

**United Nations Convention
on the Elimination of All Forms of
Discrimination against Women**

**Eighth Periodic Report by the Government of
New Zealand**

March 2012 – March 2016

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Foreword

It is my privilege to present New Zealand's eighth report on the United Nations Convention on the Elimination of All Forms of Discrimination against Women (the Convention).

New Zealand has a proud history at the forefront of women's rights, and in 1893 was the first country to grant women the right to vote. Successive governments have continued efforts to ensure that all women enjoy full equality before the law and New Zealand is recognised internationally for its leadership in women's rights.

The Government has maintained a strong and enduring focus on improving outcomes for women. Progressive implementation of the Convention is ongoing and since 2012 the Government has made substantial progress, in particular working to address the concluding observations of the Committee on New Zealand's seventh periodic report.

New Zealand has implemented positive legislative and policy reforms to improve women's lives. There is however more that can be done to ensure New Zealand women experience the full equality guaranteed by law. The Government is focused on realising women's full potential in leadership roles, addressing barriers to women's participation in the economy and keeping women and girls free from violence. Within these priority areas the Government recognises that some groups of women experience poorer outcomes relative to others. Solutions must be appropriate for Māori, Pacific, migrant and refugee women, who may be particularly vulnerable to discrimination.

The Government has committed to working alongside key stakeholders and communities to achieve better results for New Zealand women. Greater cross-agency accountability and funding approaches have fostered innovative and sustainable solutions and the Government continues to support a vibrant community sector.

The Government's focus remains on sustainable economic recovery. Enabling women to fully contribute their knowledge, skills and experience is essential to achieving inclusive economic

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growth. Women play an important role in the political, social and economic fabric of New Zealand. I want women to be able to use their strengths to maximise social and economic success for themselves, their families and their communities.

Thirty years on from its establishment in 1985, I am proud that the Ministry for Women maintains a critical role in advising the Government, developing policy, and working with organisations to improve the lives of New Zealand women. The Ministry for Women is committed to improving outcomes for women in four priority areas:

- Supporting more women and girls in education and training
- Utilising women’s skills and growing our economy
- Encouraging and developing women leaders
- Ensuring women and girls are free from violence.

New Zealand continues to build on the fundamental guarantees provided by the Convention. In presenting this report, I reaffirm New Zealand’s commitment to the Beijing Declaration and Platform for Action, the Vienna Declaration and Programme for Action, the International Conference on Population and Development, UN Security Council resolution 1325 and subsequent resolutions relating to the women, peace and security agenda. The Government continues to work to eliminate all forms of discrimination against women, in New Zealand and around the world. I welcome the Committee’s consideration and the valuable insights of relevant non-government organisations, communities, families, whānau, and especially women themselves.

Hon Louise Upston
Minister for Women

This is New Zealand's eighth periodic report on its implementation of the United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women (the Convention). It covers the period March 2012 to March 2016.

The report covers the key legislative, judicial, administrative or other measures adopted in the review period that give effect to the provisions of the Convention. It should therefore be read in conjunction with New Zealand's previous reports under the Convention, as well as New Zealand's Initial Report under the Convention on the Rights of Persons with Disabilities (CRPD/C/NZL/1), New Zealand's Sixth Periodic Report under the International Covenant on Civil and Political Rights (CCPR/C/NZL/6), New Zealand's Sixth Periodic Report under the Convention Against Torture, and other Cruel, Inhuman or Degrading Treatment or Punishment (CAT/C/NZL/6), New Zealand's National Report under the Universal Periodic Review (A/HRC/WG.6/18/NZL/1), New Zealand's Fifth Periodic Report under the Convention on the Rights of the Child, and New Zealand's Twenty-First and Twenty-Second Periodic Reports under the Convention on the Elimination of All Forms of Racial Discrimination (to be submitted December 2015).

Reference should also be made to New Zealand's Core Document, which gives an overview of the characteristics of New Zealand society and of the political and legal structures that are in place to ensure the promotion and protection of human rights within New Zealand, including the rights of women and girls.

The Committee's Concluding Comments on New Zealand's Seventh Periodic Report (CEDAW/C/NZL/7, referred to hereafter as the 'last report') included some suggestions and recommendations to improve the status of women in New Zealand. Responses to the recommendations are provided in a table appended to this report (see Appendix A).

Information on women's rights in Tokelau (a non-self-governing territory) can be found in Appendix C.

Introduction

New Zealand is strongly committed to the protection and promotion of women's rights, as embodied in the Convention to Eliminate All Forms of Discrimination against Women (the Convention). The principle of equality for all is enshrined in New Zealand law and supported by an independent judiciary, democratic structures of governance, human rights accountability mechanisms, and the recognition and protection of society's most vulnerable groups and individuals. New Zealand was the first country in the world to grant women the right to vote, and it has continued to build on this landmark achievement in progressive efforts to improve outcomes for women. The Government has made steady progress in implementing the articles of the Convention, and addressing the 2012 Concluding Observations of the Committee over the reporting period. Women have, and continue to, play a pivotal role in the political, social and economic life of New Zealand.

Four years is a short time to generate visible change, particularly for deeply imbedded societal issues. Despite the challenges of recovering from the Global Financial Crisis and the devastating physical, financial and emotional impact of the Canterbury earthquakes, positive progress for New Zealand women has been made in this reporting period:

- The number of women chief executives in the public sector has increased from 24.1 percent in 2012 to 41 percent as at 30 June 2015.
- In 2014, women continued to participate in tertiary education at a higher rate than men - 12 percent of women compared to 8.7 percent of men.
- There has been a 400 percent increase in the number of women enrolling in trades training at Christchurch Polytechnic Institute of Technology (CPIT) since 2012. CPIT introduced fees-free trades training for women in 2014.
- A National Action Plan has been drafted to implement United Nations Security Council resolutions relating to Women, Peace and Security. It promotes efforts to empower women and combat violence against women in conflict-affected countries where New Zealand has an existing development programme.

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- The New Zealand Police and New Zealand Defence Force have active programmes to increase the recruitment, retention and senior level promotion of women.
- Women continue to experience better health than men, with life expectancy rising to 79.7 years for men and 83.2 years for women in 2013. The life expectancy gap between Māori and non-Māori has also reduced.
- The percentage of teen births, compared to all births in New Zealand, has fallen from 7.6 percent in 2009 to 5.9 percent in 2013, the lowest ever recorded.
- Free mammography screening for Māori women aged 50-69 years has increased from 58 percent in 2009 to 64 percent in 2014. For Pacific women aged 50-69 years, screening coverage has increased from 60 percent in 2009 to 74 percent in 2014.

There remain areas in which women do not do as well as men. The Government is committed to addressing these imbalances to ensure all women have the opportunity to realise their strengths and achieve social and economic success. The Government's priorities for women reflect the areas where more work is needed: supporting more women and girls in education and training; utilising women's skills and growing the economy; encouraging and developing women leaders; and ensuring women and girls are free from violence. Maximising women's contributions is essential for women, their families and communities, and as an investment in New Zealand's future prosperity and well-being. The Government is dedicated to eliminating the remaining barriers to women's full participation in society and the economy. This report will focus largely on what is being done to address these challenges rather than the many areas where New Zealand is doing well.

Supporting more women and girls in education and training

Overall women are gaining qualifications at a greater rate than men. In 2013 women gained 61 percent of all qualifications from tertiary institutions. However, their skills are still not translating into the level of opportunity and advancement in the workplace that they should. Women are over-represented in minimum wage jobs and more young women between 15 and 24 years of age than young men are not in education, employment or training (NEET). Māori women, Pacific women, young mothers and former prisoners are particularly vulnerable to low wage employment and poorer outcomes for themselves and their families.

Government is focused on supporting more women and girls in education, and encouraging women and girls to train and work in occupations where high growth is expected and where women are currently underrepresented.

Government is putting a particular emphasis on science, technology, engineering and mathematics (STEM) and information and communications technology (ICT) industries, and the construction industry and trades. In July 2014, Government launched *A Nation of Curious Minds/He Whenua Hihiri I te Mahara: A National Strategic Plan for Science in Society*, which aims to enable better engagement with science and technology across New Zealand society. Government has identified actions to influence girls' subject choices and increase their participation in the STEM and ICT areas of study, particularly from Year 12, and encourage them to pursue science and technology careers.¹ The Ministry for Women will contribute evidence about what works to attract and retain women in tertiary education and STEM, ICT and trades training to support tertiary education providers to improve their practices and increase the numbers of women engaged and successful in their courses.

Utilising women's skills and growing the economy

There are also disparities in the level of women's participation in the workforce. Women are more likely to be under-utilised than men, showing higher under-employment and unemployment. One in three employed women works part-time, and of those part-time working women, one in five is under-employed. The availability of quality flexible and/or part-time work is a significant barrier to women's career opportunities and advancement. Over 95 percent of businesses in New Zealand are small to medium enterprises (SMEs) with fewer than 50 employees. Government is focusing on building awareness among these businesses of the benefits of providing more family-friendly work environments in order to attract and retain talented women.

¹ <http://www.msi.govt.nz/update-me/major-projects/science-and-society-project/>

Recent changes to New Zealand’s employment relations framework extends support for people with family responsibilities through Paid Parental Leave, Flexible Work, and Parental Tax credits. Government will focus on engaging with women (especially vulnerable/at-risk women) and SME business owners, on these policy changes. Government has also undertaken a significant work programme on labour market initiatives aimed at improving women’s participation in the economy. These include: increasing the number of women working in industries in demand; improving the labour market engagement of Canterbury women; and increasing the opportunities for women to progress into leadership roles in organisations.

Encouraging and developing women leaders

Evidence indicates that gender balance in governance and leadership correlates with better decision-making, organisational resilience and performance, and economic and productivity gains. Women are currently under-represented in leadership roles in New Zealand and a significant number of women with potential drop out of the workforce, or stall below senior management and top leadership positions. Ministry for Women research has identified that promoting flexibility, supporting career ‘on-ramps and off-ramps’, and addressing unconscious bias are crucial to retain and advance women in the workforce.

Government is working to identify practical steps to improve women’s career pathways and develop joint initiatives with the private sector to improve the gender balance and general diversity on New Zealand boards. Government actively supported the New Zealand Stock Exchange in the institution of a rule requiring New Zealand companies to report on the gender balance on their boards and in senior management from 2013. The Ministry for Women continues to directly assist appointing agencies with the recruitment of suitable women for vacancies on state sector boards and committees. Government is also taking action to support aspiring women leaders, by providing a hub for inspiration, support and practical information.

At the community level, a range of initiatives have been introduced to support the development of young female leaders in migrant and former refugee communities, acknowledging the positive impact for the young women concerned, as well as the broader influence that this can have on improving community well-being and social cohesion. The focus of this work is on developing the capability and confidence of communities so that they can drive this work themselves. For example, the Ministry of Social Development supports WOWMA (Women’s Organisation of the Waikato Muslim Association) and the range of work they undertake to support and empower Muslim women (many from a refugee background) including a very successful female leader development programme. WOWMA’s achievements were recently acknowledged internationally with an invitation to present at One95: A Global Youth Summit against Violent Extremism, in New York. The summit showcased success stories from around the world on how to build resilience and social cohesion to prevent violent extremism.

Ensuring women and girls are free from violence

Violence against women in New Zealand is persistent and widespread. Most victims of intimate partner violence and sexual violence are women and most perpetrators are men. It is estimated that 26.1 percent of New Zealand women² have experienced one or more violent offences³ by a partner⁴ and 23.8 percent of New Zealand women have experienced one or more sexual offences⁵ at some point during their lives (lifetime prevalence). It is costly to victims, communities and the country as a whole, and is a major barrier to gender equality. While violence against women crosses social and cultural divides, some groups of women are at higher risk than others, including young women and Māori and Pacific women. Evidence demonstrates that girls who are victims of violence are far more likely to be re-victimised later in their lives. The Government is committed to reducing violence against women and girls and keeping victims safe. In June 2015, the Ministerial Group on

2 For adults who have ever had a partner.

3 Violent offences include assaults, threats and damage offences.

4 Partners could include both current and ex-partners at the time of the offence depending on the respondent’s interpretation of the question.

5 Sexual offences include forced sexual intercourse, attempted forced sexual intercourse, distressing sexual touching, other sexual violence.

Family and Sexual Violence commissioned a new refocused work programme that aims to create more integrated and effective family violence and sexual violence response systems.

Significant progress has been made on the Stronger Response to Family Violence programme:

- The National Home Safety Service began on 1 July 2015 and will help up to 400 victims of family violence and 600 children remain safer in their own homes.
- The Minister of Justice sought expressions of interest for the role of a Chief Advisor on Victims to Government. An appointment is likely to be made later in 2015.
- A trial of improved victim safety alarms began mid-2015. Improved safety alarms will help keep victims of family violence safer and provide reassurance that any breach of a protection order will be swiftly responded to by Police.
- The Minister of Justice has overseen changes to rules and regulations to better facilitate information sharing between the civil/family and criminal jurisdictions of the Courts in family violence cases.
- Cabinet agreed to the review of the Domestic Violence Act 1995, which is now underway. It will ensure the legislative foundation for a whole-of-government response to domestic violence is modern and fit for purpose.

The Ministry for Women continues to use its considerable expertise in the dynamics and impacts of violence against women to ensure women's perspectives remain a central focus of policy and service development. Government works closely with ethnic leaders and community stakeholders to raise awareness of New Zealand's legal and human rights framework in relation to violence against women and forced marriage. Increasing focus is also being given to promoting primary prevention initiatives in the areas of sexual violence and family violence, building on the Ministry for Women's research *Current Thinking on Primary Prevention of Violence against Women* (2013).

New Zealand’s population is increasingly diverse and some groups of women, particularly Māori, Pacific, migrant and refugee women, continue to have poorer outcomes relative to other groups. Government is working to develop solutions that are relevant and effective for different groups of women. For example, the Ministry for Women’s ground-breaking research *Wahine Māori, Wahine ora, Wahine kaha* (2015) introduces an indigenous perspective to the international knowledge base for primary prevention of violence against women by exploring what Māori women believe to be protective factors for being safe from violence. The report provides a practical basis for service providers and policy makers to develop approaches that accommodate the specific perspectives and needs of Māori women and their children. The findings in this report align with and support the approach of E Tu Whānau, a Māori designed and led family prevention initiative, developed in partnership with government.

New Zealand is proud to continue its leadership role on gender equality in the international community, and is committed to the global promotion of women’s rights. New Zealand is an active participant in annual international meetings focused on the advancement of women, including the Commission on the Status of Women, APEC Women and the Economy, the Human Rights Council and in bilateral dialogues. In these engagements New Zealand is a strong and consistent voice for women’s rights and advancement globally. New Zealand’s term on the United Nations Security Council offers an opportunity to contribute to the Council’s efforts to address the gendered impacts of conflict and the role of women in conflict prevention, protection and sustainable peace. Continued domestic efforts to address the remaining barriers to women’s full participation in society and the economy reflect New Zealand’s core commitment to a fair and just society.

PART 1

Discrimination and protections, human rights, prejudice and exploitation

1. New Zealand has a strong, consistent commitment to human rights, supported by robust anti-discrimination mechanisms. The Government has welcomed the 2015 National Plan of Action for the Promotion and Protection of Human Rights and the Disability Action Plan 2014-2018 which addresses the needs of women with disabilities. The Office of Ethnic Communities continues work to ensure that ethnic women may enjoy life in New Zealand without fear of discrimination or harassment.
2. The Ministry for Women has widely disseminated its valuable research into gender stereotypes that pose a barrier to women's career advancement. This research shows how vital it is for workplaces to offer work flexibility for both men and women, support career 'on-ramps and off-ramps', and address unconscious bias. New Zealand public and private sector organisations are increasingly seeing the advantages of attracting, retaining and advancing women and are taking the action needed. For instance, the New Zealand Defence Force and the New Zealand Police have both made substantial progress in gender equity and implemented development programmes tailored specifically for women.

Article 1: Definition of Discrimination against Women

3. New Zealand's legal framework provides comprehensive protection against all the forms of discrimination covered by the Convention. There have been no changes since the last report. Reference should be made to the previous report/s and New Zealand's Core Document for a full description of New Zealand's framework.

Article 2: Policy Measures to Eliminate Discrimination

4. New Zealand is committed to maintaining a legal and policy framework that provides universal protection against all forms of discrimination. This is supported by a comprehensive, independent institutional structure to ensure its effective enforcement.

Human Rights Commission Action Plan promotes understanding of international human rights

5. New Zealand’s Human Rights Commission is responsible for preparing a National Plan of Action for Human Rights. The 2015 Action Plan was published by the Human Rights Commission on 30 June. The 2015 Action Plan is an online interactive tool⁶ which sets out actions drawn from the Government’s response to the United Nations Human Rights Council’s Universal Periodic Review (UPR) in 2014. It tracks the Government’s progress in implementing UPR recommendations, including the 33 accepted recommendations that relate specifically to women.

Article 3: The Development and Advancement of Women

6. The Ministry for Women is the Government’s principal advisor on achieving better outcomes for women. The Ministry for Women’s vision, to improve outcomes for New Zealand women, is not only important for women but for their families and communities, and is an investment in New Zealand’s future prosperity and well-being.
7. The Ministry for Women currently focuses on four priority areas that contribute towards the Government’s goals:
 - supporting more women and girls in education and training
 - utilising women’s skills and growing the economy
 - encouraging and developing women leaders, and
 - ensuring women and girls are free from violence.

Progress in each of these priorities is expanded upon in the report, under the pertinent articles of the Convention.

The development and advancement of women with a disability

8. In 2013, both women and men showed similar proportions of disability; it was estimated that 24 percent (545,000) of women and 24 percent (516,000) of men identified with having a disability. The number of disabled people (men and women)

⁶ <https://www.hrc.co.nz/your-rights/human-rights/npa/>

has increased significantly since the previous report. In 2006 it was 16.2 percent (336,000) of women, compared with 16.9 percent of men.

9. In 2013 the labour force participation rate of disabled women in the 15 to 64 age group (46 percent) was lower than for disabled men (54 percent) and non-disabled women (71 percent) in the same age group. The unemployment rate for disabled women is 10 percent. This is higher than that of non-disabled women (6 percent) and disabled men (8 percent).⁷ The labour force participation rate is also significantly different to the previous report. In 2006 it was 57.8 percent for disabled women, 70.2 percent for disabled men, and 78.8 percent for non-disabled women. This is due to a combination of New Zealand's aging population, people's willingness to report disability as public perception changes, and improved methodology.
10. Disabled women are less likely to undertake higher education. In 2013, 46 percent of disabled women had no education or below an upper secondary education, 18.8 percent had an upper secondary education, 14 percent had achieved Level 4-6 NCEA and 11.8 percent had achieved Level 7 NCEA, a Bachelors degree or higher.
11. Disabled women's low participation rates in employment and education indicate that their skills and talents are not being fully utilised, when compared with non-disabled women. Detachment from education and employment also means that disabled women are more likely to experience poor social and economic outcomes across their life course.

New Zealand Disability Strategy

12. Government has a Disability Action Plan 2014-2018⁸ to address the needs of women with disabilities. It looks and feels different to previous plans because it was developed in collaboration between government agencies and representative organisations of disabled people. Disabled women equally benefit from the priorities and actions identified in the Disability Action Plan:
 - increase employment and economic opportunities.

⁷ Statistics New Zealand (2013) Disability Survey 2013, Wellington: Statistics New Zealand.

⁸ <http://www.odi.govt.nz/what-we-do/ministerial-committee-on-disability-issues/disability-action-plan/2014-2018/index.html>

- ensure personal safety
 - transform the disability support system, and
 - promote access in the community.
13. The annual update of the Disability Action Plan, due in late 2015, will provide an opportunity for the disability community to provide feedback on the priorities and actions.

Disabled women’s participation in education and employment

14. *Enabling Good Lives* is a partnership between government agencies and the disability sector aimed at long term transformation of how disabled people and families are supported to live everyday lives. The primary focus is to enable disabled people and their families to have greater choice and control over the supports they receive and the lives they lead. *Enabling Good Lives* is being demonstrated in two regions. The purpose of the demonstration is to test the *Enabling Good Lives* approach and gather evidence to inform future decisions by the Government on changes to the disability support system.
15. The first demonstration of *Enabling Good Lives* began in Christchurch in late 2013 and will continue until 30 June 2016. It focuses on school leavers with High or Very High Needs funding as verified by the Minister of Education’s Ongoing Resource Scheme⁹. The gender distribution of participants in Christchurch is roughly even to date, with 46 percent female (as at June 2015).
16. The Waikato *Enabling Good Lives* demonstration began working with participants in July 2015 and will continue to June 2017. It focuses on four different action areas, including supporting Māori, disabled children aged up to 18 years and their families, and disabled people who, with a small amount of assistance, could get and retain on-going paid work, as well as increasing choices for disabled people more generally. Disabled females are expected to be a key group within the cohorts.

⁹ This was agreed by the Ministerial Committee on Disability Issues in September 2013.

17. Annual evaluations of the demonstrations are being undertaken, with the first year evaluation of the Christchurch demonstration now complete.¹⁰
18. Work with Disabled Peoples organisations through the Government’s Disability Action Plan continues to focus on enhancing education and employment opportunities for disabled women. The implementation of the Government’s vision for an inclusive education system, *Success for All, Every School, Every Child* is resulting in more inclusive practices being demonstrated in schools.

The New Zealand Carers’ Strategy Action Plan for 2014 to 2018

19. Government understands that the health, well-being and information needs of family carers are important in their own right and for the well-being of the person with the disability or health condition that the carer is supporting. Women make up a significant proportion of carers and 52 percent of disabled people are women.
20. The Carers’ Strategy Action Plan for 2014 to 2018 formally recognises within its guiding principles that both the family carer and the person they support have rights as well as needs and that at times these may not be the same.
21. The Carers’ Strategy Action Plan aims to balance the interests and rights of the family carer with the interests and rights of the person they support. The objectives are:
 - enable whānau¹¹, aiga¹², family and carers to take a break
 - protect the health and well-being of whānau, aiga, family and carers
 - provide information whānau, aiga, family and carers need
 - improve pathways to paid employment for carers and support for whānau, aiga, family and carers to balance their work, life and caring roles, and
 - increase awareness and understanding of the carer’s role.

