



**Twenty-fifth anniversary of the
Fourth World Conference on Women and adoption of the
Beijing Declaration and Platform for Action (1995)**

New Zealand Progress Report

September 2018

Section One: Priorities, achievements, challenges and setbacks

1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

New Zealand is strongly committed to the protection and promotion of women's rights, as embodied in the Beijing Declaration and Platform for Action. The principle of equality for all is enshrined in New Zealand law and supported by an independent judiciary, democratic structures of governance, human rights accountability mechanisms, and the recognition and protection of society's most vulnerable groups and individuals.

We are aiming to develop an economy that is growing and working for all of us, to improve the wellbeing of New Zealanders and their families, and to make New Zealand proud. We want New Zealand to be a great place to be a woman or girl in all their diversity, where wāhine Māori (Maori women) succeed as Māori, and where gender is not a barrier to success and wellness. We also want New Zealand to be a place where the contribution of all women and girls is valued, that all women and girls are financially secure and can fully participate and thrive, and that all women and girls are free from all forms of violence and harassment.

As a matter of priority we are working to address gender inequalities that exist around pay equity, the gender pay gap, family and sexual violence, and economic outcomes for women, particularly Māori and Pacific women.

Achievements

Over the last five years the Government has continued to make steady progress in advancing gender equality and New Zealand has implemented positive legislative and policy reforms to improve women's lives.

Pay Equity

A landmark New Zealand Court of Appeal decision in 2014 determined that our equal pay legislation includes equal pay for work of equal value and changed the way the Equal Pay Act 1972 was understood. A \$2 billion pay settlement in 2017 resulted in a pay-rise for more than 55,000 low paid,

mainly female, care and support workers. The Government announced on 22 June 2018 that it is extending the settlement to include mental health and addiction support workers who are predominantly women. The \$173.5 million settlement extension will ensure that around 5,000 mental health and addiction support workers will receive the same pay rates as care and support workers.

The Government has worked with employer and employee representatives, including unions, in a tripartite Joint Working Group on Pay Equity Principles, to develop principles to guide pay equity settlements. A suite of amendments to employment relations legislation will bring greater fairness to the workplace. These changes will increase protections for workers, especially low-paid workers, many of whom are women, including Māori and Pacific women. The changes will strengthen the role of collective bargaining in the workplace to ensure fair wages and conditions.

The Gender Pay Gap

The current gender pay gap in New Zealand is 9.2 percent. In March 2017, the Ministry for Women released the research, *Empirical evidence of the gender pay gap in New Zealand*, which looked at the causes underlying the gender pay gap, which had not been investigated since 2003. The research showed that the majority (80 percent) of the gender pay gap is now driven by what lead author Professor Gail Pacheco and others have identified as “unexplained” factors.

A gender pay and pay equity taskforce in the State Services Commission (SSC) is implementing the 2018-20 Action Plan for eliminating the gender pay gap in the public service.

The Government’s 2018-2020 Action Plan to end the gender pay gap in the public service aims for substantial progress by 2020 and looks to ensure that the public and private sectors are on a similar pathway.

Women in Leadership

On 13 June 2018, the New Zealand Government set a target of 50 percent for women’s participation on state sector boards and committees to be met by 2021 (the former target was 45 percent). New Zealand women’s participation on state sector boards is now at 45.7 percent.

The Ministry for Women manages a Nominations Service, with a database of over 1,000 women available for board roles. In 2018, the Ministry for Women responded to 185 requests nominating 680 women to state sector board roles.

As at 30 June 2018, the representation of women in the public service workforce was 60.9 percent and there were 48.8 percent women in the top three tiers of senior management. Fifty percent of Chief Executives are now women.

There are 49 women members of Parliament, the highest number ever in Parliament at one time. The Government has also established a position for a Parliamentary Under-Secretary with responsibility for domestic and sexual violence issues.

Addressing family and sexual violence

This is the first time we have had a dedicated person in Government focused on family and sexual violence. This shows the concerted effort the Government is making to end domestic and sexual violence once and for all in our society.

An effective family violence and sexual violence system requires sustained leadership and coordination. It's clear the current system is failing to prevent violence or provide the integrated responses people need. That's why we have created a new Joint Venture to transform and lead the system.

Paid parental leave

Paid parental leave was extended from 14 weeks to 16 weeks on 1 April 2015, further extended to 18 weeks on 1 April 2016, and will be further extended to 26 weeks from July 2020.

