



Manatū Wāhine
Ministry for Women

Fortnightly Report Minister for Women

13 September 2024

Current priority outcome areas

We are starting to test the components of the gender pay gap calculation tool

The Ministry, in consultation with businesses, has developed a set of proposed components for the gender pay gap calculation, guidance and tool. We have developed a draft calculation tool and have begun to test the components, the methodology and the tool with a wide range of businesses.

9(2)(g)(i)

So far, we have met with Strategic Pay, Chartered Accountants, Law Society, and Deloitte, and have engagements set up with ANZ, Tonkin and Taylor, Business NZ, Mind the Gap, and Diversity Agenda.

A paper on the tool's proposed components has been provided to the National Advisory Council on the Employment of Women (NACEW) for discussion at their meeting on 16 September 2024. We are in the process of preparing a paper for the Champions for Change Governance Group, seeking their endorsement of the methodology and agreement to launch the methodology, guidance and tool at their November summit. We will continue to keep you updated as we progress towards November's launch.

Events to mark Suffrage 2024

There are a number of events taking place across the country on Thursday 19 September 2024 to mark the 131st anniversary of Suffrage Day.

The National Council of Women New Zealand is hosting three commemoration events. In addition to the Christchurch event at Kate Sheppard Memorial which you are attending, they are also holding an event in collaboration with the Māori Women's Welfare League and Auckland Council's Women's Network at the Auckland Women's Suffrage Memorial, as well as a smaller event at Manukau's St David's Anglican Hall.

The Ministry is not hosting a public event this year but is supporting the events you are attending and will acknowledge the day through our digital channels – social media and a special edition our stakeholder newsletter, Te Karanga. We will share a range of social media posts from 16 September to acknowledge the day, including photos from your petition page turning at the National Library on 12 September 2024. We will share details of these posts with your office ahead of time.

9(2)(f)(iv)

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Launch of the Public Service Commission's digital appointments system AppointNet

The Public Service Commission has developed a digital tool to centralise and streamline the appointment process and reporting requirements for public sector board appointments. The new system is called AppointNet and implementation will begin by the end of September 2024.

The Ministry for Women is participating in this project. One of the intended benefits is that the new tool, which includes a centralised database, will support the delivery of the annual stocktake in a more efficient and timely manner.

The success of AppointNet will depend on the extent to which agencies fully adopt the new system to log all candidates and board appointments data.

For the Ministry's 2024 stocktake of women on public sector boards (to be published in the second-quarter of-2025), we will undertake a parallel analysis comparing results from the current form-based system with data from the new shared database, in order to determine what proportion of appointments data is being captured in the AppointNet system. If we are satisfied the new system is capturing all appointments data, our annual board stocktake can migrate entirely to the new digital system in 2025/26.

Strategic priorities confirmed for Te Puna Aonui's second action plan

On 29 August, the Prevention of Family and Sexual Violence Ministerial Group met with officials from Te Puna Aonui and other government agencies to confirm the priorities, timeframe, and approach for implementing for the second Te Puna Aonui action plan.

Eight strategic priorities were confirmed which will help guide future investment and action over the next five years, alongside a rolling two-year delivery programme.

Over the next two months, the Ministry will identify agencies best placed to respond to specific issues that may arise during hearing weeks.

At the closing of the conference, Judge Sarah Reeves, made a special acknowledgement to the Ministry for their efforts in collaborating with claimants and providing pro-active responses to 63 Crown data requests for commissioned researchers.

Early preparations for the 69th session of the Commission on the Status of Women

The Ministry will soon be starting its preparation for the 69th session of the Commission on the Status of Women (CSW69), which will take place at the United Nations in New York from 10 – 21 March 2025. The main focus of CSW69 will be marking the 30th anniversary of the Beijing Declaration and Platform for Action and assessing progress on its implementation.

New Zealand, alongside other United Nations Member States, submitted its comprehensive national-level review of our progress against the Beijing Declaration and Platform for Action to the United Nations in June 2024. The national-level reviews are currently feeding into a series of regional reviews which will be presented at CSW69 to establish a global picture of progress and challenges around women's rights and gender equality. New Zealand is a part of the Asia-Pacific regional review, and our report will be presented for review in November 2024 at the United Nations regional office in Bangkok.

We will provide advice to you before the end of October on opportunities for participation at CSW69.

CEDAW Examination: civil society shadow reports submitted to UN

As part of the CEDAW examination process, civil society organisations have now submitted their alternative reports (shadow reports) to the United Nations (UN). Nine organisations have submitted reports, and these were published on the UN website on Wednesday 11 September. The Ministry are reviewing the reports to help inform the delegation's preparation for the examination and will update your office as appropriate on key themes and media coverage.

Launch of the New Zealand Human Rights Monitoring Tool

In December 2021, Cabinet agreed on the development of a public facing, online monitoring tool to record United Nations human rights recommendations made to New Zealand, and the actions being taken to implement the recommendations.

The Ministry of Justice has led the development of the new Human Rights Monitoring Tool which will be launched on 26 September 2024. The tool will support an increase in transparency and accountability and improve co-ordination between agencies responsible for human rights reporting.

Initially, it will include the human rights recommendations from New Zealand's Universal Periodic Review (UPR) in April 2024. The Ministry for Women is responsible for implementing three UPR recommendations focused on:

- promoting gender equality
- increasing women in leadership
- closing the gender pay gap

The monitoring tool will continue to be updated over time with recommendations from New Zealand's international human rights treaty body examinations. New Zealand's next examination is on the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) on 10 October 2024. Following this examination, the Ministry for Women will upload all recommendations received into the monitoring tool to support future reporting and implementation.

Ministerial Servicing

Policy advice and reports in progress

Type	Title	Log number	Due date
Briefing	Online Safety	MW BR 24-25 0022	17/09

Event and meeting briefings in progress

Type	Title	Log number	Due date
Aide memoire	Meeting with the Institute of Directors	MW AM 24-25 0060	17/09
Aide memoire	Meeting with Dellwyn Stuart	MW AM 24-25	24/09

Ministerial letters and responses

Subject	Log number	Due date
Tax while on paid parental leave – NGCOR384	MW 24-25 0061	24/09

Official Information Act requests in progress

Subject	Log number	Due to requester
Ministry OIA requests		
Job cuts and savings – 9(2)(a)	MW DOIA 24-25 0013	01/10
Advice and policy options – 9(2)(a)	MW DOIA 24-25 0014	07/10
Wall Walk Participation – 9(2)(a)	MW DOIA 24-25 0015	08/10

Proactive release

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