



Te Kāwanatanga o Aotearoa
New Zealand Government



Manatū Wāhine
Ministry for Women

EU-Taiwan Gender Equality Forum

Aotearoa New Zealand

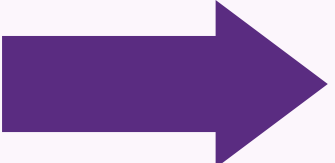
Anna MacDonald

Kaiārahi Kaupapahere | Policy Manager
Manatū Wāhine Ministry for Women

Progress

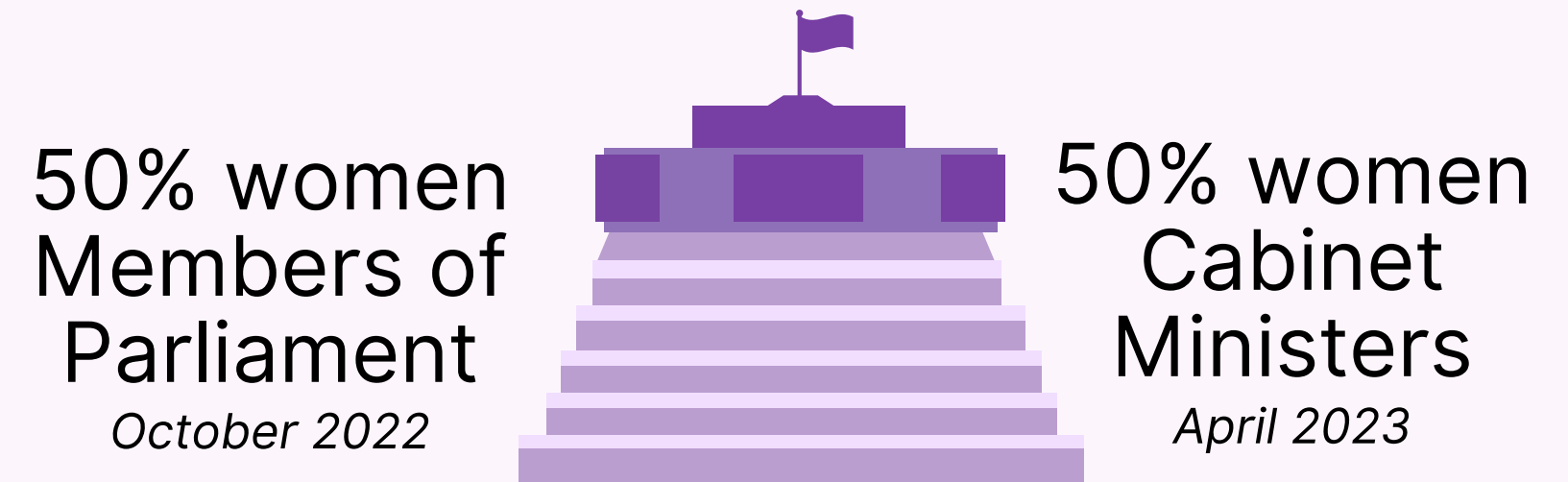
Labour Force Participation

1991
54.3%

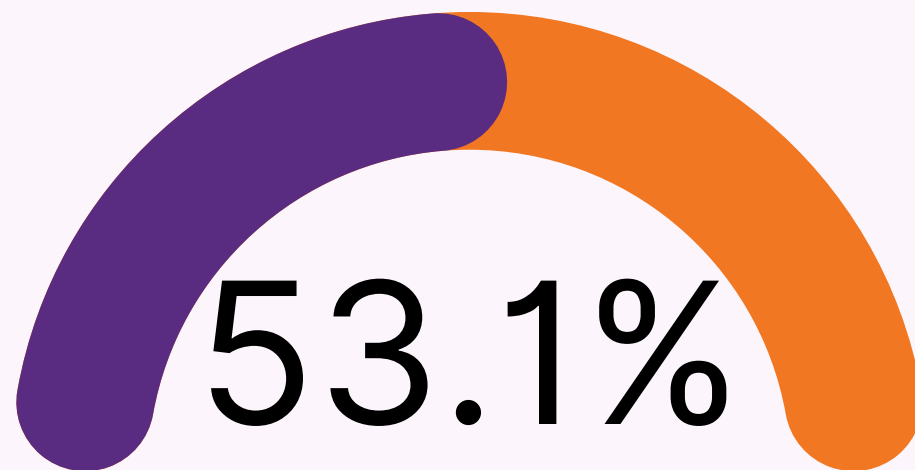


2023
67.7%

Gender Equal Parliament

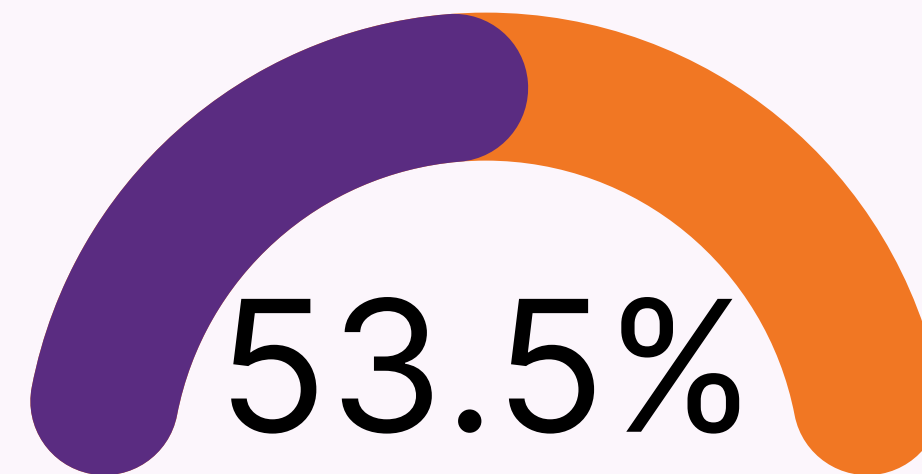


Public Sector Boards



Women on public sector boards and committees, 2022

Public Sector Leadership



Women in top three tiers of leadership, 2021

Current inequalities

The impact of gender inequality is compounded when it intersects with other forms of inequality and disadvantage.

National GPG: 9.2%

The difference between men's and women's median hourly earnings (2022) compared to all men

- Pākehā women: 6.3%
- Māori women: 15.7%
- Pacific women: 15.7%
- Asian women: 11.4%

Data: StatsNZ June 2022 Household Labour Force Survey



Diverse Public Sector Boards

- 65.4% NZ European or European
- 26.8% Māori
- 7.2% Pacific
- 6.1% Asian
- 0.8% Middle Eastern, Latin American and African

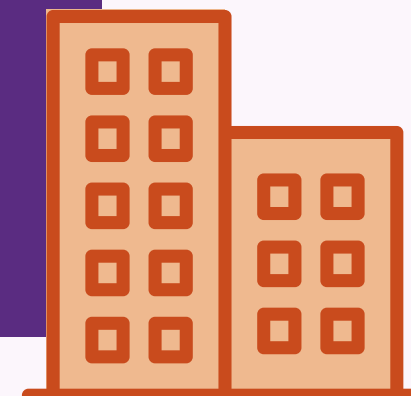
All genders as at December 2022



Women in Private Sector

- 28.5% of board roles
- 26.4% of senior management roles

July 2022



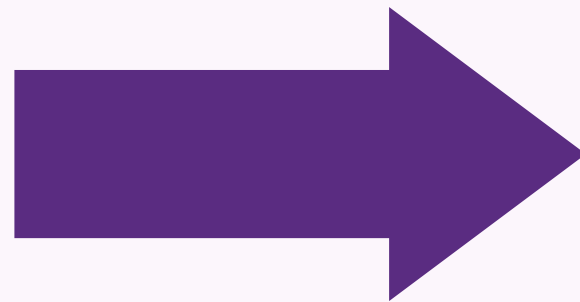
