Manatū Wāhine
Ministry for Women

24 July 2026

Withheld 9(2)(a)

Tēnā koe Withheld 9(2)(a)

OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of **11 June 2026** for:

- *First: all briefings, work plans and reports prepared since 1 January 2025 concerning the Ministry's implementation of the Concluding Observations relating to disabled women and girls, including Article 6 of the Convention.*
- *Second: all documents recording how the Ministry has engaged organisations representing disabled women and girls in government processes since January 2025, including any engagement plans, records of engagement and funding provided to support participation.*
- *Third: all documents recording joint work with the Ministry of Disabled People on these Concluding Observations, including any memoranda of understanding, joint work programmes or shared reporting.*
- *Fourth: the Ministry's contribution to the December 2025 report-back to Cabinet on progress against the Concluding Observations, and all material updates supplied for publication on the Human Rights Monitor since January 2025.*

On 29 June 2026, I notified you of an extension of the time to make our decision to 24 July 2026. The extension was necessary because a number of documents had been identified as potentially in scope of your request and meeting the original time limit would unreasonably interfere with our operations and consultations necessary to make a decision.

In order to provide you with further context in terms of the information you have requested, please note that:

- Whaikaha Ministry of Disabled People is responsible for coordinating the Government's response on the Concluding Observations. The Ministry for Women was involved in the Ministry of Disabled People-led process to respond to the Concluding Observations and develop progress indicators for actions.

- Our engagement with Ministry of Disabled People on the concluding observations is ongoing and transacted as normal work between our agencies and, as such, there are no formal memoranda or work programmes.

In response to parts one, three and four of your request, the information you have requested is enclosed:

No.	Document name	Released in full / Information withheld
1	LT paper - Inter-agency collaborations seeking commitments from Ministry for Women	Released in full.
2	Email - Developing progress indicators - CRPD - MfW	Information withheld under section 9(2)(a) Note: Administrative emails (organising meetings etc) have been removed from the email chain.
3	Email attachment - Final CRPD indicators - MfW - 18.06.25	Released in full.
4	Fortnightly Report week ending 18 July 2025	Refer to page 3 of the report which can be accessed on the Ministry's website: https://www.women.govt.nz/library/reports-minister-2025

In response to part two of your request, we are declining your request under section 18(e) as the information you have requested does not exist. In considering this request, we have interpreted 'engagement with organisations representing disabled women and girls' to refer specifically to organisations of disabled women and girls, in line with concluding observation 10(b).

In order to provide you with further context in terms of the information you have requested, please note that the Ministry undertakes regular engagement with organisations representing disabled people where the focus of engagement is on disabled women and girls. Since 1 January 2025 this has included:

- Engagement with Whaikaha on the development of the Free to Lead Toolkit, Making Menopause Work resources, the Women's Health Hub project, and implementation of legislation criminalising stalking and development of workplace guidance.
- Engagement with All is For All and Disabled Peoples Organisation on the Long-Term Insights Briefing.
- Engagement Whaikaha, the Disability Commissioner, and members of Disabled Peoples' Organisation Coalition on the development of the Gender Pay Gap Toolkit.

Official Information Act responses
Please note that this response, with your personal details redacted, may be published on the Ministry's website. If you have any concerns or comments related to this, please let us know by emailing ministerialservicing@women.govt.nz, within two weeks of the date of this letter.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Nāku noa, nā



Reece Lind
Principal Advisor – Ministerial Services

DOCUMENT 1

MEMORANDUM

To: Leadership Team

From: Anna Chalmers, Deputy Secretary, Engagement, Policy and Delivery

Date: 13 June 2025

Subject: Inter-agency collaborations seeking commitments from Ministry for Women

Purpose

1. This paper provides updates and seeks approval on three international items:

Out of Scope [redacted]

- Progress indicators to implement the United Nations Convention on the Rights of Persons with Disabilities (CRPD)

Out of Scope [redacted]

Out of Scope [redacted]

[redacted]

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Out of Scope

[redacted]

[redacted]

Out of Scope

[redacted]

Progress indicators to implement the United Nations Convention on the Rights of Persons with Disabilities (CRPD)

10. Whaikaha Ministry of Disabled people are working through the Government's response to the recommendations from the United Nations Committee on the Rights of Persons with Disabilities (Committee).

11. At the last CRPD examination, the Committee gave 63 Concluding Observations (recommendations). The Ministry jointly leads two recommendations alongside Whaikaha, relating to intersectional policy analysis; and engaging with disabled women's organisations. High-level actions to address these recommendations were agreed by agencies in early 2024.

