



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

# **Fortnightly Report Minister for Women**

---

**8 November 2024**

## Current priority outcome areas

### Progressing our online harm toolkit

Positive progress is being made to develop content and identify case studies for the online harm toolkit.

The Ministry is working alongside Netsafe to build the toolkit which will include case studies and online modules to empower women in the spotlight to remain confidently online and equip organisations with practical strategies to support them.

The Ministry is currently testing the draft module content internally, which will be followed by a series of external partner and stakeholder engagement and testing. We will liaise with your office over the next month to arrange a time to preview the draft module content.

### Recognising wāhine Māori business excellence

The Māori Women's Development Inc. (MWDI) Māori Businesswomen's Awards took place on Friday 25 October 2024. The awards shine a light on the achievements of wāhine Māori in business, both nationally and internationally.

Piri Galbraith (Ngāti Kahungunu, Ngāti Porou) director of Kurawaka Retreat Centre received the Te Pou Whirinaki Business Collaboration award sponsored by the Ministry for Women.

The award celebrates Piri's leadership in fostering collaborative working relationships among iwi, pakihi (businesses), and sectors to achieve meaningful impact and support the growth of Māori enterprises across New Zealand.

The event provided an opportunity to celebrate Wāhine Māori in business, join together with our partners and strengthen connections.

### International discussions on women in leadership

Ministry officials recently met with officials from the OECD, France, Ireland, and Singapore to share information about approaches to increasing women in leadership and governance.

The discussions identified that the approaches taken by these countries aligns with our approach. There may be further opportunities for dialogue with these countries in the future, particularly around the work being done in the private sector.

Key activities across these countries have included:

- **France** has high numbers of women in leadership and governance, with a quota of 40% women on boards of large companies and in leadership roles 30% by 2027 and 40% by 2030. The *High Council for Equality Between Women and Men* is an independent advisory body providing analysis and advice across a broad range of areas including leadership and governance.
- **Ireland's Balance for Better Business** initiative is an independent business-led and government-supported group to improve gender balance in leadership and governance across the public and private sectors. It sets voluntary targets (40% women by 2028), reports on progress, engages with businesses, and provides research, guidance and advocacy. After making good progress with public and large listed companies since its establishment in 2018, its focus is now non-listed companies and small to medium sized enterprises, as well as

growing the pipeline. Officials noted that the biggest impact has come from voluntary targets and providing a forum for businesses to talk about their experiences.

- In **Singapore** the government works with the private sector and NGOs. SGX introduced mandatory diversity reporting for listed companies in 2022. However, Singapore's numbers of women on boards are quite low. *BoardAgender* runs a successful mentoring programme aimed at building the pipeline by growing women's networks and visibility. After three years, the 30 women mentored by a senior board chair are now on 80 boards. Singapore's *Council for Board Diversity* advises on board diversity across all sectors, focusing on peer-to-peer influence, partnerships, and the value of diversity to businesses.
- The **European Union (EU)** takes a regulatory approach to increasing women on boards. According to the EU's *Women on Boards Directive* by mid-2026 every stock-listed company within the EU needs to have at least 40% female non-executive directors or have a female representation of executive and non-executive of at least 33%.
- **OECD** representatives noted that while compulsory, regulatory actions such as directives and quotas are likely to see a faster increase in the number of women on boards, complementary measures such as partnerships between government and businesses may have a more sustained impact.

### Gender articles included in recently finalised Free Trade Agreements

New Zealand has recently concluded negotiations on two trade agreements containing commitments to women's economic empowerment that will open up significant opportunities for New Zealand exporters.

The Free Trade Agreement concluded in late September 2024 with the United Arab Emirates included text on women's economic empowerment, committing to foster women's entrepreneurship and promote the exchange of information and best practice relevant to enhancing women's participation in economic activity and trade.

On 1 November 2024, the conclusion of a Free Trade Agreement with the Gulf Cooperation Council was announced. The Ministry for Women supported the Ministry of Foreign Affairs and Trade earlier in the year with advice on the negotiation of text relating to women's economic empowerment, including a reference to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). This is the first trade agreement the Gulf Cooperation Council has made with a Western country that includes commitments to adhere to CEDAW – a significant and meaningful step.

The Ministry will continue to work with the Ministry of Foreign Affairs and Trade to support the implementation of both Free Trade Agreements and the commitments to women's economic empowerment.

### CEDAW a central focus at the International Women's Caucus

On Tuesday 5 November 2024, the Ministry for Women co-hosted the last international Women's Caucus meeting online with the Business & Professional Women New Zealand (BPW NZ). The recent examination on the Convention on the Elimination of All Forms of Discrimination (CEDAW) was a central focus, with the forum providing members a chance to share their reflections and observations on how the process ran before and during the examination.