The Government also introduced "keeping in touch" hours for employees to be paid to come into work for up to 40 hours during their paid leave period. The 40 hours can also be used for professional development. The Government encourages uptake of flexible work for both men and women, and by the end of 2019, all public sector roles will be flexible by default.

Challenges

While the gender pay gap has narrowed over the past 20 years, it is persistent. We have a national gender pay gap of 9.2 percent. Some population groups, such as Māori, Pacific and migrant women, face greater gender pay gaps.

New Zealand women continue to suffer from high levels of domestic and sexual violence and we continue to rank high in OECD statistics on violence against women. Family violence is the largest driver of violent crime in New Zealand. Current data shows that one in three women experience physical, emotional and or sexual violence from a partner in their lifetime – twice the rate for men. Women are also more likely to be killed. Women living with a disability, young women, Māori women, queer and transgender women experience higher rates of violence and are also more likely to be re-traumatised by our current systems.

While New Zealand has made good progress towards equal representation on state sector boards, women remain underrepresented on private sector boards. Women hold only 19 percent of board positions and senior leadership positions in New Zealand Stock Exchange (NZX) listed companies. More generally, women of Māori, Pacific and Asian ethnicities remain under-represented in the top tiers of management and over-represented in lower paid occupations.

In 2018, the United Nations Convention of the Elimination of Discrimination Against Women (CEDAW) Committee's concluding observations on New Zealand set out 78 recommendations for improvement. The concerns ranged from improving women's access to justice, implementing pay equity, developing a gender budget, and initiating a national action plan for the advancement of women.

2. Which of the following have been the top priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes?

Over the past five years, the government's priorities for women have reflected the areas where more work is needed, and where the biggest difference can be made:

- valuing women’s contribution
- increasing women’s representation in leadership
- ensuring women and girls are free from violence, and
- more women in science, technology, engineering and mathematics (STEM) education and trades training.

Closing the gender pay gap and addressing pay equity

The Government has a strong commitment to closing the gender pay gap. Closing the gender pay gap and addressing pay equity are important steps towards women’s full economic empowerment.

The Government has initiated work in three areas:

- closing the gender pay gap within the core public service (currently 12.5%), with substantial progress within this Parliamentary term;
- supporting employers’ action to close the gender pay gap, including issuing a step by step guide to support employers to do this; and
- building and disseminating evidence on the gender pay gap, including analysis of its causes.

The New Zealand public service will lead by example with a diversity and inclusion work programme. A key priority of this programme is identifying and closing gender and ethnic pay gaps, with significant emphasis on transparency and normalising flexible workplaces.

We will continue to raise the minimum wage by a third by 2021. This will benefit over 164,000 New Zealand workers, over 60 percent of whom are women in low-skilled jobs.

The 2014 New Zealand Court of Appeal decision determined that our equal pay legislation includes equal pay for work of equal value. A \$2 billion pay settlement in 2017 resulted in a pay-rise for more than 55,000 low paid mainly female care and support workers. The Government has recently agreed to negotiate with unions and employers towards extending that settlement to include mental health and addiction support workers.

The Government has worked with representatives of employers and employees to develop principles to guide pay equity settlements, as well as new legislation.

A suite of amendments to employment relations legislation has also been introduced; these amendments will bring greater fairness to the workplace, by increasing protections for workers, especially vulnerable workers, and strengthening the role of collective bargaining in the workplace to ensure fair wages and conditions.

These changes will help to form the strong foundation needed for improving fairness in the workplace for women.

Encouraging and developing women leaders

The Government recognises the important contribution of women in leadership, whether that be heading large companies, community groups, school boards, local marae, or heading the Government itself.

Women now make up 45.7% of state sector boards and committees and also hold almost 48% of senior public service leadership positions. Women also make up 40% of the Members of Parliament – the highest level to date – with 13 of them being Māori women. Women also hold the roles of Prime Minister, Governor-General and Chief Justice.

While there has been great progress, we acknowledge that large proportions of talented women drop out, or stall below senior management and top leadership positions, and the private sector is significantly lagging behind.

This Government is:

- working with private and state sector organisations to grow the pathway of women into leadership roles;
- creating an environment where key decision-makers understand the importance of appointing women and actively seek out suitably qualified women candidates; and
- supporting emerging women leaders to develop their skills and talents and realise their leadership potential.

Ensuring women and girls are free from violence

We are taking steps to ensure women and girls are free from violence. Family and sexual violence are linked to many of the most destructive and apparently intractable social issues facing New Zealand.

