

Manatū Wāhine Ministry for Women

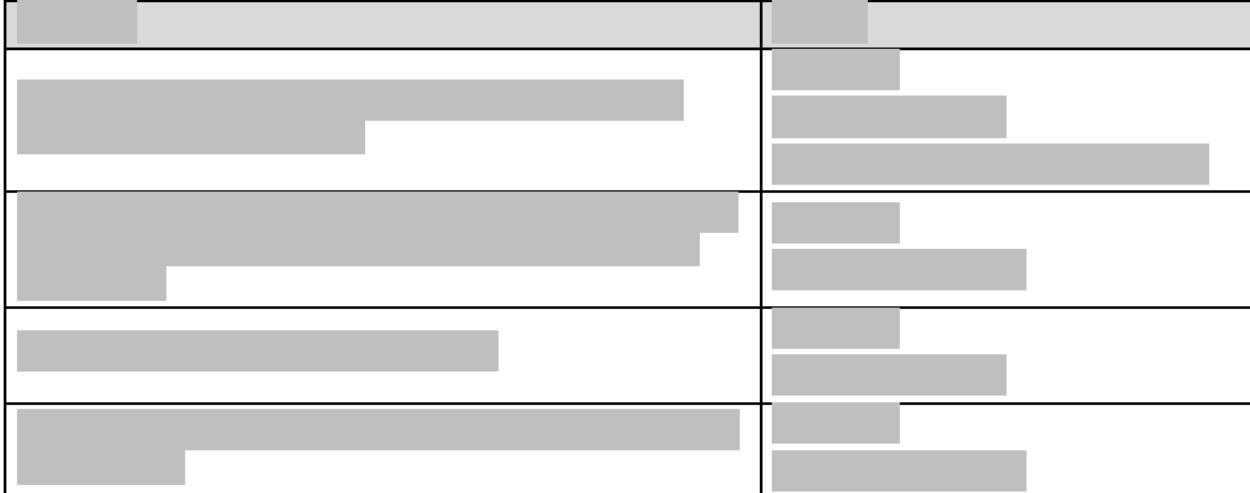
Fortnightly Report

to the Minister for Women

As at 10 October 2025

Current priority outcome areas

withheld 9(2)(f)(iv)

**Rural Women New Zealand's ConnectHER pilot**

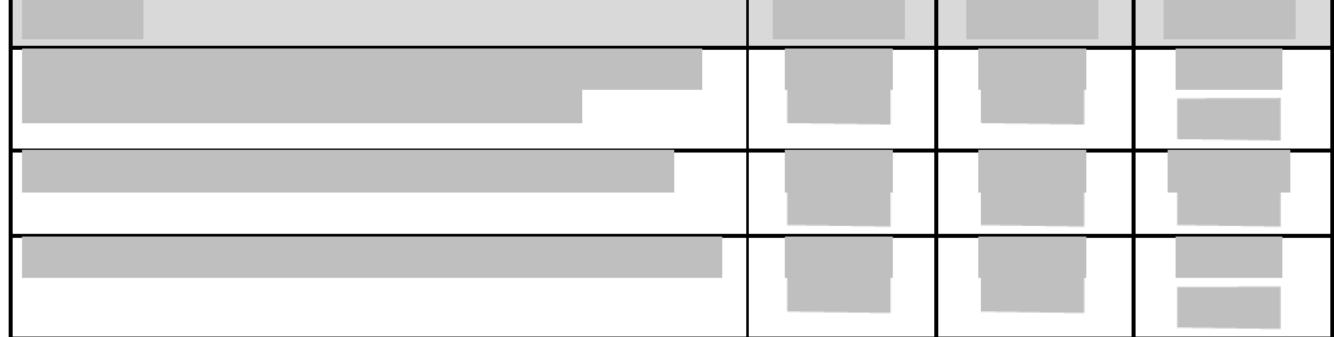
Officials met with Rural Women New Zealand's small team from ConnectHER — a new Ministry for Primary Industries-funded pilot connecting women in the rural regions of Wairoa/Tairāwhiti and Southland.

The pilot is aimed at improving access to support services for rural women and their families. The initiative will run until June 2026 and will gather insights into the experiences of rural women accessing services.

The group discussed the challenges facing these communities, including access to frontline services, and identified opportunities to strengthen connections through events and ongoing collaboration.

Ministry officials will connect regularly with the team for updates and continue to explore future opportunities, including upcoming events.

withheld 9(2)(f)(iv)



Gender Attitudes Survey – “Gender Equality” results for men by age range

We have carried out a review of some data quoted in the release of the recent Gender Attitudes Survey relating to younger males’ views on gender equality.

In their report for the 2025 Gender Attitudes Survey, Research New Zealand stated that 33% of male respondents aged 18-34 believe that gender equality has gone too far. The Ministry has undertaken further analysis of these results by specific age groups of men.

Agreement that “gender equality has gone too far” is much higher in the age group 25-44 (36%) than in the younger group aged 18-24 (23%). The quoted figure for 18- to 34-year-olds above should therefore be considered more representative of men in the 25- to 34-year-old age group.

Comparing these results with the previous survey conducted in 2023, we see that agreement that “gender equality in New Zealand is a fundamental right” has dropped among men aged 18-24, from 78% in 2023 to 61% in 2025. However, over the same period agreement in this age group that “gender equality has gone too far” has also dropped, from 34% to 23%.

