

Fortnightly Report Minister for Women

28 March 2025

Current priority outcome areas

Feedback from Auckland gender pay gap toolkit roadshow

The Auckland gender pay gap (GPG) toolkit roadshow on Thursday 20 March was attended by approximately 85 people (predominantly from the private sector), of which 27 completed the survey made available at the event through a QR code.

Of those 27 organisations:

- 21 had heard of the GPG toolkit and 16 had calculated their GPG
- six were not aware of the toolkit and two were unsure about whether their organisation calculated their GPG
- eight didn't calculate their GPG
- one didn't but intended to.

Of the eight organisations that didn't calculate their GPG, the reasons given were:

- four felt it was not an issue facing their organisation
- three were unsure
- one noted their role is advocacy for others.

We are working directly with the Chambers of Commerce for the upcoming roadshows:

- Timaru, Friday 11 April, 11.15am – 1.15pm
- Nelson, Wednesday 16 April, 3.00pm – 4.30pm
- Christchurch, Friday 9 May, 9am – 11.00am

Withheld s(2)(f)(iv)

We are working with your office to confirm available dates for future roadshows in Dunedin, Bay of Plenty and Hawke's Bay.

Briefings will be provided to your office before each roadshow, with localised content added.

Webinars to support HR leads and practitioners on the GPG toolkit methodology

To meet the growing demand for guidance on remuneration and the GPG toolkit methodology, we have teamed up with Strategic Pay to offer two free lunchtime webinars – a general session on Wednesday 2 April and a session for small businesses on Friday 4 April. Invitations to the webinars were sent out across our stakeholder networks last week, and we are working with businesses to promote them.

We are developing a webinar session for industry and peak body groups for the coming weeks.

We are also conducting a GPG survey to better understand business readiness

In addition to the delivery of webinars, we have partnered with Strategic Pay to develop a short survey to enable us to learn more about the confidence of organisations to identify, measure, and address gender pay gaps and review the available resources and tools in place.

The survey was issued across our stakeholder networks and Strategic Pay's customer database on Thursday 20 March. As of Monday 25 March, we had over 170 completed surveys. The survey closes on Thursday 7 April and the results will be available in May 2025.

Gender pay gap toolkit to be profiled in UN Public Service Awards application

The Public Service Commission has been invited by the UN to enter its 2026 Public Service Awards in the category of Gender Responsive Services. With the support of its Minister and Commissioner, the Public Service Commission is preparing an entry for the cross-agency Kai Toipoto Public Service Pay Gaps Action Plan 2021 – 2024. The Commission has requested some support from us for the application, which includes profiling the work the Ministry has been doing with the private sector on the development of the gender pay gap toolkit. The application will be submitted on 15 April 2025.

Stalking legislation update

The Crimes Legislation (Stalking and Harassment) Amendment Bill is currently before the Justice Select Committee with a planned report back in June 2025 and legislation to be introduced in November.

Below is a summary of some of the substantive feedback received by the Justice Select Committee to date:

- Clarification is being sought to define whether covert stalking behaviours, such as hidden surveillance and anonymous digital harassment, qualify as stalking.
- Some experts do not support the current definition of a stalking crime as a pattern of behaviour involving at least three specified acts directed at a person within a 12-month period and are instead suggesting the threshold be lowered to reduce the opportunity of re-offending.
- There is a growing concern that the Bill as currently drafted may place victims in a more vulnerable position by opening them up to a “reasonable excuse” defence, which is the practice of laying out an argument that there was a reasonable excuse for the stalking behaviour.

This feedback is currently being considered by Ministry of Justice officials.

Sixty-ninth annual Commission of the Status of Women

The sixty-ninth annual Commission on the Status of Women (CSW69) session ran from 10 March – 21 March in New York. The session marked the 30th anniversary of Beijing Declaration and Platform for Action, and as noted in the last fortnightly report, a Political Declaration was negotiated and adopted by consensus at the opening of the session.

New Zealand's Government delegation carried out a busy programme, supported by the New Zealand Permanent Mission in New York. In addition to delivering New Zealand's national statement, the delegation attended side events addressing a range of topics, including access to reproductive health care, eliminating violence against women and girls, leadership, and online harm. Head of Delegation Kellie Coombes had speaking opportunities to platform Government priorities and the Ministry's work programme at five high level forums during the week.

There were opportunities for the delegation to connect with international counterparts, including a reception for Pacific Islands Forum delegations and meetings with South Korea, Singapore, Australia, Canada and the United Kingdom.

Approximately 40 – 50 New Zealand non-government organisation representatives attended CSW69. As per usual practice, the Ministry hosted a breakfast reception with the Ministry of Foreign Affairs and Trade at the New Zealand Permanent Mission. This was an opportunity for connection and sharing insights from the forum. Your pre-recorded address was warmly received.

We can share further insights and key takeaways at the next officials meeting.

Ministerial Servicing

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide memoire	Talking points for LEG	MW AM 24-25 0168	31 Mar
Aide memoire	Meeting with Tend	MW AM 24-25 0161	2 Apr
Aide memoire	GPG Roadshow, Timaru	MW AM 24-25 0164	7 Apr

Ministerial letters and responses		
Subject	Log number	Due date
Response to withheld 9(2)(a) – Gender equity	MW 24-25 0156	31 Mar
Response to withheld 9(2)(a) – Refugees and Women policies	MW 25-25 0160	31 Mar
Response to withheld 9(2)(a) – Staff Collective Agreement	MW 24-25 0163	7 Apr
Response to withheld 9(2)(a)	MW 24-25 0166	7 Apr

Official Information Act requests in progress		
Subject	Log number	Due to requester
Ministry OIA requests		
Advice provided to the Minister since 27 November 2023 – withheld 9(2)(a)	MW DOIA 24-25 0042	9 Apr

Cabinet paper consultations		
Title	Comment	Agency
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.