

# Fortnightly Report Minister for Women

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24 April 2025

## Current priority outcome areas

### Gender Pay Gap confidence survey deadline extension

There has been a good response to the Gender Pay Gap confidence survey that is underway. Prior to Easter there were over 400 responses. We have extended the deadline to Thursday 24 April and are doing one final push for responses through our networks. Once the survey has closed it will take three to four weeks to analyse the results and compile an overview report. The early signs are that there is a good spread of responses across sectors and across private, public and not-for-profit organisations.

### Roadshow QR survey responses – Timaru and Nelson

Eight attendees participated in the Timaru gender pay gap survey. Half of these respondents reported that they had calculated their gender pay gap in the past year. Among these, only one reported the result internally, and one planned to report publicly in the future. The majority either didn't report or weren't sure.

Three respondents felt confident about knowing how to calculate their pay gap. Five were aware of the GPG toolkit, though just one had actively used the resources.

In Nelson we only had four responses to the survey. Of those, none had calculated their gender pay gap in the past year, but 75% of respondents were aware of the toolkit and felt confident in how to calculate their gap.

### Refresh of the Nominations Service database nearing completion

The project to ensure all women registered on the Nominations Service database are active and available for board appointments is nearly complete and we will soon know the number of active database members. We will provide you with a briefing with options for setting a target to increase database members before you present the Cabinet paper on the 2024 stocktake of gender and ethnic diversity on public sector boards and committees to the Appointments and Honours Committee.

### Mana Wāhine Kaupapa Inquiry – Hearings update

Last Thursday 17 April 2025, the Waitangi Tribunal hosted a judicial conference for claimant and Crown counsels to confirm the first hearing week and general approach to address claim concerns.

The Crown position is that we are open to proactively and collaboratively working with claimants by ensuring a joined-up understanding of specific claim issues and working toward potential acknowledgments and/or solutions. Claimants could be amenable to collaborating so we can work through an agreed approach to resolving claim issues. Timeframes for these pieces of work are under consideration and a confirmed approach is expected by the end of May 2025.

It is expected that approximately eight to 11 weeks of hearings will be required to allow claimants to share evidence and ensure the Crown have sufficient time to respond. The first hearing week is scheduled for 3–6 June 2025 at the Victoria University marae in Wellington.

### Next International Women's Caucus (IWC) meeting scheduled for Tuesday 20 May 2025

Dellwyn Stuart, YWCA, will co-host the next IWC meeting with the Ministry during Youth Week in Wellington (location TBC). While the agenda is still being finalised, young women from their Y25 programme will be invited to attend and may present. The six-month programme brings together 25 young trailblazing women each year and provides mentorship and support from the Y's network.

A placeholder is currently in your diary for 3.20–3.50pm and we will stay in touch with your Office on arrangements. Other agenda items include an overview of the recent Commission on the Status of Women (CSW) and an update on the development of the National Action Plan on Women, Peace and Security being led by MFAT.

### Communications

Upcoming Social Media highlights			
Type	Title	Description	Date
Minister's Social media post	Online harm toolkit	A draft post for the Minister's video for the morning of the Online harm toolkit launch.	1 May
Minister's Social media post	Online harm toolkit	A draft post for the Minister following the launch event. The Ministry will post following the Minister.	2 May
Campaign	Online harm toolkit	Series of social media posts highlighting the video series created as part of the toolkit with a call to action to visit resources.	1 May – June
Social media post	NZSL Week 2025	Two videos recognising New Zealand Sign Language (NZSL) Week	5 May
Social media post	World Maternal Mental Health Day	Post and information raising awareness of perinatal mental health.	7 May

### 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
Aide Memoire	Online Harm aide memoire and speech	MW AM 24-25 0189	23 April
Briefing	Upcoming International Engagements	MW BR 24-25 0181	24 April
Briefing	Cabinet paper: 2024 stocktake of gender and ethnic diversity on public sector boards	MW BR 24-25 0194	28 April

Policy advice and reports in progress			
Type	Title	Log number	Due date
			withheld 9(2)(f)(iv)
Memorandum	Summit on Ethnic Women in NZ Politics (script for a pre-recorded video)	MW MM 24-25 0191	28 July
			withheld 9(2)(f)(iv)

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 0193	5 May
Aide Memoire	Meeting with The Village NZ	MW AM 24-25 0187	8 May
Aide Memoire	National Advisory Council on the Employment of Women (NACEW) meeting, 12 May 2025	MW AM 24-25 0192	8 May
Aide Memoire	Meeting with Sharesies	MW AM 24-25 0190	12 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
Aide Memoire	IoD Women Directors Network Wellington branch event	MW AM 24-25 0185	28 May Speech: 14 May

Official Information Act requests in progress		
Subject	Log number	Due to requester
Ministry OIA requests		
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.