While responses for men in younger age groups do differ from those of the rest of the population, a majority of young men do agree that gender equality is a fundamental right (61%, as above), and either disagree (41%) or are neutral (27%) that gender equality has gone too far.

Statement	Percentage who agree in 2025 (with comparison to 2023 results)				
	All New Zealanders	Men aged 18-24	Men aged 25-44	Men aged 45-64	Men aged 65+
Gender equality is a fundamental right	79%	61% (was 78%)	70% (was 76%)	82% (was 85%)	85% (was 91%)
Gender equality has gone too far	21%	23% (was 34%)	36% (was 41%)	26% (was 22%)	14% (was 19%)
Gender equality has already been achieved for the most part	46%	39% (was 52%)	53% (was 59%)	53% (was 56%)	51% (was 56%)
Sexism is still a significant issue in New Zealand	60%	42% (was 67%)	52% (was 55%)	51% (was 50%)	65% (was 61%)

Note the survey population for men aged 18-24 is very small in this survey (51 men in 2023, 40 men in 2025), meaning that year on year changes should be considered with caution.

International experiences on closing the gender pay gap and “child penalties” – insights from the OECD

On 16 September, officials from the Ministry of Foreign Affairs and Trade attended the 6th International Equal Pay Day panel event at the OECD in Paris. The event focused on closing the gender pay gap over the life course and included the launch of their new report.

The event was organised in collaboration with Luxembourg, Ireland and the Friends of Gender Equality Plus group. Ireland – who recently closed their gender gap from 14.4% to 9.6% – highlighted their work to centralise gender pay gap reporting and promote diversity on corporate boards.

Speakers, including the Luxembourg and Irish Ministers for gender equality, emphasised:

- the need for a holistic, cross-sectoral approach to address gender pay disparities
- the importance of maintaining commitment to gender equality amid growing scepticism
- the economic benefits of closing the gender employment gap – noting that no country has yet achieved full gender pay equality
- the importance of culture – not just laws – and shifting social norms to achieve equality.

Professor Henrik Kleven, from Princeton University, shared his research on “child penalties” and the long-term impacts of parenthood on earnings in Denmark and Sweden. The findings are similar to the Ministry for Women’s New Zealand-based research, which uses the term “motherhood penalty”: in both studies, women experience a decrease in earnings upon becoming mothers, while men’s earnings are essentially unaffected, and this ‘penalty’ can persist up to 10 years after childbirth.

At the event, the OECD launched their new report, *Gender Equality in a Changing World*. The report uses a lifecycle approach and looks at gender equality across seven key policy areas such as education and skills, paid and unpaid work, leadership and representation, health, and gender-based violence. It shares countries’ best practices and includes a framework to help countries transform gender equality commitments into action.

Communications

Upcoming Social Media highlights			
Type	Title	Description	Due date
Social media campaign	Breast Cancer Awareness Month	The Ministry is running a small campaign for Breast Cancer Awareness Month, raising awareness, educating	
Social media post	International Day of the Girl	The Ministry will commemorate International Day of the Girl through a commemorative post, thanking our partners and people across our communities for uplifting the voices of girls.	11 October
Social media campaign	Making Menopause Work	The Ministry will begin a series of posts as part of our Making Menopause Work campaign following the official launch on 16 October. Posts will feature case study videos, the voices of women and information about the new resources.	From 16 October

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Briefing	Agreeing components of the updated Toolkit	MW BR 25-26 0060	9 Oct
Briefing	October Baseline Update	MW BR 25-26 0057	16 Oct
Briefing	NACEW Appointments and APH Cabinet paper	MW BR 25-26 0071	20 Oct

Event and meeting briefings in progress

Type	Title	Log number	Due date
Aide memoire	Launch of the Menopause Resource Tool	MW AM 25-26 0077	8 Oct
Aide memoire	Carers Action Plan Ministerial Meeting (TBC)	MW Am 25-26 0038	10 Oct
Aide memoire	Meeting with Netsafe CE Brent Carey	MW AM 25-26 0059	13 Oct
Aide memoire	Women on boards – APH update	MW AM 25-26 0084	15 Oct
Aide memoire	International Women's Caucus meeting	MW AM 25-26 0073	16 Oct
Aide memoire	'Makes Sense' meeting	MW AM 25-26 0061	20 Oct
Aide memoire	FSC Empowering Women Network Initiative	MW AM 25-26 0070	20 Oct
Memo	Thrive – Women, Work and Wellbeing event <i>Speech due 9 October</i>	MW AM 25-26 0031	24 Oct

Cabinet paper proactive release		
Subject	Log number	Due date
CEDAW Cabinet paper and appendices	MW 25-26 0072	10 Oct

Official Information Act requests in progress		
Subject	Log number	Due to requester
Ministerial OIA requests		
withheld 9(2)(a) – Copy of the Ministry's performance plan	MW MOIA 25-26 0016	21 Oct (Due to MO: 13 Oct)
withheld 9(2)(a) – Advice to the Minister week beginning 8 September 2025	MW MOIA 25-26 0015	23 Oct (Due to MO: 15 Oct)
withheld 9(2)(a) – Copies of five aide memoires	MW MOIA 25-26 0017	4 Nov (Due to MO: 24 Oct)
Departmental OIA requests		
Staff statistics – Rhonda FYI.org	MW DOIA 25-26 0014	17 Oct

Cabinet paper consultations			
Title	Comment	Agency	Due date
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.