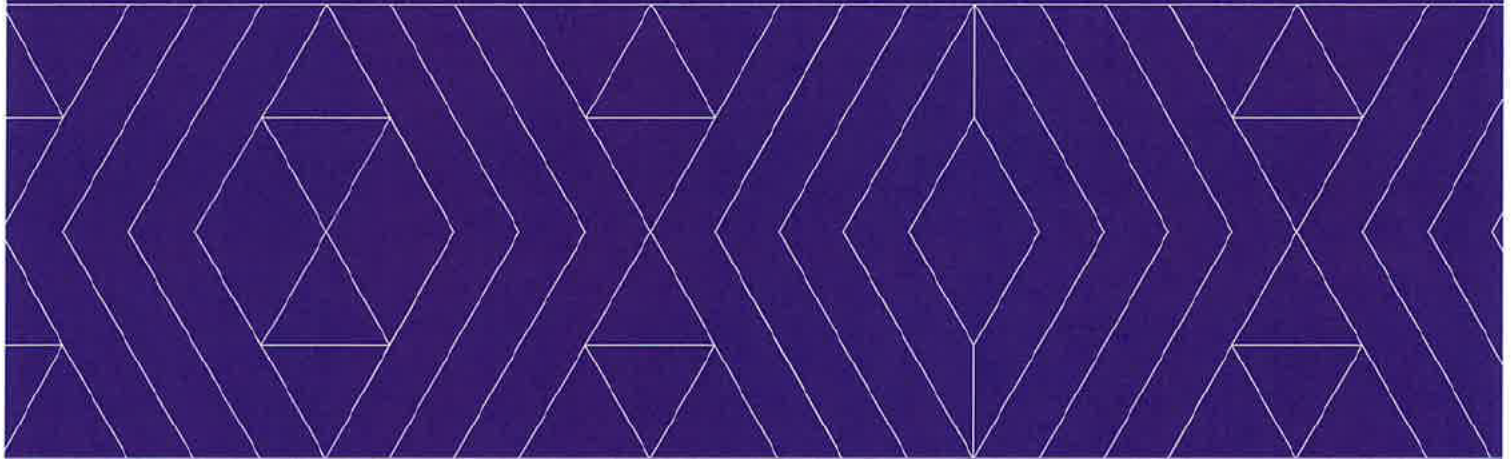




Manatū Wāhine
Ministry for Women

Fortnightly Report Minister for Women

2 February 2024



Current priority outcome areas

Investigating a business-led voluntary gender pay gap system

The Ministry is meeting with Global Women, the Champions for Change Electricity Sector group (Transpower and PowerCo), and Strategic Pay on 8 February 2024. This meeting will establish the working group to develop and test the components of a voluntary gender pay gap reporting system,

9(2)(f)(iv)

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

This will be discussed with the National Advisory Council on the Employment of Women (NACEW) at a meeting on 20 February, including developing a plan for NACEW to lead sector engagement on the pay gap system.

9(2)(f)(iv)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Equal Pay Taskforce update: Agency pay gap action plans

To drive progress on the *Public Service Gender, Māori, Pacific and Ethnic Pay Gaps Action Plan 2021-24 (Kia Toipoto)* [REPORT: 2023-0323], departments and departmental agencies publish annual pay gap action plans.

The 35 agencies this applies to have all recently published their plans, describing progress on closing their pay gaps and their own relevant priority actions. Plans include gender and ethnic pay gaps and representation data by gender and ethnicity, are published on an agency's own website. The plans are published on [Te Kawa Mataaho Public Service Commission's website](#).

The Equal Pay Taskforce will evaluate the plans and provide feedback to agencies, and we will report our findings to you and key stakeholders. Our initial view is that the plans show agencies' increasing ability to analyse and address pay gaps, and stronger connections with the Diversity and Inclusion work programme.

Increasing women's representation on private sector boards

The Ministry has been invited to work with Global Women and the NZX on a project focused on increasing women's representation on private sector boards. The project is being scoped and is likely to include demonstrating the size of the available pool of women candidates available for private sector board roles.

Women hold 28.5% of all director positions across the NZX-listed companies (as at 31 July 2022) compared to 53.1% representation on public sector boards and committees (as at 31 December 2022).

FIFA Women's World Cup 2023 Puawānanga Leverage and Legacy Programme report highlights benefits of New Zealand's co-hosting of the tournament to women and girls

The Ministry of Business, Innovation and Employment released its report on the FIFA Women's World Cup 2023 Puawānanga Leverage and Legacy Programme on Friday 2 February, alongside a summary booklet called 'Striking Success: Co-hosting the FIFA Women's World Cup 2023'.

The \$10 million programme saw MBIE working with other government agencies to introduce more than 50 projects, initiatives, and events across the country designed to drive social and economic benefits for New Zealand and raise the profile of women and girls in sport and wider society.

