



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

# **Fortnightly Report Minister for Women**

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**16 August 2024**

## Current priority outcome areas

### APEC Policy Partnership on Women and the Economy – Second Officials Meeting for 2024

The second, and final, APEC Policy Partnership on Women and the Economy Meeting for 2024 will take place later this week in Lima, Peru. The Ministry is leading New Zealand's representation at this meeting and has arranged for a Ministry of Foreign Affairs and Trade senior official to cover key meeting elements on our behalf as they will be on the ground for related meetings.

The programme includes a Management Council Meeting which will discuss a new proposed strategic plan for this area of work. This discussion will help set the direction of future work and collaboration across APEC. In addition, the group will also discuss the proposal to develop a set of APEC Gender Equality Structural Reform Principles. These principles are aimed at ensuring an enabling environment for women's economic equality and empowerment over the long-term. 9(2)(g)(i)

### Ministry presentation on women's participation in export trade at APEC webinar

Ministry officials spoke at an APEC webinar panel on New Zealand's efforts to increase women's participation in export trade, providing an overview of the collaborative efforts by the Ministry of Foreign Affairs and Trade, New Zealand Trade and Enterprise and the Ministry for Women to better understand barriers, and facilitate opportunities for women in export.

The webinar – Experiences in Furthering Inclusive Economic Growth – was held on Friday 9 August 2024 and hosted by the United States State Department and United States Office of Management and Budget officials. It was well attended by APEC member economies and provided an opportunity to highlight the role that the Ministry plays in supporting gender elements in trade negotiations and promoting opportunities for women to access the benefits of export trade.

Alongside the Ministry, other panel members were from Thailand, presenting on the development and use of social indicators to support poverty reduction; and Vietnam, where structural and regulatory reform is promoting medium and small-medium enterprises access to financial resources. A core common theme was the importance of quality gender disaggregated data to inform the design of policies and initiatives, as well as to measure and evaluate success.

### Gender and ethnic pay gaps

A research report commissioned by the Ministry in 2023 shows gender and ethnic pay gaps at the industry level in New Zealand for the first time was published by Auckland University of Technology on Monday 12 August 2024.

[Gender and ethnic pay gaps: An industry level portrait of Aotearoa](#) was produced by AUT's New Zealand Policy Research Institute (NZPRI). The research provides an in-depth analysis of pay gaps at an industry level, including an examination of workforce representation within industries and the 'explained' and 'unexplained' factors contributing to pay gaps. This included analysis of what could be explained by differences in education levels, occupation, and what proportion of gaps is "unexplained". The report was commissioned by the Ministry in partnership with AUT.

Key findings of the research include:

- The aggregate (all industries) gender pay gap was over 9% in 2022. This varied across industries with for example a 4% gap in Administration services to a 15% gap in the Media & Finance, and Professional Services industries.
- The aggregate (all industries) ethnic pay gaps were about 15% for Māori versus European workers, 19% for Pacific-European workers, and 10% for Asian-European workers.
- There are cumulative combined effects of gender and ethnicity on pay gaps. For example, compared with European men, the aggregate pay gap is 23% for Māori women, 24% for Pacific women, and 18% for Asian women.
- Little progress has been made in decreasing pay gaps over time. The aggregate gender pay gap has dropped from 11% in 2017 to 9% in 2022. But in some industries, the gender pay gap increased over time including in the Healthcare, Hospitality, and Education industries.
- Workforce composition by industry shows women and non-Europeans continue to be overrepresented in lower-paid industries such as Hospitality and Retail. Māori and Pacific are underrepresented in the two highest paying industries of Professional Services and Media & Finance.
- In almost all industries the majority of the gender pay gap is “unexplained”; in other words, it cannot be explained by differences in measurable characteristics such as educational attainment.

Although the report notes, little progress has been made in decreasing pay gaps over time, it does provide original insights to understand and formulate ways for workers, employers and policy makers, to compare and understand women’s employment and contributions to the economy.

### **We met with the Chief Executive of the Institute of Directors**

On 2 August 2024, the Ministry met with Kirsten Patterson, Chief Executive of the Institute of Directors (IOD). This meeting was one of a series of conversations with diversity-focused governance leaders in the private sector aiming to strengthen our relationships and partnerships.

IOD shared their experiences with running the Future Directors programme, which provides opportunities for people with governance potential to gain experience on a board. The Public Service Commission and Ministry for Women are collaborating on a public-sector focused Future Directors programme, which was initially established by the Ministry for Women in 2016 and relaunched last year. IOD also indicated that they would like to partner with the Ministry to provide governance content for the Leadership Learning Hub. We will continue to talk with the IOD to progress this work.

### **Ministry’s Women in Leadership work programme to support women’s representation across public and private sector boards**

The Ministry has been developing a new programme of work to support women’s participation in governance and leadership across the public and private sectors. In addition to maintaining 50% women on public sector boards, the work programme also focuses on growing women’s

representation on private sector boards, forming partnerships with private sector leaders, and building the pipeline of board-ready women across the public and private sectors.

To guide this work, the Ministry has developed a high-level, one-page Women in Leadership Strategy.

