

Fortnightly Report Minister for Women

18 July 2025

Current priority outcome areas

Indicative Cabinet Appointments and Honours Committee (APH) appointment data, Quarter 2 (April to June) 2025

We have undertaken an analysis of APH appointments in the second quarter of 2025 (the period from 1 April to 30 June), to provide you with an indicative estimate of women appointed to public sector boards.

Please note these figures should be considered estimates only, as we are unable to perform the same checks on this data which we undertake with our annual board stocktake. Also note that our estimate excludes temporary boards (i.e. new boards with appointed terms shorter than 18 months).

Data for Quarter 2 is presented below, alongside the data already provided for Quarter 1.

Measure	Quarter 1	Quarter 2
Proportion of appointment or reappointment minutes the Ministry for Women was able to access	32 of 33 (97.0%)	79 of 80 (98.8%)
Proportion of new appointments who were women	43 of 69 (62.3%)	47 of 98 (48.0%)
Proportion of reappointed members who were women	25 of 52 (48.1%)	45 of 82 (54.9%)

The second quarter shows a drop from the very high rate of women's appointments seen in the first quarter, to a level just below 50 percent. However, when the two quarters are taken together, women make up 53.9% (90 of 167) of all new appointments to date in 2025.

If you would like any more detail on these figures (in order to present these results to Cabinet), the Ministry can provide you with an aide memoire upon request.

National Advisory Council on the Employment of Women (NACEW) Appointments and Reappointments

As you are aware, the terms of the members of the NACEW are due to end on 18 December 2025. The Ministry for Women is supporting you with the process to reappoint and appoint members to NACEW.

Nominations are now open, with a closing date of 4 August 2025.

<https://www.women.govt.nz/news/nacew-applications-2025>

We have sent your office a draft email to share with your caucus colleagues and coalition partners seeking nominations.

The Ministry has also:

- sought nominations through LinkedIn and other communications channels
- written to nominating agencies and,
- written to current NACEW members asking if they wish to be considered, and to BusinessNZ and the NZCTU seeking nominations for members.

The Ministry has engaged with the Chair of NACEW on this process, and she is aware of the next steps and timings. We will update you once advertising closes.

Ministry partners with Parliamentary Services for an online harm event

On 16 July, the Ministry co-hosted a successful event with Parliamentary Services for a panel discussion on online harm and the lasting impact it can have. Approximately 60 people were in attendance, including other MPs, Parliamentary Service and Ministry staff, and academics.

The speakers and panel of MPs all shared personal experiences with online harm, strategies they use to navigate the online world, and their commitment to address the issue for themselves and others. All spoke about the gendered nature of online harm, and its greater targeting and impacts for women in leadership roles and of diverse ethnicities and identities.

The Free to Lead Toolkit was promoted throughout the event through the speeches, the logo, and videos from the Beyond the Keyboard series, and well received by all.

The event was photographed and videoed, and the Ministry will share a recap post on social media in the coming days. We will look for more event opportunities like this in the future to raise awareness of the toolkit.

Mana Wāhine Kaupapa Inquiry – Waitangi Tribunal Strategic Direction 2025 - 2035

The Waitangi Tribunal (the Tribunal) has launched its Strategic Direction, outlining its approach to address the remaining 18 Inquiries before it, in an innovative and transformative way. The Strategic Direction is based on recommended innovations suggested by the Strategic Review Group. The group is made up of 13 Tribunal experts, Crown officials, and Claimant counsel.

Innovations to address remaining inquiries:

The innovations outlined in the Strategic Direction ensures the Tribunal can effectively manage its workload by streamlining its processes and committing the recommendations provided by the Strategic Review Group.