12. In May 2025, agencies were asked to develop progress indicators under each action to identify deliverables. These are to be published on the Human Rights Monitor website.

13. The Ministry has drafted two indicators attached as **Appendix 2.** These have been developed to reflect existing BAU, without requiring additional resource. Indicators can be edited in future as needed.

Human Rights Governance Group annual report

14. The International Human Rights Governance Group (IHRGG) is a Senior Official level forum of Government agency leaders that are directly responsible for leading work related to core human rights treaties, of which CEDAW is one. The Ministers of Justice and Foreign Affairs oversee the IHRGG and are updated regularly on its work, including through annual reports. The Ministry has been a member of this forum since its inception.

15. The draft annual report for 2025 notes that New Zealand's CEDAW Concluding Observations requested an interim report be submitted on four issues by October 2026.

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Next steps

Out of Scope [redacted]

17. **Convention on the Rights of Persons with Disabilities:** Review and approve the wording for the CRPD indicators, attached as **Appendix 2.**

18. Out of Scope [redacted]

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Recommendations

1. Noted	The updates on the three international work items	**Noted**
Out of Scope [redacted]	[redacted]	[redacted]
3. Agree	To the draft progress indicators to implement the Convention on the Rights of Persons with Disabilities (CRPD), which will be published on the Human Rights Monitor in June 2025.	**Agree / Disagree**

Out of Scope	[redacted]	[redacted]

Anna Chalmers

Deputy Secretary, Engagement, Policy and Delivery

Date: _____

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Out of Scope

Appendix 2: Draft indicators for Convention on the Rights of Persons with Disabilities

Recommendations with actions underway/planned	Actions	Proposed indicator (to be confirmed/published)
CO 10 (a): Strengthen measures and policy mechanisms, including within the gender impact statement and the disability perspective statement, to ensure that the issues for women and girls with disabilities, including for Māori, Pasifika persons and migrant women and girls with disabilities, are comprehensively addressed within gender and disability legislative and policy areas. **Women with disabilities (art. 6)**	The Ministry for Women will work with the Ministry of Disabled People to ensure Gender Impact Statements are more reflective of the specific needs of disabled women and girls.	Ministry for Women will work with Whaikaha Ministry of Disabled People to consider the needs of all disabled women and girls, including wāhine māori, in impact analysis through: • using data to identify key issues and • ensuring staff have access to analytical tools and resources, such as the Disability Toolkit for Policy.

Background (Not published)

- Existing products which have/include gender assessments, include: Cabinet papers (population impacts), Budget initiatives, and secondary advice that MfW provides to other agencies.
- MfW and Whaikaha can raise visibility and strengthen capability through ensuring staff have access to *Bringing Gender In* and the Disability Toolkit for Policy. This should include a te tiriti lens.
- MfW's Data & Insights Team and Whaikaha can draw out information on the key needs, challenges, issues, and priorities for disabled women and girls. Such as through the Disability Household Survey (e.g. income and employment differences).
- Whaikaha will develop a work programme for 2026 that includes all the proposed CRPD actions. MfW and Whaikaha will touch base in 2026, if not earlier, to progress what this action/indicator will look like.

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Recommendations with actions underway/planned	Actions	Proposed indicator (to be confirmed/published)
CO 10 (b): Develop strategies and measures, including financial resourcing, to support women and girls with disabilities to develop their own representative organization. **Women with disabilities (art. 6)**	The Ministry for Women will work with the Ministry of Disabled People to ensure organisations of disabled women and girls are linked into **policy making and consultation processes.**	Ministry for Women will work with Whaikaha to identify and engage organisations for and including disabled women and girls, including wāhine Māori.

Background (not to be published)

MfW will work with Whaikaha to:

1) **Identify/define** – what constitutes an 'organisation for disabled women and girls'. i.e. whether the organisation's purpose needs to be exclusively for disabled people and/or disabled women, or whether organisations can include disabled women and girls as members or in their work areas
2) **Scoping** – scope organisations and existing forums that support disabled women and girls:
    a. MfW: existing forums include NACEW, the International Women's Caucus.
    b. Whaikaha: Disabled People's Organisations Coalition (DPOC). Whaikaha's Outreach & Engagement Team can provide further information.
3) **Engagement** – commit to engaging disabled women and girl's organisations and voices in existing and future policy making and consultation processes.

Example of existing process: The DPOC were consulted during MfW's LTIB re women leaders and online harm. This was included under 'diverse voices' rather than as an explicit checklist/decision.