Family violence is the largest driver of violent crime in New Zealand. Current data shows that one in three women experience physical, emotional and or sexual violence from a partner in their lifetime

– twice the rate of men. Women are also more likely to be killed from partner violence. Women living with a disability, young women, Māori women, queer and trans women experience higher rates of violence. Victims of family and sexual violence are also more likely to be repeatedly affected and re-victimised. Victims’ experience of court processes can result in secondary victimisation and trauma.

The current system is failing to prevent family / sexual violence, and the needs of women and girls are not being met by a fragmented response system. We know that organisations that support women and families are extremely overextended and struggling to meet the demands placed on them.

This Government intends to transform the system by:

- implementing new family violence legislation
- responding to Law Commission recommendations on sexual violence
- developing a national strategy for the prevention of family and sexual violence
- developing an investment strategy for family and sexual violence services
- establishing dedicated roles in Government, including a dedicated agent – the Under Secretary to the Minister of Justice (Domestic and Sexual Violence); and
- improved data gathering and analysis to track progress and effectiveness of outcomes.

The Government has recently invested \$76 million into frontline services to ensure women trying to escape a violent situation can access the support they need, where and when they need it.

Work is also underway to ensure that, when women report an incident of sexual violence to the police, and participate in the criminal prosecution, the criminal justice system does not compound the harm they have already suffered.

The Government is committed to the development of kaupapa Māori supports and services (those that reflect Maori customary practice) that provide for the specific needs of wāhine Māori. These programmes will encourage the participation of whanau (family), hapū (community), iwi (tribe) and the wider community.

We also recognise the importance of fully engaging with men and boys, encouraging them to take an active role in addressing gender-based violence.

The Government acknowledges the enormous complexities of this issue; there is no quick fix but we are determined to take action and ensure that New Zealand's women and girls (and other children) can thrive and reach their full potential in this country, free from violence.

Supporting more women in education and training

New Zealand has a proud history of commitment to women's rights, gender equality and inclusion and this extends into the field of education. However, more women than men are not in education, employment or training, and Māori and Pacific women and young mothers are particularly vulnerable to low wage employment and poorer outcomes for themselves and their families.

New Zealand women are gaining qualifications at a higher rate than men but their skills are not being translated into long-term, sustainable careers that offer opportunities for progression. This is partly because they are not studying high-paying, high-growth subjects such as science, technology, engineering, mathematics and construction and entering trades. The Government is encouraging more women into these areas.

2016 National Certificate of Educational Achievement (NCEA) data shows that female student levels of participation and achievement across science and math is equal to, or greater than, that of male students. However, there is still a disparity in the STEM (Science, Technology, Engineering and Mathematics) subject of technology, where we are making improvements. Women account for only around a third of all students working towards a STEM-related tertiary qualification. Within that group of women the vast majority identify as European, with around 14% identifying as Māori or Pacific.

Curious Minds, a cross-Government initiative, has a ten-year goal of encouraging and enabling better engagement with science and technology for all New Zealanders. The initiative specifically profiles women in STEM and aims to inspire teachers and learners and feature women in different career stages, across a range of disciplines.

Access to education is a priority for the Government. A primary intervention the New Zealand government uses to support access and participation is the Student Support system. Through this we

provide interest-free student loans for all students and student allowances for low income students to assist with the cost of study and of living while studying. Student allowances are targeted grants to support students to meet their living costs, which do not need to be repaid. Interest-free student loans are more universally available and allow students to meet their fee, course and living costs.

While not specifically designed to address equity of access issues, our tertiary education Fees-Free policy introduced in 2018 aims to make starting study or training more affordable to those who have not yet received the benefits of tertiary education and reduce their debt burden. In 2018, 41,700 students and trainees benefited from fees-free tertiary education.

We acknowledge that financial assistance alone cannot fully support broad access to tertiary education. Some students face significant other barriers to tertiary education, for example, low prior attainment or lack of family familiarity with tertiary education. To improve outcomes for young people and adults who have left school with low or no education qualifications we have made changes to formal foundation tertiary education to increase expectations on providers to deliver high quality education and improved learner outcomes.

We acknowledge our challenges and are dedicated to better protecting and promoting the rights of women and girls in education.

3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination

Wahine Māori

While Māori women's outcomes have greatly improved over recent years, challenges remain. This government is committed to lifting wellbeing and exploring innovative partnerships with Māori to achieve this, and we cannot do it alone.

