



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

# **Fortnightly Report Minister for Women**

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**5 July 2024**

## Current priority outcome areas

### **Dress for Success event shines a light on supporting women into employment**

On Tuesday 25 June, the Ministry and former Acting Minister for Women Louise Upston partnered with Dress for Success to hold a clothing donation drive and event at Parliament.

Over 90 people, including MPs from across Parliament, joined the event in the Grand Hall and donated work ready clothing and accessories to support women on their journey into employment.

Minister Upston, Ministry for Women Chief Executive Kellie Coombes, and Dress for Success Board Deputy Chair Denise Mackay spoke about empowering women and ensuring women have equal opportunities. Minister Upston shared her personal experience and reflected on the progress New Zealand has made to increase women's representation in leadership, alongside work to close the gender pay gap through the development of a voluntary gender pay gap calculation tool.

Attendees took the opportunity to network and speak with Dress for Success volunteers about their work to provide career coaching, mentoring, workshops, and work experience opportunities for women.

Last year, Dress for Success assisted 3000 women across the country, helping them on their journey into the workforce. Donations from the event will support the organisation's ongoing work for women and some will be available for purchase in their hub on The Terrace in Wellington.

### **Pay gap reporting**

The Ministry is working with Champions for Change on developing a voluntary business-led pay gap reporting approach. Initial work is focused on identifying common components of a gender pay gap calculation tool and what should be reported. The Ministry has held two workshops with the Electricity Sector which resulted in a draft set of recommendations.

Work is progressing with the Champions for Change Governance Group to identify the next set of Champions to test the recommendations with. Alongside the work with the Champions, the Ministry is working with other private sector leaders, including the National Advisory Council on the Employment of Women and its partner organisations, to identify a wider group of sector leaders to test the components of the tool. We will provide regular fortnightly report updates on how this is progressing.

### **Second women in governance webinar for 2024 delivered last week**

The Nominations team hosted a webinar on Wednesday 26 June to support those interested in governance roles to learn how to craft a strong governance cover letter. The webinar was in collaboration with the Ministry of Ethnic Communities and the Ministry of Housing and Urban Development, whose Crown Entity Monitoring and Appointments Manager, presented on what constituted a strong cover letter.

The webinar focused on how to tailor a cover letter for specific governance roles, and what appointing agencies are looking for when reviewing applications for vacant public sector board roles. It had 48 attendees and 93% of poll respondents said they found it either useful or very useful in supporting their governance journey.

The cover letter webinar followed on from a previous webinar held in February with Katy Anquetil (Executive Director, Sheffield) to share information on how to craft a great governance CV.

The next webinar will be delivered on 30 July by Powrsuit co-founders Natalie Ferguson and Kristen Lunman and will focus on self-limiting beliefs and how to identify and address these. Powrsuit is a membership network for women leaders, which has partnered with organisations such as Xero, Smartshares, Contact Energy, Summer of Tech, and NZX Wealth Technologies, to deliver seminars, resources and other leadership development support.

The Ministry will be hosting further webinars to support women in governance throughout 2024. These will be recorded and published on the Leadership Learning Hub, which one year on from its launch, in June 2023, now has 38 courses and resources available to support women into governance.

### **Women in Governance Awards – Gender Diverse Organisation Leader category**

The Ministry for Women has an ongoing partnership with Women on Boards, run by the Chartered Institute of Governance New Zealand (CIGNZ).

Our Women in Leadership project team and Nominations Service work closely with Women on Boards and CIGNZ, including featuring their courses in our online Leadership Learning Hub and collaborating on conferences and events.

On September 19, Suffrage Day, we will be supporting the Women in Governance Awards and Gala Dinner 2024 as the sponsor of the Gender Diverse Organisation Leader Award category. The award will be presented to an organisation that demonstrates a commitment to improving and achieving gender diversity in its governance makeup and publicly championing gender diversity. It is open to all organisations across the public, private and non-government sectors.

As Minister for Women, you are invited to the awards in Auckland, to present the Gender Diverse Organisation Leader Award. There is also an opportunity to share your vision for women in leadership and gender diversity on boards as part of a keynote speech.

Earlier in the day, a Ministry representative will attend the Governance Leadership Conference 2024 to provide information on the public sector board appointment process, including our Nominations Service, and our online resources through the Leadership Learning Hub.

### **Women across the Sectors**

The Ministry attended the third Women across the Sectors meeting (held online) on Thursday 27 June. Women across the Sectors is comprised of women's membership groups working in the non-traditional sectors. Meetings with the group are coordinated by the Ministry for Business, Innovation and Employment and Minister Upston attended the inaugural meeting in April 2024.

To-date, the meetings have been focused on discussing the barriers and issues women are facing in non-traditional workplaces and how the group's collective voice could advocate for change.

At Thursday's meeting, the group discussed potential initiatives to support women's access to non-traditional employment sectors. These included measuring the gender pay gap across sectors and providing educational tools to close the gap, and creating a learning hub with resources, tools, and webinars to support women's career development into leadership roles. We will share more with this group about our Nominations Leadership Learning Hub to see if there are potential opportunities in this space.

Going forward, the group will choose one initiative they will focus on to support women in non-traditional sectors.

## **Islamic Women's Council of New Zealand launches new campaign addressing gendered Islamophobia**

The Ministry attended the launch event of Islamic Women's Council of New Zealand's new CHILL (Challenge Islamophobic Language and Loathing) social media campaign at Parliament on 24 June.

