

INFORMATION RELEASE

HON NICOLA GRIGG, MINISTER FOR WOMEN

CEDAW Concluding Observations next steps and publication of actions

Date of issue: 17 October 2025

The following documents are being proactively released:

Title: **Cabinet paper:** CEDAW Concluding Observations next steps and publication of actions

Date: 20 August 2025

Author: Office of the Minister for Women

Title: **Appendix 1:** Concluding observations on the ninth periodic report of New Zealand (2024)

Date: 20 August 2025

Author: Office of the Minister for Women

Title: **Appendix 2:** CEDAW concluding observations and actions

Date: 20 August 2025

Author: Office of the Minister for Women

Title: **Cabinet Committee minute:** United Nations Committee on the Elimination of Discrimination Against Women: Concluding Observations - Next Steps and Publication of Actions (SOU-25-MIN-0113).

Date: 20 August 2025

Author: Secretary of the Cabinet

Note: This decision was confirmed by Cabinet on 25 August 2025 (CAB-25-MIN-0288).

In Confidence

Office of the Minister for Women

Cabinet Social Outcomes Committee

CEDAW Concluding Observations next steps and publication of actions

Proposal

- 1 This paper seeks Cabinet approval to publish New Zealand's current progress towards addressing recommendations from the United Nations Committee on the Elimination of Discrimination Against Women.

Relation to government priorities

- 2 The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) is one of seven core human rights instruments to which New Zealand is a signatory. Regular reporting on these instruments demonstrates New Zealand's commitment to upholding its international obligations.

Executive Summary

- 3 In October 2024, New Zealand was examined on its ninth periodic report under CEDAW. Following this examination, the Committee issued its Concluding Observations, providing 42 main recommendations for areas where New Zealand could improve. The full text can be found at **Appendix 1**.
- 4 Presenting Concluding Observations to Cabinet is recommended practice following the establishment of New Zealand's National Mechanism to better coordinate the domestic implementation of our human rights obligations [ERS-21-MIN-0047 refers]. The Inter-agency International Human Rights Governance Group (the Governance Group) oversees this work and regularly reports to the Ministers of Foreign Affairs and Justice.
- 5 Following the release of the Committee's Concluding Observations, the Ministry for Women has conducted a stocktake across 31 agencies to identify current programmes across Government that fall within the scope of each recommendation.
- 6 35 of the 42 recommendations, either in full or in part, align with the Government work programme and are currently underway or recently completed. A full table is provided in **Appendix 2**. I am not proposing further action at this time on the remaining seven recommendations.
- 7 I propose using New Zealand's new online monitoring tool, the *Human Rights Monitor*, to publish the recommendations and actions underway to address these. Launched in September 2024, this tool is a useful transparency and accountability mechanism to track progress on our human rights obligations. Centralising reporting on the tool also allows overlapping actions from other human rights

instruments to be viewed together, supporting an effective and efficient public service.

- 8 New Zealand's CEDAW reporting cycle has been adjusted from four to eight years (meaning the next report is expected to be due in 2031). However, we have been asked to provide an interim report within two years, by October 2026, on four recommendations. I intend to work with relevant Ministers in the development of this report.

Background

- 9 CEDAW is often described as an international bill of rights for women. It affirms the importance of equality between men and women, and the legal and social protection of women and girls' human rights. New Zealand ratified CEDAW in 1985.
- 10 All signatories to CEDAW are required to periodically report to the Committee. New Zealand was examined on its ninth periodic report in October 2024. The Committee acknowledged New Zealand's ongoing commitment to women's rights and welcomed progress made since New Zealand's previous report.
- 11 The Committee positively noted legislative reforms (for example decriminalising abortion and increasing women's access to legal aid), and broader institutional and policy efforts to address gender-based violence (through the Te Aorerekura National Strategy), reduce the gender pay gap in the public sector (Kia Toipoto), and provide period products for schools (the Ikura programme).
- 12 The Committee released its Concluding Observations shortly after. This is an official statement from the Committee on the Member State's progress towards CEDAW implementation. The Committee provided recommendations for New Zealand for further action across 23 thematic areas. These areas include, for example:
- 12.1 data collection and analysis;
 - 12.2 economic empowerment of women;
 - 12.3 equal participation in political and public life;
 - 12.4 gender-based violence against women;
 - 12.5 health; and
 - 12.6 women's access to justice.
- 13 Treaty body reporting on international conventions is typically every four-to-five years. Following the most recent examination, the Committee confirmed New Zealand's CEDAW reporting cycle would move from four years to eight years. This is related to wider work by the Committee to improve predictability of reporting cycles.

- 14 The Inter-agency International Human Rights Governance Group (the Governance Group) which reports regularly to the Ministers for Foreign Affairs and Justice, supports implementation and cross-government coordination of human rights reporting.
- 15 The Governance Group recommends that Concluding Observations are presented to Cabinet, and that they are published on the *Human Rights Monitor* alongside relevant actions and indicators.

Proposed next steps

- 16 Strong delivery on the key areas of work that are planned, already underway or recently delivered for women and girls demonstrates our commitment to bettering the life of everyone in New Zealand – and the strong and effective measures that Government has been taking to address them.
- 17 To give visibility to this work and demonstrate this commitment, I propose using the *Human Rights Monitor* to publish the recommendations and the actions currently planned or underway to address these.
- 18 Seven of the 42 recommendations are not currently being actioned largely due to the Government's work programme prioritising other important work. For example, these include recommendations related to:
 - 18.1 adopting statelessness determination procedures in line with international human rights standards; and
 - 18.2 introducing a legal definition of sexual harassment in the workplace and ratifying the ILO Convention (No. 190).
- 19 A full table of the recommendations alongside the proposed actions for each can be found at **Appendix 2**.
- 20 Given our ambitious work programme over the next 18 months, I am not proposing the establishment of any new work programmes to address these recommendations. However, further actions could be considered at any time within the eight-year reporting cycle. The proportion of recommendations actioned is largely in line with that progressed in previous years.
- 21 While New Zealand's tenth periodic report is not expected to be due until 2031, the Committee has asked for an interim report on four recommendations¹ within two years, by October 2026. These relate to the adoption and implementation of legislation criminalising stalking, the development of clinical guidelines for ensuring culturally appropriate healthcare, analysing COVID-19 outcomes through an intersectional lens, and ensuring national policies and align with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP). I will lead the development of this report in my capacity as Minister for Women, in consultation with relevant Ministers.

¹ The recommendations are: CO 8 (para 21(b)), CO 29 (para 35(d)), CO 31 (para 37(a)), and CO 36 (para 43).

Cost-of-living Implications

- 22 There are no cost-of-living implications.

Financial Implications

- 23 There are no financial implications arising directly out of the recommendations in this paper. Funding for any of the work noted in the actions is for the lead agency to consider.

Legislative Implications

- 24 There are no legislative implications arising from this paper. However, some actions relate to other legislative work underway. This will be considered through any relevant Cabinet papers submitted by the responsible Minister.

Impact Analysis

Regulatory Impact Statement

- 25 A Regulatory Impact Statement is not required.

Climate Implications of Policy Assessment

- 26 A Climate Implications of Policy Assessment is not required.

Population Implications

- 27 Many of the recommendations concern specific population groups like Māori, Pacific, disabled, migrant, and rural women and girls. The specific impacts and implications of these recommendations will be considered by any Cabinet paper submitted by the responsible Minister.

Human Rights

- 28 Treaty body reporting supports the protection, promotion, and realisation of human rights and improves outcomes for people in New Zealand. The proposals in this paper will contribute to New Zealand's full implementation of CEDAW and therefore the full realisation of the human rights of women and girls.
- 29 The introduction of an actions-based response, via the *Human Rights Monitor*, helps to ensure transparency and accountability on New Zealand's human rights commitments.
- 30 The response to the recommendations also overlaps with other core treaties that New Zealand is a party to, including the United Nations Convention on the Rights of the Child (UNCRC), the United Nations Convention Against Torture (UNCAT), and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), as well as the Universal Periodic Review (UPR). Publishing all the recommendations on the *Human Rights Monitor* will help to

ensure that progress on overlapping actions can be linked to multiple human rights instruments, supporting efficiency across the public service.

Use of external resources

- 31 No external resources were used to develop this paper.

Consultation

- 32 The following agencies were consulted on the draft Cabinet paper and proposed actions: ACC; Department of Corrections; Department of Internal Affairs; the Executive Board for the Elimination of Family Violence and Sexual Violence; Inland Revenue; the Ministries for Culture and Heritage, Ethnic Communities, Pacific Peoples, Primary Industries, and the Environment; Ministries of Business, Innovation and Employment, Defence, Disabled People – Whaikaha, Education, Foreign Affairs and Trade, Health, Housing and Urban Development, Justice,, and Social Development; National Emergency Management Agency; New Zealand Defence Force; New Zealand Police; Oranga Tamariki; Public Service Commission; Stats NZ; Te Puni Kōkiri; and The Treasury. The Department of the Prime Minister and Cabinet was informed.

