



Manatū Wāhine
Ministry for Women

Fortnightly Report Minister for Women

26 April 2024

Current priority outcome areas

Government Women's Network: Gender Equity Guide

The Government Women's Network (GWN), as the representative of women across the public sector, has created an equity guide to support government agencies with the implementation of their savings and efficiencies work.

The guidelines are based on the Ministry for Women's [Bringing Gender In tool](#), prompting public sector agencies to do a gender analysis and consider the impacts the cost savings and efficiencies exercise might have on their female workforce.

The guide has been loaded onto the Public Service Commission's Change Resource Hub and the GWN website. The GWN Co-Sponsor, Peter Mersi, has shared the guide directly with agency Chief Executives.

Developing a voluntary business-led gender pay gap calculation tool

The Ministry is continuing to partner with Global Women and the Champions for Change energy sector to finalise the components of a gender pay gap calculation tool. We expect to be able to provide you with the draft tool next week.

The development of the tool will be discussed at the Champions for Change Summit in Wellington on 13 June 2024, and a copy of the draft tool will also be provided to the National Advisory Council on the Employment of Women for comment.

The Ministry met with Global Women on 17 April 2024 to establish a process for the tool's endorsement from the wider group of Champions for Change members.

Two options are being considered:

1. Establishing a Champions for Change members working group, or
2. Taking the draft tool out for discussion to one or two of their other work programme leads.

In addition to this, the Ministry also met with MindtheGap founder, Dellwyn Stuart, on 22 April 2024 to update her on the tool's development. She will provide us with analysis of their gender pay gap reporting, which we will share with you.

Work underway to raise awareness of the Royal Honours nominations process

The Ministry has a series of communications activities underway to raise public awareness of the nominations process for Royal Honours and to drive an increase in nominations for women.

This includes sharing information about the nominations process in our recently launched nominations service newsletter and targeted emails to some of our community-facing stakeholders encouraging them to nominate women they think deserve recognition.

Last week, we published a social media post to mark the 140th anniversary of the first New Zealand woman to receive a Royal Honour which also included key information about the nominations process for the public.

A draft opinion piece on the Royal Honours and the important role the public plays in recognising and celebrating those who make a significant difference to their communities has also been supplied to your office.

In addition to this, a fact sheet and website information is being drafted to support people wanting to make a Royal Honours nomination, which we will supply to your office. We will include this material in newsletters, stakeholder emails, and our social media content for the King's Birthday Honours on 3 June and this year's Volunteer Awareness Week (16 – 22 June 2024).

Ministry looking to partner with Powrsuit to deliver leadership webinars

The Ministry recently met with Powrsuit co-founders Natalie Ferguson and Kristen Lunman to discuss partnering with them to deliver free leadership webinars for women as part of our work to support initiatives to strengthen leadership pipelines.

Powrsuit is a membership network for women leaders, which has partnered with organisations such as Xero, Smartshares, Contact Energy, Summer of Tech, and NZX Wealth Technologies, to deliver seminars, resources and other leadership development support.

The webinars that we are considering delivering in collaboration with Powrsuit are primarily focused on preparing women for board and other leadership roles, and include:

- Personal branding: Why it's important and a step-by-step approach to building yours.
- Say no to say yes: Practical tips for reducing non-promotable work and investing that time in strategic opportunities.
- Self-limiting beliefs: How to identify and address the handbrakes you put on your own career.

Delivery of one or more of these webinars will be confirmed in the coming weeks.

New Zealand's 'Beijing+ 30' national-level review due to the United Nations on 1 June 2024

As discussed, the Ministry is drafting a report on New Zealand's implementation of the 1995 Beijing Declaration and Platform for Action (Beijing Declaration).

This report is due to the United Nations on 1 June 2024 and will feed into regional and international level reporting.

It will also contribute to the priority theme of the 69th session of the Commission on the Status of Women in 2025, where discussion will focus on thirty years of progress against the Beijing Declaration.

We are consulting with relevant agencies as this report covers a wide range of portfolios including health, social development, education, and foreign policy. The draft report will be provided to agencies for their review in early May.

We will also hold a feedback session with members of the International Women's Caucus to ensure feedback from women's non-governmental organisations is reflected in the final report.

A copy of the draft report for your review and approval will be provided to your office in mid-May.

Preparation for APEC Women and the Economy Forum

The Ministry is working closely with Ministry of Foreign Affairs and Trade colleagues to prepare for the APEC Women and the Economy Forum in Arequipa, Peru in May 2024. Virtual negotiations are underway to draft joint consensus statements to support both the High-Level Policy Dialogue on Women and the Economy, and the Joint Meeting of Ministers for Women and Ministers for Trade.

The Ministry has been consulted on inclusive trade language in the draft statement for the Ministers Responsible for Trade meeting. We will share final versions of these statements with your office for awareness once they are finalised.

We are also currently drafting a separate New Zealand statement for delivery at the High-Level Policy Dialogue on Women and the Economy. Peru has set the discussion theme: *'Attracting women and girls to STEM: Empowering them with the technology and skills necessary for a better future'*.

