



Manatū Wāhine
Ministry for Women

Fortnightly Report Minister for Women

15 March 2024

Current priority outcome areas

Pay transparency and a business-led voluntary initiative

The Ministry for Women is continuing to work with members of Champions for Change to develop a shared methodology that measures the pay gap, reports and monitors any pay gap changes, and allows organisations to compare their results.

Two workshops with Champions for Change members have been confirmed and will be held at the Ministry for Women in Wellington. The first will focus on current practices of the Champions to determine the components of pay and the methodology of calculating pay gaps. The second workshop will focus on where the pay gaps should be reported and who should hold this information.

9(2)(f)(iv)

A briefing on further opportunities related to work on a voluntary, business-led approach to pay gap reporting will be provided to you aligned to the timing of the April Cabinet paper.

Women Across the Sectors

On Thursday 7 March, the Ministry attended the inaugural meeting of the Women Across the Sectors group. Twelve women's groups across the mostly non-traditional sectors were represented at the meeting.

The early discussion was wide ranging and included topics such as women in leadership, the need for networking, mentoring or buddy systems, skills recognition, work conditions, retirement savings and the gender pay gap.

The group was very pleased to welcome you to the meeting and appreciated your insights. Members have undertaken to advise the Minister's office of upcoming events you may wish to attend. Going forward, the group will develop a terms of reference, and a stocktake of initiatives for discussion at their next meeting. The group is focused on shared issues of concern and the development of actionable solutions.

New Zealand delegation attends the 68th session of the Commission on the Status of Women

The 68th session of the Commission on the Status of Women (CSW68) opened in New York on Monday 11 March. Attending from New Zealand are Secretary for Women, Kellie Coombes, as alternate Head of Delegation, along with the New Zealand Permanent Representative to the United Nations in New York, Ambassador Carolyn Schwalger. Secretary for Pacific Peoples, Gerardine Clifford-Lidstone, is also attending, along with the NGO delegation representative Aleshia Amohia.

Your pre-recording of New Zealand's National Statement was delivered in the morning Wednesday 13 March (NZT). As Head of Delegation, Ms Coombes will attend several high-level engagements including the opening ceremony, a ministerial roundtable discussion related to the CSW68 priority theme of financing for gender equality and a side event panel discussion co-sponsored by New Zealand and Mexico.

Confirmed bilateral meetings include a breakfast discussion with Pacific Islands Forum member Heads of Delegations, as well as meetings with counterparts from the United States, Australia, Canada, Switzerland, Mexico, Japan, and Singapore. These will be opportunities to share information on issues such as women in leadership, eliminating the gender pay gap, and pathways to employment.

On Thursday 14 March the New Zealand delegation will host a breakfast reception at the New Zealand Permanent Mission to the United Nations (New York) for around 40 delegates from New Zealand NGOs including P.A.C.I.F.I.C.A Inc, Maori Women's Welfare League, Pacific Women's Watch and Business and Professional Women New Zealand.

We will be able to share a full report following the delegation's return to New Zealand.

Australia's *Working for Women* Strategy released

Hon Katy Gallagher in her capacity as Australia's Minister for Women launched [*Working for Women: A Strategy for Gender Equality*](#) (the Strategy) on 7 March. The Strategy outlines the Australian Government's vision for gender equality – “an Australia where people are safe, treated with respect, have choices, and have access to resources and equal outcomes no matter their gender.”

It outlines how harmful gender attitudes and stereotypes are the foundation of gender inequality and identifies six long-term ambitions that are needed to reach the Strategy's overarching vision. It also sets out five priority areas for action over a ten-year period:

- gender-based violence
- unpaid and paid care
- economic equality and security
- health
- leadership, representation, and decision-making.

The reporting framework contains outcomes and indicators that will be used to track success over time, and highlights gender-responsive budgeting as a key implementation tool.

2023 gender and ethnicity stocktake data with agencies for final review

The Ministry has now received all the data from appointing agencies for the 2023 gender and ethnicity stocktake of public sector boards and committees.

Agencies have been asked to provide a final review of their data and report back on any inaccuracies. In the meantime, the Ministry is starting to analyse the data. A briefing and Cabinet paper outlining the data will be drafted and officials can discuss the preliminary findings with you at the next officials meeting.

We anticipate the results of the stocktake will be ready for publishing in the second quarter of the year.

International Women's Day wrap-up

International Women's Day 2024 (IWD24) was commemorated on Friday 8 March with a range of events across the country and online. Reactions and recaps from the events showed that this year's IWD24 was a well-received and positive celebration of women and girls in New Zealand.

Ministry staff attended events in-person and online for IWD2024 organised by Zonta Club of Wellington, the United Nations Association of New Zealand, Graduate Women New Zealand, and the National Council of Women of New Zealand.

