



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

# **Fortnightly Report Minister for Women**

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**6 December 2024**

## Current priority outcome areas

### Media coverage of 'No Pay Day' and the gender pay gap toolkit

'No Pay Day' on Monday 2 December 2025 provided a great platform to engage media on the gender pay gap toolkit following its launch last month. There was coverage about the toolkit and the benefits of calculating gender pay gaps across print, television and radio. It also saw an increase in web traffic to the toolkit.

Media coverage included:

- Your interview with TVNZ Breakfast ([Kiwi women effectively 'working for free' for rest of 2024 | TVNZ Breakfast](#))
- An interview with Ministry for Women's Chief Executive, Kellie Coombes, Mind the Gap co-founder Dellwyn Stuart, and Meridian's General Manager Generation, Tania Palmer on 1News ([Gender pay gap: NZ women now effectively working for free until end of year](#))
- The publication of an op-ed from Global Women Chair, Dame Theresa Gattung, in the NZ Herald ([NZ's gender pay gap at 8.2%: A hidden economic crisis in 2024 – Dame Theresa Gattung - NZ Herald](#))
- An interview with Global Women Chief Executive, Agnes Naera, on Radio Waatea ([Gender pay gap persists for NZ women](#))
- An interview with Agnes Naera on Duncan Garner's Editor in Chief LIVE podcast ([Watch: Getting Women's Representation Up in the Big NZ Companies](#))

### Engagement with the Governance and Appointments team at The Treasury

The Ministry for Women met with the Governance and Appointments team at The Treasury last week to talk about public sector board appointments. The Treasury's Governance and Appointments team provides advice to Shareholding Ministers and Responsible Ministers on appointments to the boards of entities such as State-owned enterprises, the Crown financial institutions, other Crown entity companies and statutory entities. Altogether, this covers around 240 board positions.

We shared with them the results of the Nominations Service Survey, which the Ministry conducted earlier this year, and our Women in Leadership Strategy. We also discussed how we can further collaborate with The Treasury's Governance and Appointments team to support the pipeline of women onto public sector boards. This work includes supporting women through the Future Directors programme, the Ministry's Leadership Learning Hub, and our Nominations Service.

We are planning to refresh the 'Journey to Appointment Tool' on our website, which outlines the steps in the appointment process for public sector boards and committees. We will continue to engage with appointing agencies as well as other nominating agencies to ensure that this tool is fit for purpose and reflective of current processes.

### Selection process underway for CSW69 NGO delegate

The Ministry has begun the process to select an NGO representative to be on the New Zealand Government delegation to the 69<sup>th</sup> session of the Commission on the Status of Women (CSW69), which is taking place in New York in March 2025.

The NGO delegate is an important member of the delegation who acts as a liaison point between New Zealand-based NGOs and the delegation in the lead up to and during CSW69. This includes sharing relevant updates with NGO groups and communicating NGO interests and priorities to the delegation. The NGO delegate will also have the opportunity to participate in key events at CSW69 as a member of the Government delegation.

The Ministry for Women will provide up to \$10,000 to support the successful applicant's participation at CSW69. This is consistent with the financial support the Ministry provided for CSW68.

Following a similar approach to previous years, the Ministry has set up an independent selection panel comprising six International Women's Caucus representatives to assess applications. Key attributes the selection panel will consider include demonstrated leadership, relationship building and communication skills.

The selection panel will confirm a successful applicant by the end of December 2024. We will seek your agreement on the proposed delegation list, including the NGO representative in the new year.

### **International engagements and gender-based violence a key focus at Australia-New Zealand bilateral**

Officials met virtually with counterparts from the Australian Office for Women on Wednesday 27 November 2024.

Gender-based violence has been a high-profile domestic policy priority for Australia, and the Office updated us on work undertaken throughout 2024. Australia are working through recommendations following a [review of Prevention approaches to end gender-based violence](#), including looking at young people's experiences, engaging men and boys, pathways to violence, and where systems are used to perpetrate violence.