The report outlines the outcome of these projects, including the Ministry's \$1 million Physical Activity and Wellbeing Fund. It shares two case studies from the Fund:

- Nature School Trust's Nature School Programme at Porirua East School – a free, girls-only programme offering an environment where girls, (most of whom have English as a second language and other extra learning needs), could challenge their perceived boundaries while learning from play in nature.
- Adventure Specialties Trust 'The Girls Journey' programme – a five-day outdoor experience for ten young wāhine women who haven't engaged in traditional sport offering new ways of being physically active by snorkelling, camping, tramping, and caving.

The Ministry will share these case studies on our website and on social media channels to coincide with the report's release. We will be sharing more case studies through our channels over the coming months.

The report also highlights the social and economic benefits of New Zealand co-hosting the tournament. Some of the key benefits outline in the report included:

- A significant contribution to high performance pathways with the introduction of New Zealand's first professional women's football team in 2021, and a second from 2025.
- Increased visibility, understanding, and appreciation of women's sport in New Zealand.
- Unprecedented levels of media coverage for women's sport, with coverage of women's sport accounting for 45.5% of all sport news coverage during the tournament period.

International Women's Caucus meeting, Tuesday 13 February

Manatū Wāhine Ministry for Women meets regularly with the International Women's Caucus (Caucus), a forum for government agencies and non-government organisations to work collaboratively on international issues relevant to the interests and wellbeing of women and girls.

The Caucus will have its first meeting for 2024 on Tuesday 13 February. You are invited to address the Caucus and we are currently working with your office on timing and your availability. Your attendance would provide you with an opportunity to connect with key women's organisations and share your aspirations for New Zealand women and girls.

Given the close proximity to CSW68, a key focus of this meeting will be on sharing information on NGO attendance and on Government delegation planning. This year, as per usual practice, several NGO delegations will be attending, including the Maori Women's Welfare League and PACIFICA Inc. You could also use the opportunity to highlight the importance of New Zealand NGO presence and participation on the ground. We will continue to work with your office on your potential participation.

International Women's Day - Zonta breakfast and themes

You will host the Zonta Club of Wellington's annual breakfast event to celebrate International Women's Day (IWD) on Friday 8 March. At the event, you will give a short opening address.

The 2024 themes for International Women's Day center on inclusion and investing in women to accelerate progress made towards equality (UN Women). The theme for Zonta's 2024 breakfast is #InspireInclusion.

Zonta have confirmed the speaker line-up and inviting guests:

- Dame Miranda Harcourt - New Zealand actress and international acting coach.
- Dame Farah Palmer - Pou Akonga (Executive Director) Māori Student Success, Massey University, and a former captain of the Black Ferns and Deputy Chair of New Zealand Rugby.
- Chloe and Florence Van Dyke – co-founders of Chia Sisters, a majority women owned and led health beverage company.

A copy of Zonta's invitation for officials (including diplomats) has been sent to your office this week.

While the broader IWD campaign focuses on inspiring people to understand and value women's inclusion, UN Women have a campaign focused on the importance of investing in women. UN Women's campaign is in line with their priority themes for the sixty-eighth session of the Commission on the Status of Women (CSW68).

The Ministry plans to highlight both themes in our International Women's Day material. We will focus on the value of women's participation in leadership and decision making and highlight the impact of inclusive representation across New Zealand.

A further briefing on International Women's Day, including the Zonta breakfast, will be provided to your office next month.

Ministerial Servicing

Policy advice and reports in progress

Type	Title	Log number	Due date
Briefing	Baseline savings submission to the Minister of Finance	MW 23-24 0086	07/02
Briefing	Public sector appointments to the Equal Employment Opportunities Trust (Diversity Works New Zealand) Board	N/A	08/02

Event and meeting briefings in progress

Type	Title	Log number	Due date
Nil	Nil		

Ministerial letters and responses

Subject	Log number	Due date
Nil		

Official Information Act requests in progress

Subject	Log number	Due to requester
Ministry OIA requests		
Advice on Fair Pay Agreements – 9(2)(a)	MW DOIA 23-24 0021	13/02
Nominations Database emails – 9(2)(a) org	MW DOIA 23-24 0022	13/02
Advice Ministerials roles and responsibilities – 9(2)(a)	MW DOIA 23-24 0023	23/02
Advice and reports on cost savings - 9(2)(a)	MW DOIA 23-24 0024	23/02
ICT statistic – 9(2)(a)	MW DOIA 23-24 0025	21/02
Gen AI IT licenses – 9(2)(a)	MW DOIA 23-24 0026	13/02
Job cuts and savings targets – Newstalk ZB	MW DOIA 23-24 0027	27/02
Government Department Strategies Index – 9(2)(a)	MW DOIA 23-24 0028	27/02
Minister OIA requests		
Title of papers received from agencies – 9(2)(a)	MW MOIA 23-24 0002	13/02
List of documents received from agencies – 9(2)(a)	MW MOIA 23-24 0006	15/02

Proactive release

This Weekly 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

1 February 2024



Hon Louise Upston
Acting Minister for Women

Date: 20240211