A copy of this one-pager and an accompanying memo will be supplied to your office next week.

## Participation

### New Zealand's women athletes excel at Paris Olympics

New Zealand's women athletes were responsible for the majority of the New Zealand Olympic Team's success stories at the 2024 Paris Olympic Games – winning over 70% of the New Zealand medals. New Zealand's 10-gold and 20-medal total is record-breaking. It equals the total medal haul at the last Olympics in Tokyo but ranks higher, given the seven golds achieved last time around.

Of the 20 medals won by the NZ Team, women athletes won 14.5 of them (the 0.5 is Erica Dawson's bronze in the mixed crew multihull with Micah Wilkinson). They also won eight of the 10 gold medals. The only time NZ has come close to winning this many gold medals was at the Los Angeles Olympics in 1984, which were all won by men.

Since then, the number of medals won by NZ's women athletes have increased with each Games. At the last Olympics in Tokyo, our women returned with 11 of the 20 Kiwi medals won.

Dame Lisa Carrington, our most decorated Olympian, won three gold medals in Paris. She now has eight gold medals across four Olympic Games, which puts her on an equal footing with famous athletes such as Jamaican sprinter Usain Bolt.

The Ministry can provide letters of congratulations to the women Olympic medallists should you wish to congratulate them on their success at the 2024 Paris Olympic Games.

### Upcoming webinars

#### *Good Shepherd's Money Month webinar on creating healthy financial relationships*

As part of the Retirement Commission's Money Month campaign being run throughout August, the Ministry is hosting a webinar in collaboration with Good Shepherd focused on creating healthy financial relationships.

Good Shepherd is a charitable non-government organisation providing services and support in the areas of family and domestic violence, financial security and youth experiencing disadvantage.

The webinar, which is taking place on Wednesday 28 August 2024, is based on Good Shepherd's [Healthy Financial Relationships Toolkit](#) and will cover why it's important – but not always easy – to maintain healthy financial relationships. It will include stories, resources and key tips to assist with partner discussions about money.

#### *Second Powrsuit webinar*

Following a very well-attended webinar with Powrsuit on 31 July, the Ministry will be running a second webinar with Powrsuit co-founders Kristen Lunman and Natalie Ferguson on Tuesday 24 September 2024.

The interactive webinar, called *Say 'no' to say 'yes'*, will ask attendees to draw from their own experiences and practice different ways to say 'no' professionally to protect their time for more strategic work. The webinar is open to women at every career level and will focus on small, tangible actions that attendees can apply to their own career.

Both webinars will be recorded and made available as a resource on the Leadership Learning Hub.

The Ministry will continue to notify you of the details of future webinars in the Fortnightly Report.

## Safety and Wellbeing

### An update on the development of Te Aorerekura's second Action Plan

Ministry officials recently attended a Budget and Investment subcommittee meeting as part of the work to develop the second Action Plan for Te Aorerekura – the National Strategy to Eliminate Family Violence and Sexual Violence.

Te Puna Aonui is leading the development of the second Te Aorerekura Action Plan, drawing on research, recent engagements with communities, and lessons from the first Action Plan (2021-2023). Ministers have requested a five-year plan with around 10 actions.

At the meeting, the Social Investment Agency presented their approach to the Impact Reviews it is currently conducting in the family violence and sexual violence sector. The first phase of these reviews is now complete with the second phase due to be completed in early October, and the final phase in December.

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### Women's Health Week

This week (12-18 August 2024) is Te Wiki Hauora Wāhine/Women's Health Week. We plan to use our social media channels to promote the week and raise awareness of the importance of women's health and wellbeing.

Women's Health week is being promoted by primary healthcare provider Tend ([www.tend.nz](http://www.tend.nz)) who have identified a need to open up conversations about women's health and reduce stigma. Throughout the week, Tend will share stories from famous Kiwi women and also insights from women clinicians and healthcare experts.

Tend are also profiling their recent survey of 4,323 women patients conducted in June 2024. In this survey, 40% of respondents were not comfortable talking to friends about their health. 57% of respondents did not receive regular annual health checks and time was identified by women as the main barrier to accessing support. These survey results highlight the importance of preventive healthcare for women and flexible healthcare options.

## Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Memorandum	Women in Leadership	MW MM 24-25 0026	21/08
Memorandum	Pay equity processes	MW MM 24-25 0044	21/08
Memorandum	Pay gap reporting	MW MM 24-25 0046	22/08

Ministerial letters and responses		
Subject	Log number	Due date
Government position on Women and Gender - 9(2)(a)	MW 24-25 0040	02/09
Tax rebates/relief for single women - 9(2)(a)	MW 24-25 0041	03/09
Period Poverty Campaign - 9(2)(a)	MW 24-25 0042	03/09
Period Poverty Campaign - 9(2)(a)	MW 24-25 0042	03/09
Period Poverty - 9(2)(a)	MW 24-25 0043	03/09

Official Information Act requests in progress		
Subject	Log number	Due to requester
Ministry OIA requests		
Services provided by IDIA – 9(2)(a)	MW DOIA 24-25 0008	20/08
Baseline savings documents 9(2)(a)	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	19/08

## Proactive release

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