



Manatū Wāhine
Ministry for Women

Fortnightly Report Minister for Women

2 August 2024

Current priority outcome areas

Pay gap reporting

The Ministry is continuing work on developing a voluntary business-led gender pay gap reporting approach.

On Monday 5 August we are running a workshop with a group of payroll and remuneration experts put together by MindtheGap. The purpose of this workshop is to test the components of a gender pay gap calculation that were identified by the Electricity Sector in the previous workshops.

In addition to this workshop, we intend to start further engagement on the components of the calculation next week. This will include reaching out to a wide range of businesses and organisations using surveys, one-to-one meetings and following up on previous consultations with large businesses and payroll experts such as Spark NZ and Strategic Pay. It is intended that this initial engagement will occur over the next 1-3 weeks.

The Ministry is working towards the delivery of a pay gap reporting package for November 2024. At a minimum the components and formula for the agreed calculation will be able to be launched at the Champions for Change summit in November. The development of a web-based tool may need to be progressed over a longer timeframe. In the meantime, we will commence planning for the November launch, including identifying business leader champions. We look forward to discussing this launch with you in further detail at the next officials meeting on 28 August, or earlier if requested.

Self-limiting beliefs webinar – record numbers for a Ministry-run leadership session

On Wednesday 31 July, the Ministry hosted a lunchtime webinar session with Kristen Lunman and Natalie Ferguson, co-founders of Powrsuit, to support women to learn identifying and challenging self-limiting beliefs.

Powrsuit is a global membership network for women and allies focused on closing the gender leadership gap. Powrsuit was founded in 2018 by Kristen and Nat, who were the successful co-founders of digital investment platform, Hatch.

The webinar, which aimed to help women embrace their unique leadership qualities and learn to lead with purpose, had 319 registrations, with 157 attendees on the day – the highest number of registrations and attendees for a Ministry webinar to-date.

Kristen and Nat shared their insights on how women can overcome their self-limiting beliefs, using their Powrtool resource to guide the session.

During an activity using the Powrtool, participants shared their thoughts on a self-limiting belief they had and their goals to help overcome it. There was great conversation and numerous women shared their experiences during the session.

Free one-year memberships to Powrsuit's platform and resources were also given away to two attendees. The recipients had identified how the Powrsuit membership could help them in supporting their working life as part of the registration process.

In a poll at the end of the session, 95% of attendees said they were "satisfied" or "very satisfied", and 97% would recommend the opportunity to others.

The webinar was recorded and will be made available as a resource on the Leadership Learning Hub within the next two weeks.

The Ministry will run more webinars before the end of the year and notify you of details of these in the Fortnightly Report.

The Ministry discussed women's representation on private sector boards with NZX and Global Women

On 30 July Ministry officials met with representatives from the New Zealand Stock Exchange (NZX) and Global Women's Champion for Change. NZX graduates shared [data on women's representation on NZX-listed boards](#) and were joined by the NZX's HR and Communications leaders. The data shows that in 2023 women held 31% of roles on NZX-listed boards (up from 28.5% in 2022). The presentation highlighted trends in the private board sector, including the fact the women in private sector governance are more likely to hold more than one directorship.

The Ministry shared its latest data from the 2023 Public Sector Boards and Committee Stocktake and agreed to explore areas where we can work together to grow women's representation on private sector boards.

Outcomes from the three Pacific gender equality meetings 22 – 26 July

Three Pacific gender equality meetings took place last week from 22 – 26 July 2024, one of which you attended virtually:

- the 15th Triennial Conference organised by the Pacific Community (SPC)
- the 8th Pacific Ministers for Women Meeting organised by the Pacific Community (SPC)
- the Pacific Islands Forum Women Leaders Meeting organised by the Pacific Islands Forum Secretariat.

The 15th Triennial Conference culminated in an Outcomes Document that highlighted a set of negotiated recommendations to progress gender equality in the Pacific over the next three years. These recommendations were centred on the three priority areas – preventing gender-based violence, health of women and girls and gender-responsive climate justice. Key commitments included:

- Ensuring appropriate programmes that prevent and respond to gender-based violence and encouraging a whole-of society approach.
- Realising sexual and reproductive health and rights in the Pacific.
- Addressing and preventing cervical cancer, including through the provision of HPV vaccines and high precision screening.
- Prioritising women's meaningful participation in climate mitigation and adaptation and supporting gender-responsive climate investment.

The Pacific Islands Forum Women Leaders Meeting also resulted in an Outcomes Document, negotiated, and agreed to by countries present at the meeting. Key outcomes included:

- The importance of sex and gender disaggregated data and establishing regional knowledge hubs to progress gender equality.
- Highlighting the risks of nuclear contamination to the health of women and girls in the Pacific.
- Welcoming the confirmation of the CEDAW Committee session to be held in the Pacific in 2025.
- Recognising gender-responsive planning and budgeting as a tool for equity and economic prosperity.

Both Outcome Documents feature inclusive gender equality language and progressive commitments. This is a result of a collaborative negotiating environment where all stakeholders prioritised collective, regionally agreed outcomes.

They also further reinforce the Pacific region's commitment to implementing the actions set out in key gender equality frameworks, such as the revitalised Pacific Leaders Gender Equality Declaration. This commitment is highlighted in the Australia and New Zealand Prime Ministers' joint statement to be released after their meeting on 16 August 2024.

Ministry working with Pharmac to promote the public consultation on oestradiol gel funding

The Ministry is working with Pharmac to help promote feedback on its proposal to fund the oestradiol gel, Estrogel.