The Government is committed to a strong, ongoing and healthy relationship with Māori. The government is undertaking initiatives across sectors that aim to strengthen the Crown/Māori relationship and accountabilities for Māori, and identify opportunities for better outcomes. Examples

of partnerships to advance Māori women include initiatives to get more Māori women into trades training and the Māori Women Development Incorporated, which provides loans to Māori women to assist them to commence business, and runs a coaching and leadership programme for indigenous women.

The Government has also implemented an innovative approach to improve the wellbeing of Māori whānau called Whānau Ora. The Whānau Ora approach is whānau-centred and works with individuals within the context of their whānau, (family) or wider social collective responding to the holistic needs and aspirations of whānau. The Whānau Ora approach strengthens and improves outcomes for whānau and families by developing whānau leadership, enhancing and strengthening the collective capabilities of whānau and providing whānau-centred support to deliver services and initiatives.

Women with a disability

The Government is committed to removing all forms of discrimination and all barriers which prevent women with disabilities from participating in society.

The New Zealand Disability Strategy 2016-2026 was revised in 2016 following two rounds of public consultation. Targeted workshops were held with women with disabilities to hear how they could be better supported to realise their full potential and live the best quality of life they can.

A new Disability Action Plan 2019-2022 (the primary vehicle for implementation of the Disability Strategy and the UN Convention on the Rights of Persons with Disabilities) was developed after thorough consultation with the sector about what the priorities should be. The Government will ensure that the perspective of women with disabilities is carefully considered during the development of the new Disability Action Plan.

The previous Disability Action Plan 2014-2018 did not include a specific action regarding women with a disability.

Women on low incomes

Women on low incomes are much more likely to forego health care needs including contraception. This results in higher rates of unintended pregnancy; poorer financial, health, and social outcomes for women and children. This disproportionately affects Māori and Pacific women and entrenches existing disadvantage. The government has targeted low cost (under \$5) contraceptive access to women living in the poorest neighbourhoods (quintile 5) and to women who live on a state benefit, and made modern and most effective long acting reversible contraceptives available for free. The government has allowed regional health authorities (District health Boards) to provide these services to women who have drug or alcohol problems, or rapid repeat pregnancies.

Women asylum seekers and refugees

The New Zealand Refugee Strategy combines support from government agencies, settlement partners and refugees themselves that aims to support all refugee families to enjoy healthy, safe and independent lives.

Refugees in New Zealand under quota or convention programmes have the same access as New Zealand residents to employment, education, income and housing support and public health services, and are eligible to apply for residence and New Zealand citizenship after five years' residence.

Asylum seekers who are lawfully in New Zealand and make a claim for refugee or protected person status have more limited access to services but can apply for emergency financial support and can access publicly funded health services and schools.

The New Zealand Refugee Strategy has 5 goals covering work, participation, health, education and housing. Recent initiatives for women include:

- Supporting a Muslim association to run a girls camp for a range of ethnic communities.
- Supporting a group of women from ethnic backgrounds to talk about how to feel safe and access legal and social services in New Zealand.
- Supporting women and older people to be involved in community activities.

Women migrant workers

New Zealand takes the situation of the exploitation and trafficking of migrant workers very seriously. The government is currently reviewing the *Migrant Exploitation Prevention Strategy*. This will include a specific focus on addressing issues around the exploitation of international students.

The current *Migrant Exploitation Prevention Strategy* aims to ensure New Zealand has fair treatment of migrant workers. Immediate outcomes sought by the Strategy are: supporting exploited employees, holding exploitative employers to account, and helping migrant employees and their employers understand and act on their rights and obligations. The strategy is supported by an education campaign for migrant employees and their employers. The Strategy is currently being reviewed.

The Immigration Act 2009 addresses labour exploitation against persons who are not legally entitled to work in New Zealand and has adopted the Plan of Action to Prevent People Trafficking, which better equips officials to detect, prevent and combat this crime.

Immigration New Zealand has developed tailored workplace guides and toolkits for specific migrant groups and sectors that employ a large number of migrant workers who could be vulnerable to workforce exploitation such as international students, Pacific migrants and migrants working in the dairy farming, construction, hospitality or aged care sectors.

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

No.

5. Which does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes?

Our vision is that Aotearoa New Zealand is a great place to be a woman or girl, to be wāhine Māori, to succeed as Māori, and where gender is not a barrier to wellbeing.

To achieve our vision we will focus on achieving three strategic outcomes:

- the contribution of all women and girls is valued

- all women and girls are financially secure and can fully participate and thrive
- all women and girls are free from all forms of violence and harassment.

