

Fortnightly Report Minister for Women

7 November 2025

Current priority outcome areas

Gender Pay Gap Toolkit V2.0 launch

You will be launching an updated version of the Gender Pay Gap Toolkit on Thursday 20 November 11am - 1pm at ANZ's Wellington office.

Following ongoing engagement with business and a survey conducted with Strategic Pay earlier this year, the toolkit has been updated to include resources for small and medium-sized enterprises (SME), support for young women to have confident pay conversations, and the ability to measure gender ethnicity and gender disability pay gaps.

The toolkit provides easy-to-use calculation tools and tailored action plans, turning data into practical steps. The SME guide offers simple, clear steps to calculate pay gaps and take meaningful action, with practical advice to help organisations address their gender pay gap.

Young women are supported through "Let's Talk About Pay!", a resource developed with YWCA Auckland. Joint research with the YWCA, to be released alongside the toolkit, shows that early conversations about pay are vital to preventing the gender pay gap from widening over the course of a woman's career and this resource aims to build young women's confidence to talk about pay.

The event format will be similar to the gender pay gap roadshows with a welcome and opening, following which you will give a speech, then a panel session and Q&A session. The panel members will be representatives of young women, the disability community, ethnic communities and small to medium businesses. The venue holds approximately 60 and we expect it to be at full capacity. An aide-memoire and speech will be provided in advance of the launch.

withheld 9(2)(f)(iv)

Next week's launch of the 2025 Review of Retirement Income Policies

The launch of the final report of the 2025 Review of Retirement Income Policies is taking place on Friday 14 November in Auckland. The Minister of Commerce and Consumer Affairs, Hon Scott Simpson, is attending the launch event alongside Retirement Commissioner, Jane Wrightson. The event includes a panel discussion with ANZ Chief Executive, Antonia Watson; Pie Funds Chief Executive, Ana-Marie Lockyer; and MartinJenkins Partner, Sarah Baddeley.

The Retirement Commission will also host a smaller, roundtable discussion in Wellington on Tuesday 25 November for a deeper dive into the report. Ministry officials will be attending this event.

We have received an embargoed copy of the report, which includes recommendations for the retirement income system, split into actions for now and in the long-term. Women's experiences are a key focus, and recommendations include a one-off \$1,000 KiwiSaver contribution for paid parental leave recipients. We will send an overview and key messages to your Office next week.

NACEW appointments update

The Cabinet Appointments and Honours Committee (APH) met on 4 November 2025 to appoint and reappoint members of the National Advisory Council on the Employment of Women (NACEW). The status of members is as follows:

- *Current NACEW members being reappointed* – Traci Houpapa (Chair), Lyn McMorran and Melissa Ansell-Bridges (new terms begin 19 December 2025)
- *Current NACEW members not being reappointed* – Bernadette Pereira and Nurain Janah (terms end 18 December 2025)
- *Current NACEW members stepping down* – Minnie Baragwanath, Dame Theresa Gattung, Theresa Rongonui and Naomi Hughes (terms end 18 December 2025)
- *New NACEW members* – Zoe Lyon-Gifford and Michelle Huang (terms begin 19 December 2025).

Following confirmation of appointments at Cabinet on 10 November, letters will be sent from you to successful NACEW candidates on 17 November. Draft letters have been provided to your office. It is proposed that a media release announcing the new NACEW members is released on 18 November. We will supply your office with a draft media release and social media post to support the announcement.

You will meet with the current NACEW members (online) for the last time on 1 December. Your first meeting with the new NACEW members will take place in early February.

withheld 9(2)(f)(iv)

[Redacted content]

withheld 9(2)(f)(iv)

Māori Businesswomen's Awards

On Friday 24 October, Ministry for Women officials attended the annual Māori Businesswomen's Awards hosted by Māori Women Development Inc. The awards highlighted the contributions of wāhine Māori entrepreneurs and professionals throughout New Zealand and the Asia-Pacific region.

The Ministry sponsored the Supreme Award, which was awarded to Nicole Horan, CEO and producer of Hi Mama Productions. Hi Mama Productions is a New Zealand-based, Māori owned film and television production company that produces a range of content with a focus on nurturing Māori values like tikanga and te reo Māori.

Ministerial Servicing

Policy advice and reports in progress

Type	Title	Log number	Due date
Briefing	Head of Delegation for the New Zealand Government delegation to CSW70 in March 2026	MW BR 25-26 0083	13 Nov

Event and meeting briefings in progress

Type	Title	Log number	Due date
Aide memoire	Launch of the GPG Toolkit 2.0	MW AM 25-26 0078	11 Nov
Aide memoire	Meeting with PSA National Secretaries	MW AM 24-25 0160	12 Nov
Aide memoire	Meeting with IoD, Wednesday 19 November	MW AM 25-26 0084	13 Nov

Official Information Act requests in progress

Subject	Log number	Due to requester
Ministry OIA requests		
Number of communications staff – withheld 9(2)(a)	MW DOIA 25-26 0019	14 Nov
A breakdown of costs for the GPG Roadshows – withheld 9(2)(a)	MW DOIA 25-26 0022	20 Nov

Cabinet paper consultations

Title	Agency	Due date
-------	--------	----------

Proactive release

Fortnightly Report to the Minister for Women | As at 7 November 2025