The CHILL Campaign is a 10-week initiative designed to counter gendered Islamophobia by showcasing the achievements and lived experiences of Muslim women in New Zealand. The campaign has been funded by the Department of the Prime Minister and Cabinet and will see the stories of eight diverse Muslim women shared via the Islamic Women's Council's social media channels and across media, including Radio NZ. Campaign participants include an assistant principal at a special needs school, a gymnast, a yoga and well-being instructor, a community worker, a public servant, an operations engineer and YouTuber, a primary school teacher, and an artist.

The Ministry will be sharing information about the campaign via its social media channels.

## **Asia-Pacific Regional Review of the Beijing Declaration and Platform for Action**

The United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), in collaboration with UN Women, convened an Expert Group Meeting to review the Asia-Pacific Beijing+30 Regional Synthesis Report on 3 and 4 July. This report draws on common themes in the regions' national level reviews to identify gaps, challenges and future opportunities to accelerate the region's implementation of the Beijing Declaration and Platform for Action (1995).

This is the first time New Zealand is participating in this review, which occurs every five years. Two officials from the Ministry for Women attended the meeting virtually alongside an Official from the Public Service Commission.

The meeting brought together 40 gender experts from across the region to review and provide feedback on the draft Regional Synthesis Report. Experts were also invited to deliberate on good practices to accelerate progress in the region.

The Ministry for Women submitted New Zealand's progress report on the Beijing Declaration and Platform for Action to the United Nations on 1 June. The report provides a comprehensive summary of New Zealand's work to advance the rights of women and girls over the last five years. We worked closely with agencies across government to respond to around 40 questions on actions New Zealand has taken to implement the 12 critical areas of concern outlined in the Beijing Declaration and Platform for Action to advance the rights of women and girls. These areas include employment, health, leadership, education, the environment and foreign policy.

## **Preparation for the CEDAW examination is underway**

The Ministry has commenced inter-agency engagement in preparation for examination of New Zealand's 9th Periodic Report on progress towards implementation of the Convention on the Elimination of Discrimination (CEDAW). Examinations usually take place approximately every four years in Geneva but due to COVID-19, New Zealand's last examination took place in 2018. The examination sees representatives of the New Zealand Government appear before the CEDAW Committee to answer questions and provide further information on the status of women in New Zealand. Non-governmental organisations also participate and can submit their own 'shadow reports' to share their perspective on key challenges and successes.

Initial emails have gone out to a wide range of agencies to signal the likely examination date of 10 October, and we are hosting short virtual information sessions this week to outline our proposed process and timeline leading up to the examination, so agencies are well prepared to contribute and support. We will provide you with further information and advice on CEDAW in due course to support decisions on representation and delegation makeup.

### **The 56th session of the United Nations Human Rights Council is underway**

The 56th session of the United Nations Human Rights Council (HRC56) is currently taking place in Geneva and runs from 18 June – 12 July. One of three HRC sessions held annually, a central focus for this upcoming session is the protection of the human rights of women and girls. Key gender equality activities include:

- an annual discussion on women's human rights in relation to the economy
- interactive dialogues with gender experts
- several resolutions focused on women's human rights.

The Ministry for Women contributes gender policy expertise to the Ministry of Foreign Affairs and Trade (MFAT) during Human Rights Council sessions to support New Zealand's representation. This involves providing advice on gender-related human rights resolutions and statements to ensure New Zealand's priorities for women and girls are reflected.

Guided by MFAT's International Human Rights Action Plan, New Zealand typically takes a leadership role on issues related to gender equality and women's empowerment, including sexual and reproductive health and rights, preventing maternal mortality and morbidity, and supporting women's leadership and political participation.

For this upcoming session, New Zealand will prioritise engagement on resolutions focused on:

- preventing discrimination against women and girls
- eliminating technology facilitated gender-based violence
- improving women's menstrual hygiene
- tackling adolescent pregnancy.

The Ministry will keep you updated on significant outcomes from the session.

### **Mana Wāhine Kaupapa Inquiry update**

On 17 April 2024, the Ministry provided Minister Upston a briefing on the upcoming priorities for the Mana Wāhine Kaupapa Inquiry (The Inquiry).

The Inquiry work programme has been developed alongside the Waitangi Tribunal and the judicial process, is set over four phases:

1. Historical Hearings;
2. Research;
3. Substantive Hearings;
4. Crown Response.

The Ministry has completed the historical hearings and is currently in the research phase. This phase involves gathering data and report insights, to examine impact(s) of policies and legislation on wāhine Māori.

The Waitangi Tribunal will set a judicial conference soon to determine the substantive hearing contents and timetable for 2025.

The Ministry has facilitated the following work to date:

- Providing procurement and contract support for four claimant-led research reports (expected to be completed by December 2024).
- Contributing to Ministry of Justice development of interim Claimant Funding Guidance.
- Completion of 54 Crown related data requests and statistical information for claimant-led and external researchers.
- Secretariat role for the Joint Research Committee, which discusses the successful delivery of the claimant-led research programme.
- Regular briefings and advice to the Minister, Tribunal, Crown Agencies and Claimants.

## Ministerial Servicing

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide memoire	Meeting with Global Women, Tuesday 16 July	MW AM 24-25 0004	10/07
Aide memoire	Meeting with Rural Women NZ, Thursday 18 July	MW AM 24-25 0003	11/07

Official Information Act requests in progress		
Subject	Log number	Due to requester
<b>Ministry OIA requests</b>		
Staff employed in inclusion and diversity roles, 9(2)(a)	MW DOIA 23-24 0044	26/07
Advice provided to Minister's regarding the supply of estrogen, 9(2)(a)	MW DOIA 24-25 0001	23/07

Ministerial letters and responses		
Subject	Log number	Due date
Appointment of the Chief Censor – Minister Brooke Van Velden	MW 24-25 0005	08/07

## Proactive release

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



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

3 July 2024

**Hon Nicola Grigg**  
Minister for Women

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