

Fortnightly Report Minister for Women

26 September 2025

Current priority outcome areas

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Looking at opportunities to improve women's retirement incomes

Ministry officials met with Retirement Commissioner, Jane Wrightson, alongside some of her Auckland-based team on Tuesday 16 September to discuss how we can work together to better support women's retirement incomes.

The Commission is already working with several organisations and agencies under their National Strategy for Financial Capability including the Financial Service Council, Good Shepherd, and the Ministry of Education to improve financial education across target groups. The Ministry is looking at further opportunities with the Commission to build on this work by focusing on increasing awareness around the gender retirement gap. We will meet with the Commission again next month to progress this and will keep your office informed of progress.

Officials also attended the Commission's panel event in Auckland the following day (Wednesday 17 September) to launch their new research into women's retirement incomes. This research supports the Commission's 2025 Review of Retirement Income Policies, which focuses on women. We have received an early draft of the review and will provide feedback on the recommendations which affect women, such as around parental leave. The review is now expected to be launched late October 2025 by Hon Scott Simpson, Minister of Commerce and Consumer Affairs.

New data on the gender investment gap in New Zealand released

The 2024 Gender Investment Gap report was released last week and has found that female-only startups are receiving less than 3 percent of every dollar invested, and only one-in-10 are getting any investment at all. Women-led start-ups in New Zealand received \$4.5 million of capital investment from a total pool of \$159 million in 2024.

The report suggests key drivers of the disparity in investment are the control of venture capital by men, the tendency of investors to invest in people who are familiar to them, and the prevalence of attention on men as successful entrepreneurs. The New Zealand rates of investment are marginally better than those reported for Australia (where 2 percent of investment is provided to women-led startups) and the United States (where 2.1 percent of investment is provided to women-led startups).

The Gender Investment Gap was founded by Jenny Rudd and Dame Theresa Gattung in 2022. The 2024 report is the third year of reporting and includes data from 20 venture capital funds (up from 18 for 2022 and 14 for 2023).

The involvement of venture capital firms in providing data to inform this report is encouraging and suggests there may be interest in further action to address the disparity. The Ministry is considering potential opportunities to support women founders, which could include amplifying stories of successful founders.

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Further analysis of Gender Attitudes Survey data underway

The National Council of Women New Zealand released its 2025 Gender Attitudes Survey on Wednesday 17 September. Key findings included:

- 79% believed that gender equality in New Zealand is a fundamental right, showing no change from the first survey in 2017
- One in three young (33%) men aged 18 to 34 believed that gender equality has gone too far
- 74% of people thought online harassment is a serious problem, and 71% believed that online harassment affects women in real (i.e. offline) life

Research New Zealand has released an accompanying survey data explorer on their website, which the Ministry is currently analysing to draw out survey data across key areas such as online harm, family violence and sexual violence, and leadership. This will also include any information around trends for younger males' views on gender equality. We will provide your office with an update on this data analysis in the coming weeks.

Social media activities across Suffrage Day 2025

The Ministry supported nationwide recognition of the 132nd anniversary of women's suffrage on 19 September by promoting Suffrage Day events taking place throughout the week across all our social media channels. We shared a recap of the Rural Women New Zealand panel event you attended at Kate Sheppard House in Christchurch. In honour of Te Wiki o te Reo Māori, which coincided with Suffrage Day, we highlighted the legacy of wāhine Māori who have shaped our journey towards equality, featuring five influential advocates for change.

Dunedin Gender Pay Gap roadshow

On 23 September, the eighth Gender Pay Gap roadshow took place in Dunedin, hosted by Business South and supported by Strategic Pay. There was high engagement from the 25 attendees.

A draft thank-you letter to Business South and the three panellists will be prepared and sent to your office for review and approval.

There are two remaining roadshows scheduled for this year:

- Tauranga on Thursday 2 October
- Auckland on Thursday 30 October, hosted by the Financial Services Council (you will be joining remotely).

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	29 Sep
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	Visit with Arc (share housing for women)	MW AM 25-26 0068	29 Sep
Aide memoire	Visit to St Margaret College	MW AM 25-26 0047	6 Oct
Aide memoire	Meeting with Netsafe CE Brent Carey	MW AM 25-26 0059	13 Oct
Aide memoire	FSC Empowering Women Network Initiative	MW AM 25-26 0070	20 Oct
Aide memoire	Thrive – Women, Work and Wellbeing event	MW AM 25-26 0031	24 Oct

Ministerial letters and responses

Subject	Log number	Due date
NGCOR1583 Mental Health Bill	MW 25-26 0065	3 Oct

Official Information Act requests in progress

Subject	Log number	Due to requester
Ministry OIA requests		
Staff statistics – Rhonda FYI.org	MW DOIA 25-26 0014	17 Oct

Cabinet paper consultations

Title	Comment	Agency	Due date
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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.