

Fortnightly Report Minister for Women

11 April 2025

Current priority outcome areas

Indicative APH appointment data for the first quarter of 2025

The Ministry for Women is currently preparing the 2024 stocktake of state sector boards and committees, which will provide an accurate snapshot of board membership as of 31 December 2024. High level results of this stocktake will be shared with your office soon.

Concurrently with this we have conducted an analysis of APH appointments in the first quarter of 2025 (1 January to 31 March), as an indicative estimate of the women appointed to public sector boards so far this year.

In the first quarter of 2025:

- Of 69 appointments reviewed, 43 of these were women (62.3% of appointed members)
- Of 52 reappointments reviewed, 25 of these were women (48.1% of reappointed members).

Please note these figures should be considered estimates only, as we are unable to access full appointments data or to provide the same checks on the data we undertake with the stocktake process. Our estimate also excludes temporary boards (those with terms shorter than 18 months), and elected boards such as Air New Zealand and Meridian Energy.

We will include this data in the aide memoire we are preparing to support your update to ministerial colleagues on the nominations database refresh.

Sport NZ rolling out the gender pay gap toolkit across the sport and recreation sector

Sport NZ has just introduced a new gender pay gap analysis reporting requirement in the annual survey and report it conducts (via Strategic Pay) on remuneration practices across the sport and recreation sector.

Individual gender pay gap reports will be supplied to each participating organisation which includes gender information in their remuneration data submission. The reports are intended to provide high-level insight to an organisation of their overall median and average gender pay gap percentage and will include reference to the comparable gender pay gap percentages in the sport and recreation sector as a whole. It will also report on the percentage split between female and male employees. The report includes the link to the gender pay gap toolkit and encourages organisations to use the toolkit and its methodology to support their reporting requirements.

Research and review into retirement where the gender gap in KiwiSaver balances remains 25% lower for women

On 1 April 2025, the New Zealand Institute of Economic research released a new report on how New Zealand's retirement income policies may need to adapt in the next 25 years. The report, titled 'Aotearoa New Zealand in 2050: Preparing our retirement income policy for the future', was commissioned by Te Ara Ahunga Ora Retirement Commission and highlights the persistent gender gap that exists in KiwiSaver balances.

Gender pay gaps contribute to unequal retirement savings, and the latest figures from the Retirement Commission, released on 17 March 2025, showed the gender gap in KiwiSaver balances remains at 25% for the third year in a row.

The Commission is undertaking its three-yearly Review of Retirement Income Policies, which helps ensure that the retirement income system remains fit for purpose. The 2025 Review will again feature women as a key focus due to the 25% KiwiSaver gap and that women are the majority of the over 65 population.

The Ministry is continuing to work with the Commission to input into the Review, and to consider women's needs and experiences both before and during retirement. We will provide feedback on the draft report. The report is expected to go for consultation mid-year, before the final report is due to Ministers by 31 December 2025.

The Ministry of Health is focusing on parenting programmes as a key contributor to maternal mental health

The refreshed Child and Youth Strategy has a focus on maternal mental health as part of the First 2000 Days priority and the Social Investment Agency also has an interest in maternal mental health.

The Ministry of Health advised that following a meeting of Child and Youth Ministers on 3 March 2025, they will continue work on a maternal mental health work programme starting with a review of parenting programmes.

Parenting support is a key contributor to maternal mental health and the First 2000 Days, and there is interest across agencies to develop a more systematic approach to the commissioning and funding of parenting programmes.

We will continue to keep in touch with the Ministry of Health as this work progresses, and you may wish to discuss it with your Ministerial colleagues, particularly Hon Matt Doocey, Minister for Mental Health, and other Child and Youth Ministers.

Otago University research highlights experiences of harassment by women MPs

The release of Otago University research on experiences of harassment by women MPs on 9 April 2025 received good media coverage.

This study, which uses interviews with current New Zealand women MPs to understand their experiences and impacts of harassment, found that participants felt the public's relationship with their elected representatives had changed for the worse over the last few years, and that social media was a significant contributor to this change. Participants also universally felt that misogyny is a driver for harassment.

Harassment caused participants to consider whether to continue in politics and whether to recommend the career to others. They spoke of self-censoring and of sacrificing campaigning opportunities to reduce the risk of harassment. The researchers noted that women being less visible could have a significant negative impact on their chances of electoral success.

The report makes a series of recommendations, including:

- pointing to recommendations by the Jo Cox Foundation, which highlight a role for a central body to monitor and coordinate the response to abuse, as well as guidelines for police and parliamentarians around abuse
- revising current legislation regarding online violence, in particular the Harmful Digital Communications Act 2015, to explicitly address the cumulative harm of large volumes of abuse, and the burden it places on victims and police to prove intent to harm
- considering the use of toolkits which provide practical and safety guidance online.

Ministerial Servicing

Policy advice and reports in progress

Type	Title	Log number	Due date
Memorandum	Mana Wāhine Kaupapa Inquiry update 2025	MW MM 24-25 0149	17 April
Briefing	Upcoming International Engagements	MW BR 24-25 0181	24 April
Report	Fortnightly Report to the Minister for Women	MW 24-25 0123	24 April

Event and meeting briefings in progress

Type	Title	Log number	Due date
Aide memoire	Global Women Breakthrough Leaders at Parliament	MW AM 24-25 0183	30 April
Aide memoire	Lunch with IoD Senior Directors	MW AM 24-25 0184	2 May
Aide memoire	GPG Roadshow, Christchurch, 9 May	MW AM 24-25 0153	5 May
Aide memoire	FVSV Ministers meeting	MW AM 24-25 0188	5 May
Aide memoire	Meeting with PSA National Secretaries	MW AM 24-25 0159	7 May
Aide memoire	Meeting with The Village NZ	MW AM 24-25 0187	8 May
Aide memoire	International Women's Caucus meeting, Tuesday 20 May	MW AM 24-25 0186	15 May
Aide memoire	Visit to Sexual Wellbeing Aotearoa, 27 May	MW AM 24-25 0167	21 May

Official Information Act requests in progress

Subject	Log number	Due date
Ministerial OIA request		
Copy of the Auckland Gender Pay Gap aide memoire – withheld 9(2)(a)	MW MOIA 24-25 0044	28 April

Proactive release

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