



**Manatū Wāhine**  
**Ministry for Women**

# **Fortnightly Report Minister for Women**

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**19 July 2024**

## Current priority outcome areas

### **New statistics show women's representation on NZX-listed companies increasing**

The New Zealand Exchange (NZX) recently released its Gender Diversity Statistics for the year ended 31 December 2023, which show that women now hold 31% of board director positions across all NZX-listed companies – up from 28.5% in July 2022, and 22.5% in September 2020.

Women's representation in board director positions of S&P/NZX50 companies is sitting at 36.4% (almost no change from 36.5% in July 2022, but up from 31.6% in September 2020).

Higher capitalisation companies have more women on their boards, while small companies have less women. Additionally, women's representation is falling across smaller NZX-listed companies.

The figures for gender diversity by sector show that women have the highest representation on boards within the Communication Services (46%) and Utilities (40%) sectors. The lowest representation of women is in Information Technology (22%) and Consumer Discretionary (24%).

The 2023 Gender Diversity Statistics report analyses more detailed data than previous years, comparing the average tenure of men and women in NZX director positions and companies with directors that sit on multiple boards. While the statistics show that men tend to hold longer tenure in board roles across NZX-listed companies, women directors are more likely to sit on multiple boards.

The Ministry for Women is working with Global Women and Champions for Change on women's representation on private sector boards. This includes an upcoming meeting with the NZX who are working with the Champions on data reporting and ways to improve gender diversity on boards.

### **Preparation for your virtual attendance at the upcoming Pacific meetings**

The Ministry for Women is continuing to work with the Ministry of Foreign Affairs and Trade to prepare for your virtual attendance as Head of the New Zealand Delegation at the high-level Pacific meetings taking place on 25 – 26 July in Majuro, Republic of Marshall Islands.

You will receive a Head of Delegation briefing pack this week with information to support your virtual participation in key agenda items at these meetings. As meeting preparations are ongoing, we will provide you with any outstanding information ahead of the meeting. We will provide you with a verbal briefing next week on the context and objectives of the meetings and answer any questions you may have.

You will be supported during these meetings by the Secretary for Women, who will step in as alternate Head of Delegation as necessary. We have also arranged for in-person representation at these meetings as additional support.

### **Accessible, available and affordable childcare is a key enabler for women's participation in work**

The Ministry met with the new Ministry for Regulation to discuss contributing to a review they are undertaking into early childhood education. The review will focus on how the Government regulates early childhood education across health, safety, food safety, buildings, and workplaces.

We have shared our [Access to Childcare Report](#) which the Ministry published in 2022. The report explores and quantifies how the inability to access affordable childcare negatively affects the labour market outcomes and earnings of mothers long-term.

As the review progresses the Ministry will work with the Ministry for Regulation to ensure a labour workforce gender lens is captured in the development of their advice and papers.

### **Meeting with the Ministry for Foreign Affairs and Trade on potential Free Trade Agreement implementation ideas**

The Ministry will be meeting with Ministry of Foreign Affairs and Trade officials this week to discuss potential collaboration to deliver activities under the United Kingdom (UK) and European Union (EU) Free Trade Agreements (FTAs).

The UK FTA came into force on 31 May 2023, and the EU FTA came into force on 1 May 2024. Both FTAs contain specific chapters on women's economic empowerment in relation to international trade and highlight their intention to implement the FTAs in a way that promotes and enhances gender equality.

Both FTAs are now moving into implementation phase, and funding is available to support this. MFAT has worked with the UK to develop a work plan, which includes action items on sharing information and promoting financial inclusion and literacy, as well as delivering a women in STEM event.

Discussions on the implementation of the EU FTA are ongoing, but we have been invited to consider leading a cooperation activity under the FTA and presenting to the FTA subcommittee on women and trade. MFAT has suggested that potential activities could include sessions on financial inclusion, financial literacy, access to trade finance, and lessons learned for exporters.

We will provide you with an update following discussions with MFAT.

## **Operational and Performance**

### **Ministry's new Statement of Intent**

The Ministry is developing a new Statement of Intent for 2024 – 2028, setting out its strategic focus areas for the following four years and how we intend to meet our objectives.

