



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

# **Fortnightly Report Minister for Women**

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**30 August 2024**

## Current priority outcome areas

### Local Government NZ Forum highlights online violence against women in leadership

The Ministry for Women attended Local Government New Zealand's forum on Wednesday 21 August 2024, where Hon Nicola Willis spoke to women in elected leadership roles about the online abuse and harassment often faced by women in leadership roles.

Minister Willis' speech, which included mention of the Ministry's collaboration with Netsafe on a toolkit for workplaces who are working with women in leadership positions, was well received.

The 80 to 100-odd councillors and mayors in attendance appreciated Minister Willis' call to challenge online bullying with a collaborative "push back" against the trolls.

She cited international and local research that demonstrated the levels of abuse directed at women leaders. She also spoke about the threat it posed for women's gains around the decision-making table, with the very real potential to impact the participation and engagement of women in public life.

### Ministry working with Local Government New Zealand, Netsafe and other agencies to develop toolkit for women in leadership

The Ministry has been in conversations with both Local Government New Zealand (LGNZ) and Netsafe about what it can do to better support women in leadership roles who face tech-facilitated violence.

Currently Netsafe are bringing together information and resources to support workplaces on the issue which will be further enhanced by the Ministry and other partners to develop the toolkit. It will include case studies sharing the experiences of women in leadership roles who've faced online harassment and abuse, along with practical steps for tackling tech-facilitated violence.

We are in the process of preparing a paper on the Ministry's online harm work programme, including the Global Partnership for Action on Gender-Based Online Harassment and Abuse. NACEW's draft 2024/25 work programme includes research on online harm, as it relates to women in leadership. We will seek your approval of the work programme after the NACEW meeting on 16 September.

Over the past five years, female politicians have consistently spoken about the often violent and sexist harassment they receive online. In a recent survey of women MPs in New Zealand, 98% of respondents reported some form of harassment. The survey found that women MPs were four times more likely than men to face sexualised comments, and more than twice as likely to receive death threats. Social media is now the most prominent medium for this abuse.

The Ministry is also due to meet with LGNZ in the coming weeks to discuss ongoing support and collaboration across the 2025 local body elections, which we will keep you updated on.

### Preparations are continuing for the CEDAW examination on 10 October

The Ministry for Women is preparing for New Zealand's examination on its implementation of the Convention against the Elimination of all forms of Discrimination Against Women (CEDAW). This examination will take place on Thursday 10 October 2024 in Geneva. The New Zealand delegation will be asked approximately 200 questions on how New Zealand is eliminating discrimination against women in all areas of life, including, political participation, education, employment, health, social protection, and freedom from violence.

The Ministry is in the process of finalising the New Zealand delegation, which we propose includes representatives from the Ministry, Te Puni Kōkiri, Te Puna Aonui and the Ministry of Foreign Affairs and Trade. We have provided you with a briefing which seeks your in-principle agreement of the proposed delegation, which will then be referred to the Minister of Foreign Affairs and Trade for approval.

The Ministry is developing a comprehensive resource to support the delegation to respond to the Committee's questions during the examination. This resource will include a set of key messages on each issue we anticipate the Committee will raise, as well as updated data and evidence. We are engaging with approximately 30 agencies to develop this resource to ensure it includes accurate and up to date information across all relevant sectors.

### **Updated national Gender Pay Gap now stands at 8.2%**

Stats NZ released updated income data for New Zealanders on Wednesday 21 August 2024, including an update to the national Gender Pay Gap (GPG) for 2024, which is now confirmed at 8.2%. This does not represent a statistically significant decrease from the 8.5% GPG reported in 2023.

The Ministry for Women is undertaking analysis of the new income data in order to measure gender pay gaps by industry, occupation, region, ethnicity and age group. These updated statistics will be provided to your office and added to the Ministry's 'What's My Gender Pay Gap?' online tool over the coming weeks.

### **New Employment Action Plan released**

Social Welfare and Employment Minister, Hon Louise Upston, launched the new Employment Action Plan (EAP) on Wednesday 28 August 2024. The 12-point action plan aligns to the Government's priorities and wider labour market work programme. It covers multiple industries, including education, migration and regional infrastructure development, and considers work programmes happening within these sectors that will benefit the labour market.