These outcomes are broader than our current focus which is on economic independence, leadership and safety. While we will continue to work on these focus areas, the broader framework enables us to identify opportunities to serve a wider range of women and a wider range of issues than we are currently able to do. Importantly, they align with recommendations made by the United Nations Convention of the Elimination of Discrimination Against Women (CEDAW) Committee. We are able to do this because of the significant traction we gained on issues such as closing the gender pay gap in the public service and enhanced targets for women on boards. The implementation of these significant programmes enables us to refocus our activities.

We have identified three strategies that will drive our approach over the next four years. We will:

- lead work that improves outcomes for all women and girls
- increase our leadership and impact (in both government and wider society)
- deliver excellence and grow our reputation.

The first two strategies determine what we work on and how we do it. The third strategy is about building our capability for advice and enhancing the service we provide.

[Section Two: Progress across the 12 critical areas of concern](#)

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action. To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

Inclusive development, shared prosperity and decent work

Critical areas of concern:

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

6. What actions has your country taken in the last five years to advance gender equality in relation to women’s role in paid work and employment?

7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

ANSWER TO QUESTIONS 6 AND 7 COMBINED

The Government is focused on building a productive, sustainable and inclusive economy, where the benefits of growth are shared more fairly. The wellbeing of our people and their communities is critical for achieving our vision. We want all New Zealanders to have equal opportunities to participate in our economy and are working to reduce the barriers to participation. We are in the process of broadening our measures of success through the Living Standards work; and of revaluing traditional contributions to work including women’s contributions in all forms, paid and unpaid. We are also looking for ways to;

- boost participation in and benefits for Māori and Pasifika women in the economy
- revaluing women’s contributions to the economy in all forms, paid and unpaid

- challenging traditional gender roles, and gender and ethnic discrimination and stereotypes of all sorts
- encouraging women into higher paid growth sectors traditionally dominated by men.

Gender Pay Gap and Pay Equity

Closing the gender pay gap is a priority for the Government. In 2013 New Zealand's gender pay gaps was 11.2 percent; in 2018 it was 9.2 percent. In the last five years understanding of the drivers of the gender pay gap in New Zealand has progressed through new research. In 2017 the Ministry for Women published *Empirical evidence of the gender pay gap in New Zealand*, a key finding of which is that only about 20 percent of New Zealand's gender pay gap is attributable to measurable factors, indicating that discrimination and bias are significant contributors to the gap. In 2018 the Ministry published further research *Parenthood and labour market outcomes*, which found that women who return to work after becoming parents earn hourly wages that are 4.4 percent lower on average than the wages they would have earned had they not had their children.

To support and accelerate action on closing the gender pay gap the Government has asked the Public Service to play a leadership role, and in partnership with the Public Service Association, the government workers' union, it has established the Public Service Gender Pay Gap Action Plan 2018-20 (GPG Action Plan). The Public Service Gender Pay Gap is 12.2 percent. While there have been positive decreases for two consecutive years, overall progress is slow and much greater momentum is required.

The GPG Action Plan has four initial focus areas: equal pay; removing bias and discrimination in remuneration and human resources systems, flexible work, and gender balanced leadership. The New Zealand Government has committed to eliminating the gender pay gap within the Public Service with substantial progress within this Parliamentary term.

Pay Equity

In 2015 the Court of Appeal ruled that equal pay under the Equal Pay Act 1972 includes equal pay for different work of equal value (pay equity), not simply the same pay for the same work. A tripartite (Reconvened) Joint Working Group was established in November 2014, tasked with recommending

principles to the Government that provide practical guidance to employers and employees in implementing pay equity.

The Equal Pay Act is now being amended to embed the resulting Pay Equity Principles. The Equal Pay Amendment Bill 2018 will make it easier for employees to make a pay equity claim, using a more simple and accessible process within New Zealand's existing bargaining framework, instead of having to go through the courts.

The number and complexity of pay equity claims has grown since the 2014 Court of Appeal ruling and is expected to grow further with the amendment of the Equal Pay Act. The Government and NZCTU has established a strengthened tripartite process to oversee the mapping and management of State sector pay equity claims, so that:

- employees in female-dominated work that are affected by sex-based undervaluation can access a pay equity claim process that is efficient, fair and sustainable
- Government can forecast and plan for the likely impact.

The strengthened joint oversight of State sector pay equity claims builds on an existing agreement between the NZCTU and State Services Commission to guide unions and agencies with pay equity claims ahead of the amendment of the Equal Pay Act.

