

## Ministry for Women Advice Cover Sheet

Tuesday, 5 March 2019

### Advice on upcoming Voluntary National Review of the Sustainable Development Goals

Briefing No:	MW 18-19 0332
Doc Ref No:	D-225399
Min Office No:	
Priority:	Low

#### Purpose

To inform you about the upcoming Voluntary National Review of the Sustainable Development Goals and provide an opportunity to comment on the Ministry's draft content.

#### Action sought

From	Action sought	Suggested Deadline
Minister for Women Hon Julie Anne Genter	<b>Note</b> the Ministry has drafted content (attached) for Goal 5 of the Voluntary National Review for any comment you may wish to provide	<b>Monday, 25 March 2019</b> for any comments

#### Resources used to prepare this advice

Work Programme	Output Plan or Ministerial Priority <input checked="" type="checkbox"/>	Responding to ad hoc requests <input type="checkbox"/>	Other agency work (budget/governance) <input type="checkbox"/>
Name of Project	International: Lead development of the Government's Voluntary National Report on the Sustainable Development Goals text relating to Goal 5		

#### Contact for telephone discussion

Name	Position	Telephone	1 <sup>st</sup> Contact
Sean Molloy	Principal Policy Analyst	9(2)(a)	✓
Margaret Retter	Director, Policy		

## Advice on Voluntary National Review of the Sustainable Development Goals

### Purpose

1. This briefing provides you with the draft content the Ministry for Women (the Ministry) has prepared for Goal 5 of New Zealand's Voluntary National Review (the VNR). The Ministry's draft content is attached as Appendix One for your information and any comment you may wish to provide.

### The Voluntary National Review will be released in July 2019

2. The 17 Sustainable Development Goals (SDGs) set goals for promoting prosperity while protecting the environment. They were adopted by all United Nations Member States in 2015 with goals intended to be achieved by 2030. States have to present two Voluntary National Reviews about their progress towards meeting the SDGs before 2030.
3. Cabinet has agreed that New Zealand will publish its first VNR in July 2019. A lead Minister has not been appointed.
4. The Ministry of Foreign Affairs and Trade (MFAT) is the lead agency, with other agencies preparing sections for Goals which relate to their policy areas. MFAT is currently compiling draft content from the agencies responsible for the 17 goals.

High level timeline from here (provided by MFAT)	
Agencies finalise their content	<b>25 March – 8 April</b>
Consultation with Ministers	<b>18 April – 3 May</b>
VNR to Cabinet Committee	<b>9 May</b>
Public Consultation	<b>13 – 24 May</b>
VNR presentation at the HLPF (High Level Political Forum) of the United Nations	<b>16 July</b>

5. The Ministry is responsible for Goal 5: achieve gender equality and empower all women and girls (gender equality). The Ministry's content for Goal 5 aligns with our statement of intent and work programme. Particular focus areas of the SDGs with relevance to New Zealand include violence against women, valuing unpaid work, and improving access to sexual and reproductive health services and rights. The attached text includes detail about two major policy initiatives – the Equal Pay Amendment Bill and the Joint Venture for Family and Sexual Violence.

6. MFAT has provided a template which the Ministry has used to develop our content for Goal 5. The content must include areas where New Zealand has experienced success, as well as faced challenges and the language should be engaging. Content for each goal is limited to 1400 words.

### **The timeframe presents challenges for public consultation**

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7. Producing the VNR by July 2019 means a tight timeframe. In particular we note there will be two weeks for the public to provide feedback on the overall document. There are also limited opportunities to ensure that the material across the VNR outside of Goal 5 reflect issues for women and girls.
8. Officials are working to address these issues by:
- contacting lead stakeholders to advise them that the VNR is underway (the Ministry has done this and shared our draft content with the International Women's Caucus who have a strong interest in the VNR and SDGs process).
  - communicating that this VNR is a snapshot and that it is the first of at least two reports on the work that will be delivered over the next 12 years.
  - publicising the VNR as a key goal of the VNR process is reaching as many stakeholders as possible and ensuring the process is inclusive, collaborative and transparent. The Ministry can play a role in this.
  - sharing draft material. We will continue to input at the officials level.
9. You will be consulted on the overall VNR report as part of Ministerial consultation in your Transport role on the Cabinet Government Administration and Expenditure Review Committee (GOV).