¹⁰ <http://www.odi.govt.nz/what-we-do/improving-disability-supports/enabling-good-lives/index.html#Christchurch4>.

¹¹ Whānau: Family or smaller grouping of related people.

¹² Aiga: as used in the Samoan sense includes not only the immediate family, but also the whole union of families of a clan and even those who although not related are yet subject to the family control.

Development and advancement of human rights standards for sexual and gender minorities

22. Evidence shows that there is a higher incidence of bullying, discrimination, mental distress and suicide amongst Lesbian Gay Bisexual Transgender Intersex (LGBTI) young people. In 2014 the Ministry of Youth Development led consultation with the LGBTI community to better understand the issues impacting on LGBTI young people and consider ways to address these issues. The Ministry of Social Development will lead conversations with the LGBTI community in the coming months to identify ways to continue to support LGBTI young people. Some examples of work undertaken by the Ministry of Youth Development in 2015 include:
- a second round of small grants funding (following a successful first round of grants in 2014) to ensure support services are available to LGBTI young people
 - an online survey, promoted through social media, which asked questions about the ways LGBTI young people were currently being supported in schools. The findings from the survey were used to inform the Ministry of Education’s updated Bullying Prevention Guidelines
 - provision of funding (together with the Ministry of Education) for a report on the youth development, health, and wellbeing needs of LGBTI young people, as part of the 2012 iteration of the Youth 2000 Survey Series.
23. In addition, Statistics New Zealand released the Statistical Standard for Gender Identity which enables agencies to capture information about all gender identities, including people who do not identify as male or female.

Marriage equality

24. On April 2013 New Zealand became the thirteenth country to legislate for marriage equality enabling marriages between people “regardless of their sex, sexual orientation, or gender identity”¹³. The amendment achieves a balance between the right of everyone to marry and be free from discrimination, whilst also protecting the right to freedom of religion. The question of marriage equality has implications for

¹³ Marriage (Definition of Marriage) Amendment Act 2013, section 4.

adoption. The effect of the Marriage (Definition of Marriage) Amendment Act 2013 has been that married same-sex couples are recognised as ‘spouses’ under the Adoption Act 1955 and therefore are eligible to jointly adopt a child.

Advancement of the rights of ethnic women

25. New Zealand is one of the most ethnically diverse countries in the Organisation for Economic Co-operation and Development (OECD). Almost one in four people in New Zealand was born overseas. The Office of Ethnic Communities ensures that ethnic¹⁴ New Zealanders are treated equally, so they may enjoy life in New Zealand without fear of discrimination or harassment. The Office of Ethnic Communities works across government agencies to ensure that government policy development and service delivery meets the needs of New Zealand’s ethnic communities. The Office of Ethnic Communities also monitors and reports on the economic, social and health outcomes for ethnic New Zealanders. Since 2009, the Office of Ethnic Communities has run a women’s leadership programme to increase participation and inclusion of ethnic women leaders in civic life and to address potential discrimination.

Article 4: Temporary Special Measures

26. There remain some gender disparities in New Zealand that are reducing only slowly. In most cases, for example, the wage gap, comprehensive legislation has been in place for many years and this has achieved a significant reduction in discrepancies between women and men. The remaining gap is driven not by a conscious disregard for the law, but by a complex mix of factors, such as women’s concentration in a narrow range of industries which tend to be lower paid, their concentration at lower levels within industries, and unconscious bias.
27. A recent finding by the New Zealand Court of Appeal that provides for a new interpretation of the Equal Pay Act 1972 is discussed further in Article 11: Employment.

¹⁴ The term 'ethnic' (matawaka), in the context of the mandate for the Office of Ethnic Communities, refers to any segment of the population within New Zealand society with cultural values, customs, beliefs, languages, traditions and characteristics that differ from the wider society.

28. It has been the view of successive New Zealand governments that special measures are not the best way to deal with the remaining gaps. Instead, Government believes it is more effective to address these issues of inequality through actions such as providing women with information and resources to help them make more informed choices, showing businesses the benefits of making good use of women’s skills and improving the approaches training providers take to recruiting and supporting the achievement of women in high demand fields, and (where necessary) through legal measures. There have, therefore, been no changes since the previous report to the legal provisions providing for the use of temporary special measures and none are contemplated.

Article 5: Sex Role Stereotyping and Prejudice

29. Government is committed to women having the opportunity and choice to participate fully in society and the economy. It recognises that underlying factors and influences create barriers to achieving this goal, and addressing these form a major part of the Ministry for Women’s work programme.

Occupational segregation

30. Women are gaining qualifications at a greater rate than men but their skills are not being translated into greater career opportunities and development in the workplace. New Zealand’s workforce shows a clear pattern of occupational segregation, with a substantial proportion of both women and men working in occupations dominated by their own gender. Around 47 percent of women work in occupations that are at least 70 percent female-dominated. Similarly, over half (52 percent) of men work in occupations that are at least 70 percent male-dominated.¹⁵
31. The Ministry for Women is working on initiatives to attract, train and retain more women in occupations where high growth is projected and where women are currently underrepresented (in particular, STEM and ICT industries, and construction and trades). Priority groups of women include those currently not in education,

¹⁵ Ministry of Women’s Affairs (2008) Trading Choices: Young people’s career decisions and gender segregation in the trades <http://www.mwa.govt.nz/news-and-pubs/publications/trading-choices>

employment or training (NEET) and Māori women, Pacific women, young mothers and former prisoners who are vulnerable to low wage employment and poorer outcomes for themselves and their families. These initiatives are discussed further under Article 11: Employment.

32. The Ministry for Women has undertaken two seminal research projects on gender role stereotyping and prejudice in the context of women’s career progression. *Realising the opportunity: Addressing New Zealand’s leadership pipeline by attracting and retaining talented women* (2013) identifies why women ‘drop out’ of the leadership pipeline. The central issue is unconscious bias based on stereotypical views about gender and leadership which can negatively influence decisions about women’s recruitment and career progression. Promoting flexible work, supporting career ‘on-ramps and off-ramps’, were also identified as crucial to retain and advance women in the workforce.
33. *Inspiring Action: Action plans and research to help you attract and retain talented women* (2014) is a quick reference to abstracts that explain ways to improve women’s career paths. It includes 117 referenced items, in seven topic areas. Each article or report has a brief summary with a website link, where available, to the full report or article. The resource assists organisations to address unconscious bias and identify practical steps to improve women’s career pathways.

Maximising opportunities for military women in the New Zealand Defence Force

34. New Zealand Defence Force policies provide a sound foundation for gender equity. Overall, they meet best practice criteria, more than match overseas Defence Forces’ provisions and, in some cases, exceed the requirements of the relevant New Zealand legislation. In 2013, the New Zealand Defence Force employed 1,103 Regular Force and 1,252 civilian women, representing 15 percent of all Regular Force personnel and 45 percent of civilian employees.
35. The Human Rights (Women in Armed Forces) Amendment Act 2007 established the legal basis for women’s full participation in front line combat roles. The number of uniformed women deploying has significantly increased from a historic average of 12

percent of the total deployments to 19 percent in 2014/15. Some women have deployed in senior roles, with recent examples including two Lieutenant Colonels deployed to Lebanon/Israel where one served as a Chief United Nations Observer, two Wing Commanders as Senior National Officer in Dubai, a Colonel to Afghanistan and a Colonel to Syria.

36. A Women's Development Steering Group was launched in 2013 to increase the representation, distribution and participation of women in the New Zealand Defence Force and ensure full take up of the existing diversity and inclusion policies. These range from enlistment and promotion, to childcare, duties during pregnancy, and investigation of bullying and harassment.
37. *Maximising opportunities for Military Women in the New Zealand Defence Force*, published by the Ministry of Defence in February 2014, offered an independent examination into the treatment of women in the New Zealand Defence Force. The report found that in the last 15 years, there has been substantial progress in gender equity. For instance, the New Zealand Defence Force has higher female representation in the Regular Forces than the United States, Australia, Canada or the United Kingdom and harassment has declined. However, there is still work to be done, to increase recruitment, retention and progression to senior ranks. The New Zealand Defence Force has developed a Programme of Action: More Military Women Across the New Zealand Defence Force to address these issues.

New Zealand Police

38. As at 30 June 2015 women made up 18 percent of police officers and 29 percent of all employees. In the year to June 2015 the number of women in Superintendent positions has doubled to six. This includes three women Superintendents in the role of District Commander (out of the 12 District Commander roles available). The first intake of 2015 at the Royal New Zealand Police College was 50 percent women. Recruitment of women is at the highest it has been for at least the last 15 years, at 34 percent. However, without significant change this provides an effective limit on total female

representation in the workforce. Attrition rates for women have decreased significantly in the last year, whereas male attrition has remained constant.

39. As at 2014, 192 female employees of New Zealand Police have been deployed overseas out of a total of 3606. New Zealand Police women have served on 256 International Deployments since 2003 (many chose to deploy more than once), largely in the Pacific and also in Afghanistan.
40. New Zealand Police has established Connect and Aspire development programmes which are tailored specifically for New Zealand Police women. The Women’s Advisory Network Governance Group was established in 2014, with the purpose of developing and supporting women in New Zealand Police to be successful.
41. New Zealand Police’s strategy continues to invest heavily in the development of women staff, to encourage the depth and strength of the talent pool of diverse candidates suitable for the most senior ranks, and to ensure that the Police workforce is representative of the diversity within the New Zealand population.

Article 6: Prostitution

42. The Prostitution Reform Act 2003 (PRA) decriminalised prostitution without endorsing or morally sanctioning its use. Its purpose is to safeguard the human rights of sex workers and protect them from exploitation. The PRA was reviewed in 2008 by the Prostitution Law Review Committee. It found that the sex industry has not increased in size, and the vast majority of people involved in the sex industry are better off under the PRA than they were previously.
43. The New Zealand Prostitutes Collective reports that prostitutes in New Zealand are aware of their rights and know they can take formal action if they are exploited.

PART II

Participation and equality in political and public life, representation and nationality

44. By international standards, New Zealand women have always had a high level of participation in public life. Today New Zealand ranks fourteenth out of 142 countries for women’s political empowerment. That emancipation extends to international representation, where New Zealand women have a strong voice in foreign policy and women’s issues. The advancement of women’s rights internationally is a priority of the New Zealand Government. New Zealand women have also long enjoyed equal rights to acquire, change or retain their nationality.

Article 7: Participation in Political and Public Life

45. Promoting women in leadership is one of the government’s top priorities for women. Since the last review, women have made steady gains in representation at central and local government level, and remained stable on statutory boards. Representation at top levels in the private sector has improved, but is still relatively low.

Representation at central and local government

46. The gender representativeness of Parliament has increased significantly since the advent of the Mixed Member Proportional (MMP) voting system in 1996, although it still has some way to go before it reflects the gender balance in New Zealand society. There are 39 women (out of 121) Members of Parliament (MPs) in the 51st Parliament, compared with the record 41 elected to the 49th Parliament in 2008. Overall, women comprise 32 percent of the Parliament. This exceeds the target of 30 percent of women in decision-making in the political sector by 2015, as stated in the Commonwealth Plan of Action for Gender Equality. Internationally, this level of representation of women in Parliament places New Zealand in 35th place on this measure. Nine of 27 Ministers of the Crown are currently women. Six of the 20 Cabinet

Ministers are currently women (30 percent).¹⁶ The Green Party and Māori Party have women co-leaders, both of whom are MPs.

47. Even after the introduction of MMP, however, women are still finding it difficult to win selection as candidates for the electorate vote, which is still conducted under the First Past the Post voting system. From 1996, women have tended to comprise a higher level of representation in the list seats than in electorates. In 2005, for example, less than one quarter (23 percent) of electorate MPs were women, compared to 44 percent of the list MPs. In 2014 this difference was less marked, 31 percent of electorate MPs were women compared to 32 percent of list MPs.

Local government

48. Local government and the Ministry of Health worked with the New Zealand Society of Local Government Managers' Electoral Working Party to encourage people to stand in the 2013 local government elections and to vote. They promoted greater gender and ethnic diversity. The Ministry of Health worked with government agencies and non-government organisations to get messages out to relevant audiences about standing for the elections and voting.
49. Statistics from the 2013 Local Authority Elections¹⁷ show that the proportion of women elected to local bodies has risen from one quarter to one third (33 percent) over the last 25 years, with the number of women candidates also increasing (to 31 percent). Community and district health boards tend to have greater proportions of women standing compared to other electoral positions. In 2013 these were at 37 percent and 47 percent respectively. While relatively few women stood as candidates for city mayoralities in 2013 (15 percent), nearly one third of city mayors were women. The number of women elected city mayors has risen from 19 percent in 2007 to 31 percent in 2013.

¹⁶ Department of the Prime Minister and Cabinet 'Ministerial List'
<http://www.dpmc.govt.nz/cabinet/ministers/ministerial-list.html>

¹⁷ Department of Internal Affairs website: http://www.dia.govt.nz/diawebsite.nsf/wpg_URL/Services-Local-Elections-Local-Authority-Election-Statistics-2013?OpenDocument#two

50. Councils are actively working to support diversity within their organisation to better reflect the communities they serve. As part of this, they are carrying out specific initiatives to increase the representation of women at senior levels within council and to increase the diversity of the boards of council-controlled organisations.
51. For example, initiatives at Auckland Council to improve representation of women at senior levels include: the establishment of a Diversity Council; monitoring and promoting flexible work; reviewing gender pay equity across salary bands and benchmarking with public sector pay; holding inclusive leadership workshops for executive team members to address unconscious bias; developing a new talent management framework that will address issues of diversity, gender and unconscious bias; and supporting women to attend external women in leadership programmes.
52. Between 2010 and 2014 the membership of women on the boards of Auckland council-controlled organisations increased from 25 to 38 percent. In 2015, 40 percent of employees at the senior leadership level are women.

Women’s representation in the public service

53. The State Services Commission continues to monitor women’s participation in the public service. Women’s overall representation in the public service remained stable between 2005 and 2015, at approximately 60 percent. This compares to 47 percent of women in the New Zealand workforce.
54. The number of women chief executives has increased in this reporting period. As at 30 June 2015, 41 percent (12 of 29) of chief executives were female compared with 24.1 percent in 2012. Women occupied 44.2 percent of senior leadership positions in the public service (the top three tiers of management) as at 30 June 2015.¹⁸

Government Women’s Network

55. In 2014 the Government Women’s Network (GWN) was established to increase the impact and reach of gender diversity action across Government. GWN connects employee-led diversity and inclusion initiatives across government and also connects

¹⁸ *Human Resources Capability in the New Zealand State Services* (October 2015) State Services Commission

organisational development efforts linked to diversity, leadership and workforce. GWN operates as a community of interest by: growing visibility and dialogue across government; enabling the sharing of information, knowledge and good practice; connecting efforts across individuals and agencies; co-ordinating plans, programmes and aspirations; and sharing resources, where practicable. GWN currently comprises of members from multiple government agencies and has support from the Women in Government (Senior Woman’s Network).

A quarter of judges at the higher courts are women

56. As at August 2015, women are 29 percent of the total judiciary in New Zealand. New Zealand has women as head of benches for three of the four principal courts:

- Chief District Court Judge Jan-Marie Doogue
- Court of Appeal President Justice Ellen France
- Chief Justice Dame Sian Elias

Three of the most senior justice positions in New Zealand are held by women (Minister of Justice, Chief Justice, and Chief Ombudsman).

57. The Family Court has the greatest representation of women on the bench at 41.18 percent followed by the Māori Land Court (30 percent), the District Court (29.25 percent) and the Environment Court (28.57 percent).

58. Justice Susan Glazebrook was promoted to the Supreme Court in 2012. Two women, including the Chief Justice, are part of the six-member Supreme Court. Women comprise 20 percent of the judges in the Court of Appeal, and 26.3 percent of judges in the High Court. In August 2015, President Ellen France, Justice Christine French and Justice Helen Winkelmann sat as a Permanent Court of three women - the first all-woman bench in the Court of Appeal’s 153-year history.

59. Women comprise almost 60 percent of employees in law firms, 47 percent of lawyers, but only 26 percent of partners or directors.¹⁹ The New Zealand Law Society has made the advancement of women one of its key priorities for the last two years and

¹⁹ G. Adlam, *Gender: How does New Zealand’s legal profession compare?* Law Talk 868 (3 July 2015) p. 1.

continues to strive to encourage and foster the advancement of women in the profession.

Women’s representation on statutory boards remains stable

60. Government continues to work to increase women’s participation on statutory boards, and to create an environment where key decision-makers accept the importance of appointing women and actively seek out suitably qualified women candidates.

61. Government has an aspirational goal of 45 percent participation of women on public sector boards. As at December 2014, women made up 41.7 percent of the ministerial appointees to statutory boards and this figure has remained steady for the last 10 years. Sectors with a high proportion of women’s involvement included:

- social welfare, where women hold 51.5 percent of positions on 19 boards
- health, where women hold 53.4 percent of positions on 58 boards
- internal affairs, where women held 53.2 percent of positions on 51 boards
- education, where women hold 48.2 percent of positions on 13 boards.

62. The Ministry for Women acts as a ‘connector’ between emerging women leaders (specifically those between the ages of 25 and 45) and support and information, to develop their skills and talents and realise their potential across their careers and in leadership. The Ministry for Women continues to directly assist appointing agencies in government with the recruitment of suitable women for vacancies on state sector boards and committees.

Increasing the representation of women on private sector boards

63. Women leaders remain scarce in the private sector, with women making up 14 percent of directors and 21 percent of officers (chief executives and senior managers) of all listed companies in 2014. New Zealand continues to lag behind other developed economies in private sector board participation by women. The Ministry for Women has worked to address the significant gap between women’s involvement on state sector boards and their representation on private sector boards.

64. The Ministry for Women actively supported the New Zealand Stock Exchange in the institution of a rule requiring New Zealand companies to report on the gender balance of their boards and in senior management from 2013. It has also contributed to the work of DiverseNZ Inc (DNZ), a private sector cooperative venture to accelerate diversity policies and actions in large New Zealand companies, including gender diversity. The Ministry for Women has worked with umbrella organisations, such as, the Institute of Directors and Business New Zealand to highlight the business case for gender diversity in business and to provide solutions for those wishing to improve the promotion of women in their organisations.
65. The Ministry for Women works with leaders in the community, business and government sectors to support them in their initiatives to grow the pipeline of women leaders. For instance, it is using its analysis of data on public service employees to highlight the gender and ethnic disparities in public service leadership representation and support chief executives to take action to reduce these.
66. There are a range of private sector initiatives to encourage women onto private sector boards and into senior roles such as the Institute for Directors Mentoring for Success, Global Women and its training courses, and recruitment companies who have agreed to support gender diversity in their board recruitment practices.
67. In 2012 Global Women established DNZ as a stand-alone initiative. Working with 40 leading New Zealand businesses, DNZ shared successful tools and frameworks which helped companies at different stages to understand and work with difference and to innovate new approaches to meet New Zealand's unique diversity challenges. DNZ ran a Getting Started Package workshop series for companies developing Diversity and Initiative strategies and a series of events for CEOs and senior executives on issues such as women in engineering, doing business with iwi, and conscious leadership/unconscious bias. Practical resources were also made available online, and government agencies, including the Ministry for Women, shared knowledge and publications. In 2014 Global Women decided to bring DNZ in house, and stepped up to broaden its focus from gender to the broader diversity agenda. Global Women's Diversity Initiative now includes a quarterly MeetUp series for Diversity and Initiative

professionals and a major project on Māori and Pacific corporate pathways which will establish a new corporate internship programme from 2016.

Article 8: International Representation

68. The advancement of women's rights internationally is a priority of the New Zealand Government. New Zealand women actively participate in a wide range of international forums, and lead delegations to a number of international meetings.
69. At meetings of the Commission on the Status of Women, the Human Rights Council and the United Nations General Assembly's Social, Humanitarian and Cultural Affairs Committee, New Zealand has been strongly supportive of resolutions and United Nations action on advancing the rights of women, especially ending violence against women and promoting women in leadership.

Women in the diplomatic service

70. Women continue to play an important role in New Zealand's diplomatic service. As at 31 March 2015, 54.9 percent of staff at the Ministry of Foreign Affairs and Trade were female. The number of women in the foreign policy (diplomatic) stream of the Ministry of Foreign Affairs and Trade has increased to 50.1 percent. Women comprise the majority of New Zealand's junior diplomats (56 percent, or 154 out of 270). At the foreign policy management levels, women comprise 36.4 percent or 44 staff out of 121 positions.
71. The number of women holding Head of Mission/Post positions has held relatively steady since the last report, at 31 percent. Eighteen of the 58 positions are held by women. Women hold 30 percent (three out of ten positions) in the senior leadership team.

Women are actively involved in international conferences and organisations

72. Women continue to represent New Zealand at international conferences as both official and non-official members of government delegations, without discrimination on the basis of gender. Rules that guide the composition of New Zealand delegations

to international conferences do not feature any gender-based restrictions, and women have consistently led, supported and advised such delegations.

73. New Zealand women also participate in a number of international organisations and roles. Government support for New Zealand candidates for international bodies is based on the merits of the individual's candidature and without discrimination on the basis of gender.
74. In 2014 New Zealand high court judge, Justice Lowell Goddard was appointed the head of an inquiry into historical sexual abuse of children in the United Kingdom. That same year Dame Silvia Cartwright (former Chief District Court Judge, first female High Court Judge, former Governor-General) was appointed to the United Nations Human Rights Council investigation into alleged human rights violations and related crimes in Sri Lanka.