Communications

- 33 It is proposed that both the recommendations and associated actions will be published on the *Human Rights Monitor*. Indicators will be assigned to the actions, so that progress on actions can be tracked on the monitoring tool over time.

Proactive Release

- 34 I intend to proactively release this paper in accordance with Cabinet Office Circular CO (18) 4, subject to redaction as appropriate under the Official Information Act 1982.

Recommendations

The Minister for Women recommends that the Cabinet Social Outcomes Committee:

- 1 **note** that as a signatory to the convention, New Zealand is required to monitor and periodically report back to the United Nations on progress towards implementing CEDAW;
- 2 **note** that, in October 2024, New Zealand received 42 main recommendations from the Committee on the Elimination of Discrimination Against Women, in response to its ninth periodic report;
- 3 **note** 35 recommendations are already being progressed or have been completed under the Government's work programme;

- 4 **agree** to the proposed actions addressing the recommendations (**Appendix 2**), and to publication on the *Human Rights Monitor*;
- 5 **note** New Zealand is expected to submit its tenth periodic report under CEDAW in 2031, which will outline progress made on these recommendations; and
- 6 **note** an interim report back to the Committee is required on four recommendations by October 2026, which will be developed in consultation with relevant Ministers.

[Authorised for lodgement]

Hon Nicola Grigg
Minister for Women



Convention on the Elimination of All Forms of Discrimination against Women

Distr.: General
30 October 2024

Original: English

Committee on the Elimination of Discrimination against Women

Concluding observations on the ninth periodic report of New Zealand*

1. The Committee considered the ninth periodic report of New Zealand (CEDAW/C/NZL/9), submitted under the simplified reporting procedure, at its 2095th and 2096th meetings (see CEDAW/C/SR.2095 and CEDAW/C/SR.2096), held on 10 October 2024.

A. Introduction

2. The Committee appreciates the submission by the State party of its ninth periodic report, which was prepared in response to the list of issues and questions prior to reporting (CEDAW/C/NZL/QPR/9). It also appreciates the State party's follow-up report to the previous concluding observations of the Committee (CEDAW/C/NZL/FCO/8), as well as the oral presentation by the delegation and the further clarifications provided in response to the questions posed orally by the Committee during the dialogue.

3. The Committee commends the State party on its distinguished delegation, which was headed by the Secretary for Women and Chief Executive of the Manatū Wahine (Ministry for Women), Kellie Coombes, and included representatives of the Manatū Wahine (Ministry for Women), the Executive Board for the Elimination of Family Violence and Sexual Violence and the Te Puni Kōkiri (Ministry of Māori Development), as well as the acting Permanent Representative, Nathan Glassey, and other representatives of the Permanent Mission of New Zealand to the United Nations Office and other international organizations in Geneva.

B. Positive aspects

4. The Committee welcomes the progress achieved since the consideration in 2018 of the State party's previous report (CEDAW/C/NZL/8) in undertaking legislative reforms, in particular the adoption of the following:

(a) Abortion Legislation Act 2020, which allows for abortion, on request, up to 20 weeks into a pregnancy and where it is deemed clinically appropriate by a health practitioner thereafter;

* Adopted by the Committee at its eighty-ninth session (7–25 October 2024).



(b) Legal Services Amendment Regulations 2022, which introduces reforms that increase women's access to legal aid, remove payment charges and eliminate interest on unpaid debts.

5. The Committee welcomes the State party's efforts to improve its institutional and policy framework aimed at accelerating the elimination of discrimination against women and promoting gender equality, such as the adoption and establishment of the following:

(a) Te Aorerekura (National Strategy to Eliminate Family Violence and Sexual Violence), which supports broader efforts to address gender-based violence against women and girls;

(b) Gender Budgeting Pilot programme, which was trialled for the 2022 budget and expanded in 2023, reflecting the commitment to gender-responsive financial planning;

(c) Kia Toipoto (Public Service Action Plan 2022–2024), which is a public sector initiative that is aimed at reducing the gender, Māori, Pasifika and ethnic pay gaps, building on the Gender Pay Gap Action Plan 2018–2021;

(d) Te Mahere Whai Mahi Wahine (Women's Employment Action Plan), which is aimed at improving employment pathways for marginalized women, including Māori women, Pasifika women, women with disabilities and lesbian, transgender and intersex employees;

(e) Ikura programme, under which menstrual products are provided in schools to address period poverty and ensure access to education for menstruating students.

C. Sustainable Development Goals

6. The Committee welcomes the international support for the Sustainable Development Goals and calls for the realization of de jure (legal) and de facto (substantive) gender equality, in accordance with the provisions of the Convention, throughout the process of implementing the 2030 Agenda for Sustainable Development. The Committee recalls the importance of Goal 5 and of the mainstreaming of the principles of equality and non-discrimination throughout all 17 Goals. It urges the State party to recognize women as the driving force of the sustainable development of the State party and to adopt relevant policies and strategies to that effect.

D. Parliament

7. The Committee stresses the crucial role of the legislative power in ensuring the full implementation of the Convention (see [A/65/38](#), part two, annex VI). It invites the New Zealand Parliament, in line with its mandate, to take the necessary steps regarding the implementation of the present concluding observations from now and the submission of the next periodic report under the Convention.

E. Principal areas of concern and recommendations

Domestic legal framework

8. The Committee positively notes that the Convention has been invoked in six Supreme Court cases since 2018 and that the Manatū Wahine (Ministry for Women)

has launched a tracking tool for the Convention. It also notes the ongoing review of the adequacy of legal protections for transgender, non-binary and intersex women, a report on which is to be published in June 2025. The Committee notes with concern, however, that the focus of the Law Commission is on sex characteristics rather than self-identification and reiterates its previous concern regarding the lack of explicit protections under the New Zealand Human Rights Act 1993 against discrimination based on gender identity, gender expression or sex characteristics.

9. The Committee reiterates its previous recommendation to amend the New Zealand Human Rights Act 1993, with a view to providing explicit protections against discrimination based on gender identity, gender expression and sex characteristics, and to ensure the meaningful and effective participation of women in all their diversity, as well as women community representatives and public service providers, in future consultations.

Women's access to justice

10. The Committee positively notes the increase in the threshold for eligibility to receive legal aid and the allocation of 140 million New Zealand dollars (\$NZ) to support access by Māori and Pasifika women and women with disabilities. It notes with concern that 67 per cent of female prison inmates are Māori women, notwithstanding the fact that they constitute only 20 per cent of the wider population. The Committee also notes with concern the cuts to the budget for cultural reports provided to judges and judicial officers to support court proceedings, which pose additional barriers for Māori and other minority women in civil and criminal proceedings before domestic courts, in addition to the lack of confidence in the judiciary, women's limited awareness of their right to a fair trial and of existing laws protecting them and their justiciability, as well as the lack of attention or gender sensitivity among authorities.

11. The Committee reiterates its previous recommendation to address the intersecting forms of discrimination faced by Māori women that underlie their overrepresentation in prisons and to provide alternatives to detention. Recalling its general recommendation No. 33 (2015) on women's access to justice, the Committee recommends that the State party continue to improve the accessibility of legal aid for disadvantaged groups of women, such as Māori and other minority women, including by reinstating funding for the provision of cultural reports. The Committee also reiterates its previous recommendation to disseminate information about the legal remedies available to women to claim their rights, in particular in rural areas, and to strengthen gender sensitivity in the judiciary through training and increasing female representation.

National machinery for the advancement of women

12. The Committee positively notes the State party's support for international and regional gender mainstreaming initiatives, including its endorsement of United Nations resolutions on equal pay and the elimination of maternal mortality. The Committee is concerned, however, about the recent 7.5 per cent reduction in core funding allocated to the Manatū Wahine (Ministry for Women), Te Tari Mātāwaka (Ministry for Ethnic Communities), Te Manatū mō ngā Iwi o Te Moana-nui-ā-Kiwa (Ministry for Pacific Peoples) and Whaikaha (Ministry of Disabled People), which, notwithstanding interministerial collaboration, weakens the national machinery for the advancement of women.

13. The Committee recommends that the State party restore and, where possible, increase the core funding for the Manatū Wahine (Ministry for Women), Te Tari Mātāwaka (Ministry for Ethnic Communities), Te Manatū mō

ngā Iwi o Te Moana-nui-ā-Kiwa (Ministry for Pacific Peoples) and Whaikaha (Ministry of Disabled People), to ensure the effective promotion of gender equality and intersectionality. It further recommends that the State party strengthen interministerial collaboration and provide adequate resources to implement gender-responsive policies.

National human rights institution

14. The Committee is concerned about the recent reduction in funding allocated to the New Zealand Human Rights Commission and the subsequent launch of a voluntary redundancy scheme for former staff. The Committee recognizes the vital role of the Commission in providing advice and enhancing accountability with respect to human rights in the State party.