Flexible work arrangements

At present, all employees are entitled to request flexible work under the Employment Relations Act 2000. Employers can refuse requests for genuine business reasons only. As well as establishing a legislative environment that is conducive to flexible working arrangements, the Government also invests in promoting inclusive workplace cultures through the Equal Employment Opportunities Trust, now operating as Diversity Works.

The Public Service Gender Pay Gap Action Plan 2018-20 has given momentum to the uptake of flexible working through the target to make all roles across the Public Service flexible unless there is a good business reason not to do so (flexible-by-default).

Flexible-by-default work practices aim to contribute to closing the Public Service gender pay gap by:

- removing the existing barriers to take-up of flexible options at all levels of employment; and
- removing the career penalty associated with working flexibly.

Parental Leave

Parental leave legislation was amended in late 2017 to extend the duration of paid parental leave in two stages: from 18 to 22 weeks from 1 July 2018 and to 26 weeks from 1 July 2020.

The extension to paid parental leave aims to support working families with new-born babies and young children and help reduce financial stress. It will allow more time for bonding with their children for those carers who would not otherwise be in a position to take additional unpaid leave. It will also help facilitate exclusive breastfeeding for the first six months (as recommended by the World Health Organisation).

The 2018 research on *Parenthood and labour market outcomes* confirms that balancing parenthood and paid work in New Zealand is still highly gendered and over time, this can lead to substantive differences in employment and earnings between mothers and fathers.

To close the gender pay gap and support low income families, we must understand patterns of childcare and family responsibilities, and how they relate to employment.

Key findings from the research include:

- Women who return to work after becoming parents, earn hourly wages that are 4.4% lower on average than the wages they would have earned had they not had their children. Women who are away from work for over a year experience an 8.3% decrease in hourly wages.
- Three out of five first-time mothers do some paid work by their child's first birthday.
- Mothers who take less than 6 months off work have the highest median hours (30), while women returning later work a median of 27 hours.
- Women with higher income before having children return more quickly to work.
- Longer absences decrease women's ability to secure higher paying work, regardless of previous employment, education, and earnings.

- Women on low incomes before childbirth are far less likely to return to work at all. Approximately half are not employed in paid work ten years after their first child.

Each family will make decisions about parenthood, employment and childcare, based on their own situation and preferences. The findings from *Parenthood and Labour Market Outcomes* can help parents make informed decisions.

Employers can support women taking career breaks, especially those wanting to transition back to the workforce, if and when they choose to do that. Employers can have a role, through human resource policies, keeping in touch hours while on leave and ensuring they have flexible work available for all staff. They can ensure flexible hours are also available to fathers.

Men/fathers/partners taking up parental leave beyond the two weeks partner leave

The only relevant administrative data in this context relates to the uptake of parental leave payments by men (as opposed to parental leave per se). Under current settings, fathers/partners can generally only access these payments when the biological mother elects to transfer the entitlement to her spouse or partner. Since the inception of the paid parental leave scheme in 2002, uptake of this option has been very low, with less than 0.1 per cent of mothers transferring their entitlement in this way.

There is no recent data available on the number of men who take parental leave, or other types of leave, to facilitate an extended period away from the workforce to care for a child, whether unpaid or with financial support from their employer.

Currently there are no government-funded incentives for men/fathers/partners to take parental leave. Some employers voluntarily encourage male employees to take parental leave.

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

No.

9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

The Government is committed to the wellbeing of New Zealanders and creating a fair society. This means lifting families out of poverty and building meaningful relationships between Māori and the Crown.

The government is going to overhaul the welfare system to make sure that it is accessible and fair for all New Zealanders and ensures the whole system is working effectively and compassionately. The Government has established a Welfare Expert Advisory Group to support this overhaul. Members come from a diverse range of backgrounds and experience, including but not limited to Māori, Pacific, persons with disabilities, and young people. There are 11 members, of whom 6 are women and 4 are Māori.

This is part of a wider Families Package, announced by the Government on 14 December 2017. The Families Package will provide targeted assistance to improve incomes for low- and middle-income families with children and reflect the Government's focus on reducing child poverty. By 2020/21 it is estimated that 384,000 families with children will be better off by an average of \$75 per week as a result of this package. As a result of the Families Package, it is also estimated that 64,000 children will be lifted out of poverty by 2021.

The Government is committed to reducing child poverty and enhancing child wellbeing. The Child Poverty Reduction legislation was passed into law in December 2018 and requires the creation of New Zealand's first Child and Youth Wellbeing Strategy (the Strategy). The Strategy will provide a framework for government policy and action by committing the Government to set and report on outcomes to improve the wellbeing of all children and young people.