Advice from the expert-led review panel will build on work currently underway including more than \$3.4 billion investment for women's safety across three budgets and 85 funded initiatives that underpin the National Plan to End Violence against Women and Children 2022-2032.

We shared our experiences from our recent CEDAW examination process, which was well-timed as Australia are currently finalising their periodic report (with an examination expected next year). Officials will meet again in February 2025 for a deeper dive into CEDAW lessons learnt and preparations for the 69<sup>th</sup> Session of the Commission on the Status of Women (CSW69) and Beijing30+ in March 2025.

### **Workshop on trade and gender**

Last week, officials from the Ministry attended meetings and a workshop hosted by the Ministry of Foreign Affairs and Trade (MFAT) with the head of the Trade and Gender Office at the World Trade Organisation (WTO), Anoush der Boghossian. Anoush also serves as Founder and Chair of the WTO Gender Research Hub, a global research network that fosters research and experts' partnerships on gender equality in trade.

We discussed the work that is currently underway at the WTO to increase women's participation in trade, and their future workplan, which includes a focus on assessing the impact of gender responsive policies and Free Trade Agreements on women. Anoush also spoke at a public evening panel event on women in export trade, which officials attended.

The Ministry has been working closely with MFAT colleagues on potential work programme items for 2025 in the trade and gender space. APEC's 2025 host, Korea, has asked APEC economies for input into next year's strategic priorities. 9(2)(f)(i)

### **Mana Wāhine Kaupapa Inquiry – Joint Research Committee update**

On 21 and 22 November 2024, the Ministry for Women hosted a meeting with the Mana Wāhine Kaupapa Inquiry's Joint Research Committee (JRC). The JRC is a collective of Crown Law, Claimant and Waitangi Tribunal representatives working collaboratively to deliver quality research and evidence for the Inquiry hearings taking place in 2025.

In 2023, the JRC commissioned four research reports focused on wāhine Māori in leadership; whānau and well-being; land rights; and economic welfare. The Ministry has been providing support to claimant-led research programme and we are now in the final stages of receiving completed reports.

Discussions during the two-day meeting were focused on the process of seeking feedback from the claimant community and an independent quality assurance expert to ensure the research meets the evidential standards of the Waitangi Tribunal. Reports are being provided to key stakeholders for feedback now. Once reports have been finalised by the JRC, they will be filed with the Waitangi Tribunal on 31 January 2024.

### **Meeting with Koi Tū: The Centre for Informed Futures**

On 20 November 2024, Ministry officials had an introductory meeting with researchers from Koi Tū: The Centre for Informed Futures to discuss Koi Tū's work on maternal mental health, and on government relations, technology and foresight.

Koi Tū is an independent think tank and research centre based at the University of Auckland, led by Sir Peter Gluckman (former Chief Science Adviser to the Prime Minister).

We met with Dr Felicia Low (Koi Tū's lead on maternal mental health) and Hema Sridhar (the government relations, technology and foresight lead).

They noted:

- Koi Tū provides research summaries and evaluation services, through philanthropic funding and contracts with government agencies and iwi.
- They have produced a number of reports on maternal mental health and noted that it is impacted by wider factors such as parental leave.
- It would be useful to tell social stories in economic terms, for example to tell the story of the economic impact of maternal wellbeing. This may be something Koi Tū can work on and share with the Ministry for Women.

The Ministry will continue to maintain contact with Koi Tū on shared priorities.

## Ministerial Servicing

Official Information Act requests in progress		
Subject	Log number	Due to requester
<b>Ministry OIA requests</b>		
Explicit websites blocked – 9(2)(a)	MW DOIA 24-25 0024	16 Dec
Christmas bonuses for staff – 9(2)(a)	MW DOIA 24-25 0025	16 Dec
Funding for Women's Collective – 9(2)(a)	MW DOIA 24-25 0026	18 Dec
Advice to the Minister – 9(2)(a)	MW DOIA 24-25 0027	20 Dec

## Proactive release

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