15. In accordance with the principles relating to the status of national institutions for the promotion and protection of human rights (the Paris Principles), the Committee recommends that the State party allocate adequate human, technical and financial resources to ensure that the New Zealand Human Rights Commission is able to effectively continue to discharge its mandate to promote and protect women's rights.

Temporary special measures

16. The Committee notes with appreciation that the New Zealand Labour Party and the Green Party of Aotearoa New Zealand have adopted voluntary gender quotas. It is, however, concerned about the misrepresentation of temporary special measures as discriminatory in public discourse. It also regrets the reduced representation of women in parliament following the last general election in 2023. The Committee further notes with concern the underrepresentation of women in private sector decision-making roles, with women holding 29 per cent of board director positions in companies listed on the New Zealand Stock Exchange and 26 per cent of senior management positions. It also notes with concern that women account for 85 per cent of employees in traditionally female-dominated service sectors, in particular healthcare and tourism, and that they are underrepresented in emerging sectors, such as information and communications technology, innovation and renewable energy.

17. Recalling its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party raise public awareness of the non-discriminatory nature and importance of temporary special measures. It also recommends that the State party consider adopting additional temporary special measures, in line with article 4 (1) of the Convention and general recommendation No. 25, to accelerate the substantive equality of women and men in all areas where women are traditionally underrepresented or disadvantaged, including in political, public and economic life and in employment, in particular in emerging sectors, such as information and communications technology, innovation and renewable energy.

Gender stereotypes

18. The Committee welcomes the State party's efforts to promote gender equality in sports, including through the increased media coverage of women's sports, and to enforce quotas for female representation in decision-making roles in sports organizations. It also positively notes that the 2023 FIFA Women's World Cup brought a net economic benefit of over \$NZ 100 million to New Zealand. However, it is concerned that harmful gender stereotypes remain prevalent, as revealed by the 2023 Gender Attitudes Survey, the findings of which show that 30 per cent of male

respondents believe that gender equality has “gone too far” and that 21 per cent of male respondents consider that women are better suited than men to cook meals.

19. The Committee recommends that the State party continue to promote gender equality in sports, ensuring compliance with quotas for female representation in leadership roles. It also recommends that the State party evaluate the results of the 2023 Gender Attitudes Survey to develop informed policies, allocate adequate human, technical and financial resources for the 2025 Gender Attitudes Survey and provide statistical data that are based on the 2025 survey in its next periodic report.

Gender-based violence against women

20. The Committee positively notes the public reports produced by the State party on a quarterly basis on the rate of gender-based violence against women, as well as the adoption of measures to address the perpetrators, such as the She Is Not Your Rehab programme, which is focused on men’s trauma and increasing their involvement in family life and improving their relationships. It also notes that a bill has been introduced to criminalize stalking. The Committee is, however, gravely concerned about information brought before it that shows an increase over the last five years in incidents of family violence and intimate partner violence, with the highest rates among Māori and Pasifika women, ethnic and religious minority women and women with disabilities. It further notes with concern the findings of the New Zealand Crime and Victims Survey in 2023, which show that 93 per cent of sexual assault cases are unreported.

21. Recalling its general recommendation No. 35 (2017) on gender-based violence against women, updating general recommendation No. 19, the Committee recommends that the State party:

- (a) Assess and develop policies to address the root causes and compounding factors of gender-based violence against women, including economic violence;**
- (b) Adopt and implement legislation to specifically criminalize stalking;**
- (c) Continue to adopt measures, based on systematic data collection and analysis, to strengthen the prevention of gender-based violence against women and reduce revictimization and reoffending rates;**
- (d) Allocate adequate human, technical and financial resources for the provision of victim support services and ensure the effective participation of civil society, representatives of victims and social workers in decision-making on the delivery of protection, social and rehabilitation services;**
- (e) Strengthen protection from gender-based violence against women, including through enhanced law enforcement, for disadvantaged groups of women, including Māori and Pasifika women, ethnic and religious minority women and women with disabilities.**

Trafficking and exploitation of prostitution

22. The Committee notes with concern the very low prosecution and conviction rates in cases of trafficking in women and girls since the amendment of the laws on trafficking in 2015. It also notes with concern that, despite public consultations in 2022 on the potential adoption of new legislation to address modern slavery across multiple supply chains, the Modern Slavery Leadership Advisory Group has been dissolved.

23. Recalling its general recommendation No. 38 (2020) on trafficking in women and girls in the context of global migration, the Committee recommends that the State party strengthen its anti-trafficking framework and consider restoring the Modern Slavery Leadership Advisory Group. It urges the State party to strengthen investigations and prosecutions of the perpetrators of trafficking in women and girls and to ensure the early identification and referral of trafficking victims to appropriate services, including legal aid and rehabilitation programmes. The Committee also recommends that the State party adopt legislation to eliminate modern forms of slavery and slavery-like practices, in line with international standards.

24. The Committee reiterates its concern about the prevalence of de jure and de facto discrimination as a result of section 19 of the Prostitution Reform Act 2003, under which prostitution is widely decriminalized for New Zealand citizens and permanent residents, excluding migrant women in prostitution. It notes with concern that this exclusion increases the risk of gender-based violence and exploitation for migrant women in prostitution and undermines anti-trafficking efforts, as victims are reluctant to report crimes to the authorities due to fear of deportation.

25. Recalling its previous recommendation, the Committee calls upon the State party to review its legal framework, in particular section 19 of the Prostitution Reform Act 2003, to ensure that migrant women in prostitution are afforded the same rights and protections as women in prostitution who are New Zealand citizens or permanent residents. It further recommends that the State party strengthen its efforts to combat gender-based violence against and the exploitation of migrant women in prostitution, including by providing safe avenues for reporting abuses without fear of deportation.

Equal participation in political and public life

26. The Committee notes with concern reports of online and physical harassment, intimidation and threats of women in political leadership and decision-making positions, including the former Prime Minister, women parliamentarians and the Police Commissioner.

27. Recalling its general recommendation No. 40 (2024) on the equal and inclusive representation of women in decision-making systems, the Committee recommends that the State party strengthen personal and privacy protections for women who participate in political and public life. It also recommends that the State party effectively investigate and, as appropriate, prosecute and punish the perpetrators of all acts of hate speech and hate crimes against women politicians and women public officials and ensure that public officials publicly condemn such expressions or crimes.

Nationality

28. The Committee notes the recent bill to repeal the Citizenship (Western Samoa) Act 1982, which removed the entitlement of Samoan children to New Zealand nationality based on descent. The Committee notes with concern, however, that since 2006, women and girls born in New Zealand are no longer entitled to nationality unless one of their parents holds citizenship or permanent residency of Australia, the Cook Islands, New Zealand, Niue or Tokelau, which limits their access to nationality. It is also concerned about the absence of statutory time frames for nationality applications under section 9 of the Citizenship Act 1977, which grants the Minister of Internal Affairs discretion in such cases. It further notes with concern the lack of a clear framework for statelessness determination procedures.

29. The Committee recommends that the State party expedite the repeal of the Citizenship (Western Samoa) Act 1982 to enable women and children born in New Zealand to Samoan parents to apply for New Zealand nationality based on descent. It also calls upon the State party to ensure the effective participation of affected Samoan women in the development of a mechanism for redressing the harm caused. It further recommends that the State party establish statutory time frames for nationality applications under section 9 of the Citizenship Act 1977 to avoid undue delays. Moreover, the Committee urges the State party to adopt statelessness determination procedures, in line with international human rights standards, and to consider acceding to the 1954 Convention relating to the Status of Stateless Persons with a view to preventing statelessness.

Education

30. The Committee notes with concern the recent reduction in funding for key educational programmes, including a \$NZ 107 million cut to the Ka Ora, Ka Ako (Healthy School Lunches Programme). It is also concerned at the significant barriers that women with disabilities and girls face in terms of access to education, with 34 per cent lacking qualifications compared with 15 per cent in the case of women without disabilities, which is exacerbated by the shortage of essential support staff, such as speech therapists and teacher aides. Notwithstanding the progress made in improving rural broadband access, girls in rural and remote rural schools and Māori medium schools continue to face a gender digital gap and shortage of Māori-speaking teachers.

31. Recalling its general recommendation No. 36 (2017) on the right of girls and women to education, the Committee recommends that the State party promote the importance of women's and girls' education at all levels as a basis for their empowerment and:

(a) Ensure the allocation of adequate human, technical and financial resources for key educational programmes, including the Ka Ora, Ka Ako (Healthy School Lunches Programme), and transport assistance for Māori medium schools and women and girls in rural areas;

(b) Address the barriers to education for girls and women with disabilities by allocating additional resources to improve accessibility, provide inclusive education and increase the number of speech therapists and teacher aides;

(c) Address the gender digital divide, improve equal access to reliable and affordable Internet services, broadband and online learning equipment, as well as access to science, technology, engineering and mathematics education for women and girls, in particular rural and Indigenous women and girls;

(d) Strongly enforce and monitor the implementation of laws and regulations on the protection of women and girls in education, including international students, from harassment, disinformation, cyberviolence and bullying, and raise awareness of the risks of bullying and violence among students, parents, teachers and the general public;

(e) Take measures to promote the teaching of Pasifika and Indigenous languages and address the shortage of Māori-speaking teachers at all levels of education.