### **Recommendations**

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The Ministry recommends that you:

1. **note** the Ministry has drafted content (attached) for Goal 5 of the Voluntary National Review for any comment you may wish to provide.

**Noted**



**Margaret Retter**  
Director, Policy



**Hon Julie Anne Genter**  
Minister for Women

Date.....

## **APPENDIX ONE: Goal 5: Achieve gender equality and empower all women and girls**

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### ***Current picture***

- In 1893, New Zealand led the world as the country where women won the right to vote. Since then, progress towards women's full participation at all levels has continued. New Zealand women enjoy the protection of full and equal rights under the law. We have come a long way, however challenges remain.
- The Government's priorities include addressing gender inequalities through a variety of avenues. There are complex policy issues involved with addressing pay equity, closing the gender pay gap, reducing family and sexual violence, and improving economic outcomes for women, particularly Māori and Pasifika women.

### ***Where we want to go***

- The Government is aiming to develop an economy that is growing and working for all of us, improve the wellbeing of New Zealanders and their families, and make New Zealand proud.
- The Government is working to ensure the contribution of all women and girls is valued, that all women and girls are financially secure and can fully participate and thrive, and that all women and girls are free from all forms of violence and harassment.

### ***Challenges***

- While the gender pay gap has narrowed over the past twenty years, it is persistent.
- New Zealand women continue to suffer from high levels of domestic and sexual violence and we continue to rank high in OECD statistics on violence against women.
- While New Zealand has made good progress towards equal representation on state sector boards (as at 31 December 2017, women held 45.7 percent of roles appointed by ministers on state sector boards and committees), women remain underrepresented on private sector boards. Women hold only 19 percent of board positions and 19 percent of senior leadership positions in New Zealand Stock Exchange (NZX) listed companies.
- In 2018, the United Nations Convention of the Elimination of Discrimination Against Women (CEDAW) Committee's concluding observations set out 78 recommendations for improvement. The concerns ranged from improving women's access to justice, implementing pay equity, developing a gender budget, and initiating a national action plan for the advancement of women.

### ***Initiatives underway***

#### *Employment and labour market outcomes*

- New Zealand has a national gender pay gap of 9.2 percent. However, some population groups, such as Māori, Pacific and migrant women, face greater gender pay gaps.
- The Equal Pay Amendment Bill, currently before Parliament, will enable employees, including from the community and NGO sector, to take pay equity claims, to address the historical and continued under-valuation of female-dominated jobs.

- The Gender Pay Action Plan includes a range of targets for public service agencies to meet which will accelerate progress towards gender equal employment standards, including:
  - All agencies close gender pay gaps in same roles by the end of 2020
  - All agencies flexible by default by 2020
  - 50 percent of top three tier leadership roles in the public service held by women by end of 2019
- The Government is undertaking work to understand the contribution and value of women's unpaid work in New Zealand society. Women spend a greater proportion of their time on unpaid and/or caring work and this contribution is not widely understood, recognised, or acknowledged as 'real' work.
- The Government is focused on whether there are specific barriers to women's participation in industries that can trade internationally, and how these might be addressed through trade agreements, as part of engagement and consultation for its Trade for All agenda.

#### **The Equal Pay Amendment Bill**

Around half of women and men work in occupations where at least 70 percent of workers are of the same gender. In female-dominated workforces there may be pay equity issues arising from historical and current under-valuation of women-dominated jobs. Many low-paid, female-dominated workforces include many Māori and Pacifica women, and women who work multiple jobs. Māori and Pacifica women are also often overrepresented in female-dominated workforces.

In 2014 the union representing care and support workers, who were paid at or near the minimum wage and were predominantly female, brought a case against their employer, Terranova, under the Equal Pay Act 1972. The union successfully argued that the Act entitled them to pay equivalent to a different, male-dominated job with an equal skill-level. As a result, care and support workers received a \$2 billion pay equity settlement, securing higher wages.

