

# Fortnightly Report Minister for Women

---

29 August 2025

## Current priority outcome areas

### Stakeholder engagement on workplace guide for menopause

Development of the Ministry's workplace guide for menopause is progressing well.

The guide is being developed with menopause educator Sarah Connor, and is designed to support employers, managers, workmates, and women experiencing menopause. It provides a menu of options and accompanying resources for a variety of workplaces, alongside video case studies from women and organisations across New Zealand including Air New Zealand, FMG and Christchurch City Holdings.

Throughout August and September, the Ministry will be engaging with a range of workplaces to test the resources and approach. The guide is on track for delivery in the week leading up to World Menopause Day (18 October), with launch activity planning underway.

A more detailed update on the launch of the guide, and the resources, will be provided to your office in mid-September.

### Updated Gender Pay Gap for 2025

On 27 August Stats NZ advised that the national gender pay gap (GPG) had dropped three percentage points, from 8.2% in 2024 to 5.2% in 2025. This is the first statistically significant drop in the GPG seen since 2017. It is also the largest year-on-year drop recorded, and the current GPG is the lowest on record.

Compared with 2024, women's median hourly earnings rose by \$1.68, an increase comparable with those seen in previous years (for example in the period 2023 to 2024 women's hourly earnings increased by \$1.94). At the same time, men's earnings increased by only \$0.67 overall, a change which Stats NZ have advised is not statistically significant.

The increases in women's pay varied across sectors. Large increases were seen in industries such as Transport, Postal and Warehousing; Financial and Insurance Services; and Electricity, Gas, Water and Waste Services. However relatively few women work in these industries.

Industries with higher numbers of women employed and which saw larger than usual increases in pay include Public Administration and Safety (an increase of \$2.03) and Education and Training (an increase of \$1.99). Men's earnings showed slower growth across many industries and actually decreased in some sectors, including in Professional and Administrative Services; Wholesale Trade; and Agriculture, Forestry and Fishing.

### Planning underway for next month's Women in Trade Roundtable

Following your approval of the invitation and list of proposed participants, the Ministry and New Zealand Trade and Enterprise (NZTE) have sent invitations to the Women in Trade Roundtable in Christchurch on Friday 12 September.

The Ministry of Awesome is hosting the roundtable and Business Canterbury Chief Executive, Leeann Watson, will facilitate the discussion. You will give an opening address at the event, alongside the British High Commissioner, Her Excellency Ms Iona Thomas OBE. There will also be an opportunity for you to provide further reflections at the end of the session.

The Ministry for Women is working with NZTE and the Ministry of Foreign Affairs and Trade to prepare an event briefing and talking points to support you at the event.

### **Strong engagement with young women to inform new Gender Pay Gap Toolkit resource**

The YWCA young women survey, which captured insights from women across New Zealand on their experiences talking about pay in the workplace, closed this week with over 1,300 respondents.

Approximately 40 of these women also attended a workshop facilitated by the YWCA to dive deeper into the tools and resources women would like to support them with pay conversations at work. These include access to advocacy, legal, and benchmarking information, as well as negotiation tools and training, and mentorship and support networks.

The Ministry will use these insights to develop a resource to support young women in the workplace to be released as part of the updated Gender Pay Gap Toolkit later this year.

### **Upcoming webinars on gender and ethnic pay gap**

The Ministry has two upcoming webinar sessions on the gender and ethnic pay gap.

On 2 September, the Ministry is partnering with Strategic Pay to hold a public session on the findings of the recent benchmark survey.

During the webinar we will discuss trends by sector, the most common barriers to action, organisational understanding of pay gaps and insights to support organisations to take the next step. As of Wednesday 27 August, 35 people have registered to attend the session.

On 4 September, the Ministry is holding an online interactive session to help shape practical resources that support small to medium sized organisations to take action to close their pay gaps.

Attendees will share their experiences, challenges, and help shape solutions that work for smaller businesses. The session will be a small focus group of representatives from SMEs.

### **New report released on improving retirement savings for the self-employed**

A new report, *Improving the Retirement Savings of the Self-Employed*, has been released by the Retirement Commission and online accountancy and invoicing company Hnry.

The report finds that the self-employed have lower KiwiSaver balances and levels of contribution due to irregular income and financial strain; voluntary participation and no employer contribution; and differences in preferences and potential unawareness of government incentives. The report notes that recent changes to KiwiSaver, particularly the reduction of the government contribution, will likely negatively influence ongoing saving behaviour of the self-employed.

The report discusses strategies that could help boost retirement savings for the self-employed, such as:

- enabling easier and more participation, with potential automatic enrolment or default contributions for the self-employed
- increasing the flexibility of contributions options
- improving incentives and support, such as higher government contribution matches for modest deposits

- drawing lessons from overseas innovations helping people with irregular income to save
- more education and engagement.

The findings are not broken down by gender, and the report concludes that further data is needed to determine whether self-employed women are more disadvantaged than other groups.

The findings of the report will support the Retirement Commission's 2025 Review of Retirement Income Policies.

### Upcoming social media campaigns

During the month of September, the Ministry has a series of campaigns taking place on social media.

- Sharing of organisations taking action to close their pay gaps continues, with video case studies from the Chartered Accountants Australia and New Zealand, the Bay of Plenty Regional Council, and other businesses sharing their stories.
- The Ministry will be sharing upcoming roadshow and webinar details, encouraging attendance, and raising awareness of the programme.
- September is Gynaecological Cancer Awareness month, and the Ministry will be sharing educational resources to raise awareness and direct women to support services.

### Ministerial Servicing

| Policy advice and reports in progress |   |                  |          |
|---------------------------------------|---|------------------|----------|
| Type                                  | Title                                       | Log number       | Due date |
| 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 |
| Script                                  | Pre-recorded speech for Zonta District 16 Conference                              | MW 24-25 0229    | 3 Sep    |
| Aide memoire                            | National Advisory Council on the Employment of Women (NACEW) meeting, 9 September | MW AM 25-26 0035 | 4 Sep    |
| Aide memoire                            | Women in Trade Roundtable, 12 September   | MW AM 25-26 0036 | 8 Sep    |

| Ministerial letters and responses                        |               |          |  |
|--|---------------|----------|--|
| Subject  | Log number    | Due date |  |
| Letters to women across the primary sector – Nominations | MW 25-26 0037 | 4 Sep    |  |

| Official Information Act requests in progress                    |                    |                  |
|--|--------------------|------------------|
| Subject  | Log number         | Due to requester |
| <b>Ministry OIA requests</b>                                     |                    |                  |
| Workplace bullying, harassment and sexual harm                   | MW DOIA 25-26 0010 | 4 Sep            |
| Women's reproductive conditions and health issues in Aotearoa    | MW DOIA 25-26 0009 | 15 Sep           |
| Copies of documents related to changes in the Ministry's website | MW DOIA 25-26 0011 | 16 Sep           |
| Information on pregnancy and managed isolation tickets           | MW DOIA 25-26 0012 | 16 Sep           |

| 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.