

21 February 2024

9(2)(a)

Tēnā koe 9(2)(a)

OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of 23 January 2024 for:

- *Copies of all advice, briefings, memos or any other documents provided by your agency staff or representatives regarding the roles and responsibilities of ministers, their portfolio, policies, and upcoming work, since 20 November 2023.*
- *Copies of all advice, briefings, draft briefings to incoming ministers, memos or any other documents provided by your agency staff or representatives briefing the incoming minister, since 20 November 2023.*

Part of the information you have requested is enclosed. However, we have decided to refuse part of your request for information which relates to; advice to the Minister that is still under active consideration, is publicly or soon to be publicly available, to protect the privacy of natural persons and, free and frank opinions under sections 9(2)(f)(iv), 18(d), 9(2)(a) and 9(2)(g)(i) of the Official Information Act.

Manatū Wāhine Ministry for Women (the Ministry) provided the Minister for Women's Office a Briefing to the Incoming Minister (BIM) on 7 December 2024. BIM's provide Minister's a high level overview of their portfolio. A copy of the BIM can be found on the Ministry's website here: <https://women.govt.nz/library/2023-briefing-incoming-minister-women>

For ease of reference please refer to the below table of titles and rational supporting the withholding of information.

Title	Withheld/Released	Comments
Update and Impacts on Fair Pay Agreements (Appendix One)	Released in full	Released in full

Update Kiwisaver and paid parental leave (Appendix Two)	Released in full	Released in full
Memo - Presentation of the Ministry of Women's Annual Report to the House for Tabling (Appendix Three)	Released in full	Released in full
Information relating to the upcoming 68 th session of the Commission on the Status of Women (Appendix Four)	Released in full	Three documents – released in full
Additional information: Pay Transparency (Appendix Five)	Released in full	Released in full
Briefing to the Incoming Minister for Women: International engagements (Appendix Six)	Released in full	Released in full
Meeting with Traci Houpapa NACEW Chair and with NACEW (Appendix Seven)	Partially withheld	Partially Withheld - 9(2)(b) commercial sensitivities and 9(2)(g)(i) free and frank, talking points suggestions.
Women's Employment Action Plan monitoring update (Appendix Eight)	Partially withheld	Partially withheld - 9(2)(f)(iv) and 9(2)(g)(i) the document is under active consideration by the Minister and contains free and frank opinions.
Update on development of a Pay Transparency system	Withheld in full	Withheld in full - 9(2)(f)(iv) the document is under active consideration by the Minister
Minister's engagement opportunities for Auckland Feb 2024	Withheld in full	Withheld in full - 9(2)(f)(iv) the document is under active consideration by the Minister
Key events calendar	Withheld in full	Withheld in full - 9(2)(f)(iv) the document is under active consideration by the Minister
CSW68 attendance	Withheld in full	Withheld in full - 9(2)(f)(iv) the document is under active consideration by the Minister
APEC Travel	Withheld in full	Withheld in full - 9(2)(f)(iv) the document is under active consideration by the Minister

Gender Budgeting 2024	Withheld in full	Withheld in full - 9(2)(f)(iv) the document is under active consideration by the Minister
2024 Travel Dates	Withheld in full	Withheld in full - 9(2)(f)(iv) the document is under active consideration by the Minister
2024 Kings Birthday Honours	Withheld in full	Withheld in full - 9(2)(f)(iv) the document is under active consideration by the Minister
Fortnightly Report week ending 8 December	Withheld in full	Withheld in full – section 18(d) OIA Will be published on the Ministry website: Reports to the Minister - 2023 Ministry for Women
Fortnightly Report week ending 22 December	Withheld in full	Withheld in full – section 18(d) OIA Will be published on the Ministry website: Reports to the Minister - 2023 Ministry for Women
Fortnightly Report week ending 19 January	Withheld in full	Withheld in full – section 18(d) OIA Will be published on the Ministry website: Reports to the Minister - 2023 Ministry for Women

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

M Shortland

Maxine Shortland
Director, Corporate Services (Acting)

Hon Nicola Grigg
Minister for Women

MEMO: Impacts of the repeal of the Fair Pay Agreement Act



Date: 7 December 2023

Contact: Deborah Malcolm, Deputy Secretary Policy

Purpose

- 1 This briefing provides you with background information on the Fair Pay Agreement system and its potential impact on women.
- 1 The *Fair Pay Agreement Act 2022* (Act) is administered by the Ministry of Business, Innovation, and Employment (MBIE) on behalf of the Minister for Workplace Relations and Safety.

Fair Pay Agreements are industrial or occupational collective agreements

- 2 The purpose of the Act is to enable employment terms to be improved for workers by providing:
 - a framework for bargaining that specifies industry or occupation-wide minimum employment terms; or
 - for the ERA to determine the minimum terms in certain circumstances.
- 3 When a Fair Pay Agreement comes into force, it must include terms that are better than, or the same as, relevant minimum entitlements set out in law.
- 4 As at 6 November 2023, no industries or occupations have fully completed the Fair Pay Agreement process.
- 5 There are seven applications in the Fair Pay Agreement system; one is being assessed (waterside workers) and six are in bargaining. They are:
 - Interurban, rural, and urban bus transport – Bus drivers, coach drivers, and cleaners;
 - Hospitality industry;
 - Security officers and guards;
 - Commercial cleaner;

- Early childhood education industry; and
- Grocery supermarket industry.

Repeal will impact women and other population groups

- 6 The Fair Pay Agreement system was developed to help address the systemic weakness of the labour market (e.g., low real wages, low labour productivity despite relatively long hours worked, wage increases not keeping up with productivity increases), and persistently poor outcomes for particular population groups and regions.
- 7 The repeal of the Fair Pay Agreement Act 2022 is expected to impact women, Māori and Pacific peoples, young people and disabled people as they tend to be disproportionately on minimum wages.
- 8 Census 2018 data show us that education professionals, hospitality workers, sales support workers, and cleaners and laundry workers are predominantly female dominated occupations. These sectors tend to be lower-paid (refer Table One).

Table One: Occupation (sub-major group) by sex for the employed census usually resident population count aged 15 years and over, Census 2018

Occupation (sub-major group)	Male	Female
Education Professionals	27,657 (22.7%)	94,395 (77.3%)
Hospitality Workers	15,189 (28.1%)	38,940 (71.9%)
Protective Service Workers	25,695 (78.8%)	6,909 (21.2%)
Sales Support Workers	5,946 (24.2%)	18,633 (75.8%)
Road and Rail Drivers	56,199 (91.3%)	5,385 (8.7%)
Cleaners and Laundry Workers	16,839 (31.9%)	36,024 (68.1%)

- 9 Māori women are more likely to be earning the minimum wage (3.9%) compared to non-Māori women (3.4%) and to Māori men (2.8%).
- 10 Disabled people experience significant disadvantage in the labour market, which includes earning less than non-disabled workers (by more than \$3 per hour at the mean).
- 11 People who fall within more than one of these groups (e.g. disabled young Māori women) are more likely to experience barriers to fair pay as the different forms of discrimination/bias intersect and compound. For example, women can experience poor working conditions, including the inability to access flexible working hours, inappropriate staffing levels in occupations where isolated women are more vulnerable (e.g., security), and lack of access to toilet facilities (e.g., transport and construction).

Next step

- 12 Officials are available to discuss the impact of Fair Pay Agreements with you and can provide further information if needed.



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Deborah Malcolm
Deputy

RELEASED

Hon Nicola Grigg
Minister for Women

MEMO: Change to KiwiSaver and paid parental leave

Date: 5 December 2023

Contact: Deborah Malcolm, Deputy Secretary Policy, 021 198 5805

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Purpose

- 1 As requested, this memo informs you about a Budget 2023 change to KiwiSaver contributions for paid parental leave recipients.

Parental leave contributes to women's lower KiwiSaver savings

- 2 Women's KiwiSaver balances are on average 25 percent lower than those of men. Parental leave and time out of the workforce are a contributor to this gap.
- 3 Women were at least 95 percent of paid parental leave recipients in 2021/22. Employers are not required to match KiwiSaver contributions while employees are on paid (or unpaid) parental leave, though some employers choose to do so.
- 4 Paid parental leave recipients can continue to contribute to KiwiSaver over their 26 weeks entitlement, from a minimum contribution level of three percent. However, only approximately 15 percent of recipients contributed to KiwiSaver from their paid parental leave payments in 2021/22.

Budget 2023 introduced a government-paid 'employer' contribution

- 5 From 1 July 2024 (dependent on legislation), Inland Revenue will make a three percent KiwiSaver contribution to paid parental leave recipients but only to those who continue to contribute. The change was stated as recognising the unpaid nature of childcare and incentivising paid parental leave recipients to save for their retirement. Inland Revenue costed this change at \$19.6 million in total for the three years from 2024/25 to 2026/27.

IN CONFIDENCE

- 6 The change is expected to account for approximately 20 percent of the shortfall of contributions for a woman on the median wage taking a full year off full-time paid work. However, the benefit may be disproportionately taken up by higher income households who are better able to afford KiwiSaver contributions while on paid parental leave.

Next steps

- 7 The change is dependent on a legislative amendment contained in the Taxation (Annual Rates for 2023-24, Multinational Tax, and Remedial Matters) Bill being enacted. This omnibus Bill passed its First Reading and has been referred to Select Committee.
- 8 Inland Revenue are awaiting decisions on reinstatement of legislation from the previous Parliament. If the Bill is reinstated, it will then be considered by Select Committee and is targeted for enactment on or before 31 March 2024.
- 9 We can provide you with more information on the change if you have further questions, or on any other matters related to women's retirement savings.

RELEASED

IN CONFIDENCE

Hon Nicola Grigg

MEMO: Presentation of the Ministry of Women's Annual Report to the House Office for tabling

Date: 6 December 2023

Contact: Anna Chalmers, Deputy Secretary Communications and Engagement



Context

- 1 This memo outlines the process for presenting the Ministry for Women's Annual Report to the House of Representatives (the House).
- 2 The Ministry published its Annual Report on its website on 20 October 2023 in accordance with section 2(b) of the Public Finance Act. Under section 44(4) of the Public Finance Act, you, as Minister for Women, must present the report to the House.
- 3 The Act states that the report must be presented as soon as practicable once the House resumes sitting.

Next steps

- 4 The Ministry has provided your Office with five hard copies and a soft copy of the Annual Report for presentation to the House.
- 5 The five hard copies must be delivered to the House Office and the soft copy must be emailed to the House Office alongside confirmation that you have approved the document for presentation.
- 6 Once the Annual Report is provided to the House Office, the Speaker will present it to the House



Anna Chalmers
Deputy Secretary Communications and Engagement

Sixty-eighth session of the Commission on the Status of Women

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Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective

Expert Group Meeting: Report

Convened by UN-Women
Virtual Meeting
3-6 October 2023

RELEASED

* This report was prepared by Prof. Diane Elson and Dr. Jahnvi Andharia, Co-Chairs of the Expert Group Meeting. It summarizes the main issues and discussions drawing on the background and expert papers and features expert inputs during the EGM. The Co-Chairs are grateful to the experts for their substantive contributions and would like to thank Zohra Khan and Katherine Gifford, from UN-Women, for their support in drafting this report, and Zaheda Mohamed for serving as rapporteur.

1. Introduction

The 68th session of the Commission on the Status of Women (CSW) in 2024 will consider the priority theme, “Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective”. To take stock of current research and assist the Commission in its deliberations, UN-Women convened a virtual Expert Group Meeting (EGM) on the priority theme from 3 – 6 October 2023.

The objectives of the EGM were to:

- Analyze women’s poverty as a process of deprivation and depletion shaped by structural inequalities in the household, labour market, and state institutions, and exacerbated by intersectional discrimination.
- Discuss how current economic, environmental, and geo-political crises impact women and girls, and the need for reform of the international financial architecture to respond to multiple crises.
- Assess financing gaps for addressing women’s poverty and identify how diverse sources of financing can be mobilized and spent to tackle the structural causes of poverty.
- Examine how public institutions, including government ministries and departments, financial and social institutions, can be ‘bearers’ of gender bias and identify actions for institutional transformation.
- Discuss approaches to strengthen accountability mechanisms through mobilizing women’s organizations, collectives and associations to hold state and non-state actors accountable.
- Explore alternative economic frameworks that focus on human rights, addressing inequalities, redistribution of wealth and reprioritization of spending to address women’s poverty and support regenerative economies.

Twenty-four experts from a broad range of disciplines and organizations, including academia, research institutions, think tanks, civil society networks and associations, met from 3 to 6 October 2023. Organizations with relevant mandates and expertise from the United Nations System joined as observers.

To inform the EGM discussions, UN-Women commissioned two background papers on: 1) reducing women’s poverty through new development strategies and 2) the international finance system and women’s poverty. Several issue papers on different dimensions of women’s poverty were also commissioned. The papers presented data and analysis on the priority theme and proposed policy recommendations for consideration. In addition, four observer papers were submitted. The full list of expert and observer papers are available at: [CSW68 \(2024\) | UN Women – Headquarters](#).

2. Women’s Poverty

From 2020 to 2023, the world has experienced multiple global shocks including the COVID-19 pandemic, increased geopolitical tensions and war, climate related and humanitarian disasters, cost-of-living crisis, and ongoing tightening financial conditions related to rising interest rates. The cumulative effects of these shocks have led to seventy-five million more people living on less than \$2.15 a day¹ with an additional ninety million people living on \$2.15–\$3.65 a day. The sharp increase in numbers of people living on less than \$3.65 a day in 2023 is due to an upsurge in poverty among poor countries. From the perspective of gender equality, if current trends continue, an estimated 8 per cent of the world’s female population (342.4 million women and girls) will live on less than \$2.15 a day by 2030.²

¹ International poverty line is \$2.15 and \$3.65 for lower income countries.

² UN-Women and UN-DESA 2023.

Women living in poverty experience multiple deprivations including lack of access to clean water and sanitation, fuel and energy, good quality housing, education and healthcare. The unequal distribution of and access to goods and services, including financial resources, may be seen as a form of structural violence. Women experience structural violence more intensely because of their unequal economic and social status.³ Women at the intersection of gender and other forms of discrimination including race, ethnicity, socio-economic status, geographic location, and disability experience acute deprivation. Intersectional discrimination and inequality vary over time and from place to place.⁴ The persistence of discriminatory norms and harmful gender stereotypes affect women and girls across every area of life from the family to the community, in businesses and in politics. These systemic and structural inequalities contribute to maintaining and deepening gender inequality.⁵

Women living in poverty are more likely to experience depletion of their human capabilities through long hours of paid and unpaid work. Depletion negatively impacts women's physical and mental health, making it challenging to escape the cycle of poverty. Evidence of depletion in the poly-crisis is beginning to emerge. For example, increases in anemia among pregnant women have long-term potential impacts on health and the ability to work.⁶ Depletion of human capabilities is also linked to depletion and degradation of natural resources. Processes that degrade the environment, including pollution and extractive activities, increase care work borne by women with the greatest impact on rural and indigenous women.⁷

Deprivation and depletion is not only a consequence of being 'left behind', but also the result of women being 'pushed behind' by structural inequities in the economy and society.⁸ Land appropriation, environmental degradation and its health impacts, increasing rates of insecure informal employment with poor working conditions, low wages and lack of worker protections, austerity measures that tighten spending on critical public services and reduce public employment options, all intensify and deepen women's poverty. People who lack power are most at risk of being pushed behind by processes driven and controlled by those with more economic, social, and political power.