Following the case, pay equity claims have been raised by various predominantly-female state sector workforces, resulting in increased remuneration for many groups of low-paid women. In response, the Government established the Joint Working Group on Pay Equity Principles to develop recommendations on how to best address pay equity claims. In 2018 the Group was reconvened to provide further recommendations, which were used to formulate the Equal Pay Amendment Bill, which is currently before Parliament.

The Government has worked with representatives of employers and employees to develop principles to guide pay equity settlements, as well as new legislation. The Bill will aim to settle pay equity claims through a bargaining-based framework, to correct under-valuation while avoiding litigation.

#### *Violence against women*

- New Zealand has some of the highest rates of family violence and sexual violence in the OECD.
- Family violence is the largest driver of violent crime in New Zealand. Current data shows that one in three women experience physical, emotional and or sexual violence from a partner in their lifetime – twice the rate for men. Women are more likely to be killed. Women living with a disability, young women, Māori women, queer and trans women experience higher rates of violence but are also more likely to be re-traumatised by our current systems.

- There are multiple initiatives underway to reduce family and sexual violence. The Domestic Violence-Victims' Protection Bill, which entitles employees affected by domestic violence up to 10 days of paid domestic violence leave per year will become law on 1 April 2019. The Family Violence Bill and the Family Violence (Amendments) Bill which modernise the Domestic Violence Act 1995 and introduce new offences, have also passed their third readings. These laws aim to improve New Zealand's high rates of family and sexual violence, by enabling more effective responses to instances of violence.

#### **The Joint Venture on Family Violence and Sexual Violence**

The Government established the Joint Venture for Family Violence and Sexual Violence, a new approach which will aim to transform responses to and prevent violence by working across multiple agencies. The Government has also created a new political position of Parliamentary Under-Secretary to the Minister of Justice (Domestic and Sexual Violence) to support the coordination of cross-government work.

The Joint Venture is preparing a draft national strategy and action plan on family violence and sexual violence, and a design process to enable public input.

The Joint Venture has established Te Rōpū, an independent Māori group, to work with Māori and the Crown. Te Rōpū is working with government Ministers and the Joint Venture to develop the national strategy and action plan.

#### *Leadership*

- 41 percent of New Zealand Members of Parliament are women, the highest proportion of women ever represented (as at 13 February 2019).
- The representation of women in the Public Service workforce continues at a high level, with 60.9 percent of employees being female at 30 June 2018. As at 30 June 2018, the percentage of women in the top three tiers of senior management was 48.8 percent, up from 38.4 percent in 2008'. As of December 2018, half of the public service chief executives were women.
- Women of Māori, Pacific and Asian ethnicities remain under-represented in the top tiers of management and over-represented in lower paid occupations.
- As at 20 December 2017, 45.7 percent of ministerial appointees to state sector boards were women. This was the second-highest total since the stocktake began in 2004. The Government has announced a target of achieving 50 percent women on state sector boards and committees by 2020.
- To help grow the pathway of women leaders, the Institute of Directors' Future Directors programme has been introduced to the public sector. Future Directors gives talented young people the opportunity to observe and participate on a company board for a year.
- Women hold only 19 percent of board positions and 19 percent of senior leadership positions in New Zealand Stock Exchange (NZX) listed companies.

## Additional Material

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### *Pull out quotes*

- The Government has set a target of having 50 percent women on state sector boards and committees by the end of 2019.
  - As at 31 December 2017, women held 45.7 percent of roles appointed by ministers on state sector boards and committees.
  - As at December 2018, women hold 50 percent of public service chief executive roles.
  - As at 30 June 2017, the percentage of women in the top three tiers of senior management was 47.9 percent, up from 38.4 percent in 2008. 54 percent of other management roles are held by women.
  - Women hold 19 percent of board positions and 19 percent of senior leadership positions in New Zealand Stock Exchange (NZX) listed companies.
- The Gender Pay Action Plan includes a range of targets for public service agencies to meet which will accelerate progress towards gender equal employment standards, including:
  - All agencies close gender pay gaps in same roles by the end of 2020
  - All agencies flexible by default by 2020
  - 50 percent of top three tier leadership roles in the public service held by women by end of 2019.