



**Manatū Wāhine**  
**Ministry for Women**

# **Fortnightly Report Minister for Women**

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**5 December 2025**

## Current priority outcome areas

### **STILL Minding the Gap campaign calling for mandatory pay gap reporting**

Dr Jo Cribb has recently launched STILL Minding the Gap – a campaign calling for the Government to make pay gap reporting mandatory for businesses over a certain size as an important step to close gender and ethnic pay gaps.

Its advisory group includes Equal Employment Opportunities (EEO) Commissioner Gail Pacheco, former EEO Commissioner Dr Karanina Sumeo, Māori educationist Dr Kathie Irwin and Wellington Homeless Women's Trust Board member and Stuff columnist, Cas Carter.

The campaign has received attention recently, on the back of media coverage about New Zealand women effectively working for free from 28 November, as a result of the gender pay gap. Campaigners say the law won't close the big gaps for Māori, Pacific and ethnic women because employers still aren't required to report pay disparities.

Jo has written to you and all women MPs asking them to pledge support for the Member's Bill to make pay gap reporting mandatory. She has also released a literature review of international research of countries that have enacted pay transparency measures to reduce gender pay gaps. The review concludes that pay transparency policies are an important mechanism to reduce gender pay gaps, and potentially ethnic pay gaps, if the policies are well designed and effectively implemented. It focuses on work done in Denmark, the United Kingdom, Finland, France and Germany.

You are meeting with Gail Pacheco on 10 December. It could be a good opportunity to ask her more about the campaign. A briefing to support this meeting is being supplied to your office next week.

### **Webinar on Making Menopause Work**

The Ministry for Women, in partnership with Sarah Connor, is holding a webinar on 10 December about our workplace guide Making Menopause Work. This is one of the implementation initiatives the Ministry is taking to raise awareness about the guide and increase its impact across a range of organisations and workplaces.

The session will offer a walk-through of the guide, menu of options and the free resources available, and discussion of practical ways to use the resources. It is aimed at anyone responsible for people, culture, leadership, workplace wellbeing, or staff support networks.

The webinar will be recorded and available on the Ministry's website as a resource workplaces can use in future.

### **Ministry for Women's annual review hearing**

The Ministry for Women appeared before the Social Services and Community Select Committee for its 2024/25 annual review hearing on Monday 1 December. The Ministry's Chief Executive, Kellie Coombes, was joined by Deputy Secretary Engagement Policy and Delivery, Anna Chalmers, and Kaiārahi, Mana Wāhine Kaupapa Inquiry, Kylie Fletcher.

Questions were largely focused on the Ministry's work across its economic empowerment strategic focus area, including the impact of changes to the Pay Equity Act on the gender pay gap, and how the Ministry works across the system to improve labour outcomes for women. The Ministry also responded to committee questions about measuring the uptake and impact of the Gender Pay Gap toolkit and work underway to support women entrepreneurs.

Other areas of questioning included our work on addressing online harm, and how the experiences of wāhine Māori are reflected in the Free to Lead toolkit.

### **New interim National President for Rural Women New Zealand**

Rural Women New Zealand's (RWNZ) National President Sandra Matthews has resigned from her role and finishes her time governing the organisation on 6 December. Sandra has been National President since November 2024, having joined the RWNZ Board as Board Chair in November 2021.

Nicole Oliver has been appointed as the interim Chair. Nicole has served on the RWNZ Board since March 2025. She has extensive governance experience, having served on multiple commercial and community.

Following a period of organisational change at Rural Women in 2025, the Ministry for Women looks forward to engaging with the newly appointed Chief Executive Sharon Kirby in the New Year.

### **Organisations and industry leaders celebrated for women's empowerment at the 2025 White Camellia Awards**

On 27 November, UN Women Aotearoa New Zealand hosted their annual White Camellia Awards in a virtual ceremony with business leader Cassie Roma and ANZ's General Manager, Talent & Culture Tim Horgan. The awards honour organisations' commitments to advancing gender equality. Winners included the Bank of New Zealand, ANZ, Portia Law, and Russell McVeagh through initiatives such as:

- Corporate leadership – the 40:40:20 target with at least 40 percent of women in senior leadership
- Reporting on pay equity annually and tracking initiatives internally
- Community partnerships to address gender-based violence with Māori and Shakti.

KPMG was the Supreme Award winner and the New Zealand Defence Force won the Supporter Award.

## Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Briefing	Nominees for King's Birthday Honours	MW BR 25-26 0090	10 Dec
Briefing	Budget 2026 – Ministerial Letter	MW BR 25-26 0091	10 Dec
Memo	CEDAW next steps	MW MM 25-26 0093	12 Dec
Fortnightly Report	Fortnightly Report to the Minister for Women, as at 19 December 2025	MW 25-26 0094	18 Dec

Event and meeting briefings in progress			
Type	Title	Log number	Due date
Aide memoire	Meeting with EEO Commissioner, 10 December	MW AM 25-26 0086	8 Dec

Official Information Act requests in progress		
Subject	Log number	Due to requester
<b>Ministry OIA requests</b>		
Long-term Insights Briefing	MW DOIA 25-26 0026	16 Jan
Information on ADHD and women	MW DOIA 25-26 0027	19 Jan

Cabinet paper consultations		
Title	Agency	Due date
<b>Withheld 9(2)(f)(iv)</b>		

## Proactive release

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