Women living in poverty are both income and time poor. Time poverty is often difficult to capture in global statistics because many countries do not collect this data. What is known is that women, on average, perform 2.8 more hours of unpaid care and domestic work per day.⁹ Data from Türkiye, Korea and Mexico show that time poverty rates are higher for women compared to men and depend on access to social and physical infrastructure.¹⁰ In countries with inadequate social and physical infrastructure, and those with a persistent sexual division of labour, time poverty is likely much higher.

Investment in care services is especially relevant to the growing number of countries with ageing populations. The demographic shift towards an ageing population is increasing the demand for care and support. Today the world has 807 million people aged 65 and over, a sixfold increase since 1950.¹¹ As of 2020, 30 per cent of Japan's population was over 65 years old; in 2022, 14 per cent of China's population was over 65, Japan already has 2.15 million licensed care workers engaged in long-term care, yet there is a significant shortage of care workers. Based on Japan's data, forecasts suggest a need for an additional 330,000 to 800,000 long-term care workers annually in China to meet the growing demand. In China, the possibility of hiring domestic workers to care for the elderly will decline due to falling birth rates but at the

³ Montesanti 2015, as referenced in Andharia J. 2023.

⁴ A/HRC/53/39; Intervention by Dorothy Estrada-Tanck at the CSW68 EGM, 3 October 2023.

⁵ Yamamoto 2023.

⁶ World Bank, January 2023.

⁷ ECLAC 2022.

⁸ Elson 2019, Elson 2023.

⁹ UN-Women and UN-DESA 2023.

¹⁰ Ilkkaracan and Memis 2021, cited in Elson 2023.

¹¹ UN-Women and UN-DESA 2023.

same time, China is experiencing high rates of youth unemployment and underemployment. Investment in care services could therefore have positive effects on youth employment while simultaneously filling the gap in care needs.¹²

Increases in female labour force participation are often seen as an example of gender equitable, inclusive growth. However, women's active employment does not guarantee a decent standard of living. Women living in poverty commonly lack decent work conditions and are prevented from exercising their human right to just and favorable conditions of work. Economic inclusion can be injurious to women living in poverty in several ways. For example, women can experience forcible inclusion, through modern slavery, or impoverished inclusion when their earnings do not place them above the poverty level.¹³ For growth to be inclusive and pro-poor, it must be premised on the provision of decent work for all and include supportive structures and systems so women can organize for their labour rights. It also requires a revaluing of the contributions made by women in some occupations, such as care work, which are misleadingly classified as low-skilled, so that wages and conditions of work are decent.

Traditional gender roles can influence education and employment patterns and outcomes. In traditional family and household structures, women's poverty may be reinforced through gender norms and stereotypes resulting in limited job and education opportunities, increased domestic and sexual violence and lack of access to education and healthcare. Where women are employed, they may experience occupational sex segregation concentrated in service sectors and lower paid jobs. To tackle high level of women's poverty, many governments in the Arab region have pursued multi-dimensional strategies for raising living standards including income generation, human capital and social safety nets. The governments pursue poverty reduction objectives through direct assistance to the poor, provision of girls' education and literacy programs, women's health care, and subsidies for basic necessities.¹⁴ Further, policies aimed at strengthening women's equitable inclusion in the labour market should not be counteracted by other social or economic policies. For example, if a policy to promote equitable financial inclusion is introduced at the same time as a tax on all financial and digital transactions, women in the informal sector who rely on mobile money transactions, may be negatively impacted.¹⁵

It is important to avoid policies which focus exclusively on incentivizing women to enter the labour market without complementary policies on redistribution of care within the household and between the State and households. Policy interventions that recognize women's care responsibilities may not necessarily translate into better gender-equality outcomes. For example, extended maternity leave, cash for care transfers targeting women, or flexible employment, part-time and home-based employment for women workers creates the space for economic inclusion but through measures reinforcing the role of women as caretakers.¹⁶

The Purple Economy Framework calls for investment in a universal system of care services, which is termed social infrastructure¹⁷ and which has both social and economic benefits, including job creation, especially decent jobs for low-income women; regulation of labor markets and social protection to create work-life balance, decent jobs, and gender equality; investing in time-saving and resilient physical infrastructure to reduce the care work burden on women; and creating an enabling macroeconomic environment with a shift of focus from GDP growth to inclusive and sustainable economic goals. Applied

¹² Yamamoto, 2023.

¹³ Elson D. 2023; Elson and Fontana 2019.

¹⁴ Nassar 2023.

¹⁵ Intervention by Michael Rogan, CSW68 EGM, 5 October 2023.

¹⁶ Ilkkaracan 2023.

¹⁷ Referred to as infrastructure because it constitutes a macro institutional network of widely accessible childcare centers, schools, universities, hospitals, clinics, health centers, active living centers for center-based services and professional home-based services catering to the elderly and disabled. Like physical infrastructure it enables an economy to function more productively.

policy simulations demonstrate the potential for significant job creation, income generation, and poverty reduction when investments are made in social infrastructure. For example, a study in Türkiye compared public investments in physical infrastructure with investments in social infrastructure and found the social infrastructure investments had the potential to reduce poverty by as much as 1.5 per cent versus construction of physical infrastructure.¹⁸ Importantly, the jobs created via these investments are both purple and green because they are local service sector jobs with relatively low emissions and waste.

Women's poverty is a human rights issue. Poverty and inequality prevent women and girls from enjoying the right to an adequate standard of living and other interrelated economic, social, and cultural rights. Recent attacks and backlash against the principle of gender equality underline the urgent need to reassert the centrality of the human rights framework. The human rights framework is not static but has evolved to meet new challenges such as recognizing the unequal distribution of unpaid care and domestic work as a source of violation of women's human rights.¹⁹ It also pays attention to the ways in which public services are delivered, as their compliance with human rights obligations may be jeopardized by privatization, commercialization and financialization. Furthermore, taxation is also now considered a human rights issue. Indeed, the whole economy, national and global, is now being examined through a human rights lens, with a focus on the ways in which economic policies (including those for environmental sustainability) need to change in order for States to comply with their obligations to respect, protect and fulfil human rights.

The human rights framework is not a silver bullet, but it can bring together legal and political tools in a comprehensive approach to address the multiple transformations needed to end women's poverty. Building collective power and utilizing the human rights approach can help drive the necessary reforms and promote social justice. In 1998, a Special Rapporteur on Extreme Poverty and Human Rights was established with a mandate to examine and report to Member States on initiatives taken to promote and protect the rights of those living in extreme poverty.²⁰ Moreover, since 2013, jurisprudence derived from the individual complaints mechanism developed by the Committee on Economic, Social and Cultural Rights under the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights (ICESCR) has highlighted individual rights violations while also drawing attention to the systemic discrimination and stigmatization of those who live in poverty. Regional human rights mechanisms have also advanced normative framings of the rights to be free from poverty and from inequalities²¹. Non-discrimination and equality in the enjoyment of rights is a central principle: and this does not just mean equality in formal, legal rights. Equality in the human rights framework means substantive equality in outcomes²².

3. Fiscal Space and Mobilizing Financing for Strategies to End Women's Poverty

The poly-crisis has resulted in intense economic shocks that have reduced government fiscal space. In response many governments have introduced fiscal consolidation measures. Some estimates indicated that 143 countries, 94 of which are developing countries, would contract public spending in 2023 with 85 per cent of the world population living under austerity.²³ Fiscal consolidation is commonly associated with lower social spending and often impacts programmes benefitting women, including the provision of public services such as health, education, water, and sanitation. Additionally, in these contexts, women's unpaid work becomes an 'invisible subsidy' as households absorb losses in public provisioning of services. It is imperative to enlarge the fiscal space for investments to reduce women's poverty.

¹⁸ Ilkcaracan, 2023.

¹⁹ Intervention by Magdalena Sepulveda Carmona, CSW68 EGM, 6 October 2023.

²⁰ <https://www.ohchr.org/en/special-procedures/sr-poverty>

²¹ A/HRC/53/39

²² Elson, 2023.

²³ Ortiz and Cummins, 2022.

International Financial Architecture and Resolving the Sovereign Debt Crisis

The existing international financial architecture (IFA) has failed to support the mobilization of stable and long-term financing at scale needed to meet the Sustainable Development Goals.²⁴ Despite its envisaged purpose of transferring resources from capital rich to capital poor countries, over the last several decades, resources have in fact flowed out of capital-poor countries.²⁵

More than half of low-income countries (LICs) are either facing high risk of debt distress or already are in a state of debt distress. Several middle-income countries (MICs) have either defaulted on their debt obligations or are in severe debt distress. Between 2020 and the first quarter of 2023, there were fourteen instances of default across nine different sovereigns. On average LIC interest payments now account for 11 per cent of tax revenue and 11.3 per cent of government expenditure.²⁶

Global attempts at debt resolution have focused on postponing, rather than cancelling, payments. While the International Monetary Fund (IMF) has stated its commitment to protecting social spending in debt relief efforts, there is a stark disparity between the rhetoric and actions in countries. During COVID-19, 76 out of 91 IMF loans negotiated with 81 countries included conditionalities to reduce public expenditure, resulting in deep cuts to public healthcare and pension schemes, wage freezes, and cuts for essential public sector workers, along with reduced support for the unemployed and those on sick leave. Additionally, these conditionalities involved discontinuing cash transfers to those unable to work, an increased reliance on regressive value-added taxes (VAT) and user charges for services and utilities that disproportionately affect people living in poverty, particularly women.²⁷

To ensure debt relief works for women living in poverty, it is essential for policymakers to apply the principle of ‘do no harm.’ This entails avoiding insufficient and delayed debt relief, austerity measures that curtail public spending and regressive taxation, all of which have disproportionate impacts on women living in poverty. In addition to ‘do no harm,’ steps must be taken to find an efficient resolution to the sovereign debt crisis with a focus on debt relief at a volume and speed that responds to country’s needs. This will require a fair and credible debt workout mechanism, mediated by independent assessments of debt sustainability.²⁸ Further, a comprehensive national and international framework should be established to regulate private capital flows, preventing financial instability and directing funds towards global public goods. This involves greater regulation of finance, especially in commodity markets. Reforms in the structure, voting rights, allocation criteria, and response speed of International Financial Institutions are also needed.

Taxation

Taxation generates resources for the provision of public services including education, healthcare, energy, water and sanitation and social protection. The structure of the global tax system restricts the sovereign right of countries to mobilize resources within their borders. Reforms to the global tax architecture are needed to prevent tax evasion and avoidance, illicit financial flows, and support governments to secure their tax base with multi-national corporations paying their fair share. It also requires cooperation that is premised on equitable, inclusive representation of all States.²⁹ The need for reforms is exemplified by the

²⁴ UN Secretary General, 2023.

²⁵ Ghosh 2023.

²⁶ Ibid.

²⁷ Ibid.

²⁸ Laskaridis, 2023.

²⁹ Ibid.

fact that half of African countries are not part of the OECD Inclusive Framework, the current international tax body.³⁰

While the primary purpose of tax is to raise revenue, this should be done in a gender-equitable way. At the national level, the composition of tax systems has shifted over the last several decades with falling rates of direct taxation on corporations and individuals, and for many developing countries, falling trade tax revenues with significantly increased rates of consumption tax. From a gender equality perspective, direct tax cuts including on capital income, tend to benefit men as they have higher average wealth and income. In contrast, women overall are overrepresented in lower income deciles and are more affected by indirect tax on everyday items.³¹ Governments therefore need to shift the structure of their national systems towards more progressive income and corporate taxation, including by introducing wealth taxes, taxes on dividends and capital gains, to recalibrate the balance between taxation of income and of wealth. It is equally important to ensure that revenue raised via progressive taxes is spent to support gender responsive policies and programmes.³²

While each country context is unique, there are general tax-related measures that can be introduced, or avoided, to move the tax system towards progressivity. For instance, presumptive tax systems, particularly those related to output and sales have been found to be somewhat gender inequitable, leading to higher tax payments for women farmers and entrepreneurs. Research in Ethiopia found that presumptive taxes on micro and small firms are regressive for both male- and female-owned firms, but they have a more negative effect on female-owned firms due to the sectors in which women are concentrated.³³ This tax type would therefore need to be redesigned to adjust the presumptions to the actual circumstances of women.

Tax exemptions targeted specifically to women are not necessarily the best measures to address women's poverty. In recent years there has been some advocacy for value-added tax exemptions on menstrual hygiene products. These exemptions may not actually reduce the price that women must pay for these products, and even if they do, tend to benefit women who have sufficient income to purchase them. Women living in extreme poverty may not have the resources to purchase these products, even at reduced prices. A more effective approach would be to use tax revenue to fund the free distribution of menstrual hygiene products to poor girls and women via schools and clinics.³⁴

To be effective in raising revenue, tax systems need to command public trust and be based on principles of openness, transparency, and fairness. This may include fostering more equitable representation of women within tax administrations and ensuring that taxpayers derive benefit from paying tax including having access to public services and other products that improve their lives.³⁵

If more money is effectively mobilized via taxation, there is also the need for effective public finance management systems to ensure resources are used to benefit women living in poverty. This needs to translate into increased and stable public spending on critical social infrastructure and universal access to public services. A minimum would be ring-fencing resources for this spending although growth of spending in real terms is also required.³⁶ Democratic ownership and accountability also contributes to ensuring tax systems work for women. It is therefore important for women's rights organizations to advocate for transparency, accountability and oversight of tax policy and administration.

³⁰ Intervention by Chenai Mukumba, CSW68 EGM, 4 October 2023.

³¹ United Nations 2023.

³² UN Women and UN DESA 2023; Ghosh J. 2023.

³³ Komatsu et al. 2021.

³⁴ IMF 2022.

³⁵ Intervention by Caren Grown, CSW68 EGM, 3 October 2023.

³⁶ Ghosh, 2023.

Private finance via gender bonds

The underlying objective of gender bonds is to align financial markets with gender objectives. Bonds may be issued by governments or by private companies, sold to financial institutions and ultimately held by wealthy individuals. Sovereign gender bonds are meant to finance projects that reduce gender inequality and promote women's rights. Governments are meant to pay financial penalties for non-compliance with gender-related goals specified when the bonds are issued. The utilization of these bonds is expected to mobilize additional finance for effective reduction of gender gaps.³⁷

It has been argued that gender bonds prioritize financial valuation, and they expropriate and reshape feminist values subjecting them to assessment in global debt markets. The verification of compliance with gender equality objectives attached to the bond is outsourced to private companies that are not subject to regulation. It is therefore open to question how effective these are in holding states accountable for the achievement of gender equality goals.³⁸ Some private company led platforms use technology to gather data directly from women through impact confirmation surveys.

Private businesses also market gender bonds. In 2022, the sustainable debt market experienced a decline, with issuers being discouraged by rising interest rates and growing skepticism regarding Environmental, Social, Governance (ESG) and Green, Social, Sustainability, and Sustainability-Linked (GSSS) bonds. The market dipped by approximately 19% compared to 2021. However, during the same period, there was an increase in the proceeds from GSSS bonds allocated to advancing gender equality, from about \$24 billion in 2021 to \$33 billion.³⁹

The Orange Bond Initiative (OBI) is a privately developed financial instrument focused on gender-lens investing in the Global South and North. Introduced on International Women's Day in 2022, it aims to promote gender equality by mobilizing \$10 billion to lend to women by 2030. The OBI is committed to inclusivity by involving diverse perspectives from different regions and stakeholder groups.⁴⁰ The OBI has developed a set of principles with which organizations issuing an Orange Bond must comply with a set of standards for the bond to be designated an Orange Bond. There has been support for several issuers of Orange Bonds primarily in emerging markets such as Asia and Africa. To date, the Orange Bond focus is primarily on lending to women refugees, smallholder farmers combating climate action, micro entrepreneurs lacking access to affordable credit, women-led or focused businesses transitioning to clean energy, among other high impact areas relevant to emerging markets. All bonds of this type have transaction costs which must be paid from the interest charged.