Employment

32. The Committee notes with concern:

(a) The persistent gender wage gap, in particular for Māori, Pasifika and migrant women, with the gap reaching up to 20 per cent in the case of Māori women;

(b) That the measures adopted by the State party to improve the employment of women are limited to parental leave and post-partum care and do not address broader systemic issues, including intersecting forms of discrimination;

(c) That sexual harassment in the workplace is reported by 38 per cent of women in the labour force, with higher rates observed among disadvantaged groups of women.

33. The Committee recommends that the State party:

(a) **Effectively enforce the principle of equal pay for work of equal value in order to narrow and eventually close the gender pay gap, including for Māori, Pasifika and migrant women, by: (i) conducting regular labour inspections; (ii) applying gender-neutral analytical job classification and evaluation methods; (iii) conducting regular pay surveys; and (iv) encouraging employers to publish a narrative with their gender pay gap data, with a view to better understanding the reasons behind the gender wage gap, and to take appropriate remedial measures;**

(b) **Continue to improve parental leave and post-partum care, including by ratifying the Maternity Protection Convention, 2000 (No. 183), of the International Labour Organization, while addressing the compounding adverse effect of intersecting forms of discrimination on the employment of women, such as the adverse effect of limited access to healthcare on work attendance;**

(c) **Strengthen mechanisms for addressing gender-based violence in the workplace, with a particular focus on disadvantaged groups of women, including by: (i) developing guidelines for confidential and accessible reporting mechanisms for employees to report incidents of gender-based violence and harassment; (ii) encouraging the adoption of systematic training programmes for all employees, including managers and supervisors, on recognizing, preventing and responding to gender-based violence and harassment; and (iii) providing reasonable accommodations and ensuring that all employees have equal access to opportunities and resources;**

(d) **Introduce a legal definition of sexual harassment in the workplace and ratify the Violence and Harassment Convention, 2019 (No. 190), of the International Labour Organization.**

Health

34. The Committee notes with appreciation that the State party has decriminalized abortion, expanded breast and cervical cancer screening and established telehealth services to enhance access to safe abortion for rural women. It also notes the steps taken by the State party to facilitate the return of former midwives to practice. However, the Committee notes with concern:

(a) The delays, amounting to on average eight years, in diagnosing endometriosis, which affects 10 per cent of women and accounts for 20 per cent of all chronic pain reported in the State party;

(b) That the current Disability Action Plan does not include measures for women with intellectual disabilities and psychosocial disabilities;

(c) That the closure of the Māori Health Authority may limit access to culturally appropriate health services for Māori women;

(d) The lack of protection of the rights to privacy and access to information of women with disabilities in the Contraception, Sterilization and Abortion Act (1977) and the Code of Health and Disability Services Consumers' Rights and the fact that

these pieces of legislation do not systematically require the free and informed consent of women with disabilities for medical interventions performed on them.

35. Recalling its general recommendation No. 18 (1991) on disabled women and general recommendation No. 39 (2022) on the rights of Indigenous women and girls, respectively, the Committee recommends that the State party:

(a) Continue to expand access to health services, including by reinstating dedicated health services, for women from minority groups who are most at risk of inaccessibility or stigma and discrimination by healthcare authorities and service providers, in particular rural women, migrant women and Māori women;

(b) Develop formal clinical guidelines for diagnosing and treating endometriosis to reduce delays and improve healthcare outcomes, ensuring the effective participation of women across regions and age groups and representing women from diverse minority groups;

(c) Review the policy and service delivery frameworks for women with intellectual and psychosocial disabilities, including the current Disability Action Plan, to cover women and girls with intellectual and psychological disabilities;

(d) Develop formal clinical guidelines for ensuring culturally appropriate healthcare, in accordance with international standards, ensuring the effective participation of disadvantaged groups of women who are at risk of racial discrimination in healthcare settings, including Māori, Pasifika and migrant women, in the formulation and implementation of such guidelines;

(e) Amend the Contraception, Sterilization and Abortion Act (1977) and the Code of Health and Disability Services Consumers' Rights to protect the rights to privacy and access to information of women with disabilities and require their free and informed consent to any medical interventions performed on them.

Economic empowerment of women

36. The Committee positively notes measures taken by the State party in response to the coronavirus disease (COVID-19) pandemic, including the FamilyBoost payment, which is equivalent to a refund of up to 25 per cent of the cost of early childhood education fees (up to a maximum amount every month). The Committee notes with concern, however, that women accounted for 90 per cent of post-COVID-19 redundancies in 2020 and that the State party's recent recovery measures are not sufficiently aligned with the lasting impact of COVID-19 on women and the economy. While noting positive initiatives, such as Global Women and the Champions for Change programme to achieve a 40 per cent women, 40 per cent men and 20 per cent any gender representation in leadership, the Committee remains concerned at the lack of disaggregated data on gender and the intersectional representation of women across economic sectors. It also notes with concern that poverty rates are higher among Māori and Pasifika women, women with disabilities and non-national and ethnic minority women and that older women are at particular risk of poverty, with the current gender pension gap amounting to 25 per cent on average.

37. The Committee recommends that the State party:

(a) Apply an intersectional lens to its analysis of the outcomes of the implementation of measures taken in response to the COVID-19 pandemic to ensure the equal enjoyment by women of economic and social benefits, recognizing the adverse effects of intersecting forms of discrimination based on age, disability, remoteness, ethnicity or descent on the economic empowerment of women;

(b) **Adopt targeted measures to reduce the gender pension gap, including by recognizing and computing unpaid care work performed by women towards pension entitlements and social benefits, extending the coverage of social protection, such as minimum wages, paid leave and maternity leave, to women in the informal economy and self-employed women and introducing flexible working arrangements for both women and men;**

(c) **Increase budget allocations for the implementation of policies and programmes for the economic empowerment of older women, women with disabilities, rural women, Māori and Pasifika women and non-national and ethnic minority women, including measures to address poverty, illiteracy, unpaid work, access to healthcare, housing and social and economic benefits.**

Climate change and disaster risk reduction

38. The Committee notes that the Supreme Court recently allowed a claim to proceed concerning the alleged damage caused by seven extractive industries. It also notes with appreciation the State party's continued overseas development assistance and implementation of climate change adaptation and disaster risk reduction strategies in the Pacific region. However, the Committee notes with concern the disproportionate impact of climate change and natural disasters on women in the State party, in particular rural women and women in poverty, who face heightened risks of food insecurity, displacement and limited access to resources.

39. **Recalling its general recommendation No. 37 (2018) on the gender-related dimensions of disaster risk reduction in the context of climate change, the Committee recommends that the State party develop a comprehensive national strategy to address the gender-specific impacts of climate change and the specific and unique needs of women and girls in terms of disaster risk reduction. It urges the State party to ensure the effective participation of women who are most at risk of the adverse impacts of climate change and natural disasters, including rural women and women in poverty, in decision-making on the development and implementation of climate change mitigation and disaster risk reduction policies and programmes, while increasing climate change and disaster risk mitigation literacy among women.**

Women migrant and temporary workers

40. The Committee welcomes the extension of access to work visas for women who are victims of family violence perpetrated by residents or citizens of New Zealand against temporary visa holders. It also notes the forthcoming review of legislative provisions to protect migrants in 2025. Notwithstanding the findings resulting from the review by the Hikina Whakatutuki (Ministry of Business, Innovation and Employment) of the Recognised Seasonal Employer scheme, the Committee is concerned about the well-being and protections for migrant workers under seasonal employment schemes, in particular the increased accommodation costs and lack of visa support for their family members. Notwithstanding monitoring by the Tāhū o te Ture (Ministry of Justice) of the use of exceptions to the minimum age of marriage for 16- and 17-year-old girls, the Committee is concerned that the State party has taken insufficient measures to prevent child and forced marriages of migrant girls and women.

41. **The Committee recommends that the State party strengthen protections for women migrant workers by implementing the recommendations contained in the Hikina Whakatutuki (Ministry of Business, Innovation and Employment) review of the Recognised Seasonal Employer scheme, including by ensuring affordable accommodation, fair wages and adequate pastoral care. The Committee further**

recommends that the State party strengthen support for women migrant workers, including by addressing their increased accommodation costs, providing visa support for family members and ensuring their affordable and free access to legal aid services.

Māori women

42. The Committee notes with concern the withdrawal by the State party of its support for the United Nations Declaration on the Rights of Indigenous Peoples and the steps that it has taken to implement the Te Tiriti (Treaty of Waitangi), which may be seen as a reinterpretation of the provisions in the Declaration.