A strong voice in foreign policy and women's issues

75. The Minister for Women has led New Zealand's annual delegation to the United Nations Commission on the Status of Women. On behalf of the Government, the Minister has consistently reaffirmed New Zealand's commitment to the Beijing Declaration and Platform for Action and other international obligations to women.
76. New Zealand advocates for the protection of women's sexual and reproductive health rights in international forums and supports the work of the United Nations Population Fund and the International Planned Parenthood Federation on these issues. New Zealand, along with Colombia, continues to run a resolution on 'Preventable maternal mortality and morbidity and human rights' to the Human Rights Council. That resolution recognised for the first time the human rights dimension of maternal mortality and morbidity.
77. New Zealand continues to work on implementing United Nations Security Council Resolution 1325 on women, peace and security, on the importance of increasing women's participation in peace processes and the reconstruction of civil society, including through the development of a National Action Plan on Women, Peace and Security. Both New Zealand Police and the New Zealand Defence Force have active

programmes in place to increase the recruitment, retention and senior level promotion of women, which will ultimately lead to more women being available for peacekeeping missions. New Zealand women have been deployed to international conflict settings for some years.

78. New Zealand strongly supports Security Council Resolution 1820 on ending sexual violence in situations of armed conflict. New Zealand regularly raises issues relating to women's rights in the Universal Periodic Review process and bilateral dialogue.

New Zealand's aid programme supports gender equality and women's empowerment abroad

79. The mission of New Zealand's aid programme is to 'support sustainable development in developing countries, in order to reduce poverty and to contribute to a more secure, equitable, and prosperous world'. The programme has a core focus on sustainable economic development and a geographic focus on the Pacific region. It is administered by the Ministry of Foreign Affairs and Trade.
80. Integrating gender as a cross-cutting issue in the New Zealand aid programme is mandated by Cabinet. A gender mainstreaming approach ensures the aid programme integrates the needs and rights of women and men, girls and boys throughout all its policies, programmes and activities. It has strengthened staff and business processes to improve and report on outcomes and manage risks.
81. Gender equality and women's empowerment is actively pursued in our policy engagement with partner governments, development partners and regional agencies.

Article 9: Nationality

82. New Zealand women have long enjoyed equal rights to acquire, change or retain their nationality. There are no changes since New Zealand's previous report.

PART III

Education; equal access, opportunities and conditions in relation to employment; health; social assistance; and rural women

83. Women in New Zealand fare better than men in a number of areas, particularly in participation and achievement in education and training, and in respect of health outcomes. Women's workforce participation and employment rates are rising. Women are gaining qualifications at a greater rate than men but their skills are not fully translating into better career opportunities and advancement in the workplace.
84. While on average women have better health outcomes than men, there are areas where New Zealand does not do so well. For example, New Zealand has one of the highest teen pregnancy rates in the OECD, with the Māori teen pregnancy rate particularly high. Rates are declining, however.

Article 10: Education

85. New Zealand has a strong and integrated education system that other countries look to as a model. Women have high levels of participation and achievement in the formal education system and there are few gender-based disparities for women. For instance, between 2009 and 2014 there was a consistent pattern of female school leavers achieving at a higher rate than their male counterparts. Participation and qualification achievement are rising overall. Educational initiatives are focused on reaching all learners, and given girls' greater education achievement than boys, their needs can be seen as embedded in education. Initiatives described here do not, therefore, always specifically refer to the needs of girls.
86. Young women are using their education to build pathways to a prosperous and fulfilling future. The Ministry of Education acts as a system steward, working in partnership with teachers, leaders, learners and their whānau, and wider communities to ensure that the New Zealand education system meets the learning needs of all New Zealanders, based on their culture and identity. As New Zealand changes, these needs

are becoming more diverse. Teachers and leaders will continue to respond to these demands.

87. There is more to do to ensure all learners achieve to their potential. Narrowing but persistent disparities remain for both female and male students of Māori or Pacific ethnicity and students from low socio-economic communities. These include lower rates of participation in early childhood education and lower achievement at school.

New Zealand early childhood education participation rates are high

88. From the beginning, the New Zealand education system offers equal access to all children. Access to high quality early childhood education (ECE) is recognised by the Government as fundamentally important to good outcomes for young children and for parents. Policies to increase participation in ECE have also provided more choice for families, particularly women, who are the predominant caregivers, in balancing work and caring responsibilities.
89. Government fully funds ECE for up to 20 hours per week for all three, four and five-year-old children enrolled at a participating ECE service or kōhanga reo²⁰. Attendance outside of 20 Hours ECE is subsidised. Communities with low participation have been supported since 2010 by initiatives to raise participation in ECE by children who are the least likely to attend.
90. In 2012, the Government set a goal that by 2016, 98 percent of children starting school will have attended quality ECE. Over the last three years the national rate has continued to increase, from 94.7 percent (December 2011) to 96.1 percent (December 2014). The rates for Māori children, Pacific children, and children from schools in low socio-economic (low-decile) areas, increased faster than the national rate, reaching 93.6 percent, 90.7 percent and 92 percent respectively at the end of 2014.²¹ Prior participation rates for male and female children over this period were very similar, with both groups either the same as the national rate or within plus or minus 0.2

²⁰ Kōhanga reo: An early childhood centre designed to educate children within a Māori language and culture context (literally 'language nest').

²¹ Ministry of Education 'Prior Participation in ECE', <http://www.educationcounts.govt.nz/>

percentage points of the national rate. Government has allocated an additional \$74.9 million over four years to support more children to participate in ECE for more hours.

Pacific Education initiatives

91. In November 2012, the Minister of Education and Pacific Island Affairs launched the Pasifika Education Plan 2013-2017 (PEP) which sets out the Government’s strategic direction for improving Pacific education outcomes.
92. Since the implementation of the PEP, there has been improvement in the educational outcomes for Pacific students. For example:
 - there are more Pacific children participating in early childhood education
 - Pacific achievement against the three National Standards - mathematics, reading and writing - and NCEA Level 2 has increased
 - there is continual growth in the enrolment, participation, retention, and completion rates of Pacific students in tertiary education.

Te Marautanga o Aotearoa

93. Implemented in 2011, Te Marautanga o Aotearoa²² aims to increase the level of students’ educational and socio-cultural success. Kura²³, kaiako²⁴ and students can access a range of tools aligned to Te Marautanga o Aotearoa, including Ngā Whanaketanga Rumaki Māori and achievement standards for use towards the National Certificate of Educational Achievement (NCEA) qualifications. Professional learning and development is delivered to kura and kaiako to develop their own marau-a-kura aligned to Te Marautanga o Aotearoa.

Young women leave school with higher qualifications

94. The National Certificate of Educational Achievement (NCEA), the main qualification available to secondary school students, encompasses a wide range of learning. NCEA enables students to undertake multi-level study to attain credits towards an NCEA

²² Te Marautanga o Aotearoa: The partner document of The New Zealand Curriculum; it is not a translation of The New Zealand Curriculum and was developed based on Māori philosophies and principles.

²³ Kura: School.

²⁴ Kaiako: Teacher.

qualification. Educational and job prospects will be limited for those who leave school without NCEA Level 2.

95. In 2014, the trend of female school leavers (79.9 percent) achieving at a higher rate than their male counterparts (74.5 percent) continued. Of all school leavers in 2014, across all ethnic groups measured, more young women achieve NCEA Level 2 than young men.²⁵

Gap in attainment rates between ethnic groups decreasing

96. The gap in attainment rates between ethnic groups is decreasing. Whilst disparities still remain, since 2008 the proportion of Māori and Pacific students leaving school with NCEA Level 2 has continued to increase at a greater than average rate, indicating that the gap in attainment rates between ethnic groups is likely to decrease over time.

Table 1: Percentage of female school leavers with NCEA Level 2 or higher²⁶

	European	Māori	Pacific	Asian	Other	Total
2005	69.0%	36.8%	51.7%	84.7%	60.3%	62.3%
2008	80.6%	54.4%	69.3%	88.3%	75.9%	75.8%
2014	83.9%	61.6%	76.0%	91.2%	77.6%	79.9%

Women more likely to participate in tertiary education

97. In 2014, women continued to participate in tertiary education at a higher rate than men. Tertiary education includes all post school provider-based education. This provision can be at all levels of the New Zealand Qualifications Framework, including Levels 1-4 certificates, Levels 5-7 certificates and diplomas, as well as bachelors level and above. Twelve percent of women were participating in tertiary education in 2014, compared to 8.7 percent of men.
98. Tertiary education participation in 2014 varied significantly by ethnic group. Māori women had the highest levels of participation overall (17.3 percent), followed by

²⁵ <http://www.educationcounts.govt.nz/indicators/main/education-and-learning-outcomes/1781>

²⁶ http://www.educationcounts.govt.nz/__data/assets/excel_doc/0003/148125/NCEA-Level-2-or-above-by-ethnic-group-and-student-gender-2009-2014.xls

Pacific women (13.4 percent). This compares to a participation rate of 11.2 percent for European women, and 9.1 percent for Asian women.

Table 2: Women’s participation in tertiary education in 2014 by ethnic group

Ethnic group	Under 18 years	18-19 years	20-24 years	25-39 years	40 years and over	Total
Asian	2.1%	50.4%	30.2%	9.0%	3.9%	9.1%
European	7.1%	55.0%	37.1%	13.0%	4.1%	11.2%
Māori	17.1%	49.0%	34.2%	22.4%	10.7%	17.3%
Pacific	9.5%	58.4%	36.3%	17.4%	5.7%	13.4%
Total	8.6%	54.4%	35.5%	13.5%	4.7%	11.6%

Source: Ministry of Education (age standardised)

99. In 2014, participation in tertiary education by women under the age of 25 years was similar among the European, Māori and Pacific ethnic groups, at 32 to 33 percent. The comparable rate for Asian women was 6 percentage points lower at 26.1 percent.

Table 3: Women’s participation in tertiary education by age and ethnic group

Ethnic group	2004			2009			2014		
	Under 25 years	25 years & over	Total	Under 25 years	25 years & over	Total	Under 25 years	25 years & over	Total
Asian	20.5%	14.9%	15.9%	26.3%	9.6%	12.6%	26.1%	5.4%	9.1%
European	30.2%	8.9%	12.7%	32.5%	8.5%	12.8%	32.0%	6.6%	11.2%
Māori	33.3%	22.0%	24.1%	29.3%	17.7%	19.8%	32.2%	14.0%	17.3%
Pacific	28.5%	12.0%	15.0%	29.2%	10.4%	13.8%	33.0%	9.1%	13.4%
Total	30.5%	11.2%	14.6%	31.9%	9.6%	13.6%	31.5%	7.3%	11.6%

Source: Ministry of Education (age standardised)

Māori and Pacific women least likely to complete their qualification

100. Women are more likely to complete their qualification within eight years than men: 56 percent of female students compared with 43 percent of male students. Māori women (52 percent) and Pacific women (53 percent) were less likely than European women (55 percent) and Asian women (67 percent) to complete a tertiary qualification.²⁷

University Women’s Development Initiatives

101. Every New Zealand university has its own women’s development course that links into the Universities New Zealand Women in Leadership Programme. This programme supports, encourages, and contributes to the development of women who are, or aspire to be, leaders within the tertiary sector.
102. Each university has established groups and networks designed to support and promote the interests of women staff and students. For example, the Auckland University of Technology’s Faculty of Business and Law Women’s Advancement Committee, Women@Massey, Otago Staff Women's Caucus, the Waikato Women Professors Network and the University of Auckland Business School women’s mentoring programme.
103. The University of Waikato holds an annual ‘Women in Leadership Day’ event aimed at raising awareness around issues for women in leadership and providing support for women in, or aspiring to, leadership roles within the university. It is attended by approximately 300 people and forms part of Waikato’s leadership development programme. Auckland University of Technology also has policies and targets in place to increase the number of female academics.

²⁷ Ministry of Education (2013) Gaining qualifications, table COM.33
http://www.educationcounts.govt.nz/statistics/tertiary/retention_and_achievement

Fields of study vary by gender

104. In 2013, female graduates continued to predominate in fields such as health (including medicine), education, law, management and commerce. Male graduates predominated in information technology and engineering, and related technologies.²⁸
105. Fields of study still vary considerably by gender. In July 2014, Government launched *A Nation of Curious Minds/He Whenua Hihiri I te Mahara: A National Strategic Plan for Science in Society*, which aims to encourage and enable better engagement with science and technology across New Zealand society. As part of this, the Government has identified actions to influence girls' subject choices and increase their participation in science and information and communications technology (ICT) areas of study, particularly from Year 12, and encourage them to pursue science and technology careers.²⁹

Engineering E2E

106. Engineering E2E is a collaborative programme established in 2014 between government, education providers offering engineering qualifications, engineering employers and other stakeholders, that aims to increase the number of engineering graduates in New Zealand. In collaboration with the Tertiary Education Commission, the Ministry for Women and the Ministry of Pacific Island Affairs, the programme is working to encourage more women into engineering careers. A key initiative for the programme is a national campaign to raise awareness and understanding of engineering careers. The campaign will have a strong focus on increasing diversity in the engineering workforce, which includes women as an underrepresented group.
107. The Universities of Auckland, Waikato and Canterbury have also established Women in Engineering initiatives to provide support, advice and mentoring for female students and encourage more women to study engineering. For example, the University of Auckland's Faculty of Engineering has a full-time adviser to provide support and advice

28 <http://www.educationcounts.govt.nz/statistics/tertiary/participation>

29 For further information: <http://www.msi.govt.nz/update-me/major-projects/science-and-society-project/>

to female students and encourage more female students to enrol in engineering courses.

ICT Graduate Schools

108. In 2014 the Government allocated \$28.6m over four years for an ICT Graduate School programme. Three Schools are being established in Auckland, Wellington and Christchurch with the objectives of producing ICT graduates with work-relevant and business-focused skills, provide more direct pathways from education into employment, and help grow New Zealand's ICT talent. The initiative is committed to increasing the diversity of students studying ICT, and as part of this all Schools will have a focus on increasing the participation of women in ICT education programmes and activities.

Occupational segregation still strong in trades training

109. In general, women are not well represented across the range of trades in New Zealand. The number of female industry trainees has increased from 40,474 in 2012 to 40,733 in 2014. However the proportion of women trainees (31 percent) has remained static over the last five years. In 2013, women represented more than 80 percent of trainees in the traditionally female-dominated industry areas of community support services and hairdressing.

110. Apprenticeships are part of New Zealand's industry training model, and are work-based education initiatives aimed at young people aged between 16 and 21 years. The proportion of apprentices who are female has decreased from 17 percent in 2009 to 11 percent in 2013.

111. Initiatives in Canterbury to increase the number of women in trades training are discussed further in Article 11: Employment.

Māori and Pacific Trades Training

112. The Ministry of Business, Innovation and Employment, the Ministry for Women, the Tertiary Education Commission and Industry Training Providers are working together to increase trades training opportunities for Māori and Pacific women learners with

low or no qualifications. Research has identified the barriers for women entering trades occupations and what works to attract and retain priority women in training.

113. Work is underway on initiatives to encourage Māori and Pacific women into the expanded Māori and Pacific Trades Training programme that aims to have 5000 trainees enrolled in apprenticeships by June 2016. Northland and South Auckland have been identified as areas where priority groups of women are concentrated. The Ministry for Women is working directly with two Māori and Pacific Trades Training consortia to improve outcomes for Māori and Pacific women and girls in these areas and provide exemplars for other consortia and providers to use.
114. Initiatives in Northland include the development of a Wāhine Toa Strategy by the iwi-led Te Matarau Education Trust. The strategy ensures that Māori women learners have the opportunity to engage and succeed in their chosen field of education. Actions focus particularly but not exclusively on issues of child care, course fees, transport and other barriers to Māori women's engagement, re-engagement and achievement in their studies. The strategy also celebrates the success of Māori women learners by highlighting exceptional Māori women.
115. In South Auckland, the Southern Initiative (TSI) has set a target of 30 percent women trainees for the local Māori and Pacific Trades Training programme. TSI management, the Ministry for Women and the Ministry of Social Development Regional Office are also working together to influence alternate ways of thinking about trades training among South Auckland Pacific and Māori women, ensure the Māori and Pacific Trades Training system works for these women, and build awareness among South Auckland employers of the potential workforce available to them.

Ultimit Initiative

116. Ultimit is an initiative by industry training organisation Connexis to promote trades careers in the electricity supply industry to women. Only three percent of female trade trainees are employed in trade and technical roles within the electricity supply industry. The Ultimit scheme aims to educate and encourage more women to look at career options within the electricity supply industry. To this end, 'taster'

courses are offered for women to participate in and there are a range of marketing and communication initiatives to create more awareness around career options for women.

Got A Trade Got It Made

117. This programme, jointly led by several industry training organisations, promotes careers in trades and services. The Got a Trade Got it Made website highlights the achievements of young New Zealanders who have succeeded in completing their apprenticeship. The various career opportunities available to females are profiled by industry training organisations such as ServiceIQ’s promotion of women in aircraft engineering and retail management. The programme is further supported by Got a Trade Got It Made week which consists of over 50 events in New Zealand to promote trades careers to young people, their parents and career guidance counsellors.

Worldskills New Zealand

118. Worldskills New Zealand also promotes the opportunities for and achievements of women in trades. Regional and national competitions are held every two years with winners selected to participate in the Worldskills international competitions. The stories of women competitors and their successes are communicated through schools, industry training organisations and social media to reach young women, their families and others of influence.

More women receive student allowances

119. The Student Allowances Scheme provides targeted assistance for living costs in the form of grants. New Zealanders studying towards government-funded tertiary qualifications, and some senior secondary school students, may apply for student allowances. In 2014, 43,882 women received a student allowance accounting for 55 percent of all recipients

Sole parents in education

120. Nearly 92 percent of all recipients of the Sole Parent Support benefit are female. In order to encourage eligible sole parents into higher education, the Government has made funding and legislative changes to:

- align the level of overall financial support for sole parents receiving a student allowance with that for sole parents receiving a benefit
- ensure that their child support arrangements are not disrupted if they require benefit support in the summer
- remove the one-week benefit stand down in the summer break.

Other changes are also being made to financial assistance rules to make it easier for sole parents to study.

Not in Education, Employment or Training

121. While young women on average do better in school than young men, young women aged 15 to 24 years are also more likely not to be in education, employment or training (NEET). The proportion of young women aged 15-24 NEET decreased from 14.9 percent in 2013 to 8.0 percent in March 2015. In the year to March 2015 NEET rates were: 25 percent for young Māori women, 20.8 percent for young Pacific women and 11.1 percent for young European women.

Article 11: Employment

122. The World Bank's *Women, Business and the Law 2016* report measures legal restrictions on women's employment and entrepreneurship by identifying gender-based legal differences. Of the 173 economies covered, New Zealand was one of only 18 with no legal differences between women and men in the areas measured.

123. Fully utilising women's skills and talents in employment and leadership is a priority for the Government, and a key factor towards achieving its wider goal of growing the economy. This section describes initiatives underway that focus on getting women into

work, and how to make the workforce more accessible to women in the labour market. The Ministry for Women’s work programme focuses on addressing the factors that contribute to women’s poorer employment outcomes.

124. Despite an increase in qualifications, women are over-represented in minimum wage jobs (in 2014, 66.6 percent of minimum wage earners over 25 were women³⁰). Māori women, Pacific women, young mothers and former prisoners are vulnerable to low wage employment and poorer outcomes for themselves and their families. These are priority groups of women for the Government.
125. In 2014, 13 percent of Pacific women earned under the minimum wage compared to 9.4 percent of Māori women, 9 percent of Asian women and 6.4 percent of European women.
126. The female unemployment rate was 6.5 percent in the year to March 2015, down from 6.8 percent in the year to March 2014 and 7.3 percent in the year to March 2013. Unemployment rates for Māori (13.8 percent) and Pacific (13.9 percent) women were higher than those of European (4.7 percent) and Asian (7.9 percent) women in the year to March 2015.
127. By comparison, the male unemployment rate was 5.0 percent in the year to March 2015, down from 5.6 percent in the year to March 2014 and 6.3 percent in the year to March 2013. Unemployment rates for Māori (10.5 percent) and Pacific (10.1 percent) men were higher than those of European (4.0 percent) and Asian (5.8 percent) men in the year to March 2015.
128. The female labour force participation rate (for women aged 15 and over) rose from 63.1 percent during the March 2012 quarter to 64.5 percent in the year to March 2015.

³⁰ Minimum Wage Reviews 2014, Ministry of Business and Employment.

Potential of New Zealand’s female labour force

129. A large number of women in New Zealand work in female-dominated industries where pay tends to be low. Better utilisation of women’s talents in the labour force has potential to help meet New Zealand’s current and projected skill shortages. Government is working to encourage women and girls to train and work in occupations where high growth is projected and where women are currently underrepresented, in particular STEM and ICT industries, and construction and trades.
130. The Ministry for Women is partnering with business leaders, in a series of regional workshops, to support them to attract and retain talented women. Work is also underway with key government agencies to ensure women (especially vulnerable/at-risk women) and SMEs are aware of policy changes designed to support parents in work, for example Paid Parental Leave, Flexible work provisions, and Parental Tax credits.

Boosting women’s employment and skills in Canterbury

131. Following the 2010 and 2011 earthquakes, women’s employment in Canterbury was negatively affected. At the same time demand for trade people increased as the rebuilding process commenced.
132. The Ministry for Women saw this as an opportunity to simultaneously improve women’s unemployment, help meet skill shortages in Canterbury and promote the idea of women in trades among employers and training providers. As a result the Ministry partnered with a number of industry and community leaders and local training providers to increase the numbers of women training and working in trades in Canterbury. For instance, it has:
- published *Building Back Better: Utilising Women’s Labour in the Canterbury Recovery* (2013), a business case for increasing the number of women in trades in Canterbury and *Growing your trades workforce: how to attract women to your jobs* (2014), a handbook for trades employers on how to recruit and retaining women.

- published *Getting it done: Utilising women's skills in the workforce* (2015), sharing the lessons learnt in Canterbury and offering ways for other regions and industries to implement strategies to increase the number of women in areas where they are underrepresented and, where pay and prospects are good.
- worked with the Stronger Canterbury Infrastructure Rebuild Team (SCIRT) to raise women's visibility in the rebuild. Actions have included building a visual portfolio and profiles of tradeswomen in the rebuild, and establishing a SCIRT Women in Construction group to oversee progress.