People living alone are more likely to be highly dependent on New Zealand Superannuation (NZS) and at greater risk of material hardship and income poverty. This is a particular issue for older women, who are more likely to be single due to longer age expectancy than older men.

The level of NZS is linked to the average wage, and is reviewed annually to ensure the rate for a couple doesn't fall below 66% of the average weekly wage. There is no compulsory retirement age in New Zealand, and a person is able to receive NZS while continuing to work. Universal NZS combined with

a high level of mortgage-free home ownership in the current cohort mean that there are lower levels of material hardship and income poverty (low income after housing costs) for people aged over 65 than for younger people.

Women make up a majority of the total population who receive NZS. Due to circumstances such as longer life expectancy, women on average will receive Government support for longer than men.

The rate of NZS reflects living circumstances. There is a higher rate of NZS for single people living alone than for a married person, which is intended to provide older people with the equivalent standard of living as the NZS couple rate. Women make up a majority of people on the NZS single living alone rate due to longer age expectancy than their male partners on average.

10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

New Zealand has a long-established comprehensive welfare system which provides support to people in hardship. While some women in New Zealand still face vulnerabilities to hardship, welfare assistance is administered based on need and does not discriminate based on gender. There are a range of social protection programmes that positively benefit women with disabilities, older women, female-headed households, single mothers and young mothers, and aim to reduce economic hardship.

Examples of existing social protection programmes are aimed at reducing economic burdens on women with disabilities, older women, female headed households, single and young mothers.

The Sustainable Farming Fund contributes to improving rural women's access to information, modern technologies, and social protection by providing funding for community projects which can assist with human capability and skills development.

Detailed information is provided to asylum seekers about the refugee status determination process, their rights and duties, entitlements and the support services available to them. This includes information on employment, benefits, housing and health as well as covering areas such as obtaining

an IRD number, bank account and providing proof of address. The information is intended to assist both asylum seekers and Convention refugees to access services and information they need to support themselves. This information is available in multiple languages. It is provided in hard copy upon receipt of a claim and is publicly available from the Immigration New Zealand website.

The Mangere Refugee Resettlement programme includes linking Quota Refugees to the services they need to support their settlement in the community. Quota Refugees have the same access as New Zealand residents to employment, education, income and housing support and public health services, and are eligible to apply for residence and New Zealand citizenship after five years' residence

Convention Refugees (that is people who claim and are granted refugee or protected person status in New Zealand) have the same access as New Zealand residents to employment, education, income and housing support and public health services, and are eligible to apply for residence and New Zealand citizenship after five years' residence.

Asylum seekers who have made a claim for refugee or protection status and are lawfully in New Zealand can apply for the Emergency Benefit and Temporary Additional Support. If they have a valid work visa, they are able to apply for government assistance to gain employment. Asylum seekers who have made a claim for refugee or protection status are eligible to access publicly funded health services. Asylum seeker children can attend public schools.

11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

The Government acknowledges that significant gaps remain in health outcomes in New Zealand, particularly for Māori women, Pacific women, women with disabilities, and socio-economically disadvantaged groups. We are taking a range of measures to remove barriers to access to health care services for these groups.

Our understanding of where health disparities exist has increased over the past two decades, and significant improvements have been made. The incidence of cervical cancer, for example, has reduced by 56% since the introduction of the NCSP in 1990, and is expected to reduce further with the introduction of the HPV vaccine and extensions to screening.

Providing services and innovations to support women is a priority for the Government. We are committed to improving health outcomes for all women and girls:

- The New Zealand Health Strategy aims to target and tailor services for groups who have poorer health and social outcomes than the population on average.
- Budget 2018 provides for a new primary care initiative to assist in reducing barriers to primary health care access. These are expected to be implemented in December 2018.
- There are specific targets for cervical and breast screening programmes and HPV immunisation.

We are working with young Māori women to better understand the realities of their lives in order to better design smoking intervention programmes.

The New Zealand Health Strategy states that services will be targeted and tailored for, groups who have poorer health and social outcomes than the population on average.

He Korowai Oranga/the Māori Health Strategy outlines the Government's vision for Māori health; pae ora (healthy futures). Pae ora includes the interconnected elements of mauri ora (healthy individuals), whānau ora (healthy families), and wai ora (healthy environments).

The strategy sets out to address unacceptable health inequalities between Māori and non-Māori, and the Government's commitment to Māori under the Treaty of Waitangi, as reflected in the New Zealand Public Health Disability Act.