43. **Recalling its general recommendation No. 39, the Committee calls upon the State party to reaffirm its commitment to the United Nations Declaration on the Rights of Indigenous Peoples and ensure that its national policies and legislation are aligned with the principles and provisions of the Declaration and include a gender perspective. It recommends that the State party ensure that the free, prior and informed consent of Indigenous women is obtained before the approval of any project or legislative measure that affects their lands, territories and resources, including through meaningful consultations and their participation in decision-making processes through their own representative institutions. The Committee also recommends that the State party recognize the role of Indigenous women as custodians of Indigenous culture, promote the cultural rights and identity of Indigenous women and protect their right to maintain and strengthen their distinctive spiritual relationship with their traditionally owned or otherwise occupied and used lands, territories, waters and coastal seas.**

Marriage and family relations

44. The Committee welcomes the State party's efforts to review legislation to improve court protections for women and victims of family violence throughout divorce proceedings, including those to prevent abuse of process or judicial harassment. However, it notes with concern that gender-based violence is often not taken into account in court decisions on child custody and visitation rights and that women have limited access to legal aid in divorce proceedings.

45. **The Committee recommends that the State party amend its legislation and provide capacity-building to judges to ensure that gender-based violence is adequately taken into account in court decisions on child custody and visitation rights. It also recommends that the State party strengthen women's access to legal aid in divorce proceedings, which, if necessary, should be free of charge, in particular in rural areas.**

Data collection and analysis

46. The Committee notes the adoption of the Data and Statistics Act 2022 and acknowledges the State party's responsibility to uphold the principles of the Te Tiriti (Treaty of Waitangi) and to ensure that diverse groups of women contribute to decision-making on data collection and analysis. It is concerned, however, at the lack of reliable data on the situation of women, in particular disadvantaged groups of women, in some private and public spheres, including in political, economic, social and cultural life. The Committee acknowledges the findings resulting from the Waitangi Tribunal's Health Service and Outcomes Inquiry (Wai 2575), which is an inquiry into the response of the Crown to the health inequities experienced by the Māori, and that data are a cultural and economic resource for Indigenous Peoples, existing data and data infrastructure do not meet the needs of Indigenous Peoples and insufficient measures have been taken to protect women who have shared their

personal data against the risks associated with e-commerce and cross-border data flows.

47. Recalling its general recommendation No. 9 (1989) on statistical data concerning the situation of women, the Committee recommends that the State party carry out an assessment of its tools for collecting data, take steps to address any weaknesses in data collection and improve data verification, diversify data collection and allow individuals to report anonymously on the basis of the principle of self-identification. In line with the principles of the Te Tiriti (Treaty of Waitangi) and data sovereignty, the Committee also recommends that the State party take steps to ensure the effective participation of Māori women across data collection and production and to ensure their access to personal data and data governance and security. The Committee also recommends that the State party guarantee the effective participation of Indigenous women and ethnic and ethnolinguistic minority women in the development and implementation of intellectual property and privacy protections for personal data in cross-border and e-commerce transactions.

Beijing Declaration and Platform for Action

48. The Committee calls upon the State party to use the Beijing Declaration and Platform for Action and to further evaluate the realization of the rights enshrined in the Convention in order to achieve substantive equality between women and men.

Dissemination

49. The Committee requests the State party to ensure the timely dissemination of the present concluding observations, in the official languages of the State party, to the relevant State institutions at all levels (national, regional and local), in particular to the Government, New Zealand Parliament and the judiciary, to enable their full implementation.

Follow-up to the concluding observations

50. The Committee requests the State party to provide, within two years, written information on the steps taken to implement the recommendations contained in paragraphs 21 (b), 35 (d), 37 (a) and 43 above.

Preparation of the next report

51. The Committee will establish and communicate the due date of the tenth periodic report of the State party in line with a future predictable reporting calendar based on an eight-year review cycle and following the adoption of a list of issues and questions prior to reporting, if applicable, for the State party. The report should cover the entire period up to the time of its submission.

52. The Committee requests the State party to follow the harmonized guidelines on reporting under the international human rights treaties, including guidelines on a common core document and treaty-specific documents (HRI/GEN/2/Rev.6, chap. I).

CO No.	Concluding observations (CO)	Proposed actions <i>Text in italic will not be published</i>	Agencies involved	Action type <i>Grey: no action Green: action already published Blue: action to be published</i>
1	Para 9. The Committee reiterates its previous recommendation to amend the New Zealand Human Rights Act 1993, with a view to providing explicit protections against discrimination based on gender identity, gender expression and sex characteristics; ensuring meaningful and effective participation of women in all their diversity, women community representatives and public service providers in future consultations.	Consider the inclusion of gender identity in the Human Rights Act 1993. Action description: The Law Commission has been asked to examine whether the current wording of the Human Rights Act adequately protects people who are transgender, people who are non-binary and people with variations of sex characteristics. The Law Commission intends to report in mid-2025. The Government will then consider whether to progress any recommendations made for reform of the law.	Ministry of Justice	Current action is already agreed and published (UPR 2024).
2	Para 11. The Committee reiterates its previous recommendation to address the intersecting forms of discrimination faced by Māori women that underlie their overrepresentation in prisons and to provide alternatives to detention.	1. Continue to implement <i>Wahine: E Rere Ana Ki te Pae Hou</i>: Our gender responsive approach to Hōkai Rangi 2. Progress programmes to improve outcomes for Māori in the criminal justice system 3. Continue to implement Corrections' Women's Strategy 2021 - 2025	Ministry of Justice, Department of Corrections, NZ Police	1. Proposed action for publication 2. Current action is already agreed and published (UPR 2024). 3. Current action is already agreed and published (CAT 2023).
2	Para 11. the Committee recommends that the State party continue to improve the accessibility of legal aid for disadvantaged groups of women, such as Māori and other minority women, including by reinstating funding for the provision of cultural reports. (Recalling General Rec No. 33 (2015) on access to justice)	Review legal aid settings Action description: In 2015 the Government agreed that a triennial review is to be carried out on legal aid policy settings and any recommended changes to those settings. These recommendations may be suitable for inclusion in a future triennial review. The next triennial review is due to be undertaken in 2024. A targeted review of the legal aid scheme is being undertaken to ensure that the legal aid scheme is efficient and sustainable while also promoting access to justice.	Ministry of Justice	Current action is already agreed and published (UPR 2024).
2	Para 11. The Committee also reiterates its previous recommendation: • to disseminate information about the legal remedies available to women to claim their rights, particularly in rural areas, and • to strengthen gender sensitivity in the judiciary through training and increasing female representation.	Continue to provide law-related education sessions to communities	Ministry of Justice	Proposed action for publication
3	Para 13. The Committee recommends that the State party restore and, where possible, increase core funding for the Ministry for Women, Ministry for Ethnic Communities, Ministry for Pacific Peoples, and Ministry for Disabled Persons, to ensure the effective promotion of gender equality and intersectionality.	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	Supporting agencies: Ministry for Women, Ministry for Ethnic Communities, Ministry for Pacific Peoples, Ministry of Disabled People -	No action proposed at this time

CO No.	Concluding observations (CO)	Proposed actions <i>Text in italic will not be published</i>	Agencies involved	Action type <i>Grey: no action Green: action already published Blue: action to be published</i>
			Whaikaha, The Treasury	
3	Para 13. It further recommends that the State party strengthen inter-ministerial collaboration and provide adequate resources to implement gender-responsive policies.	Continue work to ensure policy and laws support gender equality and empowerment.	Ministry for Women	Current action is already agreed and published (UPR 2024).
4	Para 15. the Committee recommends that the State party allocate adequate human, technical and financial resources to ensure that the New Zealand Human Rights Commission is able to effectively continue to discharge its mandate to promote and protect women’s rights. (the Paris Principles, annexed to General Assembly resolution 48/13 4 of 20 December 1993)	<i>Note that New Zealand will continue to fund the Human Rights Commission through the general budget process.</i>	Lead agency: Ministry of Justice Supporting agency: The Treasury	No action proposed at this time
5	Para 17. the Committee recommends that the State party raise public awareness of the non-discriminatory nature and importance of temporary special measures. (Recalling General Rec n No. 25 (2004) on TSM)	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	Ministry for Women	No action proposed at this time
5	Para 17. It also recommends that the State party consider adopting additional temporary special measures, such as, to accelerate substantive equality of women and men in all areas where women are traditionally underrepresented or disadvantaged, including in political, public and economic life and in employment, particularly in emerging sectors such as ICT, innovation, and renewable energy. (In line with CEDAW article 4(1) and General Rec No. 25 (2004) on TSM)	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	Ministry for Women, Ministry of Business, Innovation and Employment (MBIE), Ministry of Education, Ministry of Social Development	No action proposed at this time
6	Para 19. The Committee recommends that the State party continue promoting gender equality in sports, ensuring compliance with female representation quotas in leadership roles.	Continue to promote gender equality in leadership roles in sport	Sport New Zealand	Proposed action for publication
6	Para 19. It also recommends that the State party: • evaluate the results and develop informed policies based on the 2023 Gender Attitudes Survey, • allocate adequate human, technical and financial resources for the 2025 Gender Attitudes Survey, and • provide such statistical data in its next periodic report.	1. Continue to provide support for the Gender Attitudes Survey 2. Continue to consider the results of the 2023 Gender Attitudes Survey in the development of policy and advice	Ministry for Women	Proposed actions for publication
7	Para 21(a). The Committee recommends that the State party: Assess and develop policies to address the root-causes and compounding factors of gender-based violence against women, including economic violence; (Recalling General Rec No. 35 (2017) on GBV)	Implement Te Aorerekura, the National Strategy for the elimination of family violence and sexual violence.	Executive Board for the Elimination of Family Violence and Sexual Violence	Current action is already agreed and published (UPR 2024).