133. Another important contribution to women's engagement in the Canterbury rebuild was the introduction in 2014 of the Women in Trades Scholarship initiative at Christchurch Polytechnic Institute of Technology (CPIT). The initiative covers tuition fees for women studying towards a Level 1-4 Trades programme at CPIT and has made trades training more accessible for women, enabling them to pathway from other industries to retrain for a career in trades. CPIT has also established a Top Female Trades Award to recognise the achievement of its female trades students. Fifty women were enrolled in trades training at CPIT in 2011 and this rose to 414 women in 2014.

134. In the year to June 2015, there were 2,400 more women employed in the construction industry in Canterbury than at the same time the previous year. Women made up 17.8 percent (8,600) of construction workers in Canterbury in June 2015.

135. The experiences gained through these actions in Canterbury are being used to inform national efforts to promote the recruitment and retention of women in occupations where they are underrepresented (including construction and science, technology, engineering and mathematics).

Road Transport Forum

136. The Ministry for Women has also worked with the Road Transport Forum on the development and implementation of the Women in Road Transport Action Plan³¹ to recruit more women into the road transport sector across New Zealand. The Action

³¹ http://www.rtfnz.co.nz/women_in_road_transport

Plan has increased the visibility of women in the industry and includes a diversity toolkit to address stereotypes and better support and retain women already in the industry.

Flexible working arrangements to balance family and work life

137. The Employment Relations (Flexible Working Arrangements) Amendment Act 2007 came into force in 2008, to increase carers' participation in employment. A review of the Act in 2011 led to further changes through the Employment Relations Amendment Act 2014. The key changes are:

- extending the statutory right to request flexible working arrangements to all employees
- enabling employees to request flexibility from their first day on the job
- removing the limit on the number of requests an employee can make in a year
- requiring an employer to respond in writing to a request within one month and explain any refusal.

Parental leave extended to more workers and increased flexibility

138. The Parental Leave and Employment Protection Act 1987 provides paid leave for employees with at least six months' continuous service with their employer and up to 52 weeks' unpaid leave for employees with at least 12 months' continuous service with their employer. Paid parental leave has been extended from 14 weeks to 16 weeks from 1 April 2015. The extension is one of two steps to extend paid parental leave to 18 weeks by 1 April 2016.

139. Further changes proposed to parental leave provisions are intended to come into effect on 1 April 2016 and include:

- Extending parental leave payments to non-standard workers (such as casual, seasonal, and employees with more than one employer) and those who have recently changed jobs

- Extending parental leave entitlements to a wider range of primary carers than biological or formal adoptive parents
- Enabling employees to take the leave more flexibly, by mutual agreement with the employer.

The gender pay gap is trending down slowly

140. The gender pay gap is New Zealand’s official measure of the difference between male and female earnings. It uses median hourly earnings of men and women and is updated annually using data from the New Zealand Income Survey.³² In 2015 women’s median hourly earnings were \$21.23 compared with \$24.07 for men, a pay gap of 11.8 percent. While the gender pay gap has been trending downwards, and it is good by international standards, it has stabilised in the last 6 years. Reducing it further, therefore, remains a priority for the Government despite the fact that its causes are complex and there are no simple solutions.

141. The Ministry for Women monitors the gender pay gap and through its work programme, seeks to address its causes. Projects that the Ministry for Women is working on include:

- increasing the number of women working in industries in demand (reducing occupational segregation and improving earnings).
- improving the labour market engagement of Canterbury women (reducing occupational segregation and improving earnings).
- increasing the opportunities for women to progress into leadership roles in organisations (reducing vertical segregation and improving earnings).

142. The Ministry of Business, Innovation and Employment has Pay and Employment Equity tools available for both private and public organisations that want to address equity issues in their workforce

³² <http://mwa.govt.nz/gender-pay-gap-0>

Equal pay for work of equal value

143. In October 2014, the Court of Appeal issued a decision in *TerraNova v Service and Food Workers Union (SFWU)* on the interpretation of the Equal Pay Act 1972 (EPA). The Court of Appeal confirmed an earlier Employment Court decision that:

- the EPA provides for equal pay for work of equal value (pay equity) meaning women should receive the same pay as men for jobs that require similar skill, effort and responsibility
- the Employment Court may look beyond the immediate employer or industry for comparators if an appropriate comparator does not exist in the immediate employer or industry
- the Employment Court must take into account evidence of systemic undervaluation of the work in question derived from current or historic or structural gender discrimination.

144. The Government has now established a Joint Working Group (government, unions and employer representatives) to develop principles for dealing with claims of equal pay for work of equal value (pay equity) under the EPA. The Joint Working Group is intended to provide the Government with recommendations on how to achieve pay equity consistent with New Zealand's employment relations framework and a well-functioning labour market. The recommendations are expected by March 2016.

The Government's Investment Approach to improve employment outcomes

145. The Government's welfare reform has significantly improved work outcomes for sole parents, particularly those with school-aged children. Requirements that sole parents work part-time have been progressively introduced over the last five years. Furthermore, part-time work expectations have been extended to parents with children aged from 5 years (from October 2012) and a new work preparation expectation was introduced for those with younger children.

146. Although welfare reforms have not specifically targeted gender, the fact that sole parents are overwhelmingly women means that reforms that target sole parents

indirectly target women. The one-on-one Work Focused Case Management approach that has been implemented as part of the welfare reform appears to be working well for sole parents, as they are exiting into employment more quickly than other beneficiary groups. The Ministry of Social Development used budget funding for 2015/2016 to increase Work Focused Case Management positions by 40,000, meaning that all sole parents with a youngest child aged 3 or older are now in the service. This further supports the focus on work.

Pacific Employment Support Services

147. The Pacific Employment Support Services (PESS) was developed to assist Pacific youth, especially those at risk of poor life outcomes, to achieve real economic independence through skills and preparing them for sustainable employment. Since its implementation in 2011, 561 Pacific young people, 31 percent of whom were young women, have found job placements.

New Tracking Equality At Work web-based tool

148. The Human Rights Commission released a new Tracking Equality At Work³³ web-based tool on 28 June 2015 as part of its work to highlight equality of income and employment issues. The tool brings together existing employment data to allow comparisons between population groups. The value of the new tool is that it allows users to explore the data in a visual and flexible way, which may lead to more awareness of income differences.

Article 12: Health

149. The well-being of New Zealanders in a high quality, patient-centred health system is the focus of the government's health policy. The Government wants to ensure that all New Zealanders have the same opportunities for good health. Health services for all New Zealanders are funded by the government irrespective of gender.

³³ <https://www.hrc.co.nz/your-rights/employment-opportunities/our-work/tracking-equality-work/>

150. Females continue to have higher rates of utilisation of primary health care services than males. However, the Ministry of Health reports that they also have higher levels of reported unmet need for such services.
151. Females continue to experience better health than males, although the gap is narrowing: life expectancy at birth increased from 78.7 years for females and 72.9 years for males in 1991 to 83.3 years and 79.6 years respectively in 2013, so narrowing the gender gap in life expectancy over this period from 6.7 to 4.6 years. This narrowing of the gender gap mainly reflects faster decline in mortality from coronary disease among males, in turn resulting (at least in part) from more rapid fall in tobacco use among males.
152. Equity has improved but significant gaps remain in health outcomes for New Zealanders. Māori, Pacific peoples and socioeconomically disadvantaged groups generally experience worse health outcomes than other New Zealanders. The causes of these differential outcomes are complex, but include differences in access, use and experience of health services, as well as differences in exposure to risk factors.

Breast screening

153. BreastScreen Aotearoa, the national breast screening programme, offers free mammography screening to eligible women. Since 2009 participation in the programme has increased, with gains particularly for Māori and Pacific women. Coverage for Māori women aged 50-69 years increased from 58 percent in 2009 to 64 percent in 2014. For Pacific women, 60 percent of eligible women participated in the programme in 2009, and this increased to 74 percent in 2014.

Antenatal HIV screening

154. Screening for HIV is a well-established part of maternity care and all pregnant women are offered screening for HIV in pregnancy as part of the first antenatal blood tests.
155. Very few women (around 1 case per year) are identified through screening, however, the universal offer is still important as testing is the only way to know if women have

HIV. For those women who are found to be HIV positive early detection leads to early treatment and reduces the chance of mother-child transmission.

Sexual health

156. The Ministry of Health undertook a value for money review of sexual and reproductive health services in 2013. One of the key recommendations was the development of a new sexual and reproductive health plan which is due to be completed in 2016.

157. A website Justthefacts.co.nz has been developed which includes detailed information aimed at young people on how to access sexual and reproductive help. It also includes a mobile phone application so that the nearest sexual reproductive health service can be located.

Sexuality education resources reviewed

158. In response to new research and societal changes in the last decade, the Ministry of Education has revised its 'Sexuality Education: Guide for principals, boards of trustees and teachers'. Core sexuality education classroom resources are also being refreshed to ensure they are engaging and align to the current New Zealand Curriculum (2007).

Improvements in treatment of sexually transmitted infections

159. Work is underway to improve the management of infectious diseases by the introduction of the Health (Protection) Amendment Bill. The proposed outcome will be to make HIV infection, gonorrhoea and syphilis notifiable which should improve management, tracing and treatment. This will improve the availability of information on the rates and prevalence of HIV in the community, without disclosing information that identifies the individual with the infection and may lessen the long term health implications and risk of transmission.

160. The HPV immunisation programme was introduced in 2008. This has been associated with a marked decrease in the number of first genital warts presentations to sexual health clinics for females aged 15 to 19 years since 2009. There have also been decreases in presentations of those aged 20-25 years for both males and females.

161. Through government funding and support the New Zealand Sexual Health Society has released a new package of Best Practice Guidelines to help clinicians with the effective management of sexually transmitted diseases.
162. Sexually transmitted infections (STIs) are common in New Zealand. Associated complications include chronic pain, infertility, neonatal morbidity and genital tract cancer. Surveillance data regularly indicates that those aged less than 25 years and non-Europeans show a disproportionate burden of STIs, the highest numbers and rates for each STI are almost always seen in the 15 to 19 years and 20 to 24 years age groups.

Access to services

163. New Zealand provides a range of low cost options for contraception. Rates of contraceptive and condom use have remained static for 13-17 year olds from 2001 - 2012. In 2012, at least 13,500 women received the Jadelle implant in New Zealand. Family Planning recorded that more than 4000 women received the implant through its services alone, at a low cost of around \$5 per implant. This is a considerable increase in uptake from 2008 when it was available at a cost of \$300 per implant.

Rates of teenage pregnancy and births are declining in New Zealand

164. While New Zealand rates of unplanned teen pregnancy have reduced, they have remained in the top five in the OECD for over a decade. Among women aged 15-19 years, births and induced abortions have fallen from 8705 pregnancies in 2009 to 4742 pregnancies in 2014. The percentage of teen births, compared to all births in New Zealand, fell from 7.6 percent in 2009 to 5.9 percent in 2013, the lowest ever recorded. Decreases were evident in all regions except Northland, where there was an increase, and in Gisborne which had a very similar proportion of teen births.
165. Māori teen birth rates are declining, though they remain disproportionately high when compared to the overall national rate. Māori teen births rates were 51.7 per 1,000 women aged 15-19 years in 2014, compared to 81.9 in 2009. Views about sexuality and pregnancy are diverse among Māori communities. Māori teen rates of termination of

pregnancy are also falling (as are rates of termination among teens of other ethnicities).

166. This general decline in New Zealand teen birth rates is consistent with international trends.

Abortion rates are relatively high but have decreased

167. Abortion is legal in New Zealand for women of any age, if two certifying consultants agree that the pregnancy will seriously harm a woman's physical or mental health.

168. Abortion rates recently hit a 17 year low (down to 15.4 per 1000 women aged 15-44).

Maternity Services

169. Health services in New Zealand are focused on providing high-quality, safe and accessible maternity services, and the reduction of perinatal and maternal mortality is a key indicator for the Ministry of Health.

170. There has been an increase in the number of women accessing a Lead Maternity Carer (LMC) from 83.9 percent in 2009 to 90.4 percent in 2013. The LMC, usually a Registered Midwife provides the woman and her baby with continuity of care from the time of registration (12-16 weeks of pregnancy) through labour and birth and for six weeks postnatally. Registration with the LMC in the first trimester (12 weeks) has increased from 56.3 percent in 2009 to 65 percent in 2013.

171. The stillbirth rate per 1000 births has fallen from 6.4 in 2009 to 5.1 in 2012. The maternal mortality ratio (three year rolling average per 100,000 births) has fallen from 17.4 in 2009 to 14.7 in 2012. Women with significant blood loss following Caesarean section fell from 9 percent in 2009 to 8.3 percent in 2013. Maternal tobacco use at two weeks postnatal has fallen from 14.8 percent in 2009 to 13.5 percent in 2013.

172. New Zealand provides free doctor visits for children under thirteen.

Mothers with Babies units

173. The Corrections (Mothers with Babies) Amendment Act 2008 came into effect in 2011, allowing eligible mothers in prison to keep their children with them until the age of two (the age limit was previously nine months).
174. In Mothers with Babies units within women’s prisons, a baby can live with their mother until they are two years old. This initiative aims to reduce the likelihood of re-offending for mothers serving prison sentences. As the children of prisoners are considered to be among the most vulnerable in society, reducing the re-offending rates of the mothers will significantly improve their children’s life chances.
175. These units are available in three prisons across the country, at Auckland Region Women’s Corrections Facility, Arohata Prison (Wellington) and Christchurch Women’s Prison. An independent formative evaluation of the Mothers with Babies units conducted in 2013 confirmed the units operated according to best practice principles. The review also assisted the Department of Corrections in further improving its practices to ensure the best outcomes for the mothers and babies under its care.

Breastfeeding

176. New Zealand has a high rate of breastfeeding. Statistics show that 80 percent of infants are exclusively or fully breastfed at two weeks; 76 percent at six weeks; 55 percent at three months; and 65 percent of infants are receiving breast milk at six months.³⁴ Ninety-six percent of New Zealand’s maternity facilities are Baby Friendly Hospital Initiative accredited which means they uphold and follow the WHO 10 Steps to Successful Breastfeeding.
177. In relation to the World Health Organization (WHO) International Code of Marketing of Breast-milk Substitutes which aims to protect, support and promote breastfeeding, the Ministry of Health has:

³⁴ <http://www.health.govt.nz/publication/indicators-well-child-tamariki-ora-quality-improvement-framework-september-2014>

- developed an on-line learning tool for health workers (such as GPs, midwives, lactation consultants, dietitians, and pharmacists) on the Code of Marketing of Breast-milk Substitutes. The tool will improve the ability of health workers to provide advice on safe and adequate nutrition for infants, by supporting and protecting breastfeeding, and by providing appropriate advice on formula feeding where necessary.
- continued to implement and monitor the WHO Code in New Zealand which includes self-regulatory Codes of Practice for health workers and infant formula marketers.
- supported the successful Infant Nutrition Council (INC) application to the Commerce Commission seeking authorisation under the Commerce Act 1986 so that INC members are not found to be operating restrictive trade practices. The INC Code is part of facilitating New Zealand's compliance with the International Code of Marketing of Breast Milk Substitutes. Prior to authorisation in April 2015 the INC Code could be viewed as anti-competitive practice as it is an agreement that substantially lessens competition in the market of infant formula (it prohibits marketing of infant formula suitable for infants up to the age of six months).

Article 13: Economic and Social Benefits

New Zealand women have the same rights to government benefits as men

178. Welfare assistance in New Zealand is based on need and women have the same rights to government benefits as men. This includes family benefits such as the Sole Parent Support and Working for Families payments. There were two benefits that were available only to women: the Widow's Benefit (available for some women whose husband or partner has died) and the Domestic Purposes Benefit – Women Alone (available for some single women aged over 50). These two benefits stopped in July 2013, with former recipients moving onto either Jobseeker Support (JS) or Sole Parent Support (SPS). Benefit rates were grand-parented to prevent anyone being disadvantaged by the change.

Dress for Success

179. In some cases, assistance specifically for women is available, such as the Dress for Success initiative. Dress for Success supports women seeking employment. Dress for Success dresses each client for their job and or training interview, or their first day at work, and provides appropriate clothing, accessories, advice on presentation, hair and makeup, interview tips and other helpful suggestions for interviews/workplace. The Ministry of Social Development has a memorandum of understanding with Dress for Success to promote this initiative. Women can receive a grant from the Ministry of Social Development to cover these costs. In the year to June 2015, 344 grants were made.
180. In addition to Dress for Success, regionally-delivered initiatives focus on specific groups, such as female sole parents or women who have been out of the workforce for a long period of time.

Youth Service

181. There has been significant investment in young beneficiaries through the launch of the Youth Service in 2012. This is a contracted service whereby community-based providers work with unemployed or disengaged 16-to-18 year olds. Entry to the Youth Service programme is available to both males and females.
182. Contracted specialist providers are attached to each young person to provide individualised and intensive support to improve their educational and social outcomes and reduce welfare dependency. This involves education, training and work-based training. These young people have a core obligation to be in education, training or work-based learning as opposed to other benefits which generally have a work obligation or a focus on work readiness. There are tighter controls on the way young people manage their payments. Young people who are receiving financial assistance from the Government:
- receive the Youth Payment (YP) or Young Parent Payment (YPP)

- have youth activity obligations (education, budgeting and, for parents, parenting) and can receive incentive payments where they meet these obligations
- have their money managed by the Ministry of Social Development; and
- receive additional support to cover childcare costs if they are young parents.

183. These benefit-related obligations have resulted in increased rates of participation in services for a vulnerable group of young women. For example, as at March 2015, of the 1088 women receiving Young Parent Payment, 73.6 percent were undertaking a budgeting activity, 67.6 percent were attending a parenting course and 87.4 percent were engaged in some form of approved education.

184. As at March 2015, 9,416 of the teen participants in the Youth Service are 16 and 17 year olds who are not receiving financial assistance from the Government and are not in education, employment or training (NEET). The Youth Service also supports around 2,232 16 to 17 year olds without children and 1,372 16 to 18 year old parents who are receiving financial assistance from the Government. Across all these categories, 54.3 percent of the people helped by Youth Service are female.

185. Early findings suggest the Youth Service is working well for vulnerable young people. At the end of March 2014, the number of YP recipients transitioning to a working-age benefit dropped eight percentage points compared to previous young beneficiaries (from 38 per cent to 30 per cent). In addition, YP and YPP recipients are more likely to gain NCEA credits than their predecessors, meaning they will have a greater chance of achieving NCEA Level 2 and gaining sustainable employment.

The government invests significantly in services for teen parents and their children

186. The Government invests significantly in services for teen parents, with a range of services that address different elements of the needs of teen parents (and their children) being provided by multiple government agencies.

187. For example, since 2012, the Youth Service has assigned more than \$148 million in services to 16 and 17 year olds; 16 – 18 year old parents on benefit, and teenagers

aged 16 – 17 who are NEET. Since the Youth Service was introduced in August 2012, 4,771 teen parents have been engaged in the service (to March 2015), of whom 4,358 were women. As at the end of March 2015 there were 1,186 teen parents engaged in the Youth Service, of whom 1,088 were women.

188. The Guaranteed Childcare Assistance Payment was also introduced in 2012 to provide financial assistance for childcare costs to enable young parents to return to, or remain in, education. From August 2012 to March 2015, 1,997 grants have been made under this initiative, of which 1,982 were to women.³⁵

189. As at the end of March 2015, there were 1,088 (91.7 percent) women receiving the Young Parent Payment.

190. In addition to the Youth Service, teen parents may also be eligible for a range of other services and support. For example:

- \$6.2 million has been invested in supported housing for teen parents. These provide support by trained staff for teen parents and their children 24 hours a day, seven days a week; enable teen parents and children living in unsafe and/or overcrowded housing to find a suitable and stable place to live; and provide linkages to a number of other health, education, and social services.
- Intensive Case Workers and Volunteer supporters help teen parents in high needs communities stay in education and work with those on benefits to prepare for future employment; provide case workers to link teen parents and children to the services and support they need, such as antenatal care, housing, budgeting and parenting services; and provide volunteer neighbourhood supporters to assist the case workers in the communities where teen parent co-ordinators are currently working. Approximately 300 teen parents currently have an Intensive Case Worker – the majority of these teen parents are women.

³⁵ Note that counts of grants do not show how many of these grants were to the same individuals.

- Teen Parent Units (TPUs) are a collaborative and holistic approach to the needs and aspirations of the students, in both an educational and social setting. Recipients of TPUs are teen parents. There are 23 TPUs around New Zealand, and five more are being built. There are approximately 675 current places in TPUs, and a further 135 places will be available once the 5 new TPUS are built, bringing the future places to 810. A student is eligible to enrol at a governing school of a TPU and be included on the TPU roll if:
 - they are pregnant, or
 - they are a parent and are the primary caregiver, and
 - they are still of an eligible age to receive free education (i.e. before 1 January following their 19th birthday according to s3 of the Education Act 1989)
- Parenting support for teen fathers enables the development and delivery of parenting support programmes specifically designed for teen fathers. Evidence shows that teenage mothers parent better when they have strong social and emotional support from their child’s father.

191. Government is currently developing a more targeted approach to the delivery of services to improve outcomes for teen parents and their children, and those at risk of becoming teen parents.

More support for families in need

192. As part of the Community Link approach, the Ministry of Social Development co-locates with other social service agencies to ensure that clients’ needs are met. Thirteen Early Years’ Service Hubs were established in 2006 as a part of a suite of Early Years Services to assist children to have the best start in life, flourish in early childhood, be supported to reach their potential and to ensure that vulnerable families with young children have better access to support and early intervention. Early intervention within Early Years includes the improvement of outcomes for children

aged 0-6 years by providing key linkages to a range of other services in response to the needs of vulnerable whanau with high needs children.