The recommendations in the direction include the following initiatives:

- Solutions-focused approach – moving away from adversarial and remaining focussed on key issues to be resolved.
- Prioritising matters of substance early – this means streamlining hearing weeks and only prioritising substantive claim issues
- Looking at issues in an intersectional way - standardising issues of national significance by having a cross-sectional view of the claim issues.
- Shared resources - ensuring there is joint-responsibility between the Crown and Waitangi Tribunal for resources. As it currently stands, budgets are managed at an agency level.

The Mana Wāhine Kaupapa Inquiry currently apply these innovations and is still on track to deliver the overall Ministry work programme by 2028.

A copy of the Waitangi Tribunal Strategic Directions can be found here:

<https://waitangitribunal.govt.nz/assets/Strategic-Direction/Waitangi-Tribunal-Strategic-Direction-2025-2035.pdf>

Human rights reporting for disabled people, including disabled women and girls, to be published online

Recommendations, actions, and indicators under the United Nations Convention on the Rights of Persons with Disabilities (CRPD) will be published on the Human Rights Monitor tool this week.

The Ministry worked with Whaikaha - the Ministry of Disabled People to develop two actions and indicators related to strengthening measures and policy mechanisms to reflect the needs of disabled women and girls. The Ministry also helped with linking organisations of disabled women and girls into the policy making and consultation processes. These are consistent with the Ministry's current BAU.

Pending Cabinet approval, recommendations for the Convention on the Elimination of All Forms of Discrimination (CEDAW) will also be published on the tool and linked to these existing actions where relevant.

Sport NZ release 2024 Media and Gender Study (with Isentia)

On 16 July, Sport NZ released its fifth annual report from the Sport NZ-Isentia Media and Gender Study that looks into the coverage, reporting and athlete portrayal of women's sport in New Zealand media.

Key findings from 2024 are:

- 27% of sports news stories in 2024 focused on women's sport – a small but significant increase from 26% in 2023.
- Peaks in coverage occurred during major international events – the Paris Olympics and Paralympics and the Women's T20 World Cup.
- Cricket was the highest covered women's sport in 2024 (with the White Ferns winning the T20 cup), followed by football, rugby union, and rugby league.
- Dame Lydia Ko (golfer) was the most covered female athlete, followed by Lulu Sun (tennis), and Dame Lisa Carrington (canoe, kayak).
- In looking at sports print and TV reporting in media outlets in New Zealand, the major news outlets averaged 30% of stories about women's sports of their total sports coverage.
- Reporting on topics like female athletes' training and preparation became less prevalent in 2024, as coverage shifted back to a greater focus on performance and results.
- Despite ongoing efforts by the media to cover women's sport, the overall proportion of female athletes, coaches, officials and fans represented in coverage decreased from 2023, while the number of male subjects increased.

The Ministry will share these findings on social media in the coming weeks to raise awareness of the gains made in women's sports coverage over 2024, and in the lead up to major women's sporting events in 2025 like the Women's Rugby World Cup in August.

A copy of the study can be found here: <https://sportnz.org.nz/about/news-and-media/news-updates/media-and-gender-study-2024-annual-report/>

Ministerial Servicing

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide Memoire	Rural Women NZ, Rose Planting Event	MW AM 25-26 0002	24 July
Aide Memoire	Meeting with Endometriosis New Zealand	MW AM 25-26 0006	24 July
Script	Summit on Ethnic Women in NZ Politics	MW 24-25 0191	28 July

Official Information Act requests in progress		
Subject	Log number	Due to requester
Ministry OIA requests		
Feedback provided on the Regulatory Standards Bill – withheld 9(2)(a)	MW DOIA 25-26 0002	29 July
Advice sent to the Minister for Women regarding Scrutiny week – withheld 9(2)(a)	MW DOIA 25-26 0001	29 July
Minister for Women OIA requests		
Copy of 'Budget 25 rapid analysis – withheld 9(2)(a)	NW MOIA 25-26 0003	1 August

Cabinet paper consultations			
Title	Comment	Agency	Date
withheld 9(2)(f)(iv)			

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Proactive release

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