



Fortnightly Report Minister for Women

7 June 2024

Current priority outcome areas

Work is progressing on a business-led voluntary approach to gender pay gap reporting

Following Cabinet's consideration of the business-led voluntary approach to gender pay gap reporting, the Ministry has written to the Champions for Change Governance Group outlining the proposed next steps in this work. The working group is seeking the Governance Group's support to engage with another group of Champion organisations to test the components of a gender pay gap calculation tool that were identified through workshops with the electricity sector. This next phase of engagement is important to ensure that the tool is fit-for-purpose across a range of organisations and sectors, and to continue to build support and buy-in for the work. We have also outlined the timeframes for this work, noting the intention to present the gender pay gap calculation tool to the Champions for Change for their endorsement at the end of this year.

You will be announcing the Government's support for this business-led voluntary approach to gender pay gap reporting at the Champions for Change Summit on 13 June in Wellington. The Ministry has been working with your Office to support preparations.

85 women recognised in this year's King's Birthday Honours

The Ministry is drafting congratulatory letters for the 85 women who were recognised in this year's King's Birthday Honours. With a total of 176 recipients, women accounted for 48% of the Honours received, which included Theresa Gattung and Joan Withers being made Dame Companions of the New Zealand Order of Merit for services to women, governance and philanthropy.

The Ministry prepared nominations for seven of the women recipients:

- Andrea Blair – ONZM for services to the geothermal industry and women.
- Arihia Bennett – CNZM for services to Māori, governance and the community.
- Dr Emma Scotter – MNZM for services to Motor Neuron Disease research.
- Gemma New – ONZM for services to music direction.
- Jolie Hodson – MNZM for services to business, governance and women.
- Katareina Kaiwai – KSM for services to women and the civil construction industry.
- Lorraine Mentz – MNZM for services to education and philanthropy.

In addition to wide media coverage on Dames Theresa Gattung and Joan Withers, Radio NZ ran a piece on the work Katareina Kaiwai has done advocating for better working conditions for women in construction. They also published an article on New Zealand Symphony Orchestra's principal conductor, Gemma New, and the work she is doing to inspire and support the next generation of musicians and the classical music community.

The Ministry has supplied 15 Honours nominations to your office for consideration in the upcoming Honours round. An additional four nominations are being finalised and will be sent to your office next week.

The Ministry is participating in workshops to develop the second Action Plan for the National Strategy to Eliminate Family Violence and Sexual Violence ('Te Aorerekura')

The Ministry attended two sessions facilitated by the Ministry of Social Development to progress the development of the second Action Plan for the National Strategy to Eliminate Family Violence and Sexual Violence ('Te Aorerekura'). The sessions were focused on developing detailed actions for the plan's six themes – sexual violence; people who use violence; children and young people; prevention; strengthening in place; and workforce capability. The Ministry would like to see the second action plan acknowledge the impact of gender-based violence, including the impact of violence on different groups of women and girls, and in their regions and locations.

Research project identifies that family violence significantly impacts health but there is limited support for primary care providers

An Auckland University of Technology-led project looking at health care responsiveness to family violence has published new findings that highlight the importance of having a network of trusted relationships between providers to support safe and effective responses to families experiencing violence. 'Atawhai' is a three-year research project funded by the Health Research Council of New Zealand. It was developed by primary care providers, including general practitioners, nurses, social workers and management.

The study identified four key health system pathways to responsiveness and developed associated tools to support health care responsiveness to family violence. It found the quality of relationships, both among professionals and with those accessing care, coupled with critical reflection on the systems and structures that shape policy and practice are essential in generating change within primary care settings.

Mana Wāhine Kaupapa Inquiry requests for data on the representation of Wāhine Māori on public sector boards

The Ministry plays a critical role in providing data and insights for the Mana Wāhine Kaupapa Inquiry. We have received over 60 requests to date, on a variety of topics, and our data experts have been able to respond to each request in a timely manner.

We were recently approached by claimant researchers to provide the number of Ministerial appointments of wāhine Māori on public sector boards between 2019 and 2022. We collated the following information from across the last four published stocktakes:

Year	Total number of appointments	Number of Female appointments	Number of Māori appointments	Number of Wāhine Māori appointments	Wāhine Māori appointed as Chair
2019	2618	1281	523	287	14
2020	2577	1314	566	311	16
2021	2609	1370	654	366	30
2022	2593	1376	689	389	42

The data shows we are seeing an increase each year in the number of wāhine Māori being appointed to Board and Chair roles in the public sector.

Updated data on KiwiSaver balances released

On Wednesday 22 May, the Retirement Commission released updated demographic data on KiwiSaver (as of 31 December 2023). The data showed:

- Men's balances are on average 25% higher than women's (consistent with the gap previously reported for 2022). The main causes of this gender savings gap are gender and ethnic pay gaps, the undervaluation of women-dominated occupations, and differences in women's employment relative to men due to higher levels of unpaid work and caring for dependents.
- Almost 40% of KiwiSaver balances are less than \$10,000, and there are significantly more females (605,714) than males (545,387) with balances lower than \$10,000.
- The average KiwiSaver balance is \$31,823, up from \$27,379 last year (an increase of 16.2 percent). This increase likely reflects the strong recovery in financial markets over the 2023 year. The data has been widely reported in the media.

New report highlights gender pay gaps in the Australian tech sector

Professionals Australia has released a mid-2023 report highlighting gender and sector pay gaps in the Australian tech sector. The report compared IT wages across the traditional and emerging tech sectors, finding major disadvantages for women in the sector including significant gender pay gaps and a greater likelihood of experiencing discrimination and harassment in the workplace. Women were also significantly underrepresented in the sector with just 23% of respondents women. Women considering leaving the profession were much more likely to report reasons of parenthood and discrimination or bias in the workplace than their male counterparts.

This report aligns with women in tech in New Zealand, where women represent an estimated 23% of professional IT roles. This is an area of potential growth for women and groups such as TechWomen, AUT Women in Tech and Tech Beyond Gender are promoting greater diversity in the sector.

New study shows that Well Child Tamariki Ora is missing opportunities to support maternal mental health

A new study collected 420 stories from mothers about their experiences with Well Child Tamariki Ora (WCTO) and concluded that the WCTO programme needs to:

- **Create a more open, nonjudgmental space.** Mothers hesitated to disclose their mental health concerns due to fear of judgement or being perceived as an unfit mother, and lack of open conversations about mental health during visits.
- **Foster meaningful relationships and prioritise adaptable and consistent care.** Trusting relationships are needed for mothers to feel safe sharing deeply personal mental health experiences. Barriers to meaningful connection included difficulties knowing how to talk about mental health, feeling like there was a checklist of questions rather than meaningful conversation, lack of continuity of care, and short appointments.
- **Support mothers' mental health as well as babies' physical development.** Women felt that the primary focus of WCTO visits was to check the physical development of baby, with maternal mental health receiving minimal if any attention.

In New Zealand, 12–18% of mothers are likely to experience mental distress such as depression or anxiety during the perinatal period. Prioritising maternal mental health within the Well Child Tamariki

Ora (WCTO) programme can positively impact the wellbeing of mothers and the long-term wellbeing of their children. Health New Zealand's 'Kahu Taurima' work programme is designing a new approach to integrated maternity and early years services.

First set of statistics released from Census 2023

On 29 May, Stats NZ released the first statistics from Census 2023, providing a high-level demographic picture of the New Zealand population. These statistics did not include data breakdowns by sex or gender. Gender breakdowns will become available with the Individuals and Dwellings data release, currently scheduled for 3 October 2024.

Events

Dress for Success event invitations sent

Planning is progressing well for the Dress for Success event at Parliament's Grand Hall on Tuesday 25 June 2024 from 9am – 11am.

The Ministry has met with Dress for Success to finalise the draft run-sheet which has been supplied to your office. Formal invitations for the event and donation drive have been sent to MPs, parliamentary staff, and wider women stakeholder groups this week.

The Ministry will continue to work with your office to finalise logistics, manage RSVPs and donations, and provide talking points/speech notes for the day.

Ministerial Servicing

Policy advice and reports in progress

Type	Title	Log number	Due date
Briefing	Universal Periodic Review Recommendations	MW 23-24 0164	10/06

Event and meeting briefings in progress

Type	Title	Log number	Due date
Aide Memoire	Auckland Women's Centre Events	MW 23-24 0161	12/06
Aide Memoire	Meeting with NACEW 17 June 2024	MW 23-24 0159	12/06

Official Information Act requests in progress

Subject	Log number	Due to requester
Ministry OIA requests		
Cost of Te Ohanga Wahine Māori, the Māori Women's Economy Report	MW DOIA 23-24 0040	18/06
External Advice on Organisational Change – 9(2)(a)	MW DOIA 23-24 0043	27/06
Staff Reduction and Redundancies –	MW DOIA 23-24 0041	1/07

9(2)(a)		
Budget 2024 Initiatives and Correspondence – 9(2)(a)	MW DOIA 23-24 0042	1/07

Proactive release

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



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Hon Louise Upston
Acting Minister for Women

Date: 20240607