More women than men receive social assistance

193. Women have the same rights as men to receive government benefits, including the JS, SPS and New Zealand Superannuation.³⁶ People who are not eligible for these benefits may apply for the Emergency Benefit if they experience hardship. At the end of December 2014, of the 309,145 people receiving a working-age benefit, around 60 percent (178,662) were women.³⁷
194. At the end of December 2014, there were 72,534 sole parents on the SPS. Nearly 92 percent of all recipients were female, and 47 percent of all recipients were Māori. There were 889 young people (16 and 17 year olds without children, and 16 to 18 year old parents) receiving either the YP or YPP, and nearly 88 percent of YP/YPP recipients were female.

Discounts and concessions for people aged 65 and older

195. All women aged 65 years or over who meet the qualifying criteria receive New Zealand Superannuation or a Veterans Pension. Of the people aged 65 years or over who receive New Zealand Superannuation, 54 percent are women³⁸. This reflects the demographic gender balance of older New Zealanders, with women living longer than men.
196. The SuperGold Card, principally issued to those aged 65 years and over, allows access to a growing range of business discounts and free off-peak travel on public transport. At the end of August 2015, there were 8,085 participating businesses representing 12,751 outlets offering discounts for cardholders. These are equally available to men and women.

³⁶ People receiving the Domestic Purposes Benefit (DPB) on 14 July 2013 were transferred to either JS or SPS depending on the age of their youngest child.

³⁷ Ministry of Social Development 'National Benefit Factsheets, December 2014' <http://www.msd.govt.nz/about-msd-and-our-work/publications-resources/statistics/benefit/2010-national-benefit-factsheets.html>

³⁸ Statistics New Zealand, Sources of personal income by age group and sex, for the census usually resident population count aged 15 years and over, 2001, 2006, and 2013 Censuses. Wellington: Statistics New Zealand.

More women than men do unpaid work

197. Women are more likely than men to care for others in an unpaid capacity. The 2013 Census of Population and Dwellings showed that, in the four weeks preceding the census, 34 percent of women looked after a child living within their own household, compared with 27 percent of men. Similarly, 9 percent of women looked after someone in their own household who was ill or had a disability, compared with 6 percent of men.
198. Women were also more likely than men to care for others outside their own household. Twenty percent of women looked after a child who did not live in their own household, compared with 11 percent of men. Similarly, 11 percent of women helped someone who was ill or had a disability living outside their own household, compared with 6 percent of men.
199. More Māori than Non-Māori women (30 percent compared to 18 percent) looked after a child living outside their own household, while 15 percent of Māori women helped someone who was ill or who had a disability living outside their own household compared to 11 percent of Non-Māori women.³⁹
200. There are numerous studies and surveys in New Zealand that track volunteering rates for women and men. Some of the sources differ in how they define volunteering and who they ask, but together present an overall picture that women generally volunteer more than men. The New Zealand General Social Survey 2012 showed that, in the four weeks preceding the survey, 31.7 per cent of women undertook voluntary work compared to 29.5 per cent of men and 63.5 per cent of women also undertook unpaid work compared to 60.8 per cent of men.⁴⁰
201. The Department of Internal Affairs' Quarterly Volunteering and Donating Indicators for September 2014 also showed that 59 per cent of women undertook voluntary work in comparison to 41 per cent of men. In 16 of the 19 quarters analysed by the

³⁹ Statistics New Zealand 2013 Census

⁴⁰ Voluntary work was for a group or organization and unpaid work was for someone living in another household.

Department from March 2010 to September 2014, women volunteered more than men.

202. Sport New Zealand's *Active New Zealand Survey (2013/14)* showed that 28.6 percent adults (around 949,000) were sport and recreation volunteers. Men and women were as likely to be volunteers, although men were more likely to be coaches and women parent helpers.⁴¹

Both men and women enjoy participation in recreational and cultural activities

203. Women have the same rights as men in New Zealand to participate in recreational activities, sports and aspects of cultural life.
204. The *New Zealanders and the Arts 2014* survey measures the levels of engagement (attendance and participation) with the arts. Of adults 15 years and over, more women (42 percent) than men (32 percent) attended an arts event in the last 12 months.⁴²
205. According to Sport New Zealand's *Active New Zealand Survey (2013/14)*, participation levels in sport and recreation are high for men and women, people from different ethnic backgrounds, and all but the oldest age group (75 years and over).⁴³ Weekly participation grew in the years between 2007/08 and 2013/14, from 72.6 percent to 74 percent. There was a slightly higher increase for women (up 2 percentage points, compared with a 1 percentage point increase for men).
206. Reasons for participation varied in importance for some groups, and most notably between men and women: men were more likely to say they took part in activities for enjoyment, social reasons and sport performance, whereas women were more likely to say they took part in activities for fitness and health, low cost and convenience. Women were more likely than men to do an activity without paying and to pay by concession card.

⁴¹ <http://www.sportnz.org.nz/managing-sport/research/201314-active-nz-survey-2>

⁴² <http://www.creativenz.govt.nz/development-and-resources/research-and-reports/new-zealanders-and-the-arts-2014>

⁴³ <http://www.sportnz.org.nz/managing-sport/research/201314-active-nz-survey-2>

Article 14: Rural Women

207. The New Zealand Government recognises the importance of the rural community, and that the New Zealand economy is highly dependent on rural-based businesses.

The underlying principles for Government's rural policy are:

- all people, no matter where they live, should have a reasonable ability to live, work, and run businesses; and contribute to, and be part of, New Zealand society
- government policy-making and implementation should take into account the potential implications for people living and working in rural areas
- Māori have a unique relationship to rural tribal land, marae⁴⁴ and wāhi tapu;⁴⁵ collectively-owned Māori land operates under a special legislative framework.

208. Rural women aged 15 and over had a higher before-tax mean income, \$31,200, than urban women, \$30,500, in the year to March 2013.⁴⁶ Other statistics drawn from the New Zealand Census of Population and Dwellings show that in 2013:

- 13 percent of women in New Zealand lived in rural areas.
- The percentage of young rural women in full time study is greater than the percentage of young urban women in full time study. Young rural women, aged 15 to 19 years, constitute the majority (70.79 percent) of all rural women studying full time. Young urban women, aged 15 to 19, make up just over half (52.62 percent) of all urban women studying full time.
- 59 percent of rural women owned or partly owned their usual residence, compared with 49 percent of urban women.

⁴⁴ Marae: A traditional Māori tribal meeting place, originally one in the open air, now frequently a purpose-built building.

⁴⁵ Wāhi tapu: Sacred place.

⁴⁶ Statistics New Zealand 2013 Census

Building rural women capability

209. Women play an integral role in many rural businesses, especially farming businesses. The Government is working to build the capability and resilience of rural women through a number of targeted investments, including:

- The Red Meat Profit Partnership (a Primary Growth Partnership programme) is running a series of workshops titled ‘Understanding your Farming Business,’ which aims to better engage women as critical partners in their farming business, through building business knowledge, skills and confidence. The Agri-Women’s Development Trust are contracted to co-ordinate and run this three workshop programme for 160 women in 2015.
- As part of the Transforming the Dairy Value Chain (a Primary Growth Partnership programme), the Dairy Women’s Network led and continue to be involved with the Farmer Wellness and Wellbeing programme which is a change management strategy aiming to change the behaviours and attitudes of both male and female dairy farmers to physical and mental health. As such, this programme is helping to build capability in rural women and improve health outcomes.
- Rural women play a critical role in farm business, people and animal health management. Several of the Transforming the Dairy Value Chain (a Primary Growth Partnership programme) and other dairy industry projects are accessing voluntary networks and training women to provide farm staff training in these areas. This increases the capability of women working in the farm business and as industry trainers.
- Through DairyNZ, the dairy farmer levy provides support for rural women’s leadership development via specific projects delivered by the Dairy Women’s Network and the Agri-Women’s Development Trust. These provide customised flexible pathway development for leadership roles in the community and business.
- In 2015 Ballance’s Clearview Innovation (a Primary Growth Partnership programme) collaborated with the Dairy Women’s Network in delivering a

National Nutrient Management Roadshow. Once again helping to build capability in rural women and improve both environmental and economic outcomes.

- Investment by the Sustainable Farming Fund, in partnership with the Dairy Women’s Network, is delivering capability building through a leadership/mentoring programme, e-Leadership Development Hubs, and an Individualised Pathway Programme to assist women to map their own development journeys.
- The Ministry for Primary Industries has funded Rural Women NZ during recent adverse climatic events, most recently the flooding and storm event in Northland in July 2014. Rural Women NZ organised activities supporting women in dealing with the impacts on their families. Bringing often isolated farming people together when they are experiencing challenging circumstances is a key way of supporting them to be resilient. In the aftermath of this event, Rural Women NZ also organized for a woman from the Northland Rural Support Trust to visit Great Barrier Island and meet local women there and tell them about the support that was available to help their families recover from the storm.

Access to health and education services enhanced

Education

210. Boarding allowances provide some assistance to rural children to access education at boarding schools. The Boarding School Allowance scheme was reviewed in 2013 and the amount paid has been increased.
211. Teen Parents in the Mainstream pilot programme is assisting up to 100 teenage parents who live in small towns or country areas where there is no Teen Parent Unit. Extra funding is provided to schools to enable these students to overcome barriers to achieving NCEA Level 2 or above. The pilot runs from 2014 until 2016.
212. The Ministry of Education has funding available to assist students who face barriers of distance and lack of suitable public transport to attend their nearest state or state-integrated school.

Health

213. The Government assists with funding for people who are referred long distances and/or frequently for specialist health and disability services through the National Travel Assistance (NTA) policy. The guiding principle is to assist with equitable access to publicly funded specialist health and disability services for all New Zealanders.

Other government services

214. Heartland Service Centres provide people in rural and provincial areas with access to a range of government and community services and information.

215. The centres provide a convenient 'one-stop-shop' for clients to discuss their needs directly with service providers. Approximately 25 central government agencies (for example, Inland Revenue, Immigration NZ, and Work and Income) and more than 50 community organisations participate.

216. A local Heartland Services Co-ordinator is employed to lead each centre and connect clients with the services that best meet their needs. Annual customer satisfaction surveys show overwhelmingly and consistently positive feedback from clients and agencies about the services they receive at Heartland Service Centres.

217. In some areas, the local Women's Refuge has developed partnerships with the local Heartland Services and regularly works from the Heartland Service premises to provide information and support to rural women.

PART IV

Equality before the law, and the elimination of discrimination against women in all matters relating to marriage and family relations

218. Women in New Zealand have equality under the law including in all matters relating to marriage and family. Some recent changes have improved women's access to justice. The Government views all forms of violence against women as a serious social problem and is focused on a long-term, whole-of-government response to break the cycle.

Article 15: Law

219. The following improvements are being progressed as part of a wide whole-of-government approach.

Legal and Court improvements

220. As part of the Stronger Response to Family Violence programme, Cabinet agreed to review the Domestic Violence Act 1995 to ensure the legislative foundation for a whole-of-government response to domestic violence is modern and fit for purpose. The review will focus on:

- enhancing victim safety;
- holding perpetrators accountable for their actions and making them responsible for changing their behavior; and
- improving the links between family violence laws to support a more co-ordinated and consistent family violence system.

221. The review will look at the justice sector legislation that sets out the response to family violence: the Domestic Violence Act 1995, the Care of Children Act 2004 and the criminal law (e.g. the Bail Act 2000).

222. A project is underway to test ways to move family violence prosecutions more quickly and effectively through the courts thereby reducing the stress for victims involved in

the process. Demonstrated improvements will be extended on a national basis, as appropriate.

223. The Minister of Justice has overseen changes to rules and regulations to better facilitate information sharing between the civil/family and criminal jurisdictions of the Courts in family violence cases.
224. A new pilot programme began on 1 September 2015 and will see Judges in two Districts provided with a Family Violence Summary Report. The report details all recorded family violence incidents involving the defendant. Giving judges a clearer picture of a defendant's previous pattern of family violence offending when making bail decisions is another way to help protect victims from further harm.

Establishing the role of the Chief Victims Advisor to Government

225. The Minister of Justice sought expressions of interest for the role of a Chief Advisor on Victims to Government. An appointment is likely to be made later in 2015. The role marks an important step to ensure victims are placed at the heart of decision-making and it is a central part of the Government's response to better protecting victims of family violence.

Victim services

226. The National Home Safety Service began on 1 July 2015 and will help up to 400 victims of family violence and 600 children remain safer in their own homes.
227. A trial of new victim safety alarms will begin mid-2015. Improved safety alarms will help keep victims of family violence safer and provide reassurance that any breach of a protection order will be swiftly responded to by Police.

Article 16: Marriage and Family Life

228. The focus of this section is largely not on the positive experience of the majority, but on the problems that negatively impact some families and women. These include family and sexual violence that impact disproportionately on women – problems that New Zealand is determined to address.

The New Zealand family is diverse

229. In 2013, two-parent families with children, and couples without children each made up 41 percent of families in private households. One parent families with children accounted for 18 percent.⁴⁷
230. The number of two-parent families with dependent children grew by 3 percent between 2006 and 2013 to 34 percent of all families in private households. The number of one-parent families with dependent children fell by 0.4 percent to 13 percent of all families in private households.⁴⁸
231. The fertility rate was 1.92 births per woman in 2014, the lowest rate since 2002. The median age for women having their first child is 28 years, but this varies by ethnicity: 29 years for European, 30 years for Asian, and 24 years for Māori and Pacific women.
232. In 2013, the median age at first marriage was 30.1 and 28.6 years for men and women respectively – up from 29.5 and 27.7 years in 2003. De facto relationships accounted for 22 percent of all relationships for people aged 15 or older in 2013.⁴⁹
233. New Zealand's first same-sex marriages occurred in August 2013 and there have since been 695 same-sex marriages between New Zealand residents.⁵⁰
234. There were 686 civil unions between the March 2012 quarter and the December 2014 quarter, the majority of which took place between same-sex couples.⁵¹

Violence against women

235. The Government views all forms of violence against women as a serious social problem. Government is committed to reducing family violence and sexual violence and keeping all victims of family violence and sexual violence safe, particularly women and children. This commitment was reaffirmed by the Minister for Women in her

47 Statistics New Zealand 2013 Census

48 Statistics New Zealand 2013 Census

49 Statistics New Zealand 2013 Census

50 Statistics New Zealand Civil Unions and Marriages: December 2014 quarter (provisional)

51 Statistics New Zealand Civil Unions and Marriages: December 2014 quarter (provisional)

statement to the 59th Session of the United Nations Commission on the Status of Women in March 2015.

What we know about violence against women

236. Violence against women in New Zealand is widespread and takes many different forms. It includes physical, sexual and psychological abuse that leaves victims fearful, intimidated and emotionally scarred. Most victims of intimate partner violence and sexual violence are women and most perpetrators are men. It is estimated that 26.1 percent of New Zealand women have experienced one or more violent offences by a partner⁵² and 23.8 percent of New Zealand women have experienced one or more sexual offences⁵³ at some point during their lives (lifetime prevalence). At least 50 percent of female sexual assault victims are likely to be revictimised.⁵⁴
237. There has been a statistically significant decline in the annual prevalence rate of both partner violence against women and sexual violence against women since 2005, when the New Zealand Crime and Safety Survey (NZCASS) was first conducted by the Ministry of Justice⁵⁵. The annual rate of partner violence offences against women decreased from 8.6 percent in 2005 to 5.7 percent in 2013. The annual rate of sexual violence offences against women decreased from 5.2 percent in 2005 to 2.9 percent in 2013.
238. Violence against women has serious, long-lasting and costly impacts on victims, communities and New Zealand as a whole and it is a major barrier to gender equality. It is, however, difficult to obtain an accurate picture of the extent of violence against women in New Zealand, due to its sensitive nature and differences in willingness to report among different groups.
239. Violence affects women from all cultures, backgrounds and socio-economic groups. In some cases, it spans multiple relationships and generations. Children who are exposed

52 Partner violence offences include assaults, robbery, kidnapping/abduction, sexual offences, threats and damage offences for adults who have ever had a partner, including both current and ex-partners at the time of the offence.

53 Sexual offences include forced sexual intercourse, attempted forced sexual intercourse, distressing sexual touching, other sexual violence.

54 Ministry of Women's Affairs, *Lightening Does Strike Twice: Preventing Sexual Revictimisation* (2012).

55 The NZCASS has been conducted three times: 2005; 2008; and 2014.

to family violence are at greater risk of becoming either perpetrators or victims of violence when they grow up. Some groups of women are, however, at higher risk than others, with Māori women being almost twice as likely to experience violence as other groups of women.

240. Almost 50 percent of all homicides in New Zealand are family violence-related. That means, on average, 14 women, seven men, and eight children are killed every year in family related homicides.

241. In the 2013/2014 financial year, the Government funded \$66.406 million on contracted family violence programmes and initiatives.

A whole-of-government approach to family violence and sexual violence

242. In December 2014, Government agreed to establish a new Ministerial governance structure to bring a more co-ordinated whole-of-government approach to addressing family and sexual violence. The Ministerial Group on Family Violence and Sexual Violence (Ministerial Group) oversees a large cross-government work programme. Membership of the Ministerial Group includes Ministers of all the relevant policy and operational portfolios, and all the population portfolios (Justice (co-chair), Social Development (co-chair), Health, Education, Accident Compensation, Police, Corrections, Pacific Peoples, Ethnic Communities, Senior Citizens, Disability Issues, Women, Māori Development and Whānau Ora).

243. The work programme of the Ministerial Group focuses on: preventing family violence and sexual violence from happening in the first place; getting victims the help they need; and holding perpetrators to account. It builds on existing work and brings all family violence and sexual violence work across government together so it is visible in one place in order to provide a cohesive and whole-of-government response. The work programme also includes a focus on elder abuse and neglect.

244. The Ministerial Group is expected to report back to Cabinet by December 2015 with proposals for the system changes required, a plan of action to achieve these, and investment advice.

Government’s response to sexual violence

245. Family violence and sexual violence share some commonalities, but also significant differences.
246. Work on government’s response to sexual violence gained momentum in 2013 with the initiation of both a cross-agency review of the sexual violence sector and the Social Services Select Committee Inquiry in the funding of specialist sexual violence social services. These pieces of work built on the 2010 government response to the Report of the Taskforce for Action on Sexual Violence.
247. The Social Services Committee Inquiry into the funding of specialist sexual violence social services has heard public submissions and extensive expert advice. The Committee is currently preparing its report to the House of Representatives.
248. The findings of the cross-agency review have informed the above Ministerial Group work programme, which includes projects specifically focused on sexual violence:
- developing a long-term policy framework for responding to sexual violence
 - improving sector infrastructure
 - developing an approach for crisis service purchasing and planning
 - developing a national sexual violence primary prevention strategy and action plan
 - developing a national sexual violence strategy and action plan focused on youth.
249. To ensure on-going delivery of specialist services while this work is underway, interim funding of \$10.4 million over two years has provided immediate stability for specialist sexual violence service providers (ends June 2016).

“It’s not OK” family violence prevention campaign

250. The “It’s not OK” campaign, started in 2007, mobilises communities to take a stand against family violence, and change attitudes and behaviour that tolerate it. The

campaign was funded \$14 million over the first four years, and the current annual budget is \$0.840 million.

251. The campaign aims to help people:

- understand more about family violence
- talk more about it – break the silence
- refuse to tolerate violence
- know that change is possible
- ask for help early
- be willing and confident to offer help to whānau, friends, and neighbours
- understand that everyone has a role to play in creating safe whānau and communities.

252. The campaign utilises social change theory, research and evaluation, communications, media advocacy, social media and resource development. A key component is supporting community-led initiatives and working in partnership with sports organisations, local and non-government agencies, faith and ethnic communities, businesses, and the family violence sector. Around 300 community action initiatives have been supported since 2007.

253. The most recent tracking survey (2011) shows that one in three people who recalled the campaign took action as a result (this was 45 percent for Māori and 50 percent for Pacific). Other evidence shows an increase in family violence reported to Police since the campaign launched in 2007 (61,947 investigations in 2006 to 101,991 in 2014). Police have attributed this to more willingness to ask for help, earlier reporting and increased reporting by neighbours, largely driven by the campaign.

254. An increasing number of communities are reporting a decrease in incidents of family violence, and are mobilising their communities to take a stand against family violence.

The New Zealand Defence Force

255. The New Zealand Defence Force has developed a Family Violence Prevention and Management Policy to support the wellbeing of its people and their families and to

demonstrate leadership on this topic. This has been implemented across the New Zealand Defence Force with guidelines and training.

256. In partnership with the Ministry of Social Development, the New Zealand Defence Force embarked on an awareness-raising campaign about family violence prevention. It implemented the targeted “It’s not OK” programme and supports the annual White Ribbon campaign.

“Are you that someone?” sexual violence prevention campaign

257. “Are you that someone?” is a short term awareness raising campaign developed as a response to community concern about sexual violence in young people’s relationships. The campaign encourages people in the 16 to 21 year age group to become active bystanders, by providing them with the knowledge and confidence to recognise and take action to stop inappropriate sexual behaviour.

258. The first round of activity ran throughout July-September 2014, with another round through February to August 2015. The campaign includes posters and postcards, merchandise, social media (Facebook, Instagram and Twitter) and campaign events held at university and polytechnic campuses.

259. Four scenarios were developed showing someone at risk of sexual violence or where unwanted sexual contact is taking place. The tag line “Are you that someone?” was supported by additional action oriented messages: see the signs, speak up, step in safely, and stop sexual violence.

260. Over the initial 10 weeks of the campaign 35,012 engaged through Facebook and 580 through Twitter. There were 102,000 unique users on Facebook every seven days on average, about 1 in 5 of the target audience. An estimated 2,000 people attended “Are you that someone?” events.

“Mates & Dates” sexual violence prevention programme

261. “Mates & Dates” is a sexual and dating violence prevention programme piloted by the Accident Compensation Corporation (ACC) in 2014 with approximately 2000 secondary

school students. A multi-year programme for years 9-13, it teaches healthy relationship skills and behaviours.

262. “Mates & Dates” aims to teach young people how to:

- have healthy relationships based on respect, negotiation and consent
- identify inappropriate behaviour
- get help if they, or someone they know, are in an unhealthy relationship
- safely intervene in situations that could lead to harm.