The plan is being led by the Ministry of Social Development, the Ministry of Business, Innovation and Employment, the Ministry of Education, and the Tertiary Education Commission.

The new EAP replaces the previous government's overarching strategy, and the seven-population based EAPs, including the Ministry for Women's Te Mahere Whai Mahi Wāhine Women's Employment Action Plan.

The Ministry has provided comments on earlier drafts. The introductory text recognises that some groups, including women, have different, and often adverse, labour market experiences. The EAP The Ministry is in regular contact with the Ministry of Business, Innovation and Employment, and other agencies responsible for the EAP actions, to support each action to take a gender focus.

### **NZ Police Menopause Support Network and Menopause Awareness Day (18 October)**

On 22 August 2024 the Ministry met online with the NZ Police Co-Leads of the Menopause Support Network (the Network). One of the Co-Leads met you at the Women in the Public Service Summit in Christchurch and subsequently contacted the Ministry to request a meeting.

NZ Police described some of the impacts of menopause on police staff, including completing the Physical Competency Tests, and the cost of experienced women leaders resigning due to menopause symptoms.

The Network started in 2022 to raise awareness among NZ Police staff and managers about the symptoms of menopause and where to find more information, as well as ways to reduce the impact of symptoms. In July this year NZ Police agreed to menopause guidelines for employees and managers, and the Network is now rolling out presentations to district and area leadership teams.

The Network Co-Leads told us that initiating conversations about menopause has resulted in wider conversations about women's health and wellbeing across the organisation, and they have received a supportive response from managers.

The Network collaborates with similar networks at Defence, Corrections and Fire and Emergency NZ. They are jointly planning a series of lunchtime sessions for Menopause Awareness Week (14 – 18 October).

The Southern Women's Network is also planning an online and in-person event for Menopause Awareness Day in Christchurch on Friday 18 October from 4.30-5.30pm that will be open to all government agencies. We will provide your office with more information about this event in the coming weeks, should you wish to attend.

The Ministry plans to support awareness raising around Menopause Awareness Day. This includes hosting a webinar focused on what workplaces can do to support affected staff and a social media series sharing information and resources.

### **Recent webinar with Good Shepherd**

On Wednesday 28 August 2024, the Ministry hosted a lunchtime webinar session with Emma Saunders, CEO of Good Shepherd New Zealand, to support women learn about how to achieve and maintain a healthy financial relationship.

This webinar is part of Money Month – a month-long campaign dedicated to improving financial wellbeing, and we're encouraging all New Zealanders to pause and get sorted about their finances.

Emma took attendees through Good Shepherd's Healthy Financial Relationships Toolkit, explored what a healthy, unhealthy, and an in-between financial relationship looks like, and how women can get support to make positive change and have conversations about money.

There were 38 registrations, with 19 attendees on the day. All respondents to the webinar's online feedback poll were satisfied and would recommend it to others. The webinar was recorded and will be made available on the Ministry's website in approximately two weeks as a resource to support women's financial wellbeing.

The Ministry has two future webinars planned. After our successful session in July, we will run another session with Powrsuit in September - Say 'no' to say 'yes' on ways women can protect their time for strategic work. A second webinar will be in October on tips to do well in governance interviews. We will provide more information on these sessions in future fortnightly updates.

## Ministerial Servicing

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide memoire	Women in Energy – Launch of the Gender Pay Gap Research	MW AM 24-25 0012	02/09
Aide memoire	Meeting with the Canadian Senate Speaker	MW AM 24-25 0014	03/09
Aide memoire	Visit to the National Library – Suffrage Petition	MW AM 24-25 0051	04/09
Aide memoire	Women on Boards NZ	MW AM 24-25 0047	04/09

Ministerial letters and responses		
Subject	Log number	Due date
Governments position on Women and Gender	MW 24-25 0040	02/09

Official Information Act requests in progress		
Subject	Log number	Due to requester
Ministry OIA requests		
Baseline savings communication – 9 (2) (a) Research	MW DOIA 24-25 00007	02/09
Credit card spend – 9 (2) (a)	MW DOIA 24-25 00010	02/09
Definition of Women and diversity training – Chris Wood	MW DOIA 24-25 00011	20/09

## Proactive release

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