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8	Para 21(b). The Committee recommends that the State party: Adopt and implement legislation to specifically criminalize stalking (Recalling General Rec No. 35 (2017) on GBV)	Progress legislation to criminalise stalking and support its progress through parliament.	Ministry of Justice	Proposed action for publication. Note that this will be included in the interim report due in 2026.
9	Para 21(c). Committee recommends that the State party: Continue to adopt measures based on systematic data collection and analysis to strengthen prevention of gender-based violence against women and reduce revictimization and reoffending rates (Recalling General Rec No. 35 (2017) on GBV)	Implement Te Aorerekura, the National Strategy for the elimination of family violence and sexual violence.	Executive Board for the elimination of family violence and sexual violence agencies	Current action is already agreed and published (UPR 2024).
10	Para 21(d). Committee recommends that the State party: - Allocate adequate human, technical and financial resources for the provision of victims’ support services and - ensure the effective participation of civil society, victims’ representatives and social workers in decision-making on the delivery of protection, social and rehabilitative services (Recalling General Rec No. 35 (2017) on GBV)	- Implement Te Aorerekura, the National Strategy for the elimination of family violence and sexual violence. - Continue the expansion of eligibility for safety programmes for victims of family violence and their children.	Executive Board for the Elimination of Family Violence and Sexual Violence, Ministry of Justice	- Current action is already agreed and published (UPR 2024). - Proposed action for publication
11	Para 21(e). Committee recommends that the State party: Strengthen protection from gender-based violence against women, including through enhanced law enforcement, for disadvantaged groups of women, including Māori and Pacifica women, ethnic and religious minority women, and women with disabilities. (Recalling General Rec No. 35 (2017) on GBV)	- Implement Te Aorerekura, the National Strategy for the elimination of family violence and sexual violence - Further strengthen family violence and sexual violence legislation	- Executive Board for the Elimination of Family Violence and Sexual Violence - Ministry of Justice	- Current action is already agreed and published (UPR 2024). - Current action is already agreed and published (UPR 2024).
12	Para 23. the Committee recommends that the State party strengthen its anti-trafficking framework and consider restoring the Modern Slavery Advisory Group. (Recalling General Rec No. 38 (2020) on trafficking)	- Continue to implement anti-trafficking actions. - Review the certification process for migrant victims of trafficking	MBIE	- Proposed action for publication. - Current action is already agreed and published (CAT 2023).
12	Para 23. It urges the State party to strengthen investigations and prosecutions of perpetrators of trafficking in women and girls and ensure early identification and referral of trafficking victims to appropriate services, including legal aid and rehabilitation programmes. (Recalling General Rec No. 38 (2020) on trafficking)	Review the certification process for migrant victims of trafficking	MBIE	Current action is already agreed and published (CAT 2023).
12	Para 23. The Committee also recommends that the State party adopt legislation to eliminate modern forms of slavery and slavery like practices, in line with international standards. (Recalling General Rec No. 38 (2020) on trafficking)	Continue to work towards the elimination of modern forms of slavery and slavery like practices	MBIE	Proposed action for publication.

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13	Para 25. Recalling its previous recommendation, the Committee calls on the State party to review its legal framework, in particular section 19 of the Prostitution Reform Act 2003, to ensure that migrant women in prostitution are not excluded from the rights and protections afforded to women in prostitution who are New Zealand citizens or permanent residents	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i> <i>Note that there is no current work underway to reform section 19 of the Prostitution Reform Act 2003. However, this could be considered as part of a future review. This is a complex area of law, involving immigration settings, employment law and human rights. Any changes to the current settings will require careful consideration in consultation with stakeholders.</i>	Ministry of Justice	No action proposed at this time
13	Para 25. It further recommends that the State party strengthen its efforts to combat gender-based violence against and exploitation of migrant women in prostitution, including by providing safe avenues for reporting abuses without fear of deportation.	Continue to provide support to victims of trafficking, including migrants, with support through New Zealand agencies. <i>Note that New Zealand has existing safeguards to disincentivise criminal activity or exploitation of vulnerable communities both under the Prostitution Reform Act 2003 and the Crimes Act 1961. For example, those convicted of a criminal offence, including sexual abuse or violent offences, are disqualified from owning or operating a brothel. This provision reduces the likelihood of exploitation or abuse of sex workers.</i>	MBIE	Proposed action for publication.
14	Para 27. the Committee recommends that the State party strengthen personal and privacy protections for women participating in political and public life. (In line with General Rec No. 40 (2024) on women’s leadership)	Strengthen personal and privacy protections for women participating in political and public life.	Ministry of Justice, Department of Internal Affairs (DIA), Netsafe, Ministry for Women	Proposed action for publication.
14	Para 27. It also recommends that the State party effectively investigate and, as appropriate, prosecute and punish all acts of hate speech and hate crimes against women politicians and women public officials, and ensure that public officials publicly condemn such expressions or crimes. (In line with General Rec No. 40 (2024) on women’s leadership)	Consider and respond to the Law Commission's report on hate crime, when it is received. Action description: The Law Commission has been asked to review the law relating to hate crime. The review will focus on whether the law should be changed to create standalone hate crime offences as recommended in recommendation 39 of the Report of the Royal Commission of Inquiry into the terrorist attack on Christchurch masjidain on 15 March 2019. The Government will consider and respond to recommendations coming out of the review.	Ministry of Justice	Current action is already agreed and published (UPR 2024).
15	Para 29. The Committee recommends that the State party expedite the repeal of the Citizenship (Western Samoa) Act 1982 to enable women and children born in New Zealand to Samoan parents to apply for New Zealand nationality based on descent	Repeal the Citizenship (Western Samoa) Act 1982.	DIA	Proposed action for publication. Note that this action has already been completed (legislation has been repealed).

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15	Para 29. It also calls on the State party to ensure the effective participation of affected Samoan women in the development of a mechanism for redressing the harm caused.	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	DIA	No action proposed at this time.
15	Para 29. It further recommends that the State party establish statutory timeframes for nationality applications under section 9 of the Citizenship Act 1977 to avoid undue delays.	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	DIA	No action proposed at this time.
15	Para 29. Moreover, the Committee urges the State party to adopt statelessness determination procedures in line with international human rights standards and consider acceding to the 1954 Convention relating to the Status of Stateless Persons with a view to preventing statelessness.	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	Ministry of Foreign Affairs and Trade	No action proposed at this time.
16	Para 31. the Committee recommends that the State party: promote the importance of women and girls’ education at all levels as a basis for their empowerment (Recalling General Rec No. 36 (2017) on the right to education)	Continue to support women and girls’ education at all levels.	Ministry of Education	Proposed action for publication.
17	Para 31(a). the Committee recommends that the State party: Ensure the allocation of adequate human, technical and financial resources for key educational programmes, including: - the Ka Ora, Ka Ako healthy school lunch programme - and transport assistance for Māori medium schools and women and girls in rural areas (Recalling General Rec No. 36 (2017) on the right to education)	Ensure the allocation of adequate human, technical and financial resources for key educational programmes.	Ministry of Education	Proposed action for publication.
18	Para 31(b). the Committee recommends that the State party: Address the barriers to education for girls and women with disabilities by allocating additional resources to improve accessibility, provide inclusive education and increase the number of speech therapists and teacher aides (Recalling General Rec No. 36 (2017) on the right to education)	Continue to strengthen the measures for persons with disabilities to access education by targeting effective learning support interventions for students with additional needs.	Ministry of Education	Current action is already agreed and published (UPR 2024).
19	Para 31(c). the Committee recommends that the State party: Address the gender digital divide, improve equal access to reliable and affordable internet, broadband and online learning equipment, as well as access to STEM education for women and girls, in particular rural and indigenous women and girls; (Recalling General Rec No. 36 (2017) on the right to education)	Continue to address the gender digital divide.	Ministry of Education	Proposed action for publication.
20	Para 31(d). the Committee recommends that the State party: Strongly enforce and monitor the implementation of laws and regulation on the protection of women and girls in education, including international students, from harassment, disinformation, cyber-violence and bullying, and raise awareness of the risks of bullying and violence among students, parents, teachers and the general public	Continue to support schools to protect women and girls in educational settings to be free from bullying and violence.	Ministry of Education, DIA, Classifications Office, Netsafe	Proposed action for publication.