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Outlook

RE: Developing progress indicators - CRPD - MfW

From Withheld 9(2)(a) </O EXCHANGELABS/OU EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=81532BABBE8D4983B173B022FEE4D6C6-Withheld 9(2)(a) >
Date Wed 18/06/2025 5:43 PM
To Withheld 9(2)(a) @whaikaha.govt.nz>
Cc Withheld 9(2)(a) @whaikaha.govt.nz>; Withheld 9(2)(a) Withheld 9(2)(a) @women.govt.nz>; Withheld 9(2)(a) @whaikaha.govt.nz>

1 attachment (28 KB)
Final CRPD indicators - MfW - 18.06.25.docx;

Kia ora Withheld 9(2)(a)

Welcome back, please see attached a copy of the final indicators, approved by our Leadership team.

Thank you for the update on next steps – the guidance will be super helpful as we progress CEDAW as well.

Ngâ mihi,

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Ministry for Women Manatû Wâhine

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From: Withheld 9(2)(a) @whaikaha.govt.nz >
Sent: Thursday, 12 June 2025 1:57 pm
To: Withheld 9(2)(a) women.govt.nz >
Cc: Withheld 9(2)(a) @whaikaha.govt.nz >; Withheld 9(2)(a) Withheld 9(2)(a) women.govt.nz >; Withheld 9(2)(a) @whaikaha.govt.nz >
Subject: RE: Developing progress indicators - CRPD - MfW

IN-CONFIDENCE

Kia ora Withheld 9(2)(a

I'm back and thank you for your email and draft progress indicators

Just want to email you to confirm receipt and to provide you with next steps after you've provided the final versions next week.

Additionally, given this information will be publicly available on the Human Rights Monitor, along with the final indicators can you please confirm that your relevant senior leader/s have signed off?

Next steps:

1. Once we have received and work through the progress indicators from all agencies with work underway, please expect an email from me to confirm the final progress indicator with you.

    a. This will provide you with a final review before I work to upload everything to the Human Rights Monitor. We aim to do this by end of June.

2. We will also work with Ministry of Justice to develop guidance for reporting on progress through the Human Rights Monitor.

Hope you're keeping dry and warm,

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From: Withheld 9(2)(a) @whaikaha.govt.nz>
Sent: Wednesday, June 11, 2025 1:01 PM
To: Withheld 9(2)(a) @women.govt.nz>; Withheld 9(2)(a) stasia <Withheld 9(2)(a) @whaikaha.govt.nz>
Cc: Withheld 9(2)(a) @whaikaha.govt.nz>; Withheld 9(2)(a) <Withheld 9(2)(a) d@women.govt.nz>
Subject: RE: Developing progress indicators - CRPD - MfW

IN-CONFIDENCE

Hi Withheld 9(2)

Thanks so much for coming back to us. No problem about getting finalised indicators to us next week.

Cheers

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Withheld 9(2)(a) @whaikaha.govt.nz >; Withheld 9(2)(a) @women.govt.nz >
Subject: Developing progress indicators - CRPD

Kia ora Withheld 9(2)(a)

Thank you again for the webinar on developing progress indicators and supporting information you've sent through. We've done some work internally to develop draft indicators for the 2 COs under Women, and are actively working on these, but may need more time to refine these. Our actions also relate to working with Whaikaha and we'd be keen to discuss these further with you. I'm conscious the deadline is this Friday 30 May.

Are you free for a call tomorrow to talk through the indicators and timeframes please?

I'm available anytime tomorrow 930-530pm – whether by phone or teams.

Ngâ mihi,

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Manatū Wāhine
Ministry for Women

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FINAL CRPD INDICATORS – Ministry for Women 18 June 2025

Recommendations with actions underway/planned	Actions	Proposed indicator (to be confirmed/published)
CO 10 (a): Strengthen measures and policy mechanisms, including within the gender impact statement and the disability perspective statement, to ensure that the issues for women and girls with disabilities, including for Māori, Pasifika persons and migrant women and girls with disabilities, are comprehensively addressed within gender and disability legislative and policy areas. **Women with disabilities (art. 6)**	The Ministry for Women will work with the Ministry of Disabled People to ensure Gender Impact Statements are more reflective of the specific needs of disabled women and girls.	Ministry for Women will work with Whaikaha Ministry of Disabled People to consider the needs of all disabled women and girls, including wāhine māori, in impact analysis through: • using data to identify key issues and • ensuring staff have access to analytical tools and resources, such as the Disability Toolkit for Policy.