Members:

- Acknowledged the hard work that both the NGOs and government agencies put into their reports prior to the examination.
- Welcomed references in the Concluding Observations to issues such as stalking legislation, violence against women, online harm and harassment (including for women in the public sphere), and public sector funding cuts.
- Noted that the Concluding Observations should have also addressed unpaid work, Women, Peace and Security, housing, and ovarian cancer.
- Highlighted the critical need for NGOs to work together to represent an inclusive, collective voice for New Zealand.
- The importance of disseminating information on CEDAW and raising awareness across the public sector on how it applies to their work.

Other items discussed included a Ministry-led presentation on the upcoming gender pay gap toolkit, and the 30-year review of the Beijing Declaration and Platform for Action.

The Caucus also commended the work by the Ministry of Foreign Affairs and Trade and the Ministry that led to including CEDAW in the recent Fair-Trade Agreement with the Gulf Cooperation Council.

Caucus Members remain interested in supporting the Ministry's work in key areas such as implementing the Concluding Observations, stalking legislation and gender pay gap reporting.

Next year's meetings are currently scheduled for:

- 11 February – co-hosted with UN Women (Christchurch)
- 20 May – online. Host to be confirmed.
- 21 October – co-hosted with Dellwyn Stuart and YWCA (Auckland).

### **Meeting with Polish delegation on the 80<sup>th</sup> Anniversary of the Pahiatua Children's arrival**

Ministry officials met with a visiting Parliamentary delegation from Poland on 31 October 2024 to discuss its work programme and several topics of key interest to the delegation.

Members of the delegation included the Senate Marshal, and three Members of Parliament (MPs) who are members of the Polish-New Zealand Parliamentary Group:

- Senator Prof. Tomasz Grodzki, Senate Marshal
- MP Ms Wanda Nowicka (Chair). Chair of the Parliamentary Group for Women's rights; Chair of the National and Ethnic Minorities Committee.
- MP Ms Katarzyna Ueberhan (Vice-Chair). Chair of the Social Policy and Family Committee.
- MP Mr Marek Matuszewski (Vice-Chair). Deputy Chair of the Committee on Physical Culture, Sports, and Tourism and Vice Chair of the Parliamentary Sports Team.

The delegates were visiting for the 80<sup>th</sup> anniversary of when approximately 800 refugees, the majority orphaned children, were welcomed to Wellington Harbour on 31 October 1944.

Members of the delegation had a strong interest in women's rights and gender equality, including Ms Wanda Nowicka who co-founded the Federation for Women and Family Planning that she was President of for 20 years.

Topics discussed included:

- Abortion legislation, and New Zealand's health-focused approach. The current Polish Government are seeking to strengthen legal protections for sexual and reproductive health rights, after a 2021 court ruling severely restricted abortion rights.

- Increasing women's political representation, both those standing and being elected, and the use of quotas.
- The machinery of government, and how to mainstream gender equality issues and women's rights across Government agencies. Poland has recently established a Minister for Equality.
- Increasing the representation of women on boards, both in the public sector and private sector, such as on sporting boards.
- The Istanbul Convention – the Council of Europe's Convention on Preventing and Combating Violence Against Women and Domestic Violence.

The delegates also met with the Ministry of Foreign Affairs and Trade, and a New Zealand MP. An invitation to host New Zealand MPs in Poland to visit the two-chamber Polish Parliament was extended by the delegation.

## Ministerial Servicing

### Policy advice and reports in progress

Type	Title	Log number	Due date
Memorandum	Annual Review Vote Women	MW MM 24-25 0084	20 Nov

### Event and meeting briefings in progress

Type	Title	Log number	Due date
Briefing	NACEW meeting, Monday 18 November	MW BR 24-25 0096	13 Nov
Aide memoire	NZI Rural Women NZ Business Awards	MW AM 24-25 0093	14 Nov

### Cabinet papers consulted on

Title of paper	Comments	Agency
9(2)(f)(iv) [REDACTED]	[REDACTED]	[REDACTED]

### Official Information Act requests in progress

Subject	Log number	Due to requester
<b>Ministry OIA requests</b>		
Spend on lanyards and merchandising - 9(2)(a) [REDACTED]	MW DOIA 24-25 0022	28 Nov
Māori and Pasifika cultural competency training for staff -	MW DOIA 24-25 0021	19 Nov
Restructures at the Ministry for Women – PHD Student	MW DOIA 24-25 0020	19 Nov

## Proactive release

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