The three key themes in the strategy are Māori aspirations for rangatiratanga (control) over their own lives, maintaining and building on gains already made in Māori health, and reducing health inequalities between Māori and non-Māori.

There are four pathways for action, focusing on development of Māori communities, Māori participation in the health sector, effective health and disability services for Māori, and working across sectors to remove barriers to the delivery of care.

'Ala Mo'ui is the New Zealand government's national plan for improving health outcomes for Pacific people, families and communities. 'Ala Mo'ui is for the entire health and disability sector.

'Ala Mo'ui has four priority outcomes:

1. Systems and services meet the needs of Pacific peoples.
2. More services are delivered locally in the community and in Primary Care.
3. Pacific peoples are better supported to be healthy.
4. Pacific peoples experience improved broader determinants of health.

Accompanying each priority outcome are specific actions that are undertaken by the Ministry of Health (MoH), DHBs, Primary Health Organisations and Pacific and non-Pacific health and disability providers. Each action has one or more correlating indicators, which will support MoH to measure progress.

Six monthly progress reports are published on the MoH website and show areas where the health sector is performing well for Pacific peoples and where further improvement is needed.

'Ala Mo'ui will end in June 2019. The Ministry of Health is currently developing a new Pacific health plan.

Although New Zealand's National Cervical Screening Programme (NCSP) is among the best in the world, providing equitable access to the programme for all groups of women remains a challenge.

Māori women, Pacific women, and Asian women are less likely to be screened, and are therefore more at risk of developing cervical cancer.

- Māori women and Asian women have the lowest screening coverage at 65.5% and 63.6%, respectively.
- In recent years, the steady decline in both cervical cancer incidence and mortality has flattened, with no narrowing of the gap between Māori and non-Māori women.
- Māori women are significantly over-represented among those who develop cervical cancer, and are more likely to die from cervical cancer, compared with other ethnic groups.
- Cervical cancer screening coverage for Pacific women aged 25-69 is currently 69.9%. The national coverage target is 80%.

The low screening rates in these ethnic groups is largely attributable to cost and/or cultural sensitivity.

The NCSP currently uses cytology as the primary test for cervical screening. In the future the NCSP is planning to transition to HPV as the primary test (HPV primary screening).

HPV primary screening will address some of the existing equity gaps due to cost and cultural sensitivity barriers experienced by Māori, Pacific, Asian, and under-screened and unscreened women.

HPV immunisation will reduce cervical cancer incidence and mortality over time by protecting against infection from the types of HPV that cause most cervical, anal and genital cancers, as well as some mouth and throat cancers. With HPV immunisation alone, up to 90% of cervical cancers can be prevented – although not all of the types of HPV that cause cervical cancer are in the vaccine, women who have been vaccinated still need to be screened.

The free HPV Immunisation Programme in New Zealand started in 2008 for girls in Year 8 of school (approximately age 12) and was extended to boys in 2017.

Māori and Pacific women have higher incidences of HPV-related cancers and have priority coverage under the HPV immunisation programme.

HPV immunisation coverage achieved for Pacific girls was higher than average (75% for Pacific compared to 66% for the total population).

Smoking is a factor in many types of cancer, including cervical cancer. Women who smoke are twice as likely as non-smokers to develop cervical cancer. Given the significant inequities in smoking prevalence, particularly for young Māori women, the Government is working to gain a greater understanding of the influences on young Māori women starting, continuing and stopping smoking.

In 2017 MoH undertook the 'Insights' Project, using data from Statistics New Zealand's Integrated Data Infrastructure to gain a snapshot of the lives of young Māori women who smoke. The Project also engaged with young Māori women, listening to their stories and the reasons why they smoke, investigating beyond the data to build a better understanding of the experiences of women in our communities, including the challenges and barriers they face.

Further work is underway to develop services better tailored to meeting the complex needs of young Māori women who smoke through designing and evaluating new approaches that directly relate to the lives and needs of young Māori women. These learnings will be applied to benefit other groups for whom the Government's stop-smoking services are not working well.

Currently all of the Government's Health Programmes (and their outcomes) relating to care of Older People have an Equity and Ethnicity Lens review process. This focus is reflected in both Regional and District Health Plans. The Health Quality and Safety Commission publishes annual data on Life Expectancy, Age, Gender, Ethnicity and Deprivation.

The greatest challenge for equity among older people is largely among Māori, particularly the rural Māori population. Some of this is related to socioeconomic deprivation as well.

Gender inequity is complex, and is compounded by survival rates, family caregