



Manatū Wāhine
Ministry for Women

Fortnightly Report Minister for Women

15 August 2025

Current priority outcome areas

Women's Health Week receiving support from health professionals, organisations and communities

Tend Women's Health Week kicked off on Monday 11 August and will run until Sunday 17 August. The Ministry is supporting the campaign which this year focuses on women prioritising their own physical health and mental wellbeing.

Over the last four days, Tend has shared a series of articles, podcasts, videos, and practical advice on women's health issues, including personal stories from the campaign's Ambassador, Dame Valerie Adams, on endometriosis and her fertility journey, and television personality Suzanne Paul on life after menopause.

The campaign has been supported by a number of health professionals and organisations nationwide, which have shared posts and resources throughout the week.

Media coverage for the week so far has included an opinion piece in the NZ Herald by Tend Co-CEO, Cecilia Robinson, about cervical cancer prevention and encouraging more HPV self-testing, as well as radio interviews on Newstalk ZB, Herald Now and Radio Rhema with Cecilia and Dame Valerie. The findings of Tend's survey on the cost of being a woman in terms of healthcare also received some coverage on radio and online and Tend shared the key findings on their social channels on Wednesday (13 August).

Events that have taken place already this week include a live and online panel discussion with health experts Dr Eileen Sables (Tend GP), Dr Amelia Ryan (OBGYN), Dr Megan Ogilvie (endocrinologist), and registered dietitian Lily Henderson, a free online webinar focusing on menstrual awareness for working women, and a free 'pop-up' health station for older women in Auckland.

All available booking slots for the free cervical screening event at Tend clinics in Auckland, Tauranga and Beckford on Friday have already been filled. Tend Linwood Medical Centre is also offering walk-in screening all day on Friday, and the clinical team is looking forward to meeting you on Friday morning when you visit.

APEC Women and the Economy Forum

The APEC Women and the Economy Forum took place on 12 August in Incheon, Korea. This year's priority areas were increasing women's economic participation, preventing discrimination in the workplace, and addressing gaps in women's participation in leadership.

Kellie Coombes, Secretary for Women, attended as Head of Delegation, supported by MFAT officials. The National Statement delivered by Kellie covered several of your key priorities, including the gender pay gap, increasing the number of women in leadership, and protecting women from online harm.

As part of the Forum, Kellie was also part of a panel for an APEC workshop led by Australia on the impact of online harm on women's economic development. She was joined on the Panel by Executive Director PNG Business Coalition for Women, Evonne Kennedy, and Hankuk University's Director of Public Human Resources Development Institute, Dr Ji-yeon Lee. Kellie spoke on the experiences of women in New Zealand that have been subject to online harm, and the Free to Lead toolkit.

Ministry's partnership support to raise the profiles of women founders

In June, the Ministry partnered with the Ministry of Awesome to send ten women founders to the Electrify Aotearoa summit in Wellington. The partnership support was focused on providing meaningful support and opportunity to help these women founders grow their networks and opportunities. All ten founders were nominated by their regional startup provider as someone who would benefit most from attending Electrify Aotearoa. Profiles for each woman sharing their story about their startups have been developed and were shared on Ministry of Awesome's website and digital channels earlier this week. The women are:

- Rebecca Lindsay, who, alongside her co-founders, is developing a sustainable, reusable digital pregnancy test that could transform women's health.
- Nat Galin, who is advancing Galin Engine, a deep tech venture developing compact, efficient electricity generators built from her family's patented design
- Angelica Lawson, founder of Ceratec Health, who is using AI to detect diabetes early and prevent the accidents, injuries, and productivity losses it can cause.
- Nancy Vincent Parr, who is the founder of Onaji Cosmetics – a plastic-free, high-performance makeup.
- Laura Thompson ONZM, who is leading āhei, an inclusive education platform embedding accessibility into mainstream teaching and coaching tools.
- Miranda Wells, who is leading HARK, an AI-powered acoustic monitoring system that could revolutionise conservation and biodiversity protection worldwide.
- Jenny McDonald, who is reducing food waste and creating premium spirits with Dunedin Craft Distillers, turning surplus bread into gin and whiskey through an innovative, scalable process.
- Elisa Harley, who is tackling New Zealand's 350 million plastic pot problem with Enivo Pots, biodegradable alternatives made from local waste materials.
- Carolyn Gates, who, alongside her team at AkoVet, is building digital clinical tools that give vets more time with animals and less time on paperwork.
- Ankita Dhakar, who has grown Capture The Bug into a trusted enterprise cybersecurity platform, already serving NZX-listed companies.

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Good engagement on YWCA's survey on talking about pay at work

To support the work the Ministry is doing with YWCA to develop Gender Pay Gap Toolkit resources for young women wanting to have conversations with their employer about pay, an online survey is being conducted to better understand their experiences of talking about pay at work.

The survey was launched on 21 July and has already received 1,193 responses. Due to the levels of interest, the survey has been extended and will close on 15 August. As part of the broader engagement on this work, YWCA is also conducting four targeted workshops with young women from 16 August to 23 August.

Strategic Pay survey

The Ministry partnered with Strategic Pay on a survey to gain insight from organisations into the perceptions of, and practices around, gender pay gaps – and inform updates to the toolkit.

We received responses from 438 organisations across the not-for-profit, private, and public sectors. The findings offer valuable insights into current practices, challenges, and opportunities to better support employers in addressing gender pay gaps. The full report and a supporting memo have been provided to your office.

The survey report is now available on the Ministry website and has been shared across the Ministry and Strategic Pay networks. We will be running a webinar with Strategic Pay on 2 September to talk through the findings of the survey in more detail. The webinar is open to the public, and discussion tailored to businesses.

Gender Pay Gap roadshow update

The Palmerston North roadshow was held on 6 August, hosted by Manawātū Business Chamber. Rather than the usual panel discussion, we took the opportunity to engage chamber members in the identification of tools and resources that would best support small to medium business on their gender pay gap journey, as part of the next iteration of the toolkit. It was a small and highly engaged audience of approximately 15, most of whom are keen to stay involved in the development and testing of small and medium enterprise resources. A thank you letter from you to the Chamber has been drafted and sent to your office for consideration.

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Ministerial Servicing

Policy advice and reports in progress

Type	Title	Log number	Due date
Script	Pre-recorded speech for Zonta District 16 Conference	MW 24-25 0229	3 Sep
Briefing	Draft Ministry for Women Annual Report 2025	MW BR 25-26 0025	8 Sep

Event and meeting briefings in progress

Type	Title	Log number	Due date
Aide memoire	Meeting with Rural Women New Zealand	MW AM 25-26 0028	18 Aug
Aide memoire	Meeting with Minister Doocey	MW AM 25-26 0029	19 Aug
Aide memoire	Webinar Champion Masterclass	MW AM 25-26 0017	11 Sep

Ministerial letters and responses

Subject	Log number	Due date
Response to withheld 9(2)(a)	MW 25-26 0032	18 Aug

Official Information Act requests in progress

Subject	Log number	Due to requester
Ministry OIA requests		
Ministry for Women restructures – withheld 9(2)(a)	MW DOIA 25-26 0007	25 Aug
Ministry for Women gift register – withheld 9(2)(a)	MW DOIA 25-26 0006	25 Aug
Website change document – withheld 9(2)(a)	MW DOIA 25-26 0009	5 Sept

Cabinet paper consultations

**Undergoing parallel agency and Ministerial consultation*

Title	Comment	Agency	Due
withheld 9(2)(f)(iv) [redacted] [redacted]	[redacted]	[redacted] [redacted]	[redacted] [redacted]

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