There was also a range of digital content shared by the Ministry to commemorate the day, including:

- Four short videos on women in leadership and governance (with a focus on inclusion and diversity)
- A blog post and video from Secretary for Women, Kellie Coombes
- A main IWD24 message from the Ministry for both themes – #InspireInclusion and #InvestInWomen
- Reshares of a range of posts and messages from other government agencies and women's organisations.

IWD24 leads into CSW68, and the Ministry's channels and content will include this event over the next two weeks.

IWD24 events attended by Ministry staff included:

Countering Misogyny

The National Council for Women hosted the third seminar in their series on Countering Misogyny. The speakers were Caroline Flora (New Zealand's Chief Censor), Caroline Cooney (Acting Division Chief - Gender-Based Violence & Cross-Cutting Issues, U.S. Department of State, Washington, District of Columbia, United States), and expert consultant, Eva Hartshorn-Sanders (Director, Hartsheba Limited). The seminar focused on online gender-based harm and the links between online misogyny and violent extremism. It included discussion on the need for comparable data at the national and international level, the importance of a fit-for-purpose regulatory system, and current work to address online harm through multilateral groups and initiatives.

The Gender Equal NZ Conference Speakers Series

Hosted by The National Council for Women, this speaker series was a dynamic online webinar for youth. The speakers included Mira Karunanidhi (Social Justice Barrister & Solicitor), Caitlin Taylor-Maddock (Make it 16 campaigner), and Zoe Ferguson (Deaf Aotearoa Youth Board Chair). The event included discussion on strategies to foster a more gender equal and fair country for future generations as well as shared insights into their work. Conversations on issues such as climate change and sustainability, encouraged participants to develop a vision and how this can be achieved collectively.

Women and property report shows gender inequality and wealth gaps are widening in the property ownership sector

On International Women's Day, CoreLogic's 2022 Women & Property Report for New Zealand and Australia was released. The report found the recent surge in property prices may have widened the gender wealth gap. The report also found:

- Kiwi women exclusively own 23.5% of property versus 24.2% owned by men – a difference of around 7,600 properties.
- Kiwi women own 23.6% of investment properties versus 28.4% owned by men – a difference of around 10,500 properties.

- Kiwi women have lower rates of home ownership in more expensive markets.

The findings of the report reflect the importance of parity when it comes to home ownership across different genders.

Two new reports on childcare have been published in Australia

The Australian Competition and Consumer Commission (ACCC) published a new report on the [Childcare Inquiry](#) on 29 January 2024. The ACCC was directed by the Treasurer of Australia to conduct an inquiry into the market for the supply of childcare services. The final report contains the ACCC's findings and recommendations related to the impact of cheaper childcare reforms, prices, costs, profits, competition within childcare markets and subsidies and price regulation models.

The Australian Productivity Commission published a draft report '[A path to universal early childhood education and care](#)' in November 2023. Written submissions were invited by 14 February 2024, with the inquiry report expected to be handed to the Australian Government by 30 June 2024. The Productivity Commission was requested by the Treasurer in Australia to undertake an inquiry into the early childhood education and care (ECEC) sector. The report sets out the Commission's draft findings and recommendations to address the barriers that affect access to early childhood education and care services and support better outcomes for children and families. The focus is on improvements to ECEC availability, affordability, inclusivity, flexibility, and regulation that will help to deliver 30 hours (or three days) of quality ECEC a week for all children aged 0-5.

Communications

Upcoming social media highlights

The Ministry plans to post about CSW68 across our other three active channels (Facebook, Instagram, LinkedIn) during the forum's duration. This will include:

- A post publishing the Ministerial and National statements
- A post about the NGO breakfast
- As and when needed posts about the side events
- Wrap-up post with the concluding statement.

Ministerial Servicing

Policy advice and reports in progress			
Type	Title	Log number	Due date
Aide memoire	Beijing Declaration and Platform for Action planning for periodic report	MW 23-24 0109	20/03

Official Information Act requests in progress		
Subject	Log number	Due to requester
Ministry OIA requests		
Māori capability and diversity roles disestablished – 9(2)(a)	MW DOIA 23-24 0029	26/03
Secondary BIMs provided to the Minister for Women – 9(2)(a)	MW DOIA 23-24 0030	02/04
Advice provided relating to lobbying groups – 9(2)(a)	MW DOIA 23-24 0031	11/04
Minister OIA requests		
Items agenda and attendees at meetings – 9(2)(a)	MW MOIA 23-24 0008	22/03

Proactive release

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



Anna Chalmers
Secretary for Women (Acting)

14 March 2024



Hon Louise Upston
Acting Minister for Women

Date: 20240318