While financial markets should promote gender equality and address women's poverty, they are not designed to do so. Some key principles⁴¹ need to be borne in mind when considering gender bonds, or any comparable financial instrument, for addressing gender inequality and women's poverty. First, it is necessary to enhance transparency on use of proceeds to avoid pink washing. One step in establishing greater transparency is an open verification process, linked with the evaluation of performance of the bond. Second to strengthen accountability, it is important to regulate and monitor lending activities to ensure contractual terms are observed and the human rights of debtors are respected. This would also include the adoption of legislation to prevent abusive lending practices with a public agency created to monitor lenders operations.

³⁷ Bohoslavsky and Lavinias, 2023.

³⁸ Ibid; Laskaridis C. 2023.

³⁹ Ibid.

⁴⁰ Shahnaz D. 2023. Orange Bond Initiative™: Connecting Back Streets to Wall Streets through Gender Equality

⁴¹ Intervention by Attiya Waris, CSW68 EGM, 4 October 2023.

Climate financing

Climate change is a threat multiplier for women and girls as it exacerbates existing vulnerabilities and intensifies women's poverty. Women experience increased risk to their livelihoods, health and wellbeing due to the intersecting impacts of poverty, climate change and unsustainable debt. More than 40% of the agricultural labour force in countries of the global South is made up of women.⁴² Climate change impacts food production in agriculture, fisheries and coastal aquaculture through pollution, soil erosion and lower crop yields. Women are often the first to feel these impacts forcing them to prioritize adaptation measures or search for alternative resources diverting their time from other priorities and lengthening their workdays.

Despite this, in 2019, just 2 per cent of global climate finance reached small farmers, indigenous peoples and local communities in the global South. Without government safety nets, women and girls, especially those facing intersectional discrimination, risk impoverishment, malnourishment and poor health. Climate finance policies prioritize financing instruments like loans⁴³ and tend to exclude women from decision-making and project selection.⁴⁴ In 2020, 71 per cent of public climate finance from global North countries was channeled via concessional and non-concessional loans, while grants accounted for only 26 per cent of climate finance overall.⁴⁵ The cost of this debt is significant, resulting in low-and-middle-income countries spending US\$336 billion on total debt repayments in 2023.⁴⁶

The impact of loan-driven climate finance extends to household budgets, forcing women to borrow to finance their own adaptation needs and incur debt.⁴⁷ Research shows that female-headed households spend more on climate and disaster related adaptation measures than male-headed households. Discriminatory lending practices persist with women often facing higher interest rates, less finance, and shorter loan terms than men. Limited ownership of assets, such as land, further hampers women's access to loans. These conditions worsen when they intersect with other biases, ethnic, racial, and indigenous discrimination, further limiting access to lending programs. Increased household and personal debt can push women and girls further into poverty and financial insecurity.⁴⁸

The valuable knowledge and experiences of women, especially indigenous women, are often excluded from climate finance processes, project development, and decision-making. The concentration of power among predominantly male decision-makers prevents equal access to finance and decision-making. Women and men may have different solutions for addressing the same climate problems and involving women often leads to better outcomes for the entire community. But women's participation is also stymied due to societal norms that exclude them from decision-making, lack of childcare, and concerns about their families' access to food and water. Climate finance contributors must ensure that women, including traditionally marginalized women, as well as women-led and feminist organizations, are given greater access to high-quality climate finance grants. These need to be new, additional public finance flows that do not induce debt. Additionally, these flows need to be gender-responsive with a pro-poor, human rights approach and free of economic conditionalities.⁴⁹

4. Strengthening Institutions to Address Women's Poverty

⁴² UN Women 2012.

⁴³ OECD 2022.

⁴⁴ Birkmann, J. et al. 2022.

⁴⁵ OECD 2022.

⁴⁶ Eurodad calculations based on World Bank International Debt Statistics, 30 September 2023. The data refer to all public and publicly guaranteed debt service on external debt for all low- and middle-income countries, excluding China, cited in Achampong 2023.

⁴⁷ Eskander and Steele, 2019.

⁴⁸ Achampong, 2023.

⁴⁹ United Nations Framework Convention on Climate Change.

Good governance and effective public institutions are key to addressing women's poverty. Governments can develop pro-poor policies and design services targeting women living in poverty. However, to do so, there must be political will at the highest levels of government and the requisite capacity and skills within the public service. Gender responsive public administration involves structuring and managing public institutions to address gender equality at all levels of governance. Public institutions must be capable of designing services that address the needs of women living in poverty and ensure that services are equitable, inclusive, and do not maintain, perpetuate or exacerbate poverty. The delivery of high-quality gender responsive public should be informed by the needs, priorities and experiences of all women living in poverty. It involves building alliances and partnerships with grassroots women's organizations and ensuring poor women's leadership at all levels. These approaches can support efforts to mobilize and spend financing to tackle poverty and promote gender equality as well as ensure that public institutions remain accountable to women.

Enhancing democratic governance

Addressing women's poverty via political institutions is contingent on the gender compact between the State and women. The global gender compact is best articulated in the Beijing Declaration and Platform for Action⁵⁰ which sets out State obligations in line with the human rights framework. At the national level, formal or informal compacts among social or political groups influence the way States design and deliver policies to address women's poverty. An important factor for inclusive, gender equitable policy design is the country's historical legacy on women's role in the economy, in decision making and politics, and in public life. If a country already has legacies of universal education or health care, it is important to build on and strengthen these. However, the rise of populist leaders and conservative agendas across the world have posed challenges to advance gender equality and tackling women's poverty through the state apparatus.⁵¹ Such movements and leaders have sought to subvert the basic conceptual and institutional framework and to advance alternative understandings of gender relations and of the intended objectives of gender policies.⁵²

Entry points for pushing conservative governments to address women's poverty varies in democracies and authoritarian/ semi-authoritarian regimes. For democracies, where electoral competition is strong, elections are a key turning point for demanding action to address women's poverty particularly if these agendas align with dominant debates on redistribution and growth. In 2024, more than fifty countries, comprising 70% of the world's population, will hold national elections. Recognizing the uniqueness of each country, it is possible to identify strategies for responding to women's claims effectively even in challenging contexts. This could include, for example, adopting twin track approaches in crisis-ridden States which encompass providing short-term humanitarian aid with long-term efforts to address gender equality and poverty reduction.⁵³

State capacity to address women's poverty depends on technical expertise, availability of resources, organizational structures, and the level of commitment to promoting gender equality. Coordination challenges persist at various government levels, including central and ministerial levels. Subnational levels, particularly within federal systems, can offer opportunities for innovative experimentation in tackling women's poverty. The presence of champions within the state apparatus, extending beyond women's or gender ministries, plays a crucial role in advancing gender equality initiatives. Gaining access to influential decision-making arenas, such as Ministries of Finance, is essential for driving implementation of gender-

⁵⁰ Ergas, 2023.

⁵¹ Nazneen, 2023.

⁵² Ergas, 2023.

⁵³ Nazneen, 2023.

related policies. There is a pressing need for participatory oversight, via Parliaments and civil society organizations, for monitoring of gender-related policies and outcomes.

National and local budgets are important policy tools, to raise, allocate and spend public funds.⁵⁴ They can be designed to support equitable allocation of resources to combat poverty and inequality. Strengthening gender analysis in national and local budget processes is essential to enable governments to cost, allocate and spend for gender equality. Gender responsive budgeting is a strategy to highlight the distributive impacts of the budget on women and men and adjust [or reallocate] resources to ensure that both benefit equally from government resources. Central to these efforts is the availability of timely and accessible public data on budget allocations and expenditures so governments and other stakeholders can 'follow the money'. It is vital to ensure that gender responsive budgeting does not exclusively focus on public sector financial management and encompasses policy design at macro as well as sectoral levels.⁵⁵ It should include parliamentarians and community-based and women's organisations as well as members of the executive. It should encompass all spending on public services particularly in sectors that impact women's poverty, such as social and physical infrastructure and social protection, and should assess policy design and outcomes not just budget allocations. Gender responsive budgeting should also pay attention to taxation and other revenue raising measures.⁵⁶

Challenging gender bias in institutions is integral to adopting and implementing gender responsive budgets. This means understanding how budget decision are made, who makes them and whether women are meaningfully engaged in budget decision-making. Collaboration with poor women's organizations, worker organizations and collectives are key to understanding the budget cycle and identifying points of influence at the national and local levels.

Citizen generated data is now being recognized by government officials, who often lack the expertise, time, and resources to collect real-time data, as a valuable source of information. Through a flagship initiative, Strengthening Public Accountability for Results and Knowledge (SPARK), the International Budget Partnership has worked with social movements to ensure that public services reach people living in poverty. The initiative recognized the need for a gender-lens to address issues ranging from provision of women-friendly equipment for farmers to improving maternal health services. One effective strategy has been equipping communities, including women and women's organizations, with data collection and budget advocacy skills so they can present their own data and solutions to improve the delivery of services. Collaborating with women-led organizations in various countries, such as Nigeria, Senegal, and South Africa, SPARK has empowered women to advocate for their rights with tangible results including the reduction of gender-based violence.⁵⁷

Accountability through collective action and mobilization

Collective action by women living in poverty offers ways to challenge patriarchal gender norms. Through collective organizing, women engage in political dialogue, debate their political preferences, build confidence, and develop civic skills for effective political involvement. This approach to organizing enables women to hold elected officials accountable for local service delivery. Collective organization also enables women to collectively bargain for their rights as workers, including as informal workers. Women's collective organizations often take an intersectional approach, addressing not only gender inequality but also concerns related to social caste, privilege, and sectarianism.⁵⁸

⁵⁴ International Budget Partnership, 2023.

⁵⁵ Elson, 2021.

⁵⁶ Elson, 2023; UN-Women, 2023.

⁵⁷ International Budget Partnership 2023.

⁵⁸ Andharia, 2023.

There are several examples of how collectives have worked to mobilize women for State accountability. A 2020 study of self-help groups formed under the national Rural Livelihood Mission in India found that these women's groups function as laboratories for democratic deliberation, providing an institutional space for women to experiment with political voice and civic engagement. Through political dialogue over repeated interactions, women were able to explore their political preferences and interests, practice deliberation, develop confidence and authority, and strengthen civic skills for political action. This collective focused on efforts to address gender-based violence and improve the delivery of services that were either unavailable or poorly administered, thus demanding accountability from elected officials in the implementation of local policy.⁵⁹

Grassroots leaders of rural and urban groups, affiliated with the Huairou Commission, organize to advance women's rights and participate in a global social movement to combat women's poverty. The focus is on organizing for social justice and equity, to demand and ensure that those in power deliver real change. This requires bottom-up approaches for achieving poverty eradication and social justice, including through strategies to build women's leadership, enhance community resilience, and foster a local-to-global movement.⁶⁰

Indigenous women face multiple forms of poverty and violence stemming from the historical impacts of colonialism which has led to the loss of economic safety, security, and food sovereignty. The Continental Network of Indigenous Women of the Americas (ECMIA) adopts a comprehensive approach of education and awareness campaigns, addressing corporate responsibility, and international cooperation with other organizations, to strive for economic justice and autonomy for indigenous women. ECMIA uses a territorial approach emphasizing the importance of land for indigenous peoples and their fight against poverty, valuing indigenous practices and natural assets.⁶¹

Financing for women's organizations for accountability

Feminists play a critical role in highlighting the nature and extent of women's poverty through policy, advocacy, lobbying, research, and mobilization work. Feminist economists, women's collectives and trade unions have actively promoted alternative economic approaches challenging corporate power and extractive growth models. Despite their critical contributions, financing for feminist organizations is entirely inadequate. Organizations advocating for women's rights receive only 0.13 per cent of total ODA⁶², and 0.42% of grants from progressive United States private foundations.⁶³ Black, brown, and indigenous-led organizations face even more severe funding disparities. Research by the Black Feminist Fund on funding for black feminist groups globally reveals that over 60 per cent of these organizations have never received core funding, and 81 per cent lack sufficient funding to achieve their strategic objectives.⁶⁴

In addition to significantly increasing the overall volume of funding to women's rights organizations, there is an urgent need to shift away from project-focused financing towards reliable, flexible, core multi-year funding. Funds should prioritize accessibility for marginalized groups, extending support beyond capital-based and international organizations to local community-level initiatives. Funding should not only enable the 'doing' but also the well-being of the movement, acknowledging the importance of care, connection, and safety for activists and defenders. To move funding effectively, intermediaries can help larger donors reach local organizations, facilitating both crisis response and long-term support. Governments should

⁵⁹ Prillaman, 2020, as cited in Andharia 2023.

⁶⁰ Intervention by Violet Shivutse, CSW68 EGM, 5 October 2023.

⁶¹ Camac Ramirez, 2023.

⁶² OECD GenderNet 2019.

⁶³ Association for Women's Human Rights in Development, 2022.

⁶⁴ Inside Philanthropy, 2023.

increase direct funding and explore new partnerships, including collaborations with the private sector. The involvement of local feminist movements in policy development, including development cooperation strategy and feminist foreign policies, is vital.⁶⁵

5. Advancing Alternative Development Strategies: Towards Caring, Green Economies

In pursuit of profit, the current economic system has treated nature and people carelessly resulting in increased poverty, inequality and ecological breakdown.⁶⁶ Women living in poverty, and other marginalized people, have been most severely impacted. A plethora of alternatives to the current economic model have been proposed by civil society, academic, international, regional and local organizations. These have advocated moving away from the extractive, growth-exclusive economic model to a more caring, green economy that centers women's well-being, voice and agency.

Representing a diversity and multiplicity of views, lived experiences and priorities, they push back against the narratives of scarcity of public resources for sustainable and inclusive development, and the reliance of the private sector to fill resource gaps.⁶⁷ They have brought the politics of care to the policy table recognizing the complex interplay of power, gender, class, race, and socioeconomic factors in environmental issues. They have called for disrupting gender injustices and colonial continuities that shape inequality and poor women's access to resources.⁶⁸

Feminist economists and political theorists have offered practical policy options for developing more caring and green societies. The Purple Economy Framework⁶⁹ provides an alternative vision for a caring and gender-equal economic and social order, building on the complementarities with the green economy vision. Feminist political ecology⁷⁰ examines how care in the home intersects with care for the environment, advocating for approaches that draw on women's knowledge of the environment, and revaluing care as a strategy for planetary survival.

It is therefore an existential imperative to introduce new development strategies towards the creation of caring and green economies.⁷¹ These strategies recognize that poverty is a human rights issue, and all development strategies must comply with obligations to respect, protect and fulfill the human rights of women living in poverty. They also acknowledge the necessity of reducing systemic risks and structural inequalities that create deprivation and depletion for women. Caring (or purple) and green economies embrace the idea of charting a human-centered, green recovery addressing the climate-care nexus, with deepened focus on interconnectedness of care for people and care for the environment. They will ensure that women benefit from transformations in work in the greening of the economy.⁷² They will move beyond the recognition of the unequal organization of care as a constraint on women's time and source of gender inequality to an appreciation of equitably- organized care and caring as a holistic, effective and sustainable response to multiple crises. In addition, a purple-led growth strategy based on investing in social care services has the potential to generate a substantial number of local care services jobs, which happen to have

⁶⁵ Hessini, 2023.

⁶⁶ ECLAC 2022.

⁶⁷ Intervention by Megna Abraham, CSW68 EGM, 6 October 2023.

⁶⁸ Harcourt W (2023) Feminist Political Ecology.

⁶⁹ Ilkkaracan I (2023), The Purple Economy Framework: purple is the color associated with the struggle for women's rights in many countries around the world, similar to the idea of the Green Economy. The framework identifies four fundamental pillars for policy intervention: Investing in universal social care services infrastructure; Labor market regulation for work-life balance and gender equality; Investing in time-saving rural physical infrastructure and sustainable rural agriculture; Creating an enabling Macroeconomic environment.

⁷⁰ Harcourt, 2023.

⁷¹ Elson, 2023.

⁷² Ibid.

low emissions and waste. Such a strategy will not only serve as a source of decent employment creation, narrowing the gender economic gaps, but also support the green economy as purple jobs are also green jobs.⁷³

New development strategies require the mobilization of resources, underscoring the necessity of reform of the global economic and financial architecture. These reforms are fundamental to ensure that governments have the resources to invest in caring, green economies and sustainable societies. To ensure that additional finance is directed to these aims, public and civil society institutions must be agile and adaptable to response to the new, and old, challenges, the world faces today.

6. Conclusions and Recommendations

Women's Poverty

- Progress towards eradicating extreme poverty has been reversed with more people now living below the international poverty line. Women's poverty is intensifying in the context of multiple crises. There is an urgency to act and use all economic and social policies to eradicate women's poverty and move toward green and caring societies.
- Women living in poverty not only lack adequate income but also experience intense time poverty and face multiple deprivations and depletion of their mental and physical health. For women experiencing intersectional discrimination, deprivations are even more acute.
- Women's poverty is shaped by structural forms of discrimination that are embedded in the economy and society. These forces do not just leave women behind but push women behind and into poverty.
- Poverty is a human rights issue. Governments must comply with obligations to respect, protect and fulfil human rights. All laws and policies should be grounded in the core human rights principles of equality and non-discrimination, the meaningful participation of women and girls, accountability and the progressive realization and non-retrogression of economic, social and cultural rights, in line with applicable human rights norms and standards for each specific right.

Fiscal Space and Mobilizing Financing for Strategies to End Women's Poverty

- There must be comprehensive reform of the international financial architecture to establish a genuine global financial safety net and fiscal space for the public investments needed to eradicate women's poverty. This must include debt relief at a speed and volume to respond to country needs.
- There is a pressing need to enact inclusive, effective global tax cooperation to support developing countries to generate the resources they need to invest in eradication of women's poverty.
- National tax systems should put more emphasis on progressive income, wealth and corporate taxation, including taxation of windfall profits. Gender inequality in the design and implementation of taxes should be eliminated. There is a need to ensure strong linkages between revenue raising and gender responsive expenditure.
- It is important to recognize that sovereign gender bonds may consolidate the idea that interventions that tend to reduce gender inequalities are only legitimate if they generate financial returns.

⁷³ Ilkkaracan, 2023.

- While private gender bonds may assist some women, they can also carry risks and high transaction costs. To counter some of the risks, it is necessary to regulate the practices of lenders to ensure that the human rights of debtors are fully respected.
- For climate finance to be most effective, and to reach women living in poverty, contributors should ensure that high-quality, gender-responsive climate finance grants are made available and dispersed to women-led organizations in local communities, combined with technical assistance and capacity-building.
- There needs to be greater consideration of debt sustainability in climate finance, and debt sustainability frameworks should be reviewed to incorporate climate vulnerabilities, risks and impacts, and gender and human rights assessments.

Strengthening Institutions to Address Women's Poverty

- To counter the backlash against women's rights and gender equality, there is a need to strengthen knowledge institutions and build alliances with state institutions and non-state actors.
- Efforts to advance gender equality require improved coordination, not only at the inter-ministerial level but also across different departments and tiers of government. Engagement and activism at the local and subnational levels may be more effective to advocate for change.
- Transparent budgets, community engagement and citizen monitoring of service delivery are key components of effective gender responsive budgeting. Ensuring women's participation throughout the budget cycle will enhance the quantity and quality of public financing for gender equality.
- Local feminist movements and organizations should be critical players in influencing policy design. Women's organizations, collectives, and workers' unions must be supported to demand State accountability. Collectives promote good governance by supporting women to organize, negotiate for their rights, as well as engage in political dialogue for policy effectiveness.
- Grassroots women play a significant role in bridging gaps in social protection, especially in times of crises when government infrastructure may fail. Governments should invest in grassroots women's organizing and leadership.
- Robust, flexible and multi-year financing for locally led feminist movements and women's rights organizations is critical to address poverty. It is important to remove all policy and practical barriers to providing grants directly to feminist movements and women's rights organizations and to adopt an intersectional lens when evaluating and making decisions.

Towards Caring, Green Economies

- New development strategies are needed that enable creation of caring (purple) and green economies. These strategies recognize poverty as a human rights issue, the responsibility of States to comply with human rights obligations for women living in poverty, and the necessity of reducing systemic risks and structural inequalities that create deprivation.

- Caring and green economies address the climate-care nexus, embracing a deepened conceptualization of the mutually reinforcing nature of care for people and care for the environment. They will move beyond the recognition of the unequal organization idea of care as a constraint on women's time and source of gender inequality to an appreciation of equitably organized care and caring as a holistic, effective and sustainable response to multiple crises.
- New development strategies should enable inclusive economies that are gender equitable, in which governments and businesses respect, protect and fulfil the right to just and favorable conditions of work, 'equalizing up' by promoting decent work with a focus on opportunities for women living in poverty.
- Public investments in social and physical infrastructure can reduce women's income and time poverty, counteract women's deprivations and depletion, while also producing multiple spillover benefits to the economy and society, including increased productivity and employment, decrease in women's unpaid care and domestic work, and the generation of purple and green jobs for women and girls living in poverty.
- Care jobs are green jobs, as they generate a low level of environmental harms, and generate more jobs than investment in other sectors. A human-centered green recovery from present crises includes measures to ensure that women benefit from the transformation of work in the greening of the economy.
- Global and national tax reform, supported by robust debt relief, are essential to ensure financing is mobilized for the implementation of new development strategies. Key institutions need to be strengthened so financing is channeled to policies and programmes that support gender equality and the eradication of women's poverty.

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CSW68 Priority Theme:

Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective.

Critical Issues identified by Expert Working Group for CSW68

1. Women's Poverty
2. Economic and social policies for eradicating women's poverty
3. Financing for eradicating women's poverty and the empowerment of women and girls
4. Governance and Institutions to Promote Eradication of Women's Poverty & Gender Equality
5. Moving towards a new economic framework for poverty eradication

Critical Issues	Description
1. Women's Poverty	<ul style="list-style-type: none"> • Address women's poverty through a human-rights framework • Women's poverty causes and consequences: <ul style="list-style-type: none"> ○ gender inequality (exacerbated by intersectional discrimination) ○ Income and time poverty ○ Deprivation and depletion ○ Economic exclusion/Lack of decent work ○ Harmful gender norms and stereotypes ○ Occupational segregation
2. Economic and social policies for eradicating women's poverty	<ul style="list-style-type: none"> • Women's equitable inclusion in the labour market supported by policies that address the unequal care burden, including access to childcare. • Support equitable division of care • Improving care infrastructure <ul style="list-style-type: none"> ○ Investment in care services, social infrastructure, physical infrastructure
3. Financing for eradicating women's poverty and the empowerment of women and girls	<ul style="list-style-type: none"> • Gender-responsive taxation <ul style="list-style-type: none"> ○ Gender-responsive consumption and presumptive tax ○ Tax revenue spending is gender responsive (on free menstrual products)
	<ul style="list-style-type: none"> • Gender-responsive climate finance <ul style="list-style-type: none"> ○ Human rights approach ○ free from economic conditionalities ○ funding local women-led organisations
4. Governance and Institutions to Promote Eradication of Women's Poverty & Gender Equality	<ul style="list-style-type: none"> • Gender-responsive budgeting <ul style="list-style-type: none"> ○ Gender analysis in national and local budgets ○ Assess policy design and outcomes ○ Inclusive (Women's participation) ○ Grounded in gender-disaggregated data • Support economic justice and autonomy for indigenous women • Allocating ODA for gender equality <ul style="list-style-type: none"> ○ Ensure marginalised groups and local communities have access
5. Moving towards a new economic framework for poverty eradication	<ul style="list-style-type: none"> • Care (Purple) Economy <ul style="list-style-type: none"> ○ Investment in and alignment of purple and green economy ○ Ensure women benefit from just transitions.

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Expert Working Group Report for 68th Session on the Commission on the Status of Women**6. Conclusions and Recommendations****Women's Poverty**

- Progress towards eradicating extreme poverty has been reversed with more people now living below the international poverty line. Women's poverty is intensifying in the context of multiple crises. There is an urgency to act and use all economic and social policies to eradicate women's poverty and move toward green and caring societies.
- Women living in poverty not only lack adequate income but also experience intense time poverty and face multiple deprivations and depletion of their mental and physical health. For women experiencing intersectional discrimination, deprivations are even more acute.
- Women's poverty is shaped by structural forms of discrimination that are embedded in the economy and society. These forces do not just leave women behind but push women behind and into poverty.
- Poverty is a human rights issue. Governments must comply with obligations to respect, protect and fulfil human rights. All laws and policies should be grounded in the core human rights principles of equality and non-discrimination, the meaningful participation of women and girls, accountability and the progressive realization and non-retrogression of economic, social and cultural rights, in line with applicable human rights norms and standards for each specific right.

Fiscal Space and Mobilizing Financing for Strategies to End Women's Poverty

- There must be comprehensive reform of the international financial architecture to establish a genuine global financial safety net and fiscal space for the public investments needed to eradicate women's poverty. This must include debt relief at a speed and volume to respond to country needs.
- There is a pressing need to enact inclusive, effective global tax cooperation to support developing countries to generate the resources they need to invest in eradication of women's poverty.
- National tax systems should put more emphasis on progressive income, wealth and corporate taxation, including taxation of windfall profits. Gender inequality in the design and implementation of taxes should be eliminated. There is a need to ensure strong linkages between revenue raising and gender responsive expenditure.
- It is important to recognize that sovereign gender bonds may consolidate the idea that interventions that tend to reduce gender inequalities are only legitimate if they generate financial returns.
- While private gender bonds may assist some women, they can also carry risks and high transaction costs. To counter some of the risks, it is necessary to regulate the practices of lenders to ensure that the human rights of debtors are fully respected.
- For climate finance to be most effective, and to reach women living in poverty, contributors should ensure that high-quality, gender-responsive climate finance grants are made available and dispersed to women-led organizations in local

Expert Working Group Report for 68th Session on the Commission on the Status of Women

communities, combined with technical assistance and capacity-building.

- There needs to be greater consideration of debt sustainability in climate finance, and debt sustainability frameworks should be reviewed to incorporate climate vulnerabilities, risks and impacts, and gender and human rights assessments.

Strengthening Institutions to Address Women's Poverty

- To counter the backlash against women's rights and gender equality, there is a need to strengthen knowledge institutions and build alliances with state institutions and non-state actors.
- Efforts to advance gender equality require improved coordination, not only at the inter-ministerial level but also across different departments and tiers of government. Engagement and activism at the local and subnational levels may be more effective to advocate for change.
- Transparent budgets, community engagement and citizen monitoring of service delivery are key components of effective gender responsive budgeting. Ensuring women's participation throughout the budget cycle will enhance the quantity and quality of public financing for gender equality.
- Local feminist movements and organizations should be critical players in influencing policy design. Women's organizations, collectives, and workers' unions must be supported to demand State accountability. Collectives promote good governance by supporting women to organize, negotiate for their rights, as well as engage in political dialogue for policy effectiveness.
- Grassroots women play a significant role in bridging gaps in social protection, especially in times of crises when government infrastructure may fail. Governments should invest in grassroots women's organizing and leadership.
- Robust, flexible and multi-year financing for locally led feminist movements and women's rights organizations is critical to address poverty. It is important to remove all policy and practical barriers to providing grants directly to feminist movements and women's rights organizations and to adopt an intersectional lens when evaluating and making decisions.

Towards Caring, Green Economies

- New development strategies are needed that enable creation of caring (purple) and green economies. These strategies recognize poverty as a human rights issue, the responsibility of States to comply with human rights obligations for women living in poverty, and the necessity of reducing systemic risks and structural inequalities that create deprivation.
- Caring and green economies address the climate-care nexus, embracing a deepened conceptualization of the mutually reinforcing nature of care for people and care for the environment. They will move beyond the recognition of the unequal organization idea of care as a constraint on women's time and source of gender inequality to an appreciation of equitably organized care and caring as a holistic, effective and sustainable response to multiple crises.
- New development strategies should enable inclusive economies that are gender equitable, in which governments and businesses respect, protect and fulfil the right to just and favorable conditions of work, 'equalizing up' by promoting decent work

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with a focus on opportunities for women living in poverty.

- Public investments in social and physical infrastructure can reduce women's income and time poverty, counteract women's deprivations and depletion, while also producing multiple spillover benefits to the economy and society, including increased productivity and employment, decrease in women's unpaid care and domestic work, and the generation of purple and green jobs for women and girls living in poverty.
- Care jobs are green jobs, as they generate a low level of environmental harms, and generate more jobs than investment in other sectors. A human-centered green recovery from present crises includes measures to ensure that women benefit from the transformation of work in the greening of the economy.
- Global and national tax reform, supported by robust debt relief, are essential to ensure financing is mobilized for the implementation of new development strategies. Key institutions need to be strengthened so financing is channeled to policies and programmes that support gender equality and the eradication of women's poverty.

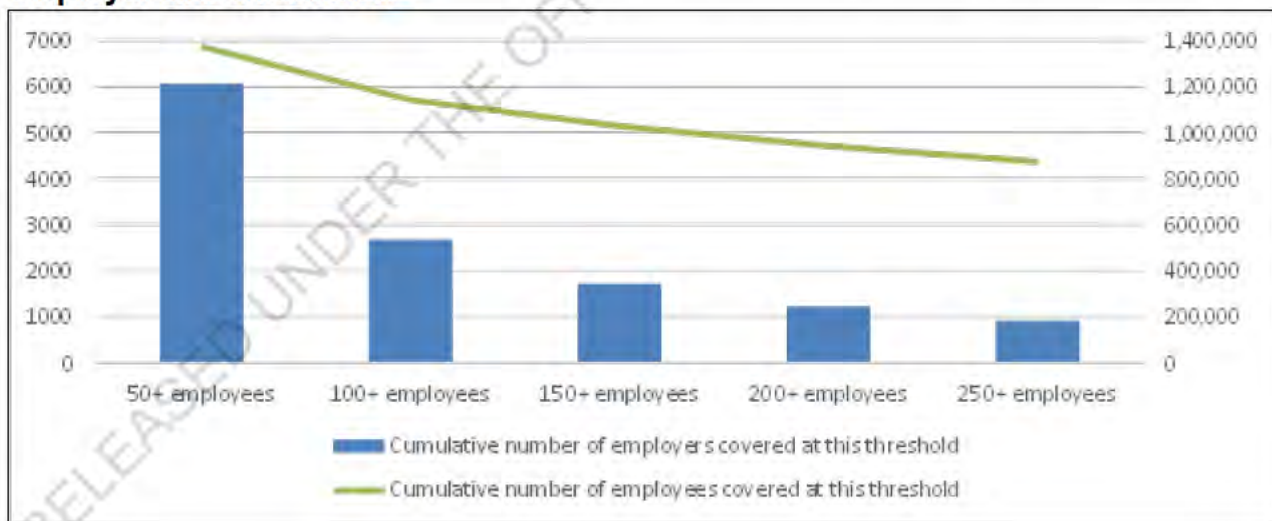
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Additional information: pay transparency

Table 1: number and percentages of employers and employees by employer size thresholds

Threshold	Cumulative number of enterprises covered by this threshold	Percentage of employers covered by this threshold	Cumulative number of employees covered by this threshold	Percentage of employees covered by this threshold
50+ employees	6060	3.6%	1,373,200	57.4%
100+ employees	2676	1.6%	1,142,400	47.7%
150+ employees	1722	1.0%	1,027,650	43.0%
200+ employees	1218	0.7%	941,550	39.4%
250+ employees	912	0.5%	873,900	36.5%

Figure 1: Graph of employers and employees covered based on different employer size thresholds⁵



Briefing to the Incoming Minister for Women: International engagements

New Zealand is an active participant in international meetings and forums focused on the advancement of women and girls and maintains a strong voice for gender equality and women's empowerment globally.

New Zealand is currently ranked 4th out of 156 countries in the World Economic Forum's Global Gender Gap Index 2023. We leverage this reputation to build strong relationships enabling New Zealand to influence, champion the respect and protection of women's rights, and for you and the Ministry to influence domestically.

The purpose of this briefing is to advise you on upcoming international forums and provide information on New Zealand's international reporting obligations, which the Ministry is responsible for overseeing.

There are upcoming events that you may wish to attend

There are some key international forums which you may wish to attend. The Ministry will provide you with additional information to support decision making on your attendance, as well as advice and support before the events.

United Nations Commission on the Status of Women

11-22 March 2024, United Nations Head Quarters, New York City, United States

The Commission on the Status of Women (the Commission) is the principal global body dedicated to the promotion of gender equality and the empowerment of women.

The 2024 theme is: *“accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective.”*

If you choose to attend, your role is to:

- Deliver New Zealand's National Statement.
- Attend bilateral meetings with Ministerial counterparts.
- Participate in roundtable discussions.
- Participate in and attend side events or receptions on priority issues.
- Engage with participating non-governmental organisations.

The Ministry supports your attendance during the high-level segments which generally take place during the first week. Up to two Ministry representatives attend.

Asia-Pacific Economic Cooperation Women and the Economy Forum

May 2024, Peru

Asia-Pacific Economic Cooperation (APEC) 2024 will be hosted by Peru. One of Peru's key priorities is inclusive trade, particularly focused on women.

Ministers for Women are invited to attend the annual APEC Women and the Economy Forum to discuss initiatives that support women's economic participation.

Peru intend to host the 2024 APEC Women and the Economy Forum jointly with the annual Trade Ministers meeting.

This joint meeting is tentatively scheduled to take place in May.

If you choose to attend, your role is to:

- Deliver a national statement which sets out what the New Zealand economy has accomplished for women's economic empowerment in a specific theme area.
- Meet with Ministerial counterparts.
- Participate in meetings and workshops that are arranged by the host economy.

Pacific Islands Forum Women Leaders meeting

August/September 2024, location TBC

The Pacific Islands Forum Women Leaders meeting is one of the annual Pacific Islands Forum Ministerial-level meetings.

The Pacific Islands Forum is the primary Pacific regional organisation for building consensus on a range of key issues including security, governance, economic and trade growth, and sustainable development. The Forum comprises of 18 members.

This will be an opportunity to connect with regional leaders to discuss and progress gender equality and exchange best practice and solutions to shared issues.

United Nations Convention on the Elimination of All Forms of Discrimination Against Women

Dates TBC, United Nations Headquarters, Geneva, Switzerland

New Zealand's latest report on progress towards implementing the Convention on the Elimination of Discrimination Against Women (the Convention) was submitted in July 2023.

The Committee on the Elimination of Discrimination Against Women (the Committee) is due to examine New Zealand's report in 2024. We will provide regular briefings as this process progresses.

You will have the opportunity to lead the delegation to appear before the Committee at the United Nations Headquarters in Geneva. You would present on New Zealand's latest report and answer questions from the Committee.

Delegates from the Ministry and from other government agencies attend the Committee examination to support you.

Non-governmental organisations from New Zealand are expected to be present as they are invited to engage with the Committee and submit shadow reports for the Committee's consideration to support the examination. Non-governmental organisations may meet with the Committee in-person to provide further information.

We work to protect and advance the interests of women and girls internationally

The Ministry plays an important role representing the interests of New Zealand women and girls in international meetings and negotiations where women's rights and interests are discussed.

New Zealand's reputation on gender equality means we have a strong voice to advocate for the advancement of women and girls and the protection of rights.

We work closely with the Ministry of Foreign Affairs and Trade and international partners to improve women's social and economic outcomes, including providing gender analysis and advice to support trade negotiations and to advance commitments on issues including:

- Sexual and reproductive health and rights.
- Comprehensive sexuality education.
- The elimination of gender-based violence.
- Meaningful participation in leadership and decision making.

This is in line with New Zealand's commitments to Goal 5: Gender Equality of the Sustainable Development Goals and the Beijing Declaration and the Convention.

The Ministry contributed to the development of a gender equality chapter in the United Kingdom - New Zealand Free Trade Agreement which entered into force on 31 May 2023.

It is the first New Zealand bilateral Free Trade Agreement to have a standalone chapter on gender. Both countries commit to implement the agreement in a way that advances women's economic empowerment and gender equality. The agreement acknowledges the specific interests of wāhine Māori and aims to support them to benefit more fully from trade opportunities.

The Ministry also assisted with negotiating articles addressing gender equality in the European Union - New Zealand Free Trade Agreement. The Agreement was signed on 9 July 2023.

It is New Zealand's first Free Trade Agreement to contain enforceable outcomes on trade and gender. Both parties are required to ensure women have equitable opportunities to benefit from the Agreement and sets up structures to work with Māori partners.

We work to advance the economic participation of women in the Asia Pacific region

Asia-Pacific Economic Cooperation (APEC) promotes free trade across the Asia Pacific region. APEC brings together 21 member economies to tackle challenges and help each other prosper.

The Ministry works with the Ministry of Foreign Affairs and Trade to lead New Zealand's participation in the Policy Partnership on Women and the Economy.

This is one of APEC's 16 working groups. The overarching goal is to advance the economic participation of women and to coordinate gender activities across the other APEC working groups.

This includes supporting representation at the annual Ministerial-level Women and the Economy Forum where APEC ministers, senior business leaders, and experts take stock of actions underway to progress women's economic empowerment in the region.

New Zealand has international reporting obligations

New Zealand has signed and ratified several international instruments on the status of women and gender equality, some of which we report against.

Convention on the Elimination of All Forms of Discrimination Against Women

The Convention on the Elimination of All Forms of Discrimination Against Women (the Convention) is an international convention often referred to as the 'Bill of Rights for women and girls'. It aims to eliminate sex-based discrimination that hinders the recognition, access, enjoyment, and exercise of women's and girls' social, cultural, political, and economic rights.

The Convention consists of a preamble and 30 articles, where it defines what constitutes discrimination against women and sets up an agenda for national action to end discrimination.

New Zealand has ratified the Convention and must report to the United Nations Committee on the Elimination of Discriminations Against Women (the Committee) every four years on our progress implementing the Convention.

The Committee is due to examine New Zealand's latest report in 2024. The next report is due July 2027.

Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women

Human rights treaties can be followed by 'Optional Protocols' which may provide for procedures about the treaty or address a substantive area related to the treaty. Optional Protocols to human rights treaties are treaties in their own right, and are open to signature, accession or ratification by countries who are party to the main treaty.

By ratifying the Optional Protocol, a State recognises the competence of the Committee on the Elimination of Discrimination against Women – the body that monitors States parties' compliance with the Convention – to receive and consider complaints from individuals or groups within its jurisdiction, and to conduct inquiries. It sits alongside the Convention itself as a kind of enforcement mechanism.

New Zealand ratified the Optional Protocol in 2000.

United Nations Security Council Resolutions on Women, Peace and Security

UN Security Council Resolution 1325 on Women Peace and Security, adopted in 2000, was the first of a series of Resolutions that collectively are known as the 'Women Peace and Security Agenda.'

Together these resolutions set out four 'pillars' of priority issues:

1. Prevention of violent conflict.
2. Meaningful participation of women at all levels of peace and security governance.
3. Protection of rights for women and girls in fragile, conflict and post-conflict situations.
4. Ensuring women's engagement and addressing their needs in peacebuilding, relief and recovery.

Security Council Resolutions are considered binding international law. New Zealand's National Action Plan on Women, Peace and Security explains how New Zealand will implement the United Nations Security Council resolutions on Women, Peace and Security. The First National Action Plan covered the period 2015 - 2019.

The Ministry is working with the Ministry of Foreign Affairs and Trade, as well as other government agencies and non-governmental organisations, to update and implement New Zealand's Women, Peace and Security National Action Plan.

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Hon Nicola Grigg

Minister for Women

AIDE MEMOIRE: Meeting with Traci Houpapa, NACEW Chair, and with NACEW

Date:	8 December 2023	Priority:	Medium
Security classification:	In Confidence	Reference:	MW AM 23-24 0073
Proactive Release:	This document will not be considered for proactive release		
Contact	Deborah Malcolm, Deputy Secretary Policy, 9(2)(a)		

Purpose

- 1 You are meeting with Traci Houpapa, Chair of the National Advisory Council on the Employment of Women (NACEW), in person, at 11.45am on 14 December 2023.
- 2 Following this meeting, an online meeting with NACEW may also go ahead. This is still being confirmed with your office.
- 3 This paper provides you with:
 1. an agenda for your meeting with Ms Houpapa (refer Appendix 1)
 2. an agenda for your meeting with NACEW (refer Appendix 2)
 3. talking points (refer Appendix 3)
 4. a high-level summary of the most recent NACEW meeting, which was held on 6 September 2023 (refer Appendix 4).
- 4 Information on NACEW's role, terms of reference, and membership has been provided to you previously (MW MM 23-24 0001 refers).

You have an opportunity to discuss and set expectations for NACEW

- 5 You provide NACEW with an annual letter of expectation, which outlines your priorities for women's employment in Aotearoa New Zealand, including what you would like NACEW to focus on over the coming year. NACEW will then provide you with a draft work programme for your agreement.

- 6 As noted in the Briefing to the Incoming Minister, current members were appointed by the Minister for Women in January 2023 for a three-year term. Under the NACEW terms of reference you may reappoint or terminate any member at your discretion.

NACEW's role as the national advisory group on pay transparency

- 7 One of the topics NACEW has focused on over the last year has been implementing pay transparency in New Zealand. NACEW was appointed as the national advisory group on pay transparency in October 2022. This was in addition to NACEW's role to provide advice to the Minister for Women on women's employment issues.
- 8 NACEW's function as the national advisory group on pay transparency was to provide with advice to previous Ministers (Minister for Women and Minister for Workplace Relations and Safety) on the development of a pay gap reporting system. A letter of expectation was provided to NACEW to support this role (refer Appendix 5).
- 9 You will need to consider if you wish NACEW to continue in this advisory group role and/or if you wish to include this function as part of the annual letter of expectation. You may need to consult with Hon Brooke van Velden, Minister for Workplace Relations and Safety.

Other topics NACEW has worked on

- 10 NACEW led engagement with women on the development and implementation of *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*.
- 11 Traci Houpapa, as Chair of NACEW, led discussion at the Future of Work forum (Government, BusinessNZ and the NZ Council of Trade Unions) on pay transparency and access to childcare.

Next steps

- 12 Ministry officials can discuss the meeting with Ms Houpapa with you at the next officials meeting.
- 13 The Ministry will draft the annual letter of expectation for your consideration on 18 December 2023.



Deborah Malcolm
Deputy Secretary Policy
Manatū Wāhine Ministry for Women

Appendix 1: Proposed agenda for meeting with Traci Houpapa, NACEW Chair

- 1 NACEW's current work plan.
 - a. Your priority issues for women's employment and where you would like NACEW to focus to provide you with advice and support.
 - b. Pay transparency and NACEW's ongoing role as the national advisory group on pay transparency, including any other approaches or pay transparency measures you wish NACEW to provide advice on.
 - c. The future of *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan* and NACEW's role in monitoring and implementation.
- 2 The current members and makeup of NACEW.

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Appendix 2: Proposed agenda for meeting with NACEW

- 1 Your priority issues for women's employment and where you would like NACEW to focus to provide you with advice and support.
- 2 NACEW members will introduce themselves and their skills, experience and networks.
- 3 Further discussion – NACEW members may wish to discuss:
 - a. Your approach to engagement and advice from NACEW.
 - b. Pay transparency and NACEW's ongoing role as the national advisory group on pay transparency.

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Appendix 3: Talking points

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Appendix 4: Summary of NACEW meeting on 6 September 2023

Pay transparency

- In their role as the national advisory group on pay transparency, NACEW wish to continue to be actively involved in leading the work programme.
- NACEW will continue to engage with partner organisations.
- NACEW supports work on ethnic pay gap reporting.

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Other topics

- NACEW members would like to upskill on accessibility issues.
- Some future topics for consideration include: procurement, entrepreneurship, workplace safety, and paid parental leave for partners.

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Appendix 5: Letter to NACEW confirming their role on pay transparency, dated 12 September 2023

Tēnā koe

Confirming the role of the National Advisory Council on the Employment of Women (NACEW) on pay transparency

Thank you for the role you played as members of NACEW in the first phase of work on a pay transparency system for Aotearoa New Zealand. As sector leaders, your advice and commitment to this work provided a significant contribution to our announcement on Friday 11 August 2023 of the introduction of a mandatory gender pay gap reporting system.

There is still more work to do. Women should not be paid less just because they are women. The same applies for Māori, Pacific peoples, and people from ethnic and disabled communities. While many employers are already reporting pay gaps, we need to shine a greater light across Aotearoa New Zealand to incentivise employers to identify and address these gaps.

We wish NACEW to continue in its role as the national advisory group on pay transparency in Aotearoa New Zealand for phase two of this work. The two functions set out in the previous letter of expectation dated 17 November 2022 will remain – to provide advice and feedback on pay transparency issues and to lead targeted sector engagement.

This role continues to be in addition to NACEW's role to provide advice to the Minister for Women on women's employment issues. You will continue to meet four times a year to discuss a wide range of employment issues for women.

We would like to confirm the expectations for the work on phase two of pay transparency.

Provision of advice and feedback on policy papers

NACEW will provide advice and feedback on policy papers developed by the Ministry for Women (the Ministry) and the Ministry of Business, Innovation and Employment (MBIE). Advice and feedback provided by NACEW will be reflected in the papers officials draft for Ministers.

NACEW will hold dedicated pay transparency meetings to provide feedback on specific issues and policy options. Issues may be raised either by officials or NACEW members. Meetings may be cancelled with agreement from NACEW if no issues need be discussed. The Ministry will provide administrative support for the meetings.

Pay transparency meetings will provide an opportunity for NACEW to give feedback on papers. Officials also intend to use these meetings to discuss and provide updates on the phase two workstreams at an earlier stage of the work, for example, discussing the questions we intend to investigate.

NACEW has the option of providing Ministers with advice and feedback directly on pay transparency issues as they arise.

Policy work expected to be required in phase two includes:

- Discussing objectives developed in phase one and if there is anything further NACEW considers is important to include relating to the objectives.
- Investigating the inclusion of ethnic pay gap reporting
- Determining who the regulator will be and their role.

Engagement

As an influential sector leaders, we would like you to continue to engage with and draw on the expertise of the NACEW partner agencies (National Council of Women of New Zealand, Māori Women's Welfare League, P.A.C.I.F.I.C.A., YWCA, Rural Women New Zealand, Global Women, Māori Women's Development Inc., the Human Rights Commission, Iti Rearea Collective, and Shama Ethnic Women's Trust), and to engage with experts on pay transparency as needed.

NACEW will meet regularly with its partner agencies to give updates on progress and to seek advice and feedback, based on their sector knowledge and expertise. NACEW will continue to engage with the business, union and community sectors to engage other identified individuals and groups with expertise on pay transparency as required.

The Ministry and MBIE will also engage directly with stakeholders on the pay gap reporting system, for example, to inform the development and analysis of options for the policy design elements of the system. Officials will keep NACEW informed of this engagement so NACEW can decide if they would also like to attend or to ensure that any engagement is aligned with planned NACEW meetings with any of the same stakeholders.

Administrative support

Meetings will be arranged on behalf of NACEW as required by the Ministry for Women. Ministry officials will provide administrative support (i.e., arrange the meeting times and take the minutes).

Meetings will be attended by officials from the Ministry and MBIE as required.

All meeting documents will be provided electronically in a timely manner prior to each meeting. NACEW's daily rate for meeting attendance on pay transparency will be the same as for NACEW 9(2)(b)

The Terms of Reference state that members will not disclose any information provided to NACEW in confidence. This will apply to the work on pay transparency.

We look forward to continuing to work with you on this important work.

Nāku noa, nā

Hon Jan Tinetti, **Minster for Women**

Hon Priyanca Radhakrishnan, **Associate Minister for Workplace Relations and Safety**

Women's Employment Action Plan monitoring update

Context

1. Te Mahere Whai Mahi Wāhine, Women's Employment Action Plan (the Plan) was developed as part of the Employment Strategy, which aimed to ensure all New Zealanders could fulfil their potential in developing skills, finding secure employment, and engaging in rewarding careers. The action plan is one of seven population-based plans.
2. Te Mahere Whai Mahi Wāhine was launched in June 2022. This is a cross agency plan, meaning the majority of actions are led by other agencies and builds on existing employment and labour market initiatives and programmes. The Ministry monitors the progress of each action.
3. The Plan provides a roadmap of actions on women's employment and labour market opportunities; in particular it looks for actions that support employment pathways for women who are marginalised in the labour market (e.g. wāhine Māori, Pacific women, young and older women, disabled women, women who are former refugees and recent migrants, and LGBTQIA+).

Six monthly reporting on Te Mahere Whai Mahi Wāhine

4. The Ministry provided six monthly progress reports to MBIE as the lead for the Employment Strategy. Appendix One provides a copy of the last monitoring report we provided to MBIE (May 2023). This includes table one: progress update of Te Mahere Whai Mahi Wāhine by each action. The next report, which was due in November 2023, was not been requested by MBIE.

Te Mahere Whai Mahi Wāhine interacts with other employment action plans

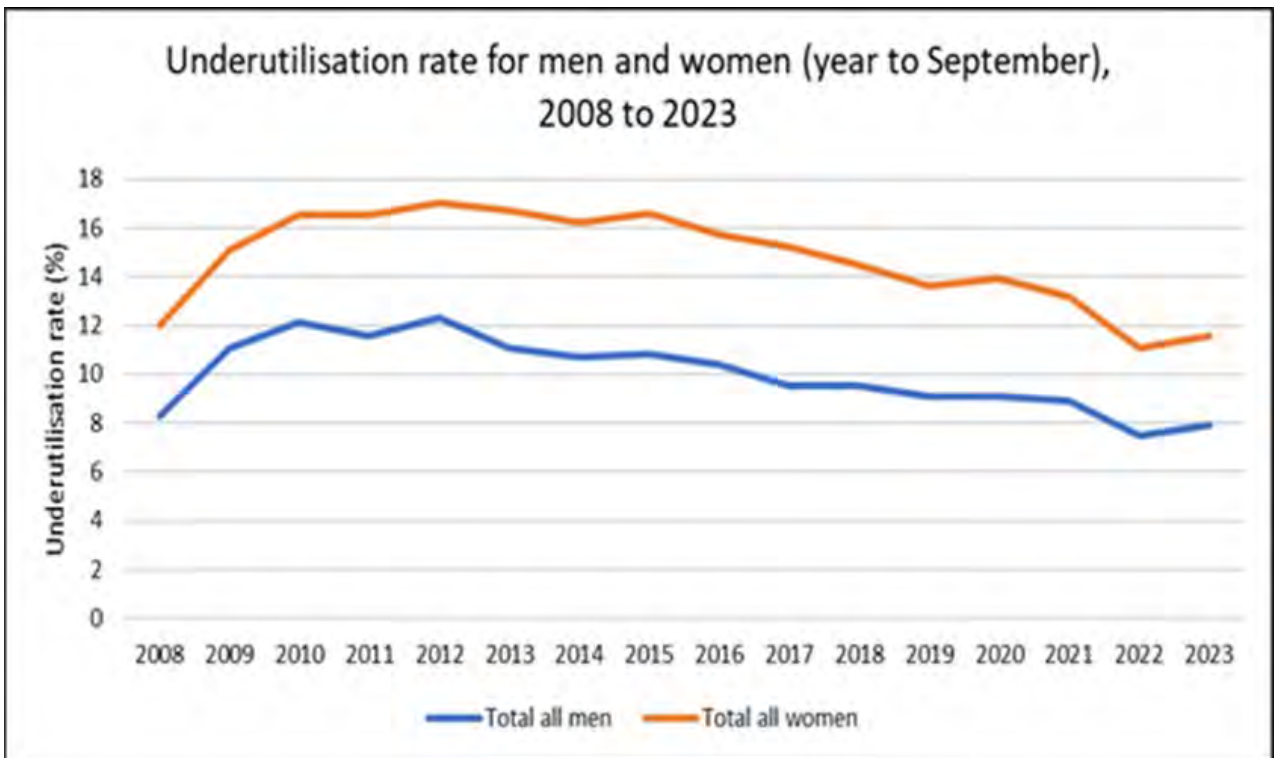
5. Many of the actions in the Plan link with actions in the other six employment action plans. Appendix Two provides a draft table which identifies actions in the Plan that link to other employment plans.

The role of the National Advisory Council on the Employment of Women

6. NACEW and their partner organisations were integral to the development of this plan; they led the engagement with women and sector groups.

Monitoring the impact of the labour market on women

7. Manatū Wāhine uses two indicators of women employment to monitor system change across the labour market for women. The data is sourced from the quarterly household labour force survey, the national gender pay gap and the public sector pay gap. Based on the data, we raise any issues we identify on women's employment with the agencies that monitor the labour market (e.g. MBIE, MSD).



Appendix One: *Te Mahere Whai Mahi Wāhine* – Employment Action Plan Update and Dashboard provided to MBIE May 2023

Te Mahere Whai Mahi Wāhine Action status

- *Te Mahere Whai Mahi Wāhine* has made steady progress.
- Implementation of actions is being achieved through baseline funding and as opportunities are identified. Accordingly, a timeline approach is not being used.
- Two actions are yet to be commenced.
- All other actions are either underway or being scoped.

Action status as at June 2023 reporting, by success area:

Summary of action status by success area	Actions	Completed / On-going	Underway	To be developed
Women are financially secure	5	1	4	
The labour market is inclusive of women	23	3 ¹	20	
Women are supported to meet their paid and unpaid work commitments	3		1	2
	31	4	25	2
Action status as at December 2022 reporting:	31	1	28	2

Actions that are completed or nearing completion

Actions in *Te Mahere Whai Mahi Wāhine* that are completed, nearing completion and/or entering a new phase are detailed in the following table.

Action	New status	Prior status	Comment
Action 3. Implement fair pay agreements	Completed / on-going	Underway	The Fair Pay Agreement Act 2022 commenced on 1 December 2022. The Ministry will now monitor progress through the applications made in accordance with the Act.
Action 11. Continue the four-year Vocational Education and Training (VET) marketing campaign (including women in non-traditional trade roles)	Completed ²	Underway	The campaign concludes in June 2023.

¹ The TTAF fund concluded in Dec 2022, the VET campaign concludes in June 2023 and the delivery of RoVE is now complete.

² The campaign concludes in June 2023.

Action	New status	Prior status	Comment
Action 13. Continue the Targeted Training and Apprenticeship Fund until December 2022	Completed	Underway	The Fund concluded in December 2022.
Action 26. Continue the Reform of Vocational Education (RoVE) in supporting greater choice in vocational education, including for women	Completed	Underway	The establishment of Te Pūkenga, six Workforce Development Councils (WDCs) and the disestablishment of the Transitional Industry Training Organisations (TITOs) is complete. Some elements of RoVE have been transferred to the New Zealand Qualifications Authority. The Ministry will monitor women's access to programmes through the EET process.

Context and labour market comment

Te Mahere Whai Mahi Wāhine, Women's Employment Action Plan is a part of the Government's Employment Strategy, which aims to ensure all New Zealanders can fulfil their potential in developing skills, finding secure employment, and engaging in rewarding careers.

Te Mahere Whai Mahi Wāhine (the Plan) provides a roadmap of actions towards a better future for women's employment. Its purpose is to improve the employment pathways for women who are marginalised in the labour market, particularly wāhine Māori, Pacific women, young and older women, disabled women, women who are former refugees and recent migrants, and LGBTQIA+.

Te Mahere Whai Mahi Wāhine builds on existing supports for women's employment, and further supports action for women within the other six employment action plans.

Te Tiriti o Waitangi

The Plan is guided by Te Tiriti o Waitangi and te ao Māori values, seeks to uphold and implement Te Tiriti o Waitangi obligations and builds on Te Tiriti principles of rangatiratanga (self-determination), active participation, equity, (addressing disparities in outcomes for wāhine Māori), and options (recognising wāhine Māori-specific approaches to issues that directly affect them).

Te Mahere Whai Mahi Wāhine - Structure

The plan has 31 action items grouped by success area. Manatū Wāhine leads four actions, and co-leads four. The majority of actions (23) involve monitoring the

implementation through other agency's initiatives. Successful implementation of the plan requires ongoing communication and coordination with these agencies.

Labour market context for key population groups

Women have different labour market characteristics than men. Women have greater participation in part-time work, higher concentration in the health and education sector, and take breaks from the paid workforce to undertake caring.

The following table contains year to quarter data for the March 2023 quarter³, including the percentage point change from the year to quarter March 2022. The cells are shown in green for a positive change and yellow for an adverse change.

Labour Market Statistics: Year to March 2023 (and percentage point change from March 2022)					
	Employment Rate	Unemployment Rate	Underutilisation rate	Labour Force Participation Rate	NEET Rate
All New Zealanders	69.2 (up 0.7 pp)	3.4 (no change)	9.2 (down 0.3 pp)	71.6 (up 0.7 pp)	11.2 (down 0.5 pp)
All Men	73.7 (up 0.6 pp)	3.1 (down 0.2 pp)	7.4 (down 0.4 pp)	76.1 (up 0.5 pp)	10.8 (down 0.4 pp)
All Women	64.8 (up 0.8 pp)	3.6 (up 0.1 pp)	11.1 (down 0.4 pp)	67.2 (up 0.9 pp)	11.7 (down 0.6 pp)
Wāhine Māori	61 (down 0.2 pp)	7.2 (up 0.1 pp)	17.6 (down 0.8 pp)	65.7 (down 0.1 pp)	20.2 (down 0.6 pp)
Pacific Women	59.7 (up 2.7 pp)	7.2 (up 0.2 pp)	15.8 (down 0.9 pp)	64.4 (up 3.0 pp)	19.1 (up 1.2 pp)

	Favourable trend		Unfavourable trend
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The seasonally adjusted unemployment rate for women in March 2023 was 3.6 percent, up very slightly (0.1 pp) on the previous March. However, this is not particularly concerning as both the labour force participation rate (LFPR) and the employment rates went up, meaning the unemployment result is more a case of women entering the workforce and looking for (and in many cases finding) work.

Wāhine Māori and Pacific women's employment has the greatest vulnerability to labour market shocks. The unemployment rate for both at 7.2 percent, is double that for all women. In the latest data, the rates for Pacific women show a similar trend to all women, with a stronger LFPR (up 0.3pp) and employment rate (up 2.7pp). Wāhine Māori

³ In this way the data is consistent across all women, including wāhine Māori and Pacific women.

employment, however, shows a more negative outcome with an unfavourable trend across employment, unemployment and LFPR.

It is likely that the repeated interest rate rises, and the recent climate events will negatively impact on women's employment. This will continue to be monitored by the Ministry through the quarterly HLFS and the government's response to Cyclone Gabrielle.

Data indicators

Manatū Wāhine is developing a set of data indicators for *Te Mahere Whai Mahi Wāhine*. These indicators apply to women's interaction with the labour market more generally but will be useful to monitor and report the status, and trends, of women in training and employment.

- Employment data, including unemployment, participation, underutilisation and NEET rates
- Gender pay gaps
- Women's employment by industry
- Tertiary education statistics (NCEA level 2, STEM subjects, apprenticeships)
- Pay equity claims in progress, by sector
- Childcare data, as available
- Women in business statistics, as available
- Board membership, as available

Te Mahere Whai Mahi Wāhine Outcomes

Te Mahere Whai Mahi Wāhine outcomes are identified in the three key success areas:

- Women are financially secure;
- The labour market is inclusive of women; and
- Women are supported to meet their paid and unpaid work commitments (without incurring penalties).

Implementation progress

- *Te Mahere Whai Mahi Wāhine* was launched in June 2022.
- Manatū Wāhine has developed an implementation plan and a dashboard. A reporting framework has been agreed with the Minister.
- A February 2022 update on progress was provided to the Minister.
- An edited version of the February update Dashboard was provided to NACEW and NACEW partners.
- Manatū Wāhine has continued liaison with other agencies whose initiatives or employment actions are included in *Te Mahere Whai Mahi Wāhine*.

9(2)(g)(i)

Issues or risks identified

9(2)(g)(i)

Te Mahere Whai Mahi Wāhine – Dashboard Overview

Te Mahere Whai Mahi Wāhine provides actions to improve the employment pathways for women who are marginalised in the labour market, particularly wāhine Māori, Pacific women, young and older women, disabled women, women who are former refugees and recent migrants, and LGBTQIA+.

Better outcomes for women will ultimately be reflected in employment, childcare, educational and industry data, but the movement in this data will be slow.

Over the past six months, Manatū Wāhine have:

- Significantly progressed policy work for pay transparency (action 1).
- Continued membership of:
 - the Tahatū Government Advisory Panel (action 12);
 - the Ministry of Social Development Data and Evidence Working Group for driver licence data (action 18);
 - Ara Poutama Aotearoa Department of Corrections Reference Group for Wāhine – E rere ana ki te pae hou: Women’s Strategy 2021 – 2025 (action16); and
 - the working group for the Government’s response to the 2022 Review of Retirement Income Policies (action19).
- Commissioned BERL to report on the wāhine Māori economy (building on the Te Ōhanga Māori Māori economy report) (relates to Actions 1, 4, 9, 10, 15, 17, 18, 22, 29, 30)
- Commissioned AUT to report on wage data in Aotearoa New Zealand using IDI data (action 1,4)
- Has hosted a NZ Women in Export event, including the launch of BERL’s New Zealand Women in Export Trade: Understanding the Barriers report (action 14).
- Chaired the Future of Work Tripartite Forum session on women’s employment on 3 April 2023 (action 5). Focus topics include pay transparency (action 1) and childcare (action 29).
- Contributed to the inclusive workplaces for kaimahi Māori, research underway managed by MBIE for *Te Mahere Whai Māori* (action 22).
- Provided comment on the National Careers System Strategy (action 27).
- Continued to meet with industry bodies, such as the Workforce Development Council and the Regional Development Councils, to ensure training opportunities and incentives are accessible and visible to women, as well as being relevant to the labour market (action 5).
- Monitored and reported on women’s participation on public sector boards (action 22)

- Advised women on our Nominations database of the Expression of Interest for the Chair and Council roles on the Regional Development Councils (action 22).
- Continued to grow networks across the various agencies identified in the Plan.