In response to the global supply issue affecting oestradiol (Estdot) patches, Pharmac is proposing to fully fund oestradiol gel without dispensing or eligibility restrictions from 1 November 2024. It published a public consultation document on its website on Thursday 25 July 2024. The consultation period closes on Thursday 15 August 2024, and a final decision from the Pharmac Board is expected in September 2024. If approved, oestradiol gel would be fully funded when prescribed for anyone who needs it. It is estimated that this could benefit more than 18,000 people in just the first year of funding.

In the past three years, demand for oestradiol patches has more than tripled – growing from 1.3 million patches dispensed in 2020/21 to over 4.6 million patches in 2023/24.

New research uncovers social media's impact on youth body image in New Zealand

On 29 July 2024, Te Mana Whakaatu Classification Office and Netsafe jointly released new research titled *Digital Reflections: The Online Experience and its Influence on Youth Body Image in Aotearoa*.

The research provides insights into the impact of social media on youth body image in New Zealand, and is now publicly available online via the [Classifications Office website](#).

Key findings include:

- Young people are seeing and engaging with a variety of body image content, often from an early age and are facing increasing pressure around how they look, regardless of gender. They can find both helpful and harmful online content, but algorithms sometimes make it hard to get positive and reliable information.
- Young people use social media to express themselves and connect with friends, but they face significant challenges managing unwanted and harmful content, including abusive content.

- Young people want more understanding and supportive dialogue from adults and better educational resources and support. They often discuss body image and online content in general terms, but struggle to have deeper conversations about their personal feelings and concerns.

The Classification Office and Netsafe will use this research to build resources for parents and caregivers. The research involved 58 young people aged 14-17 years from across New Zealand, inclusive of all genders, ethnicities, ages, sexualities and priority groups.

Building on previous insights

In 2018 the Ministry for Women led research with Netsafe on young New Zealanders' experiences of digital harm. The research provided insights into how young people have gendered differences in how they interact with the online world, their perception of harm and what bothers them online.

This report is available on the [Ministry for Women website](#).

Sport NZ's Diversity, Equity and Inclusion Sector Workforce Survey shows greater diversity in sport and active recreation workforce

Last week, Sport NZ released its 2024 Diversity, Equity and Inclusion Sector Workforce Survey report. This survey provides insights on the make-up and experiences of board members and employees working in the sport and active recreation sector. The survey was first run in 2020 to support the leadership outcomes in the Women and Girls Strategy and Disability Plan, and Sport NZ has continued the survey to help support the sector better understand their own governance and workforces and continue to work towards ensuring their organisations are diverse and inclusive.

The 2024 survey report captures insights from 109 organisations and 1,425 people across the sector and shows that meaningful progress has been made across the sector since 2020:

- The data shows greater diversity in the workforce – with more women, Māori, members of rainbow communities, and disabled people working in the sector.
- There are also higher levels of job satisfaction, a greatly improved quality of 'felt experience', a drop in reported instances of discrimination, harassment or bullying, and greater optimism about future governance/employment opportunities in the sector.
- Although positive momentum is seen across most indicators, further work is needed to address areas such as pay equity, Diversity, Equity and Inclusion policies and strategies, Te Tiriti and te ao Māori commitment and capability.

Over the next few months, Sport NZ will be working to identify opportunities to support the sector in addressing areas for improvement.

Media study raises the value and visibility of women athletes in the media

Sport NZ has just released its fourth annual report from its study of gender balance in sports news coverage.

From 2020, Sport New Zealand has conducted a [Media and Gender study](#) which is one of the most significant of its kind globally. The study investigates gender balance in sports news coverage in New Zealand. It explores various aspects of coverage, athlete portrayal and the gender balance of media

companies in terms of both coverage and bylines and forms part of Sport NZ's broader work to improve the value and visibility of women in sport.


The latest study covers the 2023 period. Overall, the study shows significant advances in the coverage of women's sport in New Zealand media, increasing from 15% in 2020 to 26% in 2023. However, 2023 is the first year where gender balance has not improved year on year.

Key findings from the latest report include:


- Overall gender balance of sports new coverage has dropped slightly from 28% to 26% since 2022. This is likely due to fewer major events hosted in New Zealand.
- Media outlets maintained a minimum standard of close to 25% of all coverage dedicated to women's sport throughout 2023.
- The 2023 FIFA Women's World Cup had the biggest impact on gender balance during a tournament period of all major events in this study, with 45.5% of all sports coverage being about women.

The quality and depth of women's sports coverage continues to improve along with the volume of reporting. Topics of discussion have broadened over the last three years, with an increased focus on training and preparation, with minimal difference between how women's sport and men's sport is reported on.

9(2)(g)(i)



This study is a collaborative approach by media, broadcasters and sports organisations can have on improving the visibility of female athletes and teams in sports news media. 9(2)(g)(i)



Ministerial Servicing

Ministerial letters and responses		
Subject	Log number	Due date
Period Poverty Campaign – 9(2)(a)	MW 24-25 0019	19/08
Maternity leave – 9(2)(a)	MW 24-25 00020	19/08

Official Information Act requests in progress		
Subject	Log number	Due to requester
Ministry OIA requests		
Staff with Ministry credit cards – 9(2)(a)	MW DOIA 24-25 0009	23/08
Services provided by IDIA – 9(2)(a)	MW DOIA 24-25 0008	20/08
Baseline savings documents – Labour Research	MW DOIA 24-25 0007	19/08
Funding for Union activities – 9(2)(a)	MW DOIA 24-25 0006	19/08
Bringing Gender In – 9(2)(a)	MW DOIA 24-25 0005	15/08
Staff resourcing – 9(2)(a)	MW DOIA 24-25 0004	05/08

Proactive release

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