263. “Mates & Dates” is a strengths-based programme that believes all young people are able to act with respect towards their mates, dates, and family in all interactions.

264. The evaluation of the pilot found a number of strengths and areas for improvement. Strengths include: at the end of the programme students showed increased knowledge and improved attitudes and behaviours towards rape, recognising high risk situations and seeking help. Improvements being made include developing content to better meet the needs of Māori and Pacific young people, and those with disabilities.

265. The eight schools that participated in the pilot are continuing to receive “Mates & Dates” and an additional 11 schools are receiving the programme in 2015. ACC is aiming to bring on board a further 40 schools in 2016.

E Tu Whānau

266. E Tu Whānau is a Māori-led response to family violence in New Zealand. The programme made good progress against the first Programme of Action (2008-2013). A key focus was to ensure that the need to address family violence was led by Māori and to lay the groundwork for generating change at all levels of New Zealand society. There is clear evidence that progress has been made in this – Māori leaders are taking responsibility, demonstrating commitment and reclaiming tikanga (traditional cultural values). Increasing momentum was also achieved at the very practical and grassroots level such as putting E Tu Whānau posters up in homes and prisons, sharing pass-along cards with friends and encouraging discussion of issues at home.

267. The programme is into its second strengths-based programme of action (covering 2013 – 2018) and is progressing well. It has triggered a good deal of discretionary effort from community and tribal leaders.

Whānau Ora

268. Whānau Ora is an approach to achieving better outcomes for whānau and families in need by empowering whānau as a whole to identify their aspirations to improve their lives, and building their capacity to achieve their goals. It is a development rather than deficit approach.

269. With whānau working together to identify their needs, this often leads to a plan and can include anything from improving health outcomes for a whānau group, up-skilling and development or a focus on getting a job.

270. Whānau Ora is delivered through:

- Commissioning agencies: non-government organisations contracted to fund and support initiatives which deliver the Government’s Whānau Ora outcomes. They act as brokers in matching the needs and aspirations of whānau and families with initiatives that assist them to increase their capability.
- Provider collectives: provide services, incorporating a Whānau Ora approach, to whānau and families in need within their communities. These comprise whānau-centred health, education, social and other services/programmes.
- Navigators: practitioners who work with whānau and families to identify their needs and aspirations, support their participation in education, primary health and employment, and link and co-ordinate access to specialist services.

The Programme of Action for Pacific Peoples 2008 and Beyond

271. The Pasefika Proud Programme of Action 2014 – 2017 continues to be progressed with particular alignment to the Ministerial Family Violence and Sexual Violence Work Programme. Current areas of focus include developing evidence of what works for Pacific families, supporting community led initiatives to effect change in thinking and

behaviour to reduce the tolerance of violence and working with faith based communities using a strengths-based approach.

272. Work continues on ethnic specific and Pan Pacific approaches with the recent completion of the Kiribati conceptual framework for family violence. The focus is the practical application of the frameworks in policy design, workforce development, service design and delivery.
273. By drawing on values within these cultures which promote respect and non-violence, E Tu Whānau and Pasefika Proud help to refute the notion that Māori and Pacific cultures condone or accept violence. While primarily targeted to these ethnic groups, they are in the public domain and feed into the wider public discourse.

Services for women victims of violence

274. The Government supports a range of social and legal services to provide assistance and protection to women victims of violence, including Māori and migrant women.
275. The Family Services Directory enables people to search on-line for services in their local area. It has a specific category for family violence that enables people to access information on several hundred services around New Zealand ranging from family violence prevention services to crisis support.
276. Women's Refuge in New Zealand provides education and support services, information and safe housing for women, young people and children experiencing abuse, and provides advice and information to concerned friends and family members. The Ministry of Social Development supports Women's Refuge services both nationally and regionally. The services include a number of refuges that cater specifically for Māori, Pacific and other ethnic women.
277. The Ministry of Social Development supports some specific domestic violence refuge, support and counselling services for migrant women. Services are delivered by a number of providers, including Shakti Community Council Incorporated, who provide culturally competent support and refuge services for women, children and families of Asian, African and Middle Eastern origin who are affected by family violence. The E Tu

Whānau programme also includes work with refugee and migrant communities across the country.

Ministry for Women research

278. The Ministry for Women is an important generator of research into violence against women in the New Zealand and international contexts.

- *Lightning Does Strike Twice: Preventing Sexual Revictimisation* (2012) identifies that women who have been sexually victimised are at increasing risk of further victimisation. It emphasises the importance of early identification of repeat survivors and the need to break the cycle of repeat revictimisation and provide consistent and appropriate support for survivors and their families.
- *Current Thinking on Primary Prevention of Violence against Women* (2013) explores growing international evidence that violence against women is predictable and preventable, and identifies ways in which primary prevention can be implemented in New Zealand. Women at higher risk of violence include those who are young, single or in a de facto relationship, sole mothers, living in poverty, disabled and unemployed or on a benefit.
- *Wahine Māori, Wahine ora, Wahine kaha* (2015) is ground-breaking research in which Māori women have been asked what keeps them safe from ever becoming victims of violence. Primary prevention initiatives that are seen to work for Māori women have common characteristics that are holistic and inclusive. They are designed 'locally', are strengths-based and steeped in the values of the communities for which they are designed. This report provides a practical basis for service providers and policy makers to develop approaches that accommodate the specific perspectives and needs of Māori women and their children. The Ministry for Women will continue to work with community leaders to influence them to take action to reduce violence against Māori and Pacific women.

These pieces of research are important sources of evidence contributing to current cross-government work programmes.

LIST OF APPENDICES

Appendix A: Detailed responses to the CEDAW Committee’s Concluding Comments on New Zealand’s Seventh Periodic Report.

Appendix B: Voices of New Zealand Women

Appendix C: Tokelau

Appendix A: Responses to the CEDAW Committee’s Concluding Comments on New Zealand’s Seventh Periodic Report

In July 2012, the CEDAW Committee (the Committee) released its concluding comments on New Zealand’s seventh periodic report on its implementation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW/C/NZL/CO/7). This appendix provides the New Zealand Government’s responses to the recommendations made by the Committee.

DRAFT REPORT – FOR PUBLIC CONSULTATION

Recommendation	Response
<p>State Party (paragraph 8):</p> <p>1. submit the present concluding observations to all relevant ministries, to the Parliament, and to the judiciary, so as to ensure their full implementation.</p>	<p>The Minister for Women wrote to all Members of Parliament in November 2012 advising them of the report’s submission and the publication of the Committee’s concluding observations. The Minister also met with her Ministerial colleagues to discuss the Committee’s recommendations and the need to report on progress in 2014 (interim report) and in 2016 (eighth periodic report).</p> <p>The Ministry for Women met with senior officials to discuss the Committee’s concluding observations. In addition, the Chief Executive of the Ministry for Women wrote to Members of the Taskforce for Action on Violence within Families in September 2012 advising them of the Committee’s recommendations specifically relating to violence against women and discrimination against women in marriage.</p>
<p>State Party (paragraph 9):</p> <p>2. consider establishing a Human Rights Select Committee in Parliament to strengthen Parliamentary oversight on human rights generally and especially on women’s rights and gender equality.</p>	<p>The establishment of a dedicated committee has already been considered by the responsible Parliamentary Committee, the Standing Orders Committee, in its Review of Standing Orders I.18B (September, 2011), 31. The Parliamentary Committee concluded that the establishment of a dedicated Human Rights Committee is not supported.</p>
<p>State Party (paragraph 11):</p> <p>3. in the context of the current constitutional review, ensure full incorporation into the constitution and/or other legislation, of the principle of equality between women and men in accordance with article 2(a) of the Convention.</p> <p>4. establish a legal definition of discrimination on the basis of sex in line with article 1 of the Convention, and extend state responsibility for acts of discrimination by both public and</p>	<p>The New Zealand Bill of Rights Act (s 19(1)) and the Human Rights Act (s 21(1)(a)) prohibit public and private sector sex discrimination, including indirect discrimination.</p> <p>The prohibited grounds of discrimination in the Human Rights Act include sex, marital status and family status. The term ‘sex’ explicitly includes pregnancy and childbirth. The Government considers that these grounds offer comprehensive protection against unlawful discrimination against women. Indirect discrimination is also unlawful (s 65).</p> <p>An independent Constitutional Advisory Panel (the Panel) was appointed in 2010 to consider constitutional issues, including the status of the New Zealand Bill of Rights Act. The Panel independently designed and managed the engagement process, giving all New Zealanders the opportunity to participate. The Panel reported to Government in December 2013. The report is available at http://www.ourconstitution.org.nz/The-Report.</p> <p>The report’s key recommendation is for the Government to actively support a continuing conversation about the constitution. The report also recommends developing a national strategy for civic and citizenship education in schools and in the community, including the</p>

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<p>private actors in accordance with article 2(e) of the convention, with a view to achieving formal and substantive equality between women and men.</p>	<p>unique role of the Treaty of Waitangi, te Tiriti o Waitangi, and assigning responsibility for the implementation of the strategy.</p> <p>Government has not yet formally responded as the report was released at the beginning of an election year.</p>
<p>State Party (paragraph 13A):</p> <p>5. Enhance women’s awareness of their rights and the means of access to justice at the national and local levels for women claiming violations of their rights under the Convention, and ensure that information on the Convention is provided to women in all parts of the State party, including in schools and tertiary education institutions as well as through the use of information campaigns and the media.</p>	<p>The Ministry for Women, the Ministry of Justice and the Ministry of Foreign Affairs and Trade have information on CEDAW available on their websites, including New Zealand’s periodic reports and the Committee’s concluding observations.</p> <p>The Ministry for Women continues to promote CEDAW and its related instruments through its publications, and at regional meetings and other forums, particularly through its Caucus on International Women’s Issues.</p>
<p>State Party (paragraph 13B):</p> <p>6. Disseminate the Convention, the Optional Protocol, the Committee’s general recommendations and its views on individual communications and inquiries among all segments of society, and organize legal education and regular training for government officers, legislators, judges, lawyers, magistrates, prosecutors, the police, and other law enforcement officers on the Convention and its applicability so that it</p>	<p>See paragraph 13A for the actions taken to disseminate information on CEDAW.</p> <p>The principles of CEDAW are embedded in New Zealand’s legislative frameworks and in government structures and process. All new legislation is vetted for compliance with the New Zealand Bill of Rights Act and Human Rights Act (including gender issues).</p> <p>Training of the judiciary is undertaken by the Institute of Judicial Studies. The current training curriculum for judges provides for consideration of domestic human rights legislation and international human rights instruments. There is also an ongoing stream of training for judges that covers diversity issues, including gender equality.</p> <p>The New Zealand Law Society provides training to lawyers both when it is required by the creation of new laws, and on a continuing and ‘as needed’ basis. The training includes consideration of domestic human rights legislation and international human rights instruments, and specifically the dynamics of domestic violence, and the philosophy of Family Violence Courts in New Zealand.</p> <p>Human rights and issues of gender, diversity and empathy are covered</p>

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<p>can serve as an effective framework for all law, court decisions and policies on gender equality and the advancement of women.</p>	<p>in teaching sessions such as “Valuing Communities” at the Royal New Zealand Police College’s School of Initial Training (Recruits).</p>
<p>State Party (paragraph 15A):</p> <p>7. To facilitate women’s access to justice, including by providing free legal aid to women without sufficient means and to increase efforts to make sure that migrant women and Māori women are not discriminated against in the administration of justice.</p>	<p>Multiple forms of legal assistance are available in New Zealand. Legal aid for criminal and civil proceedings is available to those who do not have the means to fund legal representation themselves. The availability of legal aid is based upon the applicant's means, rather than any other personal characteristics.</p> <p>However, certain types of proceedings are exempted from particular requirements due to the vulnerability of applicants involved (e.g. refugee and immigration cases, applications for protection orders, and care and protection cases). Free legal assistance is available from other Government-funded sources, such as the duty lawyer scheme run at criminal courts, and community law centres.</p> <p>The Ministry of Justice has a significant programme of work to modernise the court system and increase access to justice for all users, including migrant women and Māori women.</p>
<p>State Party (paragraph 15B):</p> <p>8. To implement systematic training to the legal profession and non-governmental organizations on the application of legislation prohibiting discrimination, including in the area of access to justice, in the light of its obligations under the Convention and its Optional Protocol.</p>	<p>See paragraph 13B for training of the legal profession.</p> <p>A wide range of information and resources are available to assist non-governmental organisations with training in these areas.</p>
<p>State Party (paragraph 15C):</p> <p>9. To enhance awareness-raising initiatives for women on how to utilize available legal remedies against discrimination, including with regard to the Human Rights Commission, and to</p>	<p>The Human Rights Commission, the Ministry of Justice and other organisations provide a range of information to assist people to understand issues of discrimination, their obligations under the law, and available remedies.</p> <p>The Ministry of Justice works closely with the Human Rights Commission to monitor its work and funding levels. The Human Rights Commission is currently undertaking a review of its organisational vision which, along with the second Action Plan, will inform its strategic planning.</p>

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<p>ensure that the Commission is adequately resourced.</p>	
<p>State Party (paragraph 17A):</p> <p>10. To mainstream gender in all national plans and government institutions.</p>	<p>Every paper presented to the Social Policy Cabinet Committee requires the responsible Minister and contributing agencies to include a gender impact statement. In addition, the Ministry for Women provides gender analysis and gendered input into a wide range of policy development.</p>
<p>State Party (paragraph 17B):</p> <p>11. To strengthen the existing national machinery by providing adequate authority, visibility and human and financial resources at all levels and enhancing coordination among existing mechanisms for the advancement of women and the promotion of gender equality by increasing the resources for the Ministry for Women.</p>	<p>The Ministry for Women is the government’s principal advisor on achieving better outcomes for women in New Zealand. The Ministry provides evidence and advice to influence decision-makers in government and leaders in the private and non-government sectors.</p> <p>The current environment requires all agencies, including the Ministry for Women, to lift productivity, make the best use of their people and resources, demonstrate value for money and find innovative ways of delivering public services.</p> <p>The Ministry for Women achieves this by focusing on areas where long term change is needed and by working collaboratively with government and non-government agencies and the private sector to influence positive change for New Zealand women.</p>
<p>State Party (paragraph 17C):</p> <p>12. To conduct a comprehensive study on how to improve the situation of women in the State party and develop a national action plan for women accordingly.</p>	<p>The Government is committed to working together with key stakeholders and communities to achieve better results for New Zealand women.</p> <p>New Zealand already has a full range of disaggregated population data available, including by ethnicity, disability, location and age, especially regarding access to education, employment and health-care services. This data, which is regularly updated, allows the Ministry for Women to accurately monitor the progress of women on an ongoing basis. Current initiatives like the New Zealand Data Futures Forum will provide government agencies with greater access to shared gender data.</p> <p>The Ministry’s priorities reflect the long-term nature of the change needed in four areas:</p> <ul style="list-style-type: none"> • Utilising women’s skills and growing the economy • Supporting more women and girls in education and training • Encouraging and developing women leaders • Ensuring women and girls are free from violence. <p>Each priority contributes to the Government goals including the Better Public Services results, the rebuild of Canterbury and the Business</p>

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	<p>Growth Agenda. These priorities are also aligned with the major areas of concern highlighted in the Committee’s concluding comments.</p> <p>The Ministry has a comprehensive 2014-2018 Strategic Intentions plan (available online at www.women.govt.nz) which sets out its work programme in each of these priority areas.</p>
<p>State Party (paragraph 19):</p> <p>13. The Committee encourages the State party to study, review and reconsider the relevance and usefulness of temporary special measures, in accordance with article 4, paragraph 1, of the Convention, and the Committee’s general recommendation No. 25. It also recommends that the State party include in its equality legislation provisions to encourage the use of temporary special measures, in both the public and private sectors, in order to accelerate the realization of women’s de jure and de facto equality with men in all areas and sectors of the State party.</p>	<p>The Government considers it more effective to address issues of inequality through policy, empowering women with information and resources, supporting a wide range of organisations, communities and individuals to contribute to change, and legal measures (where necessary), rather than the use of temporary measures.</p> <p>See Article 4: Temporary Special Measures for further information.</p>
<p>State Party (paragraph 21A):</p> <p>14. To implement without delay a national campaign on the importance of equality between women and men in a democratic society, to increase understanding of the meaning and content of substantive equality of women and to eliminate negative</p>	<p>Government agencies work with a diverse range of communities to provide targeted education on specific issues related to gender equality.</p> <p>See Article 5: Sex Role Stereotyping and Prejudice; Article 11: Employment; and Article 16: Marriage and Family Life for further information.</p>

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<p>stereotypes associated with men’s and women’s traditional roles in the family and in society at large, in accordance with articles 2 (f) and 5 (a) of the Convention.</p>	
<p>State Party (paragraph 21B):</p> <p>15. To systematically collect data on harmful practices, including cyber bullying targeting teenage girls and to implement measures, such as awareness campaigns in schools, to prevent such practices.</p>	<p>The Government introduced the Harmful Digital Communications Bill into Parliament in November 2013. It implements the recommendations made by the Law Commission to address harmful digital communications (for example cyber-bullying). The Bill will provide for an approved agency to deal with complaints about harmful digital communications, and provide education and advice on online safety. It will also provide the District Court powers to make remedial orders (for example, to remove harmful content from online platforms). Finally, the Bill will create a new offence to deal with the most serious cases where a person posts a digital communication with the intent to cause harm to another person.</p> <p>New guidelines on Cyberbullying were made available to all New Zealand schools in February 2015. They provide non-statutory general guidance on a range of best practice strategies to help schools create a safe school environment.</p> <p>New Zealand has a cross-sector group, the Bullying Prevention Advisory Group (BPAG) which looks at ways to improve support for schools to address the complex issue of bullying and take a stand against it. In February 2015, BPAG approved an Interagency Strategic Plan to progress its work programme for 2015-2016. BPAG has developed <i>Bullying prevention and response, a guide for schools</i> (http://www.wellbeingatschool.org.nz/sites/default/files/Bullying-prevention-and-response-A-guide-for-schools.pdf)</p> <p>The Ministry of Education provides advice and support through specialist advisers to schools that need it. Specific programmes aimed at reducing undesirable behaviour include the Positive Behaviour for Learning (PB4L) suite of initiatives, which promote positive behaviour and engagement with education among students (http://pb4l.tki.org.nz).</p>
<p>State Party (paragraph 21C):</p> <p>16. To take all necessary measures to combat the practice of early and forced marriages within migrant communities and to introduce sensitization campaigns in this</p>	<p>Government considers that continuing to focus on education and building relationships of trust with migrant communities is the most effective way to reduce the risk of forced and underage marriage.</p> <p>In December 2012 a letter of agreement committing to a collective response, should victims of forced or underage marriage come forward, was agreed to by government agencies with relevant operational responsibilities.</p> <p>Government agencies work closely with ethnic communities and NGOs</p>

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<p>regard.</p>	<p>to monitor reported instances of forced marriage in New Zealand and ensure public sector responsiveness.</p> <p>While to date, no instances of forced marriage have been confirmed, the Office of Ethnic Communities works with ethnic leaders and community stakeholders to provide advice about New Zealand’s legal and human rights framework; raise awareness and normalise the conversation about family violence (including forced marriage); increase the capabilities of service providers to respond; and develop prevention and education initiatives that can be driven by communities.</p> <p>New Zealand Police has updated its manual to provide guidance on responding appropriately to any disclosures of forced and/or underage marriage, and is working directly with local communities to build trust and confidence through Police Ethnic Liaison Officers, Community Constables and Neighbourhood Policing teams.</p> <p>The Registrar-General of Births, Deaths and Marriages is encouraging people from ethnic communities to become marriage celebrants, which will result in increased community understanding of marriage law in New Zealand, particularly the legal requirements for consent.</p> <p>Additional efforts include:</p> <ul style="list-style-type: none"> • raising awareness among health professionals, service providers, social workers, and other professionals of the potential for underage and forced marriage in the communities they work with • maintaining an open dialogue with the Indian High Commission and Shakti Community Council (a non-government organisation supporting New Zealand women of Asian, African and Middle Eastern origin) • developing resources in Hindi about forced and underage marriage and translating them into other languages • providing education on forced marriage to every intake of refugees at the Mangere Refugee Resettlement Centre in Auckland. <p>The Government will consider legislative change if clearer evidence emerges about forced and underage marriage in New Zealand and once it has assessed the effectiveness of the non-legislative measures it has taken.</p>
<p>State Party (paragraph 24A):</p> <p>17. To take the necessary measures to encourage the reporting of domestic and sexual violence cases, including by ensuring</p>	<p>E Tu Whānau and Pasefika Proud are broad-based anti-violence campaigns that take a strengths-based approach to working with Māori, Ethnic and Pacific communities to identify their own solutions to eliminating violence and building strong and resilient families.</p> <p>Ministry of Social Development funding is provided under E Tu Whānau for training of practitioners and providers which explicitly focuses on violence and the legal provisions incumbent on</p>

<p>that education professionals, health-care providers and social workers are fully familiar with relevant legal provisions and are sensitized to all forms of violence against women and are capable of complying with their obligation to report cases.</p>	<p>practitioners.</p> <p>The “It’s not OK” campaign and “Are you that someone?” campaign also encourage the reporting of domestic and sexual violence cases. See Article 16: Marriage and Family Life for more information.</p> <p>Building capability to identify and report violence</p> <p>The Children’s Action Plan Directorate, working with its partner agencies, is developing a number of key initiatives that aim to foster a competent workforce of people who work with children. These initiatives, which include a common framework of core competencies and new expectations for child protection policies, recognise the strong inter-relationship between child abuse and neglect and family and intimate partner violence (IPV). The capabilities and policies expected of the workforce consequently include explicit acknowledgment of identification and response to IPV, within the context of working with children.</p> <p>Investment in residence care staff capability and development</p> <p>Child, Youth and Family recognise the need for on-going planning and investment in the skills that staff need to work effectively and compassionately with the complex and challenging children and young people in residences. For all new staff, site induction and training in Non-Violent Crisis Intervention is a prerequisite to working with children and young people.</p> <p>Residence staff complete four core training workshops within the first 12 months of starting in their role. The workshops aim to train staff on such things as assessing risk and effectively engaging with children and young people.</p> <p>A comprehensive national training programme is currently being developed to support staff working daily with children and young people in residences.</p> <p>Improving Residential Services</p> <p>Child, Youth and Family is currently undertaking work to improve the services being provided to children and young people residing in secure residential placements. This work is expected to be completed by August 2016.</p>
<p>State Party (paragraph 24B):</p> <p>18. To strengthen training for the police, public prosecutors, the judiciary and other relevant government</p>	<p>Police are enhancing the level and depth of family violence training to ensure that employees carry out effective responses and interventions to reduce family violence harm.</p> <p>The Initial Training (Recruit) programme has increased the hours of family violence training from 6-8 hours to 53 hours. Additionally, family violence scenario-based learning has been incorporated into</p>