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	(Recalling General Rec No. 36 (2017) on the right to education)			
21	Para 31(e). the Committee recommends that the State party: Take measures to promote the teaching of Pacific and Indigenous languages and address the shortage of Māori-speaking teachers all levels of education. (Recalling General Rec No. 36 (2017) on the right to education)	Continue to promote the teaching of pacific and te reo Māori in all levels of education	Ministry of Education	Proposed action for publication.
22	Para 33(a). The Committee recommends that the State party: Effectively enforce the principle of equal pay for work of equal value in order to narrow and eventually close the gender pay gap, including for Māori, Pacific, and migrant women, by (i) conducting regular labour inspections; (ii) applying gender-neutral analytical job classification and evaluation methods; (iii) conducting regular pay surveys; and (iv) encouraging employers to publish a narrative with their gender pay gap data, with a view to better understanding the reasons behind the gender wage gap, and to take appropriate remedial measures;	1. Continue efforts to reduce the gender pay gap in the public and private sectors 2. Increase diversity and inclusion and close the gender, Māori, Pacific and ethnic pay gaps in the Public Sector. 3. Develop a gender pay gap calculation tool and guidance.	Ministry for Women, MBIE, Stats NZ, Public Service Commission	1. Proposed action for publication. 2-3. Current actions are already agreed and published (UPR 2024).
23	Para 33(b). The Committee recommends that the State party: Continue to improve parental leave and post-partum care, including by ratifying ILO Convention (No. 183) on maternity protection 2000, while addressing the compounding adverse effect of intersecting forms of discrimination on women’s employment, such as the adverse effect of limited access to healthcare on work attendance;	Continue to support parental leave and post-partum care. <i>Note that the New Zealand Government’s current focus is on making progress to ratify the ILO Fundamental Conventions that New Zealand has not yet ratified. Convention 183 (the Maternity Protection Convention) is not a Fundamental Convention.</i>	MBIE, Inland Revenue	Proposed action for publication.
24	Para 33(c). The Committee recommends that the State party: Strengthen mechanisms for addressing gender-based violence in the workplace, with a particular focus on disadvantaged groups of women, including by (i) developing guidelines for confidential and accessible reporting mechanisms for employees to report incidents of gender-based violence and harassment; (ii) encouraging the adoption of systematic training programs for all employees, including managers and supervisors, on recognizing, preventing, and responding to gender-based violence and harassment; and (iii) providing reasonable accommodations and ensuring that all employees have equal access to opportunities and resources	Continue to implement guidance for addressing gender-based violence in the workplace.	MBIE	Proposed action for publication.
25	Para 33(d). The Committee recommends that the State party: Introduce a legal definition of sexual harassment in the workplace harassment and ratify ILO Convention (No. 190) on violence and harassment 2019.	<i>Note that the Employment Relations Act defines sexual harassment. The New Zealand Government’s current focus is on making progress to ratify the following ILO Fundamental</i>	MBIE	No action proposed at this time.

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		<i>Conventions, Convention 87 – Freedom of Association and protection of the right to Organise, and Convention 138 – Minimum Age. Convention 190 (the Violence and Harassment Convention) is not a Fundamental Convention.</i>		
26	Para 35(a). the Committee recommends that the State party: Continue expanding access to health services, including reinstating dedicated health services, for minority groups of women most at risk of inaccessibility or stigma and discrimination by healthcare authorities and service providers, in particular rural women, migrant women, and Māori women (Recalling General Rec No. 18 (1991) on disabled women and No. 39 (2022) on the rights of Indigenous women and girls)	1. Continue expanding women’s access to health services. 2. Implement the Women's Health Strategy 3. Implement Te Mana Ola: The Pacific Health Strategy and Pae Tu: Hauora Māori Strategy 4. Consider health care policies and settings to ensure equitable access for migrants and refugees.	Ministry of Health, Health NZ	1. Proposed action for publication. 2-4. Current actions are already agreed and published (UPR 2024).
27	Para 35(b). the Committee recommends that the State party: Develop formal clinical guidelines for diagnosing and treating endometriosis to reduce delays and improve healthcare outcomes, ensuring the effective participation of women across regions and age groups and representing diverse minority groups of women (Recalling General Rec No. 18 and No. 39 as above)	Continue to support the timely diagnosis of women’s health issues, including endometriosis.	Ministry of Health, Health NZ	Proposed action for publication.
28	Para 35(c). the Committee recommends that the State party: Review the policy and service delivery frameworks for women with mental health and psychosocial disabilities, including the current Disabilities National Action Plan to cover women and girls with mental and psychological disabilities (Recalling General Rec No. 18 and No. 39 as above)	Progress new legislation for compulsory mental health treatment and care, which takes a human rights-based approach.	Lead agencies: Ministry of Health, Health NZ Supporting agency: Ministry of Disabled People – Whaikaha	Current action is already agreed and published (UPR 2024).
29	Para 35(d). the Committee recommends that the State party: Develop formal clinical guidelines for ensuring culturally appropriate healthcare, in accordance with international standards, ensuring the effective participation of disadvantaged groups of women at risk of racial discrimination in healthcare settings, including Māori, Pacific, and migrant women, in the formulation and implementation of such guidelines (Recalling General Rec No. 18 and No. 39 as above)	1. Continue to expand culturally appropriate health care services 2. Implement Te Mana Ola: The Pacific Health Strategy and Pae Tu: Hauora Māori Strategy 3. Consider health care policies and settings to ensure equitable access for migrants and refugees	Ministry of Health, Health NZ	1. Proposed action for publication. 2-3. Current actions are already agreed and published (UPR 2024). Note that this will be included in the interim report due in 2026.
30	Para 35(e). the Committee recommends that the State party: • Amend the Contraception, Sterilization, and Abortion Act (1977), Contraception, Sterilization, and Abortion Act (1977), the Code of Health and Disability Services Consumers' Rights, to protect the rights to privacy and access to information and • require the free and informed consent of women with disabilities to any medical interventions performed on them	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	Ministry of Health, Health NZ	No action proposed at this time.

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	(Recalling General Rec No. 18 and No. 39 as above)			
31	Para 37(a). The Committee recommends that the State party: Apply an intersectional lens to its analysis of the outcomes of the implementation of measures taken in response to the COVID-19 pandemic to ensure women’s equal enjoyment of economic and social benefits, recognising the adverse effects of intersecting forms of discrimination based on age, disability, remoteness, ethnicity or descent on women’s economic empowerment;	Continue to promote intersectional policy analysis frameworks in the development of policies and legislation, including those in response to COVID-19.	Ministry for Women, MBIE, Ministry of Social Development	Proposed action for publication. Note that this will be included in the interim report due in 2026.
32	Para 37(b). The Committee recommends that the State party: Adopt targeted measures to reduce the gender pension gap, including by: - recognising and computing women’s unpaid care work performed towards pension entitlements and social benefits, - extending the coverage of social protection, such as minimum wages, paid leave, and maternity leave, to women in the informal economy and self-employed women and - introducing flexible working arrangements for both women and men;	Continue to support and consider actions to the reduction of the gender retirement gap.	MBIE, Inland Revenue	Proposed action for publication.
33	Para 37(c). The Committee recommends that the State party: Increase budgetary allocations for the implementation of policies and programmes for the economic empowerment of older women, women with disabilities, rural women, Māori and Pacifica women and non-national and ethnic minority women, including measures to address poverty, illiteracy, unpaid work, access to healthcare, housing, and social and economic benefits.	Continue to develop and implement policies that contribute to women’s economic empowerment.	Ministry for Women, MBIE, Ministry of Social Development, Ministry of Housing and Urban Development (HUD), Ministry of Education, Ministry of Health, Health NZ Supporting agency: Ministry of Disabled People – Whaikaha, Te Puni Kōkiri, Ministry for Pacific Peoples	Proposed action for publication.
34	Para 39. the Committee recommends that the State party develop a comprehensive national strategy to address the gender-specific impacts of climate change and the specific and unique needs of women and girls in disaster risk reduction	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	Ministry for the Environment, NEMA	No action proposed at this time

