

Fortnightly Report Minister for Women

10 May 2024

Current priority outcome areas

Ministry working with Global Women to progress options for business-led voluntary pay gap reporting

Following your meeting on Thursday 2 May with Transpower Chief Executive, Alison Anderson, and Powerco Chief Executive, James Kilty (Executive Sponsors of the Champions for Change *Influencing the Outside World* workstream), the Ministry is progressing work with Global Women to plan the next phase of the work on business-led voluntary pay gap reporting.

The Ministry is looking to partner with Global Women to discuss with the Champions for Change Governance Group, the work the energy sector has completed to develop a gender pay gap calculation tool, and get agreement to test the tool with other Champions for Change members.

The Ministry will provide your office with a draft paper for the Social Outcomes Cabinet Committee by 9 May 2024.

We will also discuss the calculation tool at the NACEW meeting on 17 June 2024.

Nominations service survey results indicate service is helping women into board roles but that there is still some uncertainty around the application process

Results of a survey conducted by the Ministry's nominations service to better understand the experience of our database members, and people's experiences of applying to, and being on, public sector boards have now been collated.

The survey was launched on 12 February and closed on 6 March 2024. 253 people responded to the survey, 178 of whom are registered with the service. Key findings included:

- Of the 178 respondents registered with the service, 73.6% had applied for a board role.
- Almost 70% of respondents said the nominations service had been helpful in notifying them of upcoming board roles, and 39.9% said the service had recommended them for a role.
 - Of the 78 respondents who gave us feedback on the board application process, half were appointed and half were not.
 - In terms of feeling adequately informed or prepared for the application and interview process, respondents provided a range of opinions, showing that candidates' experiences differ.
- 53 respondents gave us feedback on their experience serving as a member of a public sector board. Among these respondents, ratings for the overall experience of serving on boards were generally very high.
- Ratings for how inclusive the members found their board experience were also very high, with over half of respondents strongly agreeing that their boards were inclusive and respectful.
- The most common reasons identified by people who hadn't applied for a board role were being unsure how to apply and not having found the right role to apply for.

The Ministry will share high-level findings with database members, other population agencies, and appointing agencies over the coming weeks.

We note that the first edition of the new nominations service newsletter received positive feedback from database members in terms of providing greater visibility of board vacancies. A second newsletter was issued on 24 April, and we will continue to explore opportunities for further engagement with our database members that addresses some of the survey feedback.

Waitangi Tribunal launches online guide to Mana Wāhine Kaupapa Inquiry's Tūāpapa (historical context) evidence

On 6 May 2024, the Waitangi Tribunal officially launched its online platform showcasing the Tūāpapa (historical context) evidence from phase one of the Mana Wāhine Kaupapa Inquiry.

The name of this platform is [Te Kete Pūputu](#) – which is interpreted as “filling your knowledge basket”.

Between February 2021 and September 2022, over 126 witnesses participated in six tūāpapa (foundational) hearings. The focus of this phase was to gather a rich body of evidence to illustrate the life, experiences, and status of wāhine Māori prior to settler arrivals.

This tool has valuable insights about the lives of wāhine Māori and is structured in a way that is easy to access by the public.

There is a companion piece of work, the *Takapou Whāriki* report, capturing the voices of wāhine Māori through a series of interviews. These have been weaved together to capture the aspirations for wāhine in Aotearoa. We can supply your office a copy of the report on request.

Ministry approached to support a United States-based women's political participation and leadership initiative

The Ministry has been approached by United States colleagues, who are seeking support for the Women Leading Effective and Accountable Democracy in the digital age (Women LEAD) initiative.

The initiative, to be led by the United States government and partners, aims to address longstanding barriers to women's political participation and leadership as well as new threats posed by the digital age, including violence and gender-based online harassment and abuse. There is a strong capacity building focus through USAID funded programmes.

The Ministry met with US State Department colleagues in the Secretary's Office of Global Women's Issues on Wednesday 8 May 2024 to hear more about the initiative and its aims. The discussion focused on expectations around commitments, what the tangible actions could be, and how the initiative aligns with the Global Partnership for Action on Gender-Based Online Harassment and Abuse.

The US hope to launch Women LEAD in July and are requesting indications of support and potential commitments – either new or existing aligned work – by 22 May. We will consult with MFAT and other relevant agencies to scope resourcing and identify whether New Zealand has existing commitments, for example in the Pacific region, that could align with this initiative.

Women Across the Sectors meeting

The second Women Across the Sectors meeting was held on 24 April 2024. Attendees discussed their terms of reference and noted support for the Workforce Development Councils, particularly Waihanga Ara Rau | Construction and Infrastructure, which has been proactive in its support of women in trades.

At the last meeting, members were each asked to identify two skills that they thought women gained while out of the workforce that could be recognised as a potential prior learning qualification by the Tertiary Education Commission and New Zealand Qualifications Authority. The group have proposed leadership, voluntary sector skills, advocacy, small business skills, and emotional intelligence skills for consideration.

They also discussed increasing women's participation in leadership, including through:

- the Ringa Hora | Service's Te Manu Arataki leadership plan
- the Ministry's nominations service and the training available on the Ministry's Leadership Learning Hub
- Rural Women NZ's leadership courses
- possible procurement to incentivise increased board diversity.

The group were also asked by the Sector Workforce Engagement Programme to identify effective initiatives to support women's access to non-traditional employment sectors, which will be discussed at the next meeting.

International Women's Caucus has met for the second time this year

The International Women's Caucus met on Tuesday 7 May at Wellington's High Commission of India. This is the second Caucus meeting of 2024, following the session in February.

The Ministry co-hosted the meeting with Bal Devgun from the Wellington Indian Association, and the Caucus used this opportunity to discuss issues facing Indian women and girls in New Zealand.

Presenters across the day included:

- The High Commissioner of India to New Zealand Ms Neeta Bhushan who talked about her role as High Commissioner and reflected on her experience as a women leader.
- Reflections on the 68th Commission on the Status of Women (CSW68) from New Zealand NGO delegate, Aleisha Amohia, and Ministry for Women Chief Executive, Kellie Coombes.
- Presentations from Mira Karunanidhi of Graduate Women NZ, and Denise Ewe of the Maori Women's Welfare League.
- A presentation from Auckland University's Centre for Informed Futures on the role of artificial intelligence and the impact of emerging technologies on society.
- A feedback session to seek NGO input into some of the key areas of New Zealand's periodic report on the Beijing Declaration and Platform for Action.

Caucus members were appreciative of the opportunity to hear about the diverse array of Indian women living in New Zealand including their significant contribution to society.

A draft of New Zealand's periodic report on the Beijing Declaration and Platform for Action will be sent to your office next week

The Ministry is finalising the draft report on the Beijing Declaration and Platform for Action, which is due to be presented to the United Nations (UN) on 1 June 2024.

Every five years, UN Member States are asked to submit a comprehensive national-level review on the implementation of the Beijing Declaration and Platform for Action (national-level review) covering:

- A national progress report providing substantive answers to a series of questions.
- An online survey, which asks states to select answers against defined checkbox answers.

The national-level review asks for information on the highlights, achievements, challenges, and setbacks over the last five years across the twelve critical areas of concern, and institutional mechanisms to support the implementation of the Beijing Declaration.

The report covers a broad range of issues for women, including:

- health
- education
- economic, social, and political empowerment
- efforts to eliminate violence against women and girls.

Given the wide range of issues covered in this report, we have been working closely with agencies across the government to ensure we are accurately reporting on the progress made and work underway in these areas.

The Ministry will provide your office with a copy of the report for review by Wednesday 15 May.

Shedding light on online misogyny: new research reveals its links to violent extremism

Te Mana Whakaatu Classification Office will release new research on online misogyny and violent extremism on Monday 13 May.

The report titled 'Online Misogyny and Violent Extremism - Understanding the Landscape' presents a high-level summary of online misogyny and its links to violent extremism in Aotearoa New Zealand. The research finds that misogyny frequently appears in content with a clear link to violent extremism and uncovers a significant correlation between domestic violence, hostile sexism, and the support for extremist ideologies.

The research found that misogynistic content is found in manifestos, online games, videos, and images, and identifies that new trends in extremist beliefs are emerging, particularly among boys and young men. It also recognises that algorithms amplify extremist content making it easier for vulnerable people to encounter and possibly adopt extreme ideologies and views.

The report highlights the disproportionate impact of online abuse on women and girls, particularly those in public roles, through gender-based abuse and gendered disinformation. It notes that misogyny, especially when combined with other forms of discrimination such as racism, significantly intensifies the harm experienced by women with intersecting identities. Key insights in the report also identify that misogyny may serve as an early indicator of a predisposition towards broader acts of violence.

A publicly available report and online resource will be available online on Monday 13 May and is aimed to support academics, researchers, government, and non-governmental organisations.

Minister Van Velden’s office has received the report from the Classifications Office, as the Minister for Internal Affairs. The Ministry for Women will provide a summary of key findings and insights to your office also.

Te Mana Whakaatu Classification Office are hosting a panel presenting the research and speaking about online misogyny on Tuesday 11 June at 10am. Ministry officials will attend.

Ministerial Servicing

| Policy advice and reports in progress | | | |
|---------------------------------------|---|------------------|----------|
| Type | Title | Log number | Due date |
| Cab Paper | 2023 gender and ethnic stocktake of public sector boards and committees' Cabinet paper and talking points for APH | MW 23-24 0136 | 14/05 |
| Briefing | New Zealand’s Beijing Report | MW BR 23-24 0143 | 15/05 |
| Briefing | Final Cabinet paper on supporting a business-led voluntary approach to gender pay gap reporting for approval to lodge | MW BR 23-24 0144 | 22/05 |

| Ministry OIA requests | | |
|--|--------------------|------------------|
| Subject | Log number | Due to requester |
| Total remuneration of positions between \$95K and \$100K – 9(2)(a) Taxpayers Union | MW DOIA 23-24 0038 | 04/06 |
| Spend on contractors – 9(2)(a) 9(2)(a) | MW DOIA 23-24 0037 | 23/05 |


Proactive release

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



Kellie Coombes
Secretary for Women

9 May 2024



Hon Louise Upston
Acting Minister for Women

Date: 20240517