We will share a draft with your office in the week beginning 6 May 2024, ahead of the 16 May 2024 meeting date.

Research highlights gendered nature of abuse experienced by New Zealand MPs

On 17 April 2024, the results of a survey of New Zealand MPs' experience of abuse was published in *Frontiers in Psychiatry*. The research was conducted by researchers from the University of Otago and the Mental Health, Addiction and Intellectual Disability Service, and is based on the response of 54 MPs to a survey conducted in October and November 2022.

The research highlights the gendered nature of abuse experienced by MPs, finding that:

- Overall, 98% of respondents reported some form of harassment (up from 87% in 2014).
- Women were far more likely to face gendered abuse (62%), compared to a quarter of men. Some 22% of women also received threats of sexual violence, something none of the men in the study reported, and more than four times as likely to face sexualised comments (41% for women, 10% for men).
- Women were also more than twice as likely to receive death threats (34%) compared to men (15%), and more than five times as likely to face threats against family (28% compared to 5% of men), and more than three times as likely to face threats against staff (16% compared to 5% of men).
- Women were also more likely to face abuse related to sexual orientation (16%) compared to men (5%).

Compared with the results from a previous survey in 2014, the research also found that social media is now the most prominent medium for abuse. Of the 54 respondents, 96% reported inappropriate social media contact, compared to the 60% in 2014.

This research is an important addition to our understanding of how women in positions of leadership and in the public sphere experience violence in New Zealand, and the extent to which this takes place online.

IPCA investigation and renewed stakeholder calls for stalking legislation

On 18 April 2024, the Independent Policy Conduct Authority (IPCA) released the findings for their investigation into the Police response to Farzana Yaqubi's reports that a man was threatening, stalking, and harassing her. Ms Yaqubi was murdered by the man almost eight weeks after reporting him to the Police. The IPCA found the Police response to be inadequate across several areas and Police accepted the findings and have agreed to review their initial assessment practice and improve training and resources around hate-motivated crimes.

The release of the IPCA findings has renewed stakeholder calls to amend the Crimes Act 1961 to explicitly criminalise stalking. Some stalking-related behaviours are already criminalised (e.g. threatening to harm a person, intercepting, and publishing private communications). The findings

argue the absence of a crime of stalking contributes to police failure to recognise the seriousness of the offence and makes it more difficult to hold perpetrators to account.

In 2022, the Coalition for the Safety of Women and Children, the National Collective of Independent Women's Refuges and the National Council of Women of New Zealand sent relevant Ministers the policy briefing 'A stalking law for New Zealand: Why it is necessary and what it should look like'. It noted that women are disproportionately affected by stalking. They are predominantly young women, disabled women, rainbow women and likely wāhine Māori. Migrants and ethnic minorities may experience added and unique forms of stalking. The most dangerous and persistent stalking is conducted by ex-partners of women and stalking is a known precursor to physical violence and death.

You are visiting the Auckland Women's Centre (hosts of the Coalition) on 4 June 2024.

Data and Evidence: Household Labour Force Survey Quarterly Update

On 1 May 2024 Stats NZ will release a new quarter of findings from its Household Labour Force Survey (HLFS). Data from the HLFS is our primary source of labour market statistics to track changes to women's employment, unemployment, and underutilisation rates.

The release of this data has received media attention in previous years. As in previous quarters, the Ministry will provide your office a summary of the statistics on the day of its release.

We will also attend the labour market statistics debrief hosted by the Ministry of Business, Innovation and Employment the following day (2 May 2024) to discuss the new statistics with officials from a range of agencies.

The data will also be used as the basis to update Ministry fact sheets, which will be sent to your office in May.

Data and Evidence: An International Contribution

On 16 April 2024, a Senior Advisor from the Ministry was interviewed (alongside two Stats NZ officials) by Dr Lorena Fuentes, a Canadian researcher working with the University of British Columbia on improving the collection and reporting of gender data.

The interview was part of a series of international consultations Dr Fuentes and a fellow researcher are undertaking in the development of a new book on the Gender Data Revolution. Topics covered in the interview included New Zealand's gender data standards, the nature and availability of gender data being collected, and how this data is used to inform policy and create change.

Dr Fuentes noted that New Zealand's use of gender data was at the forefront of the countries surveyed.

A copy of the relevant chapter of the forthcoming book will be made available to Ministry for Women to review prior to publication.

Tertiary Education Commission's new interactive careers website

The Tertiary Education Commission's new interactive careers website, Tahatū, is being piloted in select schools throughout April and will then be rolled out nationally across all schools. The initial launch is aimed at 13–19-year-olds but will in time support all age groups.

Tahatū uses an interactive tool to connect three key areas (occupations, subjects, and qualifications) to enable users to quickly and efficiently understand the most common way to get from school to a specific occupation. Tahatū will eventually replace careers.govt.nz.

