

Fortnightly Report Minister for Women

14 March 2025

Current priority outcome areas

Commission on the Status of Women (CSW) underway in New York

The sixty-ninth session of the Commission on the Status of Women (CSW69) is underway at the United Nations Headquarters in New York. CSW69 is focused on accelerating the implementation of the Beijing Declaration and Platform for Action, adopted in 1995.

The Ministry for Women has worked closely with the Ministry of Foreign Affairs and Trade (MFAT) to coordinate New Zealand's participation at CSW69. This includes developing a comprehensive programme for the New Zealand Government Delegation and supporting New Zealand's participation in multilateral negotiations of the CSW69 session outcome documents.

This includes a Political Declaration outlining agreed commitments for further action, which was adopted by consensus at the opening session of CSW69 – a significant achievement in a challenging negotiating environment. The final text includes strengthened commitments and reflects new language on issues that New Zealand worked closely with others to secure. This includes references to:

- Ensuring universal health coverage including menstrual health and well-being
- Accelerating progress towards women's full, equal and meaningful participation in leadership and decision-making,
- Closing the gender digital divide and eliminating violence that occurs through or is amplified by the use of technology,

As the delegated Head of the New Zealand Government Delegation, Secretary for Women and Chief Executive of the Ministry for Women, Kellie Coombes is participating in several high-level engagements at CSW69. This includes delivering New Zealand's national statement during the General Discussion. She will also speak at several side events including:

- An event focused on online harm hosted by Business Professional Women International and the Malaysian Permanent Mission in New York
- Anevent focused on government women's ministries/agencies, hosted by the Republic of the Philippines and UN Economic and Social Commission for Asia and the Pacific (UNESCAP).

Following the closing of the session, we will provide you with a report back on the Delegation's engagements at CSW69 as well as an overview of key outcomes.

Potential to partner with Tend on Women's Health Week, 11 – 17 August 2025

The Ministry met with Cecilia Robinson, Founder and Chief Executive of healthcare provider Tend, and Sarah Aldworth, Heading of Marketing and Health Promotion. Tend ran New Zealand's inaugural Women's Health Week in August 2024 and, after an enthusiastic response last year, is planning the next Women's Health Week for 11 – 17 August 2025. Tend is looking for strategic partners, sponsors, and practical support to promote the week and connect with businesses who may like to participate. There are opportunities for the Ministry to support Women's Health Week and for you to participate in an event to mark the week. We are currently working with your office to set-up a time for you to meet with Cecilia and discuss your potential involvement in Women's Health Week.

Gender Pay Gap (GPG) Toolkit & Roadshows

The Ministry continues to collaborate with businesses to promote the Gender Pay Gap (GPG) programme and roadshows.

The Wellington roadshow, in partnership with Westpac, was fully subscribed several days in advance, and had approximately 80 attendees. The Auckland roadshow on 20 March has already reached full capacity, and we have set up a waitlist. This event, hosted by Deloitte in partnership with the Technology Users Association of New Zealand (TUANZ), has been predominantly promoted through TUANZ members and networks.

In Auckland, there is a high interest in GPG-related events. On the same day as the roadshow, the Business Chamber will host a roundtable discussion with you, followed by meeting with six businesses. We will provide your office with details on these events early next week.

Information collected from 19 attendees who completed the survey, which was promoted through the QR code at the event has told us that:

- 17 were aware of the gender pay gap toolkit
- 2 were not aware (1 public sector, 1 not-for-profit)

Organisations calculating their GPG

- 15 organisations are currently calculating
- 2 were unsure
- 2 haven't but intend to

When it came to publicly reporting:

- 10 do report
- 5 weren't sure
- 4 don't publicly report

We will continue to run these surveys and collate the data

GPG Survey: Understanding Business Readiness

Following the launch of the Gender Pay Gap Toolkit, the Ministry is aiming to get a better understanding of business awareness and confidence in calculating and addressing their gender pay gap. To this end, we have partnered with Strategic Pay to conduct market research, which will provide baseline data to help identify barriers to accurate GPG reporting and to understand what improvements would be helpful in the toolkit.

The survey questions have been tested with several key stakeholders (eg Statistics NZ, Charter Accountants Australia New Zealand (CAA NZ), Transpower, The Pay Gap Insights Hub, Global Women and Business New Zealand). It will be distributed in March to networks such as Strategic Pay's networks, peak bodies, business chambers, and supporting organisations. The results will be available in May 2025.

Webinars: Supporting HR Leads and Practitioners

To meet the growing demand for guidance on remuneration and the GPG toolkit methodology, we have partnered with Strategic Pay to offer a series of webinars. Starting early April, we will begin with a general masterclass, followed by a small business-focused session. These webinars are designed to provide practical support for HR leads and practitioners in calculating their gender pay gap.

International Women's Day – Accelerating Action

For International Women's Day (IWD), we provided content to peak bodies and GPG partner organisations, encouraging them to share their stories of action to address the gender pay gap. This content was widely shared across social channels, with the newsletter reaching 1900 impressions on LinkedIn. We are grateful for the organisations that helped amplify this message, including Global Women, Champions for Change, NZ Law Society, Diversity Agenda, Zero Hunger Collective, Sheffield, Real Estate Authority, Vet Council NZ, Energy Resources Aotearoa, Z Energy, NZ Food and Grocery Council, Urban Design Forum, and BirdCare Aotearoa.

Mana Wāhine Kaupapa Inquiry – Hearings update

The Ministry for Women is currently preparing to present the Crown response for the upcoming hearings for the Mana Wāhine Kaupapa Inquiry.

The Crown's approach in this inquiry is to support the Tribunal to make robust findings and, in respect of any well-founded claim, with practical recommendations.

The focus of the first week of hearings will be women in leadership. The Tribunal has tentatively confirmed that the first week of hearing will be held in Wellington on the **8 -11 of April 2025**, however due to changes with other inquiry matters, the **12 - 16 May 2025** and **3 – 6 June 2025** have also been proposed. We are currently waiting on the Waitangi Tribunal to confirm these dates.

The Ministry for Women is working closely with our co-lead agency, Te Puni Kōkiri and Crown Law to ensure we are prepared once these dates are confirmed. A more comprehensive quarterly update will be provided by the end of March 2025.

Ministerial Servicing

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide memoire	GPG Roadshow, Auckland	MW AM 24-25 0151	17 Mar
Aide memoire	10-Year Celebration GWN	MW AM 24-25 0114	19 Mar
Aide memoire	Meeting with Women in Sport	MW AM 24-25 0102	26 Mar
Aide memoire	GPG Roadshow, Nelson	MW AM 24-25 0152	9 Apr

Ministerial letters and responses		
Subject	Log number	Due date
Strategic Framework for Achieving Gender Equality	MW 24-25 0157	21 Mar
Gender Equality cannot thrive with corruption	MW 24-25 0156	31 Mar

Official Information Act requests in progress		
Subject	Log number	Due date
Ministerial OIA requests		
Copies of advice to the Minister – March 3	MW MOIA 24-25 0038	21 Mar
Copies of advice to the Minister – March 11	MW MOIA 24-25 0040	28 Mar

Cabinet paper consultations		
Title	Comment	Agency
Regulatory Standards Bill	Seeks policy approvals for progressing the Regulatory Standards Bill	MfR
withheld 9(2)(f)(iv)		

Proactive release

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