Background (Not published)

- Existing products which have/include gender assessments, include: Cabinet papers (population impacts), Budget initiatives, and secondary advice that MfW provides to other agencies.
- MfW and Whaikaha can raise visibility and strengthen capability through ensuring staff have access to *Bringing Gender In* and the Disability Toolkit for Policy. This should include a te tiriti lens.
- MfW's Data & Insights Team and Whaikaha can draw out information on the key needs, challenges, issues, and priorities for disabled women and girls. Such as through the Disability Household Survey (e.g. income and employment differences).
- Whaikaha will develop a work programme for 2026 that includes all the proposed CRPD actions. MfW and Whaikaha will touch base in 2026, if not earlier, to progress what this action/indicator will look like.

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Recommendations with actions underway/planned	Actions	Proposed indicator (to be confirmed/published)
CO 10 (b): Develop strategies and measures, including financial resourcing, to support women and girls with disabilities to develop their own representative organization. **Women with disabilities (art. 6)**	The Ministry for Women will work with the Ministry of Disabled People to ensure organisations of disabled women and girls are linked into **policy making and consultation processes.**	Ministry for Women will work with Whaikaha to identify and engage organisations for and including disabled women and girls, including wāhine Māori.

Background (not to be published)

MfW will work with Whaikaha to:

1) **Identify/define** – what constitutes an 'organisation for disabled women and girls'. i.e. whether the organisation's purpose needs to be exclusively for disabled people and/or disabled women, or whether organisations can include disabled women and girls as members or in their work areas
2) **Scoping** – scope organisations and existing forums that support disabled women and girls:
    a. MfW: existing forums include NACEW, the International Women's Caucus.
    b. Whaikaha: Disabled People's Organisations Coalition (DPOC). Whaikaha's Outreach & Engagement Team can provide further information.
3) **Engagement** – commit to engaging disabled women and girl's organisations and voices in existing and future policy making and consultation processes.

Example of existing process: The DPOC were consulted during MfW's LTIB re women leaders and online harm. This was included under 'diverse voices' rather than as an explicit checklist/decision.

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Manatū Wāhine
Ministry for Women

6 August 2026

Withheld 9(2)(a)

Tēnā koe Withheld 9(2)

Thank you for your email of 24 July 2026.

In responding to your request, we understood your reference to the CRPD Committee's Concluding Observations to be focused on organisations that specifically represent disabled women and girls. We are not aware of any such organisations that the Ministry has engaged with and therefore advised that we did not hold information within the scope of your request.

As context, we also provided information about engagement we have undertaken with broader disability sector organisations, including Whaikaha, All Is For All, the Disabled People's Organisation Coalition, and the Disability Commissioner. This engagement has related to work such as the Free to Lead Toolkit, Making Menopause Work resources, the Women's Health Hub project, stalking legislation guidance, the Long-Term Insights Briefing, and the Gender Pay Gap Toolkit.

To ensure we have correctly understood your request, could you please confirm whether you are seeking information about engagement with the wider disability sector, including organisations that represent disabled people more broadly, where issues affecting disabled women and girls may have been discussed?

If so, we hold records of feedback and engagement relating to the projects listed above and can consider your request on that basis.

Once we receive your clarification, we will continue processing your request and respond in accordance with the timeframes set out in the Official Information Act 1982.

In response to your other queries, please see below.

Searches undertaken
To identify information within scope of your request, the Ministry searched its electronic records management system for records relating to formal work programmes and memoranda between Manatū Wāhine Ministry for Women and Whaikaha concerning the UNCRPD Concluding Observations. This search covered the period from 1 January 2025 to the date of your request.

Staff responsible for the Ministry's human rights and international reporting work were also consulted. No formal work programmes or memoranda were identified.

While the Ministry regularly engages with other agencies, including Whaikaha, this engagement generally occurs as part of normal policy, reporting and advisory functions and is not governed by formal memoranda of understanding or specific work programmes.

2026 engagement
The meeting referred to in Document 1 has not yet taken place. Accordingly, no further documentation has been created as a result of that proposed engagement.

December 2025 Cabinet report-back
The information released to you includes the material identified by the Ministry as relevant to the development of the December 2025 Cabinet report-back. We did not identify any separate contribution, briefing, or submission from the Ministry for Women that fell within the scope of your request.

"Released in full" and out-of-scope redactions
The information marked "Out of Scope" relates to other international reporting and treaty obligations that are not connected to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) or engagement with disabled people.

All information within Document 1 that was assessed as falling within the scope of your request was provided to you.

Ngā mihi



Anna Chalmers
Deputy Secretary – Engagement, Policy and Delivery