Tahatū’s extensive occupation database links more than 800 jobs to NCEA school subjects and qualifications on the New Zealand Qualifications Framework. Tahatū also features nearly 200 job-profiling videos following a person in their workplace talking about their job.

Communications

Dress for Success event planning is underway

The Ministry for Women is working with Dress for Success Wellington to organise an event at Parliament on Wednesday 26 June 2024 in the Grand Hall. The Ministry is working with your office to confirm the Grand Hall room booking, time, and format.

The event will be hosted by yourself and is designed to support women transitioning into the workforce. It will highlight the importance of empowering women to achieve economic independence through job-readiness and confidence building.

While the full event format is being confirmed, it is expected that clothing will be donated by MPs, parliamentary staff, women in the public sector, business executives and stakeholders during a donation drive starting at the beginning of June.

The event will run for approximately three hours, and will involve displays of clothing in the hall, refreshments, show-and-tells with Dress for Success staff, and an opportunity for you to talk about the importance of supporting women into work. Media will be invited.

Detailed planning is underway, and further updates will be provided in May.

Ministerial Servicing

Policy advice and reports in progress

Type	Title	Log number	Due date
Cabinet paper	APH 2023 Stocktake of Gender, Māori, Pacific and Ethnic Diversity on public sector boards and committees	MW 23-24 0116	08/05

Ministerial letters and responses

Subject	Log number	Due date
Cheerios and Chinwags	MW 23-24 0137	01/05

Official Information Act requests in progress

Subject	Log number	Due to requester
Ministry OIA requests		
Algorithm Charter – 9(2)(a)	MW DOIA 23-24 0036	02/05

Departmental spending on PR and Comms – 9(2)(a)	MW DOIA 23-24 0033	02/05
Staff reduction and redundancy proposals – 9(2)(a), Labour Research	MW DOIA 23-24 0035	10/05
Job losses at the Ministry – 9(2)(a)	MW DOIA 23-24 0034	10/05

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

24 April 2024



Hon Louise Upston
Acting Minister for Women

Date: 22/04/24



EQUITY GUIDANCE TO SUPPORT SENIOR LEADERS

The Government Women's Network as the representative of women across public sector agencies is concerned about the potentially disproportional impacts of proposed cost savings and efficiencies on women across the public service. During the COVID-19 pandemic, women were disproportionately affected by job losses, particularly women of colour and ethnic minorities. In 2020, women made up 90% of pandemic-related redundancies. In 2021, many more women were working in "precarious" jobs. Wāhine Māori and Pacific women, already facing greater inequalities, have been even harder hit by job losses (Thorpe et al, 2023).

Some unintended impacts include:

- » Women may be disproportionately affected by the job cuts as they make up 62.2% of the public service workforce and are mostly placed in 'back-office' roles. This will likely impact more severely Māori, Pacific, and ethnic women as they are over-represented in lower-paid occupation groups.
- » The substantial progress the public sector has made in reducing the gender and ethnic pay gaps will be compromised as the gaps will widen as a result of job cuts.
- » Women who lose their jobs may be more likely to go into the private sector, where there is a larger gender pay gap (8.6%) and fewer women in leadership roles. According to Ministry for Women's data, in 2022, women held 28.5% of all director positions in the private sector and 26.4% of executive management positions. In comparison, there were 53.1% women in public sector boards and 55.9% in senior management roles. As a result of the pay cuts, women might have to accept lower-paying positions, which will increase the national gender pay gap, and will represent a massive loss of skills and experience to the public sector.
- » International literature shows that it takes more time for women actively seeking employment to find a job than it does for men, which puts greater economic pressure on women and their families (World Economic Forum, 2023).
- » In terms of long-term impacts, the gender gaps in retirement savings may widen even more as women will stop contributing to their retirement fund while they seek employment. Contributions will also be less if women find lower paid jobs. The average KiwiSaver balance as at 31 December 2022 for men was \$31,496, compared to women at \$25,144.

What can Leaders in the Public Service do?

Pre-decision making

- ✓ Check Manatū Wāhine | Ministry for Women's [Bringing Gender In](#) tool. Although the tool focuses on policy, it can be applied to help you run through your 'cost-saving options' to ensure that your decision supports a gender-equitable and inclusive future that considers women in your workforce.
- ✓ Include gender in your impact analysis about any proposed workforce changes. Look at the composition of their workforce data and use the [Bringing Gender In](#) tool to determine the potential gender impact of any decisions on your female workforce.
- ✓ Include your agencies women's networks (or other employee-led networks) as part of your 'in scope' groups for proposal documents, as well as union delegates.
- ✓ Consider solutions that involve working in different ways (e.g. four-day weeks instead of personnel cuts).
- ✓ Apply a Te Tiriti o Waitangi lens to your decision-making to ensure equitable outcomes for Māori public servants.

Post-decision making

- ✓ Measure the impact of your final decision. The [Bringing Gender In](#) tool has a section focused on monitoring and evaluation that can help you identify the impact of the cost saving and efficiencies exercise on your workforce.

