	Setting a target for sole parents	MW BR 23-24 0126	09/04

Official Information Act requests in progress		
Subject	Log number	Due to requester
<b>Ministry OIA requests</b>		
Lobby groups and advice provided to the Minister	MW DOIA 23-24 0031	09/04
Flexible working statistics	MW DOIA 23-24 0032	16/04

### Proactive release

This Weekly Report will be considered for release within three months of publication, under the Ministry's 'proactive release of documents' policy.



**Anna Chalmers**  
Deputy Secretary  
(Engagement and Services)

28 March 2024



**Hon Louise Upston**  
Acting Minister for Women

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