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<p>bodies on domestic and sexual violence.</p>	<p>integrated tactical training and forensic training programmes.</p> <p>As part of on-going learning, beyond Initial Training, family violence training is scheduled to be delivered to a range of police, including frontline supervisors and those working in specialist family violence roles, by June 2016.</p> <p>The Ministry of Justice has implemented domestic violence training for Family Court staff, focused on increasing understanding of the dynamics of domestic violence.</p> <p>Online training modules are also available for all Family Violence Court co-ordinators and their managers. The training addresses the dynamics of domestic violence, the philosophy of Family Violence Courts, the Ministry of Justice’s National Operating Guidelines and best practice for working together with local communities.</p>
<p>State Party (paragraph 24C):</p> <p>19. To provide adequate assistance and protection to women victims of violence, including Māori and migrant women, by ensuring that they receive the necessary legal and psychosocial services.</p>	<p>The Government supports a comprehensive range of social and legal services to provide assistance and protection to women victims of violence, including Māori and migrant women. See Article 16: Marriage and Family Life for further information.</p>
<p>State Party (paragraph 24D):</p> <p>20. To improve the level of representation on the Task Force for Action on Violence within Families and ensure appropriate resourcing with a view to enhancing the perception of its status within the State party.</p>	<p>In December 2014, the Government agreed to establish a new Ministerial governance structure and that the Ministerial Group on Family Violence and Sexual Violence has responsibility for the oversight of addressing family violence and sexual violence to better reflect the fact that both forms of violence can co-occur and that similar dynamics of power and control exist.</p> <p>The Government acknowledges the important role of the non-government sector in the development of the Ministerial Group on Family Violence and Sexual Violence Work Programme. It also acknowledges that the non-government sector’s expertise is critical at all levels for the development and implementation of the Ministerial Group Work Programme.</p> <p>The Government will use a range of approaches to engage with the non-government sector. It intends to incorporate perspectives from a wider range of non-government sector individuals and groups than were represented on the Taskforce for Action on Violence within Families (the Taskforce), including those involved in sexual violence. Given the changes to Ministerial responsibilities for family violence and sexual violence and the Ministerial Group’s new approach to engagement with the non-government sector for the Ministerial Group</p>

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	<p>Work Programme, the Minister for Social Development decided to disestablish the Taskforce in July 2015.</p>
<p>State Party (paragraph 24E):</p> <p>21. To ensure systematic collection and publication of data, disaggregated by sex, ethnicity, type of violence, and by the relationship of the perpetrator to the victim; to collect data on the number of women killed by partners or ex-partners; and to monitor the effectiveness of legislation, policy and practice relating to all forms of violence against women and girls.</p>	<p>New Zealand Police collect robust data on victims and perpetrators of family violence and family violence related deaths. Police work closely with the Family Violence Death Review Committee. Each death is reviewed to explore and identify any Police policy and practice/interagency system matters that could be strengthened to prevent future family violence related deaths.</p> <p>The new model rolled out by Police in July 2014 should allow a more systematic collection of reported family violence data, along with development of new dataset for all offences which will include the relationship between victim and offender and demographic information about each party to an offence.</p>
<p>State Party (paragraph 26A):</p> <p>22. Identify, prosecute and punish traffickers, and ensure protection of the human rights of the trafficked women and girls.</p>	<p>Trafficking In Persons (TIP) Report 2015</p> <p>Three people were charged under the Government’s people trafficking legislation (the Crimes Act 1961) in September 2014. The 18 alleged victims in this matter were from India. The court case starts in early November 2015. A number of worker exploitation cases have been investigated and prosecuted, including five people convicted and sentenced in a Wellington-based trial involving the exploitation of foreign national chefs. A woman was also sentenced in April 2015 to a total of 27 months’ imprisonment after being found guilty of five offenses under the Immigration Act 2009. The case involving fraud and exploitation concerned two workers from Thailand to work as massage therapists.</p> <p>In July 2015, a Fijian national appeared in court on 16 charges of people trafficking under the Crimes Act 1961, and 56 other charges under the Immigration Act 2009. The 16 victims from the Pacific Islands were subjected to exploitative working conditions.</p> <p>All 34 individuals involved in both people trafficking cases have been retrospectively certified as victims of trafficking.</p> <p>Victim care services</p> <p>The Plan of Action to Prevent People Trafficking is a whole of government response to people trafficking and outlines a comprehensive support structure for victims.</p>

	<p>The Ministry of Social Development would coordinate support services on a case-by-case (individual) basis for anyone identified as being a victim of people trafficking.</p> <p>Unless they choose to return home, victims of people trafficking will be granted a 12-month temporary entry class visa, provided they have received certification from the New Zealand Police that they are believed to be victims of people trafficking. Police certification is required to help reduce the risk of immigration fraud.</p> <p>The requirement for Police to be the only agency able to certify victims is under internal discussion. It is possible that in the future, given their new powers under changes to the Immigration Act, Immigration New Zealand may be able to certify victims of trafficking.</p> <p>Adult applicants will then be able to apply for a resident visa, under this policy. To be eligible for residence, applicants must demonstrate that they:</p> <ol style="list-style-type: none">1. Have not obstructed the police investigation during the validity of their temporary entry visa, and2. Require ongoing protection. <p>Being provided residency status is not linked to whether a victim participates in a trial, or whether there is a successful prosecution.</p> <p>While on the temporary (and, where relevant, residency) visa, victims will:</p> <ol style="list-style-type: none">1. Have access to publically-funded health and disability services;2. Have access to financial assistance provided under the Special Needs Grants Ministerial Welfare Programme; and3. Be able to work. <p>Accordingly, the New Zealand government would provide long term shelter and residency benefits to victims to aid them in rebuilding their lives, as well as the opportunity to seek legal employment.</p> <p>For more information, refer to Immigration New Zealand’s Operational Manual: http://www.immigration.govt.nz/opsmanual/41533.htm</p> <p>Proactive identification of victims of trafficking</p> <p>Immigration New Zealand has established a Serious Offenses Unit, which will investigate and prosecute the most serious and complex offences, including people trafficking.</p> <p>The Labour Inspectorate e-module provides guidance on how to refer information about observed indicators of trafficking activity to management and on to the Police. Written procedures are in place through the online Immigration New Zealand Compliance Toolkit.</p>
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	<p>The relevant section of the Police manual and the Criminal Investigation Branch training module on Trafficking sets out the indicators of potential trafficking to assist staff in identifying potential victims.</p> <p>Review of the New Zealand definition of trafficking</p> <p>The Organised Crime and Anti-corruption Legislation Bill amends the people trafficking offence in the Crimes Act to improve New Zealand’s compliance with the United Nations Trafficking in Persons Protocol. The amendments remove the transnational element of the offence to ensure that trafficking can be prosecuted regardless of whether the crime crosses a border. In addition, the Bill also adds exploitation as an element to the offense.</p>
<p>State Party (paragraph 26B):</p> <p>23. Ensure that trafficked women and girls have adequate support so as to be in a position to provide testimony against their traffickers.</p>	<p>Trafficking In Persons (TIP) Report 2015</p> <p>Under New Zealand's Plan of Action to Prevent People Trafficking (the Plan), victims of trafficking will be assisted and encouraged to participate in any criminal proceedings involving their alleged traffickers.</p> <p>As set out in the Plan, there is a certification process for recognising a victim of trafficking and their needs. Under the Plan, Police make a formal certification that a person is a suspected victim of trafficking, based on a reasonable suspicion. This enables suspected victims to be provided with welfare and other support, as well as protection as a witness and potential victim. Police have a Memorandum of Understanding with Victim Support through which any victim of crime can be provided with appropriate assistance.</p> <p>The Ministry of Business, Innovation and Employment is investigating whether there is an opportunity for Immigration New Zealand to be able to certify victims as trafficked, given their new powers through changes to the Immigration Act.</p> <p>Given New Zealand’s first trafficking case is still being processed through the justice system, an assessment cannot be given on how the victims were supported through the trial process.</p>
<p>State Party (paragraph 26C):</p> <p>24. Ensure systematic monitoring and periodic evaluation, including the collection and analysis of data on trafficking and exploitation of women in prostitution and to include such data in its next periodic report.</p>	<p>At the Interagency Working Group (IWG) on people trafficking, agencies share efforts made to combat all forms of trafficking. For example, following the first trafficking charges, the IWG identified a potential issue in the requirement for police certification of victims, in cases where the Ministry of Business, Innovation and Employment is laying charges. Where appropriate, information is released publically on the Immigration New Zealand website and through a press release by the Minister of Immigration.</p> <p>Systematic monitoring of the sex industry is conducted through compliance visits by the Labour Inspectorate. Pre-briefs for staff include training in the indicators of trafficking.</p>

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<p>State Party (paragraph 26D):</p> <p>25. Raise awareness of threats of trafficking and exploitation and make efforts to proactively screen vulnerable populations, including migrant women and girls, such as "mail-order" and "internet" brides.</p>	<p>Two guides were developed for migrants and their employers in the construction sector to prepare migrants for living in New Zealand and working in the industry, and provide employers with advice for settling migrants. The guides include information to reduce vulnerability such as employment rights, employee responsibilities, health and safety, communication issues in the workplace, and where to go for more support. The guides were distributed widely at industry conferences and through sector networks and publicised in a construction sector magazine through 2014 to raise employer awareness.</p> <p>At the primary line, the New Zealand Customs Service, on behalf of Immigration New Zealand, continues to profile persons arriving into New Zealand to identify trafficking victims. There are a number of specific profiles used, the most important being: the sex industry, horticulture, fishing and labour joining the Christchurch rebuild.</p> <p>The New Zealand Customs Service and Immigration New Zealand use an intelligence-led approach incorporating electronic (pre arrival ATS-G) and trained officer profiling techniques to identify potential trafficking victims. Profiling is designed to identify persons coming to work in NZ without work visas - the lack of a work visa makes these individuals vulnerable to exploitation.</p> <p>Government agencies, in particular, the Ministry of Business, Innovation and Employment, continue to pay particular attention to the Canterbury region, where influx of migrant workers to assist with the post-earthquake rebuild, many from the Philippines, continues. The focus is primarily on identification and prevention of labour exploitation.</p> <p>Elsewhere in New Zealand, cases of labour exploitation and potential people smuggling and/or trafficking have been investigated. See paragraph 26A for further information.</p> <p>Those most vulnerable to sex trafficking or exploitation in the sex industry are considered to be females aged between 18-55, and on temporary visas (visitor, student, and work visas) in New Zealand. They are predominantly of Asian descent (Peoples Republic of China, Hong Kong, Taiwan, Thailand, Vietnam, and South Korea). Temporary visa holders cannot work in the sex industry in New Zealand.</p>
<p>State Party (paragraph 28A):</p> <p>26. Take measures to increase the number of women in decision-making positions at all levels and in all areas, in light of the Committee's general recommendation No.</p>	<p>The Government recognises that achieving more women in leadership roles, both at governance and senior management levels, correlates with better decision making and organisational performance. To support this, the Ministry for Women will continue to strengthen the evidence, provide advice and propose solutions for decision makers to achieve greater gender diversity in governance and leadership roles in both the public and private sectors.</p> <p>See Article 7: Participation in Political and Public Life for further information about specific initiatives advance women in decision-</p>

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<p>23 on women in political and public life.</p>	<p>making positions.</p>
<p>State Party (paragraph 28B):</p> <p>27. Make every effort to disseminate information on the Convention among both private and public actors to increase awareness and understanding of the meaning and content of substantive equality of women and men.</p>	<p>See paragraph 13A for information on efforts to disseminate information on CEDAW.</p>
<p>State Party (paragraph 28C):</p> <p>28. Review the targets, goals and timeframes set for the advancement of women in decision-making positions to ensure that they sufficiently enhance progress in women’s representation.</p>	<p>See Article 7: Participation in Political and Public Life for information about specific initiatives to advance women in decision-making positions.</p>
<p>State Party (paragraph 30A):</p> <p>29. To develop a systematic programme to ensure that parents understand the voluntary nature of payments requested by schools and monitor schools’ practices regarding the collection of fees from parents.</p>	<p>Information is available on the Ministry of Education website to help parents understand the voluntary nature of payments: http://www.education.govt.nz/ministry-of-education/publications/education-circulars/2013-circulars/circular-2013-06-payments-by-parents-of-students/</p> <p>Where the Ministry of Education is made aware that a school is not complying with the legislation regarding collection of fees, it will engage with the school and work with them to ensure they amend their request for donations practices.</p>
<p>State Party (paragraph 30B):</p> <p>30. To collect data on the real cost of education to parents.</p>	<p>The OECD document <i>Education at a Glance</i> (2014) shows that the overwhelming majority (over 80 percent) of expenditure and investment in education institutions (for three year olds up to secondary, non-tertiary, education) in New Zealand comes from public sources, rather than private households.</p>
<p>State Party (paragraph 30C):</p> <p>31. To implement measures to decrease dropout rates among Māori girls and to</p>	<p>The Government’s Better Public Service targets include increasing the proportion of 18 year olds with NCEA Level 2 or equivalent qualification to 85 percent within the next five years. In 2015, the Ministry of Education will work with tertiary providers (50) and schools (150) where there are a high number of Māori/Pacific learners who are unlikely to achieve NCEA Level 2. This will directly impact on the</p>

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<p>reintegrate them into the educational system.</p>	<p>numbers of Māori girls engaged and retained in education.</p> <p>The Ministry of Education will focus on:</p> <ul style="list-style-type: none"> • targeting 10,000 students (including 5,394 Māori/Pacific) across 150 schools and 50 tertiary providers • retention of year 9-11 students at risk of disconnecting before NCEA Level 2. • enabling coherent and relevant curriculum choices and pathways at both NCEA Level 2 and 3 • effectively utilising the Youth Guarantee methodology (“numbers, names, needs”) to drive student-centred capabilities in schools and tertiary providers • enabling Secondary Tertiary Placements/Trades Academy 5,250 places involving over 5,500 students (including approximately 2,100 Māori) • expanding collaboration through effective secondary-tertiary partnerships.
<p>State Party (paragraph 30D):</p> <p>32. To introduce measures to desegregate gender thematic subjects with a view to ensuring that women and girls equally access non-traditional thematic subject areas, widening their opportunities for future employment and breaking the trend of occupational segregation.</p>	<p>In July 2014, the Minister of Science and Innovation and the Minister of Education launched <i>A Nation of Curious Minds/He Whenua Hihiri I te Mahara: A National Strategic Plan for Science in Society</i>, the Government’s plan to encourage and enable better engagement with science and technology across New Zealand society. As part of this, the Government will identify effective actions to influence girls’ subject choices and increase their participation in the science and ICT areas of study, particularly from Year 12, and encourage them to pursue science and technology careers.</p> <p>For further information: http://www.msi.govt.nz/update-me/major-projects/science-and-society-project/ .</p> <p>See Articles 10: Education and Article 11: Employment for further information on cross-government efforts to support more women with low qualifications into training and sustainable employment and to increase women’s representation in STEM, ICT and trades training and employment.</p>
<p>State Party (paragraph 32A):</p> <p>33. Enact appropriate legislation that guarantees the operationalization and implementation of the principle of “equal pay for work of equal value”, in line with article 11 (d) of the Convention.</p>	<p>New Zealand has a robust legislative framework whereby pay discrimination on the basis of gender is prohibited. This includes the Equal Pay Act 1972, the Employment Relations Act 2000, and the Human Rights Act 1993.</p> <p>In terms of applying existing legislation, New Zealand’s Court of Appeal has found that the Equal Pay Act 1972 provides for a system for pay equity as part of equal pay, which was not previously recognised.</p> <p>See Article 11: Employment for further information.</p>
<p>State Party (paragraph 32B):</p> <p>34. Effectively enforce the</p>	<p>The State Services Commission does not currently have a formal work programme around ensuring public sector chief executives address pay equity issues or response plans. The State Services Commission</p>

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<p>principle of equal pay for work of equal value, through establishing specific measures and indicators, identifying time frames to redress pay inequality in different sectors and reviewing the accountabilities of public service chief executives for pay policies.</p>	<p>monitors the gender pay gap within the public service on an annual basis through the Human Resource Capability Survey which is published annually.</p> <p>See Article 7: Participation in Political and Public Life and Article 11: Employment for further information.</p>
<p>State Party (paragraph 32C):</p> <p>35. Introduce appropriate legal measures to ensure parental leave, including paid parental leave for men as well as paid leave for seasonal or fixed-term workers with multiple employment relationships, and consider the ratification of ILO Convention 156 concerning workers with family obligations.</p>	<p>New Zealand’s employment relations framework provides comprehensive protections and support for people with family responsibilities.</p> <p>Paid parental leave can be transferred to fathers, provided they are also eligible. Changes proposed by the Government that are intended to come into effect in 2016 provide for paid leave for seasonal, casual, or fixed-term workers, workers with multiple employers and those who have recently changed jobs. Paid and unpaid leave is also to be extended to eligible 'primary carers' other than biological parents, or formal adoptive parents.</p> <p>Several domestic policies also support the participation of people with family responsibilities in work including Flexible Work, Paid and unpaid leave, Early Childhood Education and Tax incentives/income transfers.</p> <p>See Article 11: Employment for further information.</p>
<p>State Party (paragraph 32D):</p> <p>36. Adopt policies and take all necessary measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee’s general recommendation No. 25 with time-bound targets, to eliminate occupational segregation, both horizontal and vertical.</p>	<p>Addressing occupational and vertical segregation is an ongoing priority for the Government. Making changes to occupational segregation requires action at a number of levels, ranging from career choices (ensuring advice on career options is not limited by gender stereotyping) to investigating and addressing barriers for women within male-dominated industries.</p> <p>For example, the Ministry for Women's work on achieving greater gender diversity in governance and leadership roles aims to address vertical occupational segregation. The Ministry is also working to reduce horizontal occupational segregation by:</p> <ol style="list-style-type: none"> 1. Increasing women’s labour force participation in areas where women are traditionally underrepresented 2. Identifying occupations where pay and prospects are good. <p>See Article 10: Education and Article 11: Employment for further information.</p>
<p>State Party (paragraph 32E):</p>	<p>During the development of the proposed changes, the Government carefully considered the gender implications and none were identified.</p>

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<p>37. Carry out an independent evaluation of the gendered impact of the reform of collective bargaining and ensure that it does not negatively affect women’s employment and trade union rights.</p>	<p>The Ministry of Business, Innovation and Employment will monitor and evaluate the proposals expected to have the most influence on how bargaining operates but is not planning an independent evaluation of the gendered impact of the reform of collective bargaining.</p>
<p>State Party (paragraph 32F):</p> <p>38. Ensure that there is a monitoring institution for gender pay inequity within the State party’s administration despite the closure of the Pay and Employment Equity Unit in the Department of Labour.</p>	<p>The State Services Commission monitors the gender pay gap within the Public Service on an annual basis through the Human Resource Capability Survey which is published annually and publically available.</p> <p>See Article 11: Employment for further information on labour market initiatives.</p>
<p>State Party (paragraph 34A):</p> <p>39. To review the abortion law and practice with a view to simplifying it and to ensure women’s autonomy to choose.</p>	<p>Abortion is legal in New Zealand for women of any age, if two certifying consultants agree that the pregnancy will seriously harm a woman's physical or mental health.</p> <p>The Government has no plans to review the law on abortion.</p>
<p>State Party (paragraph 34B):</p> <p>40. To prevent women from having to resort to unsafe abortions and remove punitive provisions imposed on women who undergo an abortion.</p>	<p>District Health Boards are required to offer abortion services for their population. See paragraph 34A for further information.</p>
<p>State Party (paragraph 34C):</p> <p>41. To take the necessary measures to address the deteriorating mental health situation of young girls, to prevent and combat the abuse of alcohol and use of drugs, and to prevent girls’ suicide, especially girls from migrant and minority communities.</p>	<p>The Prime Minister’s Youth Mental Health Project</p> <p>The Government’s efforts to improve youth mental health and wellbeing centre on the Prime Minister’s Youth Mental Health Project, launched in July 2012. This is a four year, cross-government project led by the Ministry of Health, working with the Ministries of Education and Social Development, and Te Puni Kōkiri. It is comprised of 26 initiatives which aim to create a coordinated web of support for young people aged 12-19 with, or at risk of developing, mild to moderate mental health issues such as depression and anxiety. The Project takes a universal approach.</p> <p>The National Depression Initiative</p>