Gender budgeting

Applying a gender lens to the budget process means **the different needs of women and girls are considered** at the design phase, and ensures that **government initiatives and decisions respond to those needs**.

We know that by helping women and girls thrive, everyone thrives.

Gender Budgeting Exercise

2022 Pilot
5 agencies,
19 initiatives



2023 Expansion
15 agencies,
30 initiatives

More information:



Women's Employment Action Plan



Minister for Women, Hon Jan Tinetti, launching the Women's Employment Action Plan on 30 June 2022, South Auckland, New Zealand.

Summary of actions for all women over the next five years

- ✓ Address **pay transparency** in Aotearoa New Zealand
- ✓ Support **pay equity** in the public, funded and private sectors
- ✓ Implement **fair pay agreements**
- ✓ Monitor women's **participation in the labour market**
- ✓ Investigate potential for **extending paid parental leave** to spouses and partners of new mothers
- ✓ Increase **diversity and inclusion** in the workplace
- ✓ Investigate options to **reduce barriers** to women's participation in exporting.

**A plan
for women,
by women**





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No reira
tēnā tatou katoa

Thank you

Ko tā mātau hiahia
kia tau te noho a ngā
wāhine me ngā kōtiro
katoa o roto i
Aotearoa

Our vision is that
Aotearoa New Zealand is a
great place for all women
and girls