CO No.	Concluding observations (CO)	Proposed actions <i>Text in italic will not be published</i>	Agencies involved	Action type <i>Grey: no action Green: action already published Blue: action to be published</i>
	(Recalling General Rec No. 37 (2018) on gender-responsive climate change action)			
34	Para 39. It urges the State party to ensure the effective participation of women most at risk of the adverse impacts of climate change and natural disasters, including rural women and women in poverty, in decision-making on the development and implementation climate change mitigation and disaster risk reduction policies and programmes, while increasing climate change and disaster risk mitigation literacy among women (Recalling General Rec No. 37 as above)	1. Continue to implement the National Disaster Resilience Strategy. 2. Continue to support our commitment to the Sendai Framework and the Sendai Gender Action Plan.	Ministry for the Environment, NEMA	Proposed actions for publication.
35	Para 41. The Committee recommends that the State party strengthen protections for women migrant workers: • by implementing the recommendations of the Ministry of Business, Innovation and Employment (MIBE) review of the Recognised Seasonal Employer (RSE) scheme, • including by ensuring affordable accommodation, fair wages, and adequate pastoral care.	1. Consider further protections for women migrant workers.	MBIE	1. Proposed action for publication.
35	Para 41. The Committee further recommends that the State party strengthen support for women migrant workers, • including by addressing their increased accommodation costs, providing visa support for family members and • ensuring their affordable and free access to legal aid services.	1. Consider further protections for women migrant workers. 2. Review legal aid settings	MBIE Supporting agency: Ministry of Justice	1. Proposed action for publication. 2. Current action is already agreed and published (UPR 2024).
36	Para 43. the Committee calls on the State party to reaffirm its commitment to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and ensure that its national policies and legislation are aligned with the principles and provisions of the Declaration and include a gender perspective. (With reference to General Rec No. 39 (2022) on the rights of Indigenous women and girls)	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	Te Puni Kōkiri	No action proposed at this time. Note that this will be included in the interim report due in 2026.
36	Para 43. It recommends that the State party ensure the free, prior, and informed consent of Indigenous women is obtained before the approval of any project or legislative measure that affects their lands, territories, and resources, including meaningful consultations and participation in decision-making processes through their own representative institutions. (With reference to General Rec. No. 39 as above)	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	Ministry for the Environment, Te Puni Kōkiri	No action proposed at this time.

CO No.	Concluding observations (CO)	Proposed actions <i>Text in italic will not be published</i>	Agencies involved	Action type <i>Grey: no action Green: action already published Blue: action to be published</i>
36	Para 43. The Committee also recommends that the State party recognize the role of Indigenous women as custodians of Indigenous culture, promote the cultural rights and identity of Indigenous women and protect their right to maintain and strengthen their distinctive spiritual relationship with their traditionally owned or otherwise occupied and used lands, territories, waters, and coastal seas. (With reference to General Rec. No. 39 as above)	Recognise the role of Indigenous women as custodians of Indigenous culture, including promote cultural rights, identity and spiritual relationships with ancestral lands.	Te Puni Kōkiri, Ministry for the Environment	Proposed action for publication.
37	Para 45. The Committee recommends that the State party to amend its legislation and provide capacity building to judges to ensure that gender-based violence is adequately taken into account in court decisions on child custody and visitation rights.	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	Ministry of Justice	No action proposed at this time.
37	It also recommends that the State party strengthen women’s access to legal aid in divorce proceedings, which, if necessary, should be free of charge, in particular in rural areas.	Review legal aid settings Action description: In 2015 the Government agreed that a triennial review is to be carried out on legal aid policy settings and any recommended changes to those settings. These recommendations may be suitable for inclusion in a future triennial review. The next triennial review is due to be undertaken in 2024. A targeted review of the legal aid scheme is being undertaken to ensure that the legal aid scheme is efficient and sustainable while also promoting access to justice.	Ministry of Justice	Current action is already agreed and published (UPR 2024).
38	Para 47. the Committee recommends that the State party carry out an assessment of its tools for collecting data, take steps to address any weaknesses in data collection and improve data verification, diversify data collection, and allow individuals to report anonymously on the basis of the principle of self-identification. (Recalling General Rec No. 9 (1989) on statistical data concerning the situation of women)	<i>Actions within the scope of this recommendation are not currently on the Government work programme but can be considered in the future.</i>	Stats NZ, Ministry for Women	No action proposed at this time.
38	Para 47. In line with the principles of Te Tiriti and data sovereignty, the Committee also recommends that the State party take steps to ensure the effective participation of Māori women across data collection and production, access to personal data, and data governance and security. (Recalling General Rec No. 9 as above)	Consider the role of wāhine māori in data governance.	Stats NZ, Te Puni Kōkiri	Proposed action for publication.
38	Para 47. The Committee also recommends that the State party guarantee the effective participation of Indigenous women and ethnic and ethno-linguistic minority women in the development and implementation of intellectual property and privacy protections against cross-border and e-commerce transactions of personal data	Consider the role of wāhine māori in data governance.	MBIE, Te Puni Kōkiri Supporting agency: Stats NZ	Proposed action for publication.

CO No.	Concluding observations (CO)	Proposed actions <i>Text in italic will not be published</i>	Agencies involved	Action type <i>Grey: no action Green: action already published Blue: action to be published</i>
39	Para 48. The Committee calls upon the State party to use the Beijing Declaration and Platform for Action and to further evaluate the realization of the rights enshrined in the Convention in order to achieve substantive equality between women and men.	Continue to report against the Beijing Declaration and Platform for Action and Convention on the Elimination of all forms of Discrimination Against Women. Action description: The Ministry for Women will continue to lead reporting against the Beijing Declaration and Platform for Action and Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), and coordinate with relevant Government agencies, civil society organisations and the Human Rights Commission as per the regular reporting process.	Ministry for Women	Proposed action for publication. Note that this is an ongoing reporting obligation for the Beijing Declaration and Platform for Action.
40	Para 49. The Committee requests the State party to ensure the timely dissemination of the present concluding observations, in the official language(s) of the State party, to the relevant State institutions at all levels (national, regional, local), in particular to the Government, Parliament and the judiciary, to enable their full implementation.	<i>Subject to Cabinet approval, the Concluding Observations and action will be published on the Human Rights Monitor.</i>	Ministry for Women	This is an ongoing obligation as a signatory to CEDAW and will not be published on the Human Rights Monitoring Tool.
41	Para 50. The Committee requests the State party to provide, within two years, written information on the steps taken to implement recommendations contained in paragraphs 21 (b), 35 (d), 37 (a) and 43 above.	<i>This falls within the scope of our regular reporting obligations as a signatory to the CEDAW. The Minister for Women will lead the interim report back by October 2026, and coordinate with relevant agencies and Ministers.</i>	Ministry for Women	This is an ongoing obligation as a signatory to CEDAW and will not be published on the Human Rights Monitoring Tool.
42	Para 51. The Committee will establish and communicate the due date of the tenth periodic report of the State party in line with a future predictable reporting calendar based on an eight-year review cycle and following the adoption of a list of issues and questions prior to reporting, if applicable, for the State party. The report should cover the entire period up to the time of its submission. The Committee requests the State party to follow the harmonized guidelines on reporting under the international human rights treaties, including guidelines on a common core document and treaty-specific documents (see HRI/GEN/2/Rev.6, chap. I)).	<i>This falls within the scope of our regular reporting obligations as a signatory to CEDAW. The Ministry will continue to follow the harmonized guidelines on reporting for the tenth periodic report.</i>	Ministry for Women	This is an ongoing obligation as a signatory to CEDAW and will not be published on the Human Rights Monitoring Tool.



Cabinet Social Outcomes Committee

Minute of Decision

This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.

United Nations Committee on the Elimination of Discrimination Against Women: Concluding Observations - Next Steps and Publication of Actions

Portfolio **Women**

On 20 August 2025, the Cabinet Social Outcomes Committee:

- 1 **noted** that as a signatory to the *Convention on the Elimination of all Forms of Discrimination Against Women* (CEDAW), New Zealand is required to monitor and periodically report back to the United Nations on progress towards implementing CEDAW;
- 2 **noted** that in October 2024, 42 main recommendations were received from the United Nations Committee on the Elimination of Discrimination Against Women (the Committee), in response to New Zealand's ninth periodic report;
- 3 **noted** that 35 recommendations are already being progressed or have been completed under the Government's work programme;
- 4 **agreed** to the actions to address the Committee's recommendations, outlined in Appendix 2 to the paper under SOU-25-SUB-0113, and to publication on the *Human Rights Monitor*;
- 5 **noted** that New Zealand is expected to submit its tenth periodic report under CEDAW in 2031, which will outline progress made on the Committee's recommendations;
- 6 **noted** that an interim report to the Committee is required on four recommendations by October 2026, which will be developed in consultation with relevant Ministers.

Jenny Vickers
Committee Secretary

Present:

Hon David Seymour
Hon Nicola Willis
Hon Chris Bishop
Hon Erica Stanford
Hon Paul Goldsmith
Hon Louise Upston (Chair)
Hon Matt Doocey
Hon Nicole McKee
Hon Casey Costello
Hon Penny Simmonds
Hon Karen Chhour
Hon Nicola Grigg
Hon Scott Simpson

Officials present from:

Office of the Prime Minister
Officials Committee for SOU
Office of the Minister of Education