Over the next six months, Manatū Wāhine will look to:

- Complete phase one of the pay transparency policy work with MBIE. Ministers have asked officials to provide advice shortly on key elements for a pay gap reporting system (who the system should apply to (i.e. the size and type of businesses and the measures that need to be reported) (action 1).
- Continue to work as part of the Equal Pay Taskforce and as a member of Te Whakapiri (a union and agency working group).
- Report on the outcomes from the Future of Work Tripartite Forum on women's employment: pay transparency (action 1) and childcare (action 29).
- Release the wahine Māori in the economy report and the AUT wage data research.
- Work with TPK on the wāhine Māori entrepreneurial action (action 10, 20, 21, 30).
- Update the policy paper "E Tū Ake! Stand tall and proud" – a paper that looks at improving the economic independence of women with low or no qualifications; women who are not in education, training or employment; and Māori and Pacific women (action 7).
- Progress the Kōhine project with TPK and MoE (action 15).

Table One: The Monitoring Dashboard

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Key: MBIE = Ministry of Business, Innovation and Employment, MSD = Ministry of Social Development, INZ = Immigration New Zealand, DIA = Department of Internal Affairs, TEC = Tertiary Education Commission, TPK = Te Puni Kōkiri.

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
<p>Success area one: Women are financially secure Women can fully participate in the labour market and are less affected by any future shocks to the economy</p>						
1. Improve pay transparency in Aotearoa New Zealand	Led by MBIE and Ministry for Women	Underway	<ul style="list-style-type: none"> NACEW was appointed as the Pay Transparency advisory group. Hosted Future of Work discussion on Pay Transparency on 4 April. In-person business hui led by Mind the Gap in Auckland. The 'like-minded' businesses agreed that pay transparency should be mandatory but needed to support different types of businesses and the complexities of working arrangements. Regime simplicity would be key. 	<ul style="list-style-type: none"> Advice on key elements for a pay gap reporting system. These elements include who the system should apply to (i.e. the size and type of businesses) and the measures that need to be reported. Complete work on policy issues. NACEW will continue to provide advice to Ministers on pay transparency. New research commissioned by Manatū Wāhine through AUT will investigate gender ethnic pay gaps by sectors of work. This new research (Support for Transparency in Employment and Pay, or STEP) is due 30 June 2023. 	Objective: The gender pay gap is reduced.	The recommendations of the Education and Workforce Select Committee report on pay transparency will feed into this work.
2. Support pay equity in the public funded, and private sectors via: <ul style="list-style-type: none"> Tools, guidance, and resources to support parties to pay equity claims. 	Monitoring Led by PSC	Underway	<p>PSC is working to support pay equity claims across the system.</p> <ul style="list-style-type: none"> promoting Te Orowaru. tools and resources to support pay equity claims are publicly available to all parties to claims and are currently being refreshed. provision of governance and assurance that the pay equity 	On-going pay equity settlements.	Objective: The systematic undervaluation of female-dominated workforces is addressed to ensure women and men receive the same pay for doing work that is different but is of equal value.	Equal Pay Taskforce (PSC, Ministry for Women)

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
<ul style="list-style-type: none"> Governance and assurance to parties to raised with government employers that the pay equity process is in accordance with the Equal Pay Act 1972. Support of funded sector claims that wish to obtain in-principle agreement to fund from Cabinet, or be eligible for the benefits of a claim (to be extended). 			<p>process is in accordance with the Equal Pay Act 1972.</p> <p>Pay equity as at 21 April:</p> <ul style="list-style-type: none"> 29 active claims 9 in the funded sector 6 in the education sector 6 in the health sector 4 in the public service 2 in tertiary 1 in local government 1 in the private sector <p>3 claims are new, 17 claims are on track, 6 have some delays and 3 have major delays. The 3 with major delays are in the health sector.</p>	NA		
3. Implementing fair pay agreements	Monitoring Led by MBIE	On-going, monitoring the impact of the act.	<p>The Fair Pay Agreements Act 2022 received Royal assent on 1 November 2022, and commenced on 1 December 2022.</p> <p>As at April 2023, there were four applications being assessed, covering hospitality, supermarket and grocery store, security guard/officer and commercial cleaner. One application has received approval to initiate bargaining – Interurban, rural and urban bus transport. Two applications had been declined or withdrawn.</p>	On-going monitoring of FPA process and outcomes.	Objective: The passing of the Fair Pay Agreement Bill results in the setting of agreed minimum standards across industries or sectors, ensuring more workers receive higher wages and better terms and conditions.	MBIE

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
<p>4. Eliminate gender and ethnic pay gaps in the public sector.</p> <p>Support change in the private sector</p>	<p>Public Sector: Led by PSC</p> <p>Private Sector: Led by MBIE and Ministry for Women</p>	<p>Public sector: underway</p> <p>Private sector: will form part of the pay transparency work.</p>	<p>Public sector:</p> <ul style="list-style-type: none"> Guidance has been released to support agencies and entities meet the career pathways milestone: supporting women, Māori, Pacific and ethnic employees to achieve their career aspirations. Guidance to support agencies and entities to remove all forms of bias from their recruitment and attraction policies and practices. This guidance will be released in March. Measuring and beginning to address Māori and ethnic pay gaps in the public service. 	<p>Public sector: Kia Toipoto milestones for 2023 are:</p> <ul style="list-style-type: none"> By end of 2023 entities have remuneration and HR systems, policies and practices designed to remove all forms of bias and discrimination. <p>Private sector: Part of the work on pay transparency - discussion on the gender and ethnic pay gap in the private sector with organisations such as Champions for Change.</p>	<p>Objective: Measured reduction in the gender and ethnic pay gaps in the public/wider public sector.</p> <p>Measured reduction in the gender and ethnic pay gaps in the private sector.</p>	<p>PSC Champions for Change</p>
<p>5. Monitor women's participation in the labour market and the supports Government provides to facilitate improved labour market outcomes for women.</p>	<p>Multi-agency action: MSD MBIE EET agencies</p>	<p>Underway</p>	<p>Future of Work</p> <ul style="list-style-type: none"> Future of Work Tripartite Forum session on women's employment with a focus on pay transparency and childcare held on 4 April 2023. <p>Just Transitions</p> <ul style="list-style-type: none"> The Ministry contributed to work on the impact of Just Transitions on women. <p>Active Labour Market Policies</p> <ul style="list-style-type: none"> Continued participation in the EET process to ensure women are included in future labour market programmes. 	<p>Continue to work with the EET process to ensure the impact on women is considered within labour market initiatives and programmes.</p> <p>FoW Report back to the FoW Tripartite Forum on outcomes from the on pay transparency.</p> <p>Just Transitions Continue to work with the Just Transitions team (MBIE) on regional analysis of suggested proposals to ensure women are included in future decisions.</p> <p>WDCs</p>	<p>Objective: Understanding how labour market policies, programmes, regulation, and legislation impact on women, including the future of work trends for women.</p>	<p>Multi Agency initiatives:</p> <ul style="list-style-type: none"> Active Labour Market Policies (ALMP) Future of Work Just Transitions Workforce Development Councils Industry Transformation Plans Social Unemployment Insurance Scheme

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
			<p>Workforce Development Councils</p> <ul style="list-style-type: none"> Continued work with industry bodies such as the Workforce Development Council (met with Hanga Aro Rau – WDC – Māori Workforce Team in February 2023) and Regional Skills Groups. <p>Met with ChristchurchNZ to discuss their successful PowerUp campaign. This initiative was supported by MSD and MEC and has been successful but looks likely to finish if support is not extended beyond June 2023.</p> <p>Met with the Te Arawa Lakes Trust (Feb 2023) to discuss the call centre set up to help hapū and iwi access services. Te Arawa Lakes Trust also holds data on the success and positive impacts of employing wāhine. The Ministry will continue conversations to share data and insights.</p>	<p>Engage with Councils maybe at regional level; assess impact on women.</p> <p>Industry Transformation plans</p> <p>Engage with the leads to ensure women's employment issues are considered in the eight Industry Transformation plans.</p>		
<p>Success area two: The labour market is inclusive for women All women can access sustainable well-paid employment and support</p>						
6. Explore how to mitigate the immediate impact of Covid-19 on Wāhine Māori and Pacific women's access to training (retraining) and	Monitoring Ministry for Women MSD	Underway	Working as part of EET work programme,	The Ministry is monitoring the impact of adverse events on women through the EET process. Aligns to Actions 6, 7, 8, 9, 15, 16, 18, 29 and 31. For <i>Te Mahere Whai Mahi Wāhine</i> , the Ministry will replace the focus on 'COVID-19'	Objective: Wāhine Māori and Pacific women are supported and can access training and employment	EET agencies NACEW

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
employment (navigating the employment market). Priority: Wāhine Māori and Pacific women	NACEW			with 'adverse events', which will recognise the impact of economic changes, and disasters such as Cyclone Gabrielle, on women.	programmes that meet their needs.	
7. Investigate the effectiveness of employment interventions and programmes for women, focussing on wāhine Māori and then on other groups of women. Priority: Wāhine Māori	Monitoring TPK Ministry for Women	Underway	The Ministry liaised with TPK on its framework to assess programme effectiveness across EET initiatives (it is an action in both <i>Te Mahere Whai Mahi Wāhine</i> and <i>Te Mahere Whai Mahi Māori</i>). TPK have completed their effectiveness review but are not progressing this work further. As part of the review E Tū Ake, the Ministry requested a literature search on the characteristics of good employments programmes. This was to ensure that the re-issue of E Tū Ake included the latest research as well as relevant data. The literature review has been received but the Ministry has not had the resource to review and incorporate the findings.	The Ministry will continue to work through the EET process to identify and monitor the impact of the effectiveness of employment interventions and programmes for all women. aligns to Actions 6, 7, 8, 9 15 16 18 29 and 31. The Ministry will republish the report on the characteristics of good employment programmes for women, updated to include the latest statistics and recent literature. https://women.govt.nz/sites/public_files/MW/A-E%20Tū%20Ake%20publication-for%20web2.pdf	Objective: Employment programmes / initiatives are tailored to women.	EET agencies MEC
8. Ensure wāhine Māori, Pacific women and ethnic women have access to information about employment programmes and initiatives in the form they need it.	Monitoring Ministry for Women MSD	Underway	The Ministry has worked through the EET process to monitor women's access to employment interventions and programmes.	The Ministry will continue to work through the EET process to monitor women's access to employment interventions and programmes: aligns to Actions 6, 7, 8, 9 15 16 18 29 and 31.	Objective: Wāhine Māhine, Pacific women and ethnic women can access employment programmes.	MSD

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
9. Improve employment data collection and reporting for women's participation and outcomes from engaging with Employment, Education and Training programmes.	Monitoring Cross cutting action across several EAPs: Ministry for Women Stats NZ MSD MBIE	Underway	Supporting the reporting of data for women through the EET process. Analysis of the quarterly household labour force survey.	The Ministry will continue to work through the EET process to monitor women's access to employment interventions and programmes – aligns to Actions 6, 7, 8, 9 15 16 18 29 and 31. The Ministry for Women will continue to support the improvement of data collection and reporting on all cohorts of women through the EET and other government agency processes. 9(2)(f)(iv)	Objective: Improve quantitative data gathered on women in the labour market, in particular wāhine Māori, Pacific women, ethnic, disabled, older and younger women, and LGBTQIA+.	Stats NZ MSD MBIE
10. Build stronger entrepreneurial pathways and support for wāhine Māori entrepreneurs (followed by Pacific, ethnic, disabled, and young businesswomen).	Joint action with TPK and Ministry for Women Interest MBIE	Underway	Project scoped with TPK. TPK and Manatū Wāhine are planning a May 2023 workshop to consolidate what work has been done and what can be done to move this action forward with current resources. Manatū Wāhine has also: <ul style="list-style-type: none"> Met with Mamas Moving Mountains in Northland in November. The Ministry is hoping to work with them to develop insights on how the Ministry can strengthen entrepreneurial pathways and supports for women. The Office for Seniors funding a pilot initiative to encourage entrepreneurship among older 	Aligns to actions 14, 20, 21 and 30. The research commissioned to measure 'The Wāhine Māori Economy' is due in June 2023. Move forward with TPK using the outcomes of the May 2023 workshop.	Objective: Wāhine Māori are supported in business and entrepreneurship.	TPK

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
			<p>people, including those not currently well represented in entrepreneurial activities such as Māori, Pacific Peoples and women. Delivery is expected to commence in 2023. The Ministry is liaising with Office for Seniors to determine if there are insights for our entrepreneurial work.</p> <ul style="list-style-type: none"> Met with Ministry of Awesome who present Electrify Aotearoa, a conference for women founders (men are welcome too). This is being held on 1 – 2 August 2023 in Auckland. The Ministry is currently looking at ways to support the conference and other possible involvement. 	NA		
11. Continuation of the four-year Vocational Education and Training (VET) marketing campaign (including re: women in non-traditional trade roles).	Monitoring Led by TEC	Completed, finished June 2023	<p>THE VET campaign concludes in June 2023.</p> <p>The campaign showcased women in typically non-traditional roles but did not specifically measure if this had resulted in women considering vocational education.</p> <p>TEC report that the campaign has been successful in achieving a significant positive perception shift toward VET.</p>	<p>Going forward, TEC will consider ways to ensure the positive perception shifts, gained over the life of the campaign, are maintained.</p> <p>The Ministry will continue to support and monitor women's participation in vocational training.</p>	Objective: Increase participation of women (including women in non-traditional roles) in vocational education.	TEC
12. Development of an Online Career Planning solution to provide quality information and support on learning and	Monitoring Led by TEC	Underway, due for release early 2024.	<p>Tahatū is TEC's online career planning tool.</p> <p>The national release for Tahatū is expected to occur early in the 2024 calendar year.</p>	Continued membership of the Tahatū Advisory Panel.	Objective: Improved accessibility and inclusiveness for women, including wāhine women.	TEC