We look forward to discussing the draft strategic focus areas and key impact measures with you later this month. A draft copy of the Statement of Intent will then be supplied to your office in late-August for your approval before it is presented by you to the House on 21 October 2024.

### **2024 Annual Report**

The Ministry is currently drafting its 2024 Annual Report to highlight our work programme and achievements over the last financial year (1 July 2023 – 30 June 2024).

The report will cover the work we have undertaken in the last financial year to support women's leadership, our international engagements, the Mana Wāhine Kaupapa Inquiry, the Physical Activity and Wellbeing Fund, and the Ministry's operations and finances.

We will provide your office with a short briefing and a final draft of the report in mid-August. A final designed copy will be finished in late-September for tabling at Parliament in late-October 2024.



## Updated Diversity, Equity and Inclusion plan guidance for public sector

The Public Service Commission has developed updated guidance to support public service agencies to develop Diversity, Equity and Inclusion (DEI) plans.

Previously agencies had to meet separate reporting requirements for Papa Pounamu (the diversity and inclusion work programme for the wider public service) and Kia Toipoto – Public Service Pay Gap Action Plan. These requirements have now been combined in one integrated plan in response to requests by agencies for the Public Service Commission to simplify and reduce agency reporting on DEI.

Papa Pounamu was established in 2017 in consultation with Public Service Chief Executives and currently focuses on five priority areas – addressing bias, diverse leadership, cultural competence, employee-led networks, and inclusive leadership. Chief Executives have agreed to make these mandatory requirements to meet the diversity and inclusion obligations under the Public Service Act 2020.

Kia Toipoto is a comprehensive set of actions to help close gender, Māori, Pacific and ethnic pay gaps in the Public Service. Agencies and Crown entities engage with employees and unions in their work to close their gender and ethnic pay gaps. Under Kia Toipoto, public sector agencies and Crown entities must publish their pay gaps in pay gaps action plans each year. 100% of agencies and 80% of Crown entities have published Kia Toipoto plans.

Agencies can still choose to develop and publish separate plans if they choose to.

### Communications

Upcoming Social Media highlights			
Channel	Title	Description	Due date
Instagram (IG) LinkedIn (LI)	Powrsuit webinar opens for registration	Ministry' is partnering with Powrsuit to run a lunchtime webinar on to combat self-limiting beliefs, post is to announce webinar and open registrations	16/7/24
Facebook (FB), IG	Islamic Women's Council CHILL series	The IWCNZ have produced a new series, CHILL, about challenging Islamophobia (with support from DPMC) through stories of inspiring Muslim women in NZ. IWCNZ is a key stakeholder and Ministry supports campaign - <a href="https://justchill.org.nz/">https://justchill.org.nz/</a>	18/7/24
FB, IG, LI	1 year anniversary of FIFA Women's World Cup	Commemorative post to recognise one year since the FIFA WWC. Celebrate the tournament milestones, fan engagement, and the Ministry's Physical Activity and Wellbeing Fund, which was funded by MBIE in conjunction with the event.	20/7/24
FB, IG, LI	Paid Parental Leave KiwiSaver changes from 1 July	Share information from IRD about the new PPL KiwiSaver provisions that came in from	22/7/24

Upcoming Social Media highlights			
Channel	Title	Description	Due date
		1 July to support women find this information.	
FB, IG	Paris 2024 Olympics begin	Opening ceremony, share photos/videos from official NZ Team account. Will share Olympics content for duration of event and celebrate the significant achievements of the women athletes.	26/7/24

### Ministerial Servicing

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide memoire	Meeting with Rural Women NZ	MW AM 24-25 0003	24/07
Aide memoire	Meeting with Traci Houpapa, NACEW Chair	MW AM 24-25 0003	31/07

Ministry Official Information Act requests in progress		
Subject	Log number	Due to requester
Staff resourcing – 9(2)(a)	MW DOIA 24-25 0004	05/08
Hiring and staffing changes – 9(2)(a), Green Party	MW DOIA 24-25 0003	30/07
Employees statistics – 9(2)(a)	MW DOIA 23-24 0004	23/07

### Proactive release

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



**Kellie Coombes**  
Secretary for Women

**Hon Nicola Grigg**  
Minister for Women

Date: .....