	<p>The National Depression Initiative aims to reduce the impact of depression on the lives of New Zealanders by aiding early recognition, appropriate treatment and recovery. It includes information websites depression.org.nz, depression.org.nz/rural (aimed at farmers and others living in rural communities), thelowdown.co.nz (aimed at young people), and The Journal – a web-based self-help tool.</p> <p>The Lowdown youth mental health website has recently been refreshed and is now available on mobile and tablets. It now includes information on anxiety and other mental illnesses in addition to depression, and other related issues such as body image/eating disorders and sexual/gender issues. It features short videos of young people sharing their experiences of mental health issues - what it felt like, what helped them get through, and how they feel now. Eight young women are included amongst the 13 videos. The new website had over 30,000 unique visits from 1 May to 31 August 2015.</p> <p>The New Zealand Suicide Prevention Strategy 2006-2016</p> <p>The New Zealand Suicide Prevention Strategy 2006-2016 provides a framework for suicide prevention efforts. Its overarching goal is to reduce the rate of suicide and its effect on the lives of New Zealanders. To achieve that aim, two Suicide Prevention Action Plans have been developed, spanning five years each.</p> <p>The latest plan is the NZ Suicide Prevention Action Plan 2013-16. This is a cross-government plan that brings together eight agencies. While building on previous work, it has a particular focus on strengthening support for families, whānau and communities. While the suicide rate in New Zealand remains higher for males (18.1 male deaths per 100,000 male population, compared to 6.4 female deaths per 100,000 female population), and young Māori (2.8 times the rate of non-Māori youth), the Action Plan has a universal focus that aims to reduce suicide for all, including women.</p>
<p>State Party (paragraph 34D):</p> <p>42. To increase efforts to improve health-care services, including mental health care, for minority women, especially Māori and Pacific women.</p>	<p>As a population group, Māori experience the greatest burden due to mental health issues in New Zealand. Māori also have a higher suicide rate than other New Zealanders. There are specific initiatives in the Government's Suicide Prevention Action Plan 2013-2016 to support Māori and Pacific communities to respond to suicide.</p> <p>The Office of the Director of Mental Health (Ministry of Health) publishes an annual report which includes reporting on activity in mental health services by ethnicity.</p>
<p>State Party (paragraph 34E):</p> <p>43. To improve access and quality of health services for lesbian women and transgendered persons.</p>	<p>The Ministry of Health is beginning work on a Sexual and Reproductive Health plan with the aim of completing a first draft by March 2016. Responding to the health needs of lesbian, gay, bisexual, and transgender communities will be a part of this plan.</p>

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<p>State Party (paragraph 34F):</p> <p>44. To promote widely education on sexual and reproductive health rights, particularly with regard to the prevention of teenage and unwanted pregnancies, and to strengthen measures to support pregnant girls.</p>	<p>The Ministry of Social Development, together with the Ministries of Health and Education is progressing a work programme looking at ways to provide more targeted, coordinated and client centred services to teen parents, to improve outcomes for this population group. As part of the prevention work-stream of this work programme, the Ministry of Health is leading work that is focused on reducing unintended teen pregnancies, including:</p> <ol style="list-style-type: none"> 1. Health services quality and access <ul style="list-style-type: none"> • An expansion of youth friendly sexual and reproductive health (SRH) services in areas with high rates of teen pregnancy. Currently the Ministry of Health funds over 200 school based health services • A primary care training programme in provision of modern contraception and SRH services 2. Supportive environment for young people <ul style="list-style-type: none"> • Youth co-designed sexual and reproductive health online information • Promotion of whole school approaches to sexual health include school policy and support for parents to discuss sexual matters with young people 3. Promoting equity <ul style="list-style-type: none"> • Co-designed programmes with Māori and Pacific communities using culturally appropriate frameworks and priorities <p>The Accident Compensation Corporation, in consultation with the Ministry of Education, has also developed a programme, “Mates & Dates”, to help reduce sexual violence towards young people.</p> <p>See Article 12: Health and Article 16: Marriage and Family Life for further information.</p>
<p>State Party (paragraph 34G):</p> <p>45. To take steps to ensure that pregnant women are informed that HIV testing is not mandatory and ensure that, when they are tested, their informed consent is obtained.</p>	<p>New Zealand has developed guidelines for maternity providers offering antenatal HIV screening. See: https://www.nsu.govt.nz/system/files/page/guidelines_for_maternity_providers_offering_antenatal_hiv_screening_2008.pdf</p> <p>The guidelines state that the HIV antenatal programme must comply with the Code of Health and Disability Services Consumers’ Rights (amended 2004) and when offering an HIV test to a pregnant woman, maternity providers must take ‘reasonable action’ to ensure that the woman is fully informed.</p>
<p>State Party (paragraph 36A):</p> <p>46. Provide in its next report data and information on the situation of women with disabilities, rural women, older women</p>	<p>Changes are being made to better use the wide array of administrative data collected by government agencies. This involves integrating administrative data collected by different agencies with data collected in official surveys.</p> <p>Data on the identified groups and their access to education, employment and health-care services is integrated into the articles of the report as appropriate.</p>

<p>and women from ethnic minority groups, including with regard to their access to education, employment and health-care services.</p>	
<p>State Party (paragraph 36B):</p> <p>47. Ensure that the ongoing welfare reforms do not discriminate against disadvantaged groups of women and that an independent evaluation of their gendered impact is made.</p>	<p>In 2012 and 2013, the Ministry of Social Development advanced the Government’s programme of welfare reform, which was the biggest reform in New Zealand’s welfare system in 50 years. The reforms modernised the welfare system and aimed to reduce benefit dependency, encourage work and self-reliance and provide a safety net and support for those who need it. The key changes included:</p> <ul style="list-style-type: none"> • A simplified benefit structure that is easier to understand and use. Three new payments (Jobseeker Support, Sole Parent Support and the Supported Living Payment) replaced the previous main benefits. • Introduction of a new service delivery model with three levels of service: general case management, work search support, and work-focused case management. The intensity of service a client receives depends on how much support they need to find work. • More obligations on beneficiaries, such as new part-time and full-time work obligations for some beneficiaries, introduction of powers to stop benefit payments for clients who have an outstanding warrant for arrest in criminal proceedings, and pre-employment drug testing for some clients who are looking for part-time or full-time work. • Significant investment in young beneficiaries through the launch of the Youth Service. • Introduction of the Investment Approach, which directs resources where they most effectively reduce benefit dependency. <p>Reduced benefit dependency for women</p> <p>Since the implementation of the Welfare Reform changes in 2012 and 2013, there have been some positive outcomes for women. For example:</p> <ul style="list-style-type: none"> • The number of female working age (18 to 64 year olds) beneficiaries dropped from 187,553 in June 2012, to 181,124 in June 2013 and to 170,894 in June 2014. • The number of sole parent beneficiaries is the lowest for two decades – approximately 92 percent of sole parent beneficiaries are women. The number of sole parent beneficiaries dropped from 87,662 in June 2012, to 82,897 in June 2013 and to 74,027 in June 2014. • Within the Youth Service, Youth Payment grants for females have increased faster than for males. In 2012, 944 Independent Youth

	<p>Benefit payments were granted for females, compared to 1,428 Youth Payment grants in 2013 (an increase of 51 percent).</p> <ul style="list-style-type: none"> • Under the new service delivery model, clients in the work-focused case management service receive the highest intensity of service to help them find employment. The majority of the clients in this service are women. Good outcomes for clients are being achieved in this service. In the year to December 2014, 55.4 percent (37,680 people) of the cancellations from Work Focused Case Management were female. <p>Underpinning the welfare reforms is an investment approach to social welfare assistance. Using actuarial tools, we are able to test what works and direct services and supports to where they have the greatest impact. As at June 2014, sole parent support clients had the second highest average lifetime cost of all benefits of \$191,000. Only Young Parent Payment was higher at \$213,000. Welfare reform has reduced the expected future time on main benefits by an average of 1.2 years for sole parent support clients and 2.8 years for youth benefit clients, impacts that mainly benefit women.</p> <p>The Government is committed to ensuring that gender analysis takes place at all stages of policy development. The legislation relating to the welfare reforms was reviewed to ensure it was consistent with the New Zealand Bill of Rights Act 1990, which prohibits unjustified discrimination against women.</p> <p>The welfare reforms involve a comprehensive monitoring and evaluation plan, involving both monthly monitoring of the effects of the changes on all clients and a four year plan to evaluate how well the welfare reforms have been implemented relative to policy intent. The four year plan includes assessment of the impact of the welfare reforms on the outcomes for various client groups, such as sole parents. An evaluation of the effects of the welfare reforms from clients' perspectives will be published later in 2015. Should a theme emerge from these evaluations, of disadvantage to a particular group, it will be reported and the findings will form an integral part of the design of future interventions for beneficiaries.</p> <p>See Article 13: Economic and Social Benefits for further information.</p>
<p>State Party (paragraph 36C):</p> <p>48. Ensure the gender mainstreaming of policies relating to the process of recovery from the 2011 earthquake, and engage in analysis of their gender impact by using data</p>	<p>The Canterbury earthquake recovery involves a large number of agencies, including central and local government. Each agency is encouraged to undertake gender analysis in their areas of responsibility. Administrative data, disaggregated by gender, ethnicity and disability, such as benefit data, state housing waiting lists and specific surveys, is used to understand the impacts of the earthquake on a range of population groups. Community consultation remains crucial to the development of recovery plans and women are strongly represented on the Community Forum providing advice to the Minister for Canterbury Earthquake Recovery.</p>

<p>disaggregated by sex, age, ethnicity and other status.</p>	<p>Wellbeing</p> <p>The Canterbury Earthquake Recovery Authority has undertaken a quarterly survey of wellbeing since September 2012, with data disaggregated by gender, ethnicity, age, disability, district and housing type and including a number of indicators such as quality of life, stress and emotional wellbeing. Recent reports suggest that differences by gender are now small. Evidence that women are more connected to social supports may have contributed to their resilience.</p> <p>The Community in Mind psychosocial strategy launched by the Canterbury Earthquake Recovery Authority in June 2014 continues to ensure that communities have access to services and supports in their neighbourhood and that parents are able to find ways to assist their recovery and support their children. The strategy has targeted assistance at the psychosocial recovery of vulnerable men and women and sought to improve their community connectedness.</p> <p>Employment</p> <p>The New Zealand Household Labour Force Survey showed that women’s employment was disproportionately affected in the aftermath of the earthquakes. Government recovery efforts to improve women’s employment have been integrated with the workforce planning required to meet demand for workers in the Canterbury rebuild. Initiatives continue to:</p> <ul style="list-style-type: none"> • ensure that women’s employment issues are integrated with the employment planning associated with the Canterbury rebuild • demonstrate to the construction industry that there is a local workforce available to help meet demand for workers • mobilise local training providers to attract and retain women to pre-trades and engineering training. <p>Women’s employment growth nationally has been primarily driven by women’s employment growth in Canterbury. In the year to June 2015:</p> <ul style="list-style-type: none"> • There are 5,200 more women employed in Canterbury than at the same time last year, an increase of 3.6 percent. • Women’s labour force participation rate increased to 65.1 percent, which is higher than the national rate for women of 64.0 percent. • The labour market situation of women in Canterbury shows a slight decline. Despite more women in employment, there were also more women unemployed. • The unemployment rate for women in Canterbury increased to 3.7 percent from 3.0 percent. <p>In the year to June 2015, there were 2,400 more women employed in</p>
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	<p>the construction industry in Canterbury than at the same time the previous year. Women made up 17.8 percent (8,600) of construction workers in Canterbury in June 2015.</p> <p>Nationally, there was an increase of 7,500 women employed in construction in the year to June 2015 than at the same time the previous year. Women made up 14.2 percent (31,400) of construction workers nationally in June 2015.</p>
<p>State Party (paragraph 38A):</p> <p>49. Revise the legal minimum age of marriage to 18 years without any exceptions for parental consent.</p>	<p>Under New Zealand law, no one can legally marry under the age of 16. A person aged 16 or 17 years requires consent from his or her parents or from the Family Court before the Registrar can issue a marriage licence. Only the marrying couple can consent to the marriage at the time it is solemnised, and it is unlawful to give a woman in marriage without her consent.</p> <p>New Zealand takes the issue of forced and underage marriage very seriously. However, while some groups believe forced marriage is occurring in New Zealand, the Government has sought to substantiate these claims, but has been unable to do so. It is also concerned that prohibiting people from marrying under the age of 18 years would:</p> <ul style="list-style-type: none"> • constitute age discrimination under New Zealand’s Human Rights Act 1993, which prohibits discrimination on the grounds of age from age 16 years onwards • disadvantage people aged 16 or 17 years of age who genuinely wish to marry. <p>Government considers that the most effective approach will be to continue the non-legislative educational measures outlined in paragraph 38B.</p>
<p>State Party (paragraph 38B):</p> <p>50. Introduce legal measures to prohibit underage and forced marriages and promote measures to protect women harmed by polygamy and dowry-related violence.</p>	<p>Underage and forced marriage is illegal in New Zealand. Government continues to focus on education and building relationships of trust with migrant communities to reduce the risk of forced and underage marriage. The Government will consider legislative change if clearer evidence emerges about forced and underage marriage in New Zealand and once it has assessed the effectiveness of the non-legislative measures it has taken.</p> <p>See paragraph 21C for further information on those initiatives.</p>
<p>State Party (paragraph 39):</p> <p>51. The Committee urges the State party, in the implementation of its obligations under the Convention, to fully utilize the Beijing Declaration and Platform for Action,</p>	<p>New Zealand is committed to the Beijing Declaration and Platform for Action, and reaffirms its commitment annually at the Commission on the Status of Women. There is considerable overlap between the 12 critical areas of concerns contained in the Beijing Declaration and Platform and the government’s priorities. These include:</p> <ul style="list-style-type: none"> • Supporting more women and girls in education and training. • Utilising women’s skills and growing the economy. • Encouraging and developing women leaders • Ensuring women and girls are free from violence.

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<p>which reinforce the provisions of the Convention, and requests the State party to include information thereon in its next periodic report.</p>	<p>See the main body of the report for further information.</p>
<p>State Party (paragraph 40):</p> <p>52. The Committee emphasizes that full and effective implementation of the Convention is indispensable for achieving the Millennium Development Goals. It calls for the integration of a gender perspective and an explicit reflection of the provisions of the Convention in all efforts aimed at the achievement of the Millennium Development Goals and requests the State party to include information thereon in its next periodic report.</p>	<p>The New Zealand Aid Programme has developed key policy messages on gender equality and women’s empowerment for use in policy dialogues with partners and as input into global discussions on the post-2015 development agenda.</p> <p>The New Zealand Aid Programme is targeting women’s economic empowerment in five key sectors (agriculture, fisheries, tourism, renewable energy and transport) and is striving to achieve better gender outcomes in our health and education programmes in the Pacific.</p> <p>New Zealand has advocated for gender equality and women’s empowerment to be properly reflected in the post-2015 global development goals.</p>
<p>State Party (paragraph 41):</p> <p>53. The Committee requests the wide dissemination in New Zealand of the present concluding observations in order to make the people, government officials, politicians, parliamentarians and women’s and human rights organizations, aware of the steps that have been taken to ensure the de jure and de facto equality of</p>	<p>The Ministry of Justice’s website includes a comprehensive section on human rights. This includes information on all core United Nations human rights instruments, New Zealand Bill of Rights Act advice to the Attorney-General, Attorney-General reports on apparent inconsistencies between Bills and the New Zealand Bill of Rights Act, opportunities for consultation, and current projects.</p> <p>See paragraphs 8, 13A and 13B for information on the dissemination of CEDAW and its associated reports.</p>

<p>women, as well as the further steps that are required in this regard. The Committee requests the State party to continue to disseminate widely, in particular to women's and human rights organizations, the Committee's general recommendations, the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly on the theme "Women 2000: gender equality, development and peace for the twenty-first century."</p>	
<p>State Party (paragraph 42):</p> <p>54. The Committee notes that the adherence of the State party to the nine major international human rights instruments would enhance the enjoyment by women of their human rights and fundamental freedoms in all aspects of life. The Committee therefore encourages the State party to consider ratifying the treaties to which it is not yet a party, i.e. the International Convention for the Protection of All Persons from Enforced Disappearance and the International Convention on the Protection of the Rights of All Migrant Workers</p>	<p>New Zealand will consider acceding to the International Convention for the Protection of All Persons from Enforced Disappearance, in accordance with its domestic processes, prior to New Zealand's third Universal Periodic Review.</p> <p>New Zealand is not considering ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families. New Zealand has various laws to protect all workers in New Zealand, including migrant workers.</p>

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and Members of their Families.	
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Appendix B: Voices of New Zealand Women

To be completed after public consultation.

This section will provide information on meetings and discussions the Ministry for Women held with a variety of women’s groups, community organisations and service providers in 2015. It will outline issues of concern for women raised during those meetings, as well as the feedback from the women’s international caucus meeting that is scheduled for late 2015, following the release of the draft report for public consultation.

Appendix C: Tokelau

Background information on Tokelau is contained in New Zealand's previous periodic reports. The Committee should also refer to the Tokelau section of New Zealand's third periodic report (2009) under the International Covenant on Economic, Social and Cultural Rights and the 2005 Working Paper of the United Nations Special Committee on Decolonization.

General

Tokelau comprises three villages (Atafu, Nukunonu and Fakaofu), which have been largely autonomous for centuries, located on three widely dispersed atolls some 500 kilometres from Samoa and with a total population of around 1,400. Whilst the majority of the population in the three villages are Tokelauans, there are also a small number of Tuvaluans, Samoans, I-Kiribati and Fijians. Traditionally, government in Tokelau is on a village-by-village basis. Custom is at the heart of the system. Tokelau's heritage is one of subsistence living in a fragile environment. The land area is 12 square kilometres, seldom more than 200 metres in width. The maximum height above sea level is five metres. There is a cohesive social structure based on family and the principle of sharing, reinforced by a consensual style of decision-making around a male hierarchical base.

Tokelau is a non-self-governing territory of New Zealand under the United Nations Charter. In 1926 Britain passed administration of Tokelau to New Zealand. There has never been a residential administrative presence on Tokelau, and therefore administration has been 'light-handed' and impinged to a relatively small extent on everyday life on the atolls. Formal sovereignty was transferred to New Zealand with the enactment of the Tokelau Act 1948. While Tokelau was declared to be part of New Zealand from 1 January 1949, it has a distinctive culture and its own political, legal, social, judicial and economic systems.

Issues of national governance are increasingly coming to the fore and increased contact with the outside world has changed life and expectations in Tokelau. Traditional activities have decreased in importance, as a result of monetisation and public sector employment. In February 2006, and again in October 2007, Tokelau voted under United Nations supervision

on whether to become self-governing in free association with New Zealand. In both cases, the two-thirds majority required to bring the change into effect was not reached. Tokelau therefore has remained a non-self-governing territory of New Zealand.

In striving to find a good balance between traditional and imported practices, Tokelau faces core questions of custom and law. Today custom and law interact to an increasing degree. Tokelau seeks understanding of its situation as it is required, increasingly, to move from following a set of rules and practices within its cultural setting, to following a set of rules and practices recognisable as consistent with life in the international community.

A newly updated Constitution now includes these provisions: that individual human rights for all people in Tokelau are those stated in the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights; and that the rights of individuals shall be exercised having proper regard to the duties of other individuals, and to the community to which the individual belongs. Those provisions are relevant, when considering how Tokelau would, for example following self-determination, give local effect to its human rights commitments. The Council for the Ongoing Government is the designated forum to which individuals can address any complaints should they feel that their human rights have been denied. To date there has been no complaint in relation to breach of human rights.

Women's rights

In 1990, the text of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was included in a human rights booklet published in English and Tokelauan.

In Tokelau culture, there is a clear demarcation between male and female roles. At the same time, in the traditional social system, women have relatively high status, derived from their right to occupy the house owned by their kin groups and to manage domestic economies. A husband moves to his wife's house on marriage. Although the Tokelau cultural order gives high priority to the welfare of weaker members and the equitable distribution of economic resources, those who do not have paid employment of some kind may be considered, under today's more monetised economic regime, to be relatively disadvantaged.

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Almost all Tokelauans who have full-time paid employment are in the public sector; and there has been a significant promotion of gender equity. The Constitution requires equality without discrimination on the grounds of sex. In 2015, 26 of Tokelau's core public servants were women and 29 males.

A conscious attempt is being made to identify development activities for men and women through an approach that accords with local cultural norms and that both groups accept. Given the strength of Tokelau culture and the importance of maintaining its basic integrity, this is an important consideration. At the same time it is evident that the traditional demarcation between male and female roles is becoming less marked. In the General Fono (the national executive and legislative body), six of the 21 delegates are women.

Consultations have been held to increase the number of women in the General Fono. There was no majority support for a change, and many women opposed any legislative change on the basis that membership should be solely merit based. The 2014 National Election results brought a historic first, with a Tokelauan woman designated as a member of the Council for the Ongoing Government and therefore qualified to become Tokelau's first female Minister. This is a significant achievement for the women of Tokelau.

At its March 2010 session, the General Fono endorsed the National Policy and Action Plan for the Women of Tokelau, 2010-2015. The plan aligns with Tokelau's overall approach to link economic and social issues to an ongoing development of local institutions of government. Over the period 2011-2013, the Fatupaepae (Women's Committees) held Tautiti (Tokelau Beauty Pageants) where young women participated to promote their confidence and intelligence, culture and traditions of Tokelau. Some Tokelauan women also take handicrafts to regional events to promote and sell.

Small numbers of women have travelled to Samoa in recent years for training on matters related to coconut oil production and organic farming. This training was hosted by Women in Business and funded by the Economic Development Division of Tokelau. In October 2013, Nukunonu atoll hosted 10 days of business training delivered by the Small Business Enterprise Centre Samoa. Representatives attended from all 3 atolls, including the Fatupaepae. The training was aimed to prepare the participants to take a step forward with

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their business skills. In May and July 2014, successful handicraft markets were held by Fatupaepae representatives.

The Fatupaepae run programmes in their respective villages, for example focusing on the weekly activities of the village and village cleanliness, as well as responding to any requests from the Taupulega or Village Council. When the village hosts national meetings or guests the Fatupaepae will organise the accommodation and catering, provide handicrafts and attend to matters relating to hospitality.

There is a National Council of Women, although resource factors continue to make it a challenge for the national body to remain operative. The Tokelau National Women Policy and Plan expires this year in June 2015 as does the Tokelau National Strategic Plan (TNSP). The review of the TNSP will be used to also review the Tokelau Women Policy and it is hoped that the result of the review will provide information on the future priorities of the women of Tokelau.

The Triennial Conference of Pacific Women (organised by the Women's Bureau of the Secretariat of the Pacific Community) is also an important event for those representing Tokelau women.