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
career pathways (including for wāhine Māori). Priority: Wāhine Māori			The initial release is aimed at the primary audience (10 to 19 years old) with the priority audience in mind: Māori, Pacific people, women and girls, and disabled people. There is a focus on these audiences as they tend to have higher rates of unemployment, underutilisation, and lower wages than the general population.	NA		
13. Continue the Targeting Training and Apprenticeship until December 2022	Monitoring Led by TEC	Completed, finished December 2022	This action is completed. Support remains via Fees Free. Learners may be able to access Fees Free for fees that are not covered by the TTAF, where their programme continues into 2023. Learners will need to meet the eligibility criteria for 2023, and the programme they are enrolled in must also meet the eligibility criteria. Apprenticeship Boost Initiative continues to provide support for employers to retain and take on new apprentices until December 2023.	n/a completed	Objective: Increased participation by women in apprenticeship training.	TEC
14. Investigate options to reduce barriers to women's participation in exporting	Monitoring Led by MFAT	Underway	<ul style="list-style-type: none"> The Ministry for Women liaises with MFAT and NZTE. As part of the Government's Trade for All Agenda, MFAT recently worked with the OECD to complete a 'Trade and Gender Review of New Zealand' (to be published by the OECD in June 2022). The Ministry commissioned a BERL report – New Zealand Women in Export Trade – 	Continued liaison with MFAT and NZTE to investigate actions support women exporters. Aligns to actions 14, 17, 20, 21, 28 and 30.	Objective: <ul style="list-style-type: none"> Trade policy actively supports more equal gender outcomes as part of the Government's Trade for All Agenda. Female workers and business owners are better represented in the export sector, 	MFAT NZTE BERL

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
			<p>Understanding the Barriers, commissioned earlier in the year.</p> <ul style="list-style-type: none"> The Ministry held an NZ Women in Export event, which included the launch of the BERL report on 4 May. 	NA	facilitated by trade policy and exporter support that actively improves gender outcomes.	
15. Explore the provision of wrap around support (childcare, transport, driver licence, mentoring, navigator) for wāhine Māori, Pacific women, disabled women, and sole mothers in training/ employment programmes.	<p>Monitoring</p> <p>Ministry for Women</p> <p>Supported by NACEW</p>	Underway	<p>Funding for the kōhine project was approved in May 2023. The project, which has been fully scoped, will commence in June 2023, and run until June 2024.</p> <p>Co-led with TPK, the kōhine projects in Te Tai Tokerau (rangatiratanga leadership), Tāmaki Makaurau (kōhine Māori school leavers educational aspirations), Ikaroa-Rāwhiti (Napier/Hastings holistic wellbeing; Gisborne employment, education, and training); and Te Tai Hauāuru (holistic wellbeing and relationships).</p> <p>The outcome sought is to nurture aspirations in leadership, relationships, and employment for kōhine Māori.</p>	<ul style="list-style-type: none"> The Ministry will support the kōhine project by providing real time evaluation to allow the programme to iterate over the course of delivery. The Ministry will continue to work through the EET process to monitor women's access to employment interventions and programmes aligns to Actions 6, 7, 8, 9 15 16 18 29 and 31. 	<p>Objective:</p> <p>Wāhine, Pacific women, sole mothers are supported to stay in training and employment.</p> <p>Development of an insights report.</p>	TPK NACEW
16. Monitor training and employment support provided to women while on parole or after serving a prison sentence as part of Wāhine – E rere ana ki te pae hou: Women's Strategy 2021 – 2025.	<p>Monitoring</p> <p>Led by Department of Corrections</p> <p>Ministry for Women to support and monitor</p>	Underway	<p>Continued liaison with Ara Poutama Aotearoa Department of Corrections on Wāhine – E rere ana ki te pae hou: Women's Strategy. The Ministry is a member of the Reference Group which meets quarterly.</p> <p>Met with the Reclaim Another Women (RAW) Programme. RAW operate a farm in Te Aroha, Waikato, that houses up to seven wāhine on parole. RAW has invited further discussion. The Ministry is interested in</p>	The Ministry will monitor progress and bring in women's voices to the Correction's 2023 work programme to review access to training and employment programmes for women in prisons – E rere ana ki te pae hou: Women's Strategy 2021 -2025. Aligns to Actions 6, 7, 8, 9, 15, 16, 18, 29 and 31.	<p>Objective:</p> <p>Women are supported to access training and employment.</p>	Dept. of Corrections

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
			supporting this initiative alongside Wāhine – E rere ana ki te pae hou: Women’s Strategy 2021 – 2025.			
17. Investigate women entrepreneur’s access to business funding.	Led by Ministry for Women Interest MBIE NZTE	Underway	<p>The Ministry for Women is collaborating with New Zealand Trade and Enterprise’s Ecosystem Group looking at improving women entrepreneur’s access to funding.</p> <p>Provided comment to Te Pūtea Matua Reserve Bank of New Zealand concerning research on financial inclusion, in the context of possible impacts from the Deposit Takers Bill.</p> <p>StartUp Advisors Council:</p> <ul style="list-style-type: none"> Met with the CEO of Ministry of Awesome who is a member of MBIE’s StartUp Advisors Council. The Startup Advisors are holding a series of hui on the startup ecosystem. NZTE presented data to the Council showing the percentage of women-led businesses that received funding via the New Zealand Growth Capital Partners. The Capability sub-committee has a couple of initiatives designed to support ‘underserved sectors’ which includes Māori, Pacific people, women, and regions. MBIE are also working with NZ Growth Capital Partners (NZGCP) on a data collection strategy for their portfolios, which will include diversity metrics. 	<p>The Ministry will discuss with Māori Women’s Development Inc and the Pacific Business Trust on how to improve access to funding.</p> <p>The Ministry will attend the August Electrify Aotearoa Conference which is sponsored by NZGCP and may gather further insights there.</p> <p>Aligns to actions 14, 17, 20, 21, 28 and 30.</p>	Objective: Women in business can access government supported business funding.	MBIE NZTE Māori Women’s Development Inc Pacific Business Trust

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18. Explore ways to improve women's access to driver licences (wāhine Māori, young women, disabled women, ethnic women, and sole mothers).	Monitoring Led through EET. Interest Ministry for Women MSD, Te Manatū Waka (Ministry of Transport) and Waka Kotahi have an interest.	Underway	<ul style="list-style-type: none"> The Ministry is a member of MSD's Data and Evidence Working Group for driver licencing data collection. This initiative is looking for data sources to build a picture of driver licencing in the IDI. The Ministry contributes to the Driver Licensing Improvement Programme (DLIP) cross agency working group. 	The Ministry will monitor, and continue to engage with, the ongoing work on equitable access to driver licences (DLIP), particularly as it relates to young women and solo mothers. Aligns to Actions 6, 7, 8, 9, 15, 16, 18, 29 and 31.	Objective: Access to driver licences is inclusive for all women (wāhine Māori, Pacific and ethnic women, low-income earners, women with disabilities, different ages, and sexual orientations).	Waka Kotahi MSD
19. Investigate financial disadvantage for women, with a focus on women's retirement and KiwiSaver	Co-lead Ministry for Women MBIE	Underway	Areas of work coordinated by MBIE. <ul style="list-style-type: none"> advice around enhancements to Kiwisaver Member of the working group (led by MBIE) preparing response to the recommendations included in the 2022 Review of Retirement Income Policies released by Te Ara Ahunga Ora Retirement Commission in November 2022. 	Continued membership of the working group preparing the response to the recommendations included in the 2022 Review of Retirement Income Policies released by Te Ara Ahunga Ora Retirement Commission.	Objective: Improved economic independence for older women workers.	
20. Explore improved access to mentoring services for wāhine Māori, Pacific women, ethnic women, disabled women and older and younger women in business.	Joint led by Ministry for Women and NACEW MBIE MSD YMCA	Underway	Mentoring services forms part of the business cluster of actions.	The Ministry will be connecting with the Māori Women's Development Inc and the Pacific Business Trust. Liaise with Office for Seniors and the Future of Work forum engaging on the issue of older workers. Aligns to actions 14, 17, 20, 21, 28 and 30.	Objective: Mentoring support is appropriate for diverse women in business and entrepreneurship.	MBIE MSD Māori Women's Development Inc Pacific Business Trust

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
21. Explore strengthening digital connectivity for wāhine Māori and Pacific and ethnic women in business.	Led by Ministry for Women Interest DIA TPK MSD Ministry for Pacific Peoples, Ministry for Ethnic Communities	Underway Digital connectivity is underway but the work specifically around women in business is to be developed	No action to date. However, a limited stocktake indicates that there are a number of programmes to secure digital connectivity across Aotearoa:	The Ministry is liaising with MBIE to ensure that all women's views and requirements are reflected in the digital strategy. Aligns to actions 14, 17, 20, 21, 28 and 30. Connect with MBIE / DIA / Stats NZ on <i>Te Rautaki Matihiko mō Aotearoa</i> The Digital Strategy for Aotearoa https://www.digital.govt.nz/digital-government/strategy/digital-strategy-for-aotearoa-and-action-plan/the-digital-strategy-for-aotearoa/ to assess the implications for wāhine Māori, Pacific and ethnic women in business of the flagship initiatives, particularly: <ul style="list-style-type: none"> • Digital Boost; • Improving Rural Connectivity; • Accelerating Māori Innovation; • Data as a tool for decision-making and wellbeing; and • Others as determined. 	Objective: Women have increased digital connectivity to support their business / entrepreneurship.	DIA
22. Increase diversity and inclusion in the workplace: <ul style="list-style-type: none"> • investigate workplace inclusiveness; and • increase diversity on public sector boards 	Monitoring workplace diversity Multi-agency: Ministry for Women PSC TPK Ministry for Pacific Peoples, Ministry for Ethnic Communities MBIE	Underway	<ul style="list-style-type: none"> • Increase diversity and inclusion in the workplace: Research managed by MBIE on inclusive workplaces for kaimahi Māori is underway with the final report due in June 2023. Findings applicable to other groups of women will be highlighted in the report. • Increase diversity on public sector boards: The Ministry's Nominations team continues to progress the building of an inclusive digital platform. 	Ongoing collection of gender and ethnicity data on public boards (due to be released in June 2023). Work with the other population agencies on increasing diversity on public sector boards. Private sector: Workplace inclusiveness falls into the coordinated workstream being scoped by MBIE with insights to be drawn from the Kaimahi Māori research.	Objective: <ul style="list-style-type: none"> • Women feel valued, included and culturally safe at work. • Increased diversity on public sector boards. 	MBIE

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	Leading diversity on public sector boards Ministry for Women		<ul style="list-style-type: none"> The Ministry is working with Whaikaha – Ministry of Disabled People to add disability status to the data collection process. The aim is to have disability included in the 2023 Stocktake report (publication 2024). The Ministry has completed its December 2022 annual report on gender and ethnic representation on boards and committees. The report will be released in June 2023. PSC is working to increase diversity, equity and inclusion in the public service, through initiatives to close gender, Māori, Pacific and ethnic pay gaps (Kia Toipoto), address bias, increase diversity at all levels, and create safe and inclusive workplaces. 	NA		
23. Address bullying and harassment at work.	Monitoring Led by MBIE Interest: Ministry for Women TPK Ministry for Pacific Peoples, Ministry for Ethnic Communities NACEW	Underway	Work not progressed	The Ministry will monitor: <ul style="list-style-type: none"> progress on this action and provide support as required. work (government and Human Rights Commission) on racism and exploitation in the workplace. the outcome of the Sexual Harassment Bill. 	Objective: Women are free from bullying and harassment at work.	MBIE

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
24. Review the immigration settings for migrants in New Zealand who experience family violence to ensure appropriate support is available, including visa categories more commonly granted to women.	Monitoring Led by MBIE The Ministry for Women Ministry for Ethnic Communities	Underway	Supported MBIE's work on the expansion of Family Violence visas to partners of migrants.	Continue to work with MBIE to support ongoing and future work by recognising that women, girls, and young people are impacted by family violence and ensuring their experiences are considered when planning for changes.	Objective: Migrant women are economically independent and can seek help to address family violence.	MBIE
25. Explore how former refugee and migrant women will be considered in the Refresh of the New Zealand Refugee Resettlement Strategy (NZRRS) and New Zealand Migrant Settlement and Integration Strategy (NZMSIS).	Monitoring Cross-agency effort led by Immigration New Zealand. Interest: Ministry for Women Ministry for Ethnic Communities	Underway	Continued to support INZ with a gender lens on their work on the Refresh of the Refugee and Migrant Resettlement strategies.	Support ongoing and future work by INZ in the Refresh area by recognising that women, girls, and young people are affected by resettlement.	Objective: Former refugee women and migrant women are supported to access appropriate employment opportunities.	Immigration New Zealand
26. Continue the Reform of Vocational Education in supporting greater choice in vocational education, including for women.	Monitoring Led by TEC	Completed	The establishment of Te Pūkenga, six Workforce Development Councils.	The Ministry will monitor the impact of ROVE on women's choice in vocational education.	Objective: Implementation of ROVE includes women. Embeds the interests and needs of Māori learners and whanau, businesses and communities into ROVE.	TEC
27. Support women to understand their career and study options through a national career systems strategy (NCSS).	Monitoring Led by TEC	Underway	The NCSS has been developed in collaboration with key stakeholders and is due for approval by Cabinet in May 2023. A public release will follow. The Ministry provided feedback on the Strategy.	Review and monitoring of the new National Careers System Strategy.	Objective: National career systems strategy is inclusive of diverse girls and women.	TEC

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			The development of an NCSS Action Plan is underway.			
28. Monitor and report on the impact of the Government's Broader Outcomes Procurement Rules on women in employment.	Monitoring Led by MBIE Ministry for Women	Underway	New Zealand Procurements are updating GETS to capture data on employment opportunities created for women under Procurement rule 18A. Agencies will enter the data into GETS on the number of job opportunities created for women via a procurement contract. GETS expect to have some data reporting by late 2023.	Maintain contact with MBIE to assess the effectiveness of GETS reporting on procurement role 18A. Aligns to actions 14, 17, 20, 21, 28 and 30.	Objective: Women access employment opportunities through the government procurement system.	MBIE
Success area three: Women are supported to meet their paid and unpaid work commitments (without incurring penalties) Labour market inequalities for women are addressed (motherhood penalty and employment gap)						
29. Explore improved access to affordable childcare	Monitoring Led by MSD Ministry for Women	Underway	<ul style="list-style-type: none"> The Ministry held a public webinar on 28 February. The panel included Izi Sin from Motu and Amanda Coulston, CEO of Whānau Manaaki Kindergartens. Access to childcare was on the agenda for the Future of Work Tripartite Forum meeting on women's employment on 3 April. 	Continue to work with the EET process to ensure the impact on women is considered within labour market initiatives and programmes. Aligns to Actions 6, 7, 8, 9, 15, 16, 18, 29 and 31. Report back to the FoW Tripartite Forum on outcomes for childcare Also aligns to action 5.	Objective: All women can access affordable, quality, culturally appropriate childcare to support their training and employment needs.	MSD Initiatives: Future of Work

Action	Agency	Implementation Status	Progress over the last six months	Upcoming milestones over the next six months	Outcomes reported / objectives	Interaction with other government work programmes or EAPs
30. Research the experiences of wāhine Māori in business accessing childcare	Led by Ministry for Women with NACEW TPK	To be developed.	Not started.	Research, planned for late 2023, will build on the Motu childcare research and the action 'Build stronger entrepreneurial pathways and support for wāhine Māori entrepreneurs' - (followed by Pacific, ethnic, disabled, and younger businesswomen) as listed above. Aligns to actions 14, 17, 20, 21 and 30.	Objective: Access to affordable childcare supports wāhine	TPK
31. Investigate potential for extending paid parental leave to spouses and partners of new mothers	Monitoring Led by MBIE with support from Ministry for Women	To be developed.	<ul style="list-style-type: none"> • Paid parental leave, including the concept of specific partner leave, was discussed at the Future of Work Forum as part of the agenda item on childcare. 	MBIE advise that this action could be part of a broader review of the Parental Leave and Employment Protection Act 1987. Aligns to Actions 6, 7, 8, 9, 15, 16, 18, 29 and 31.	Objective: Spouses /partners of new mothers have access to paid parental leave. This supports equal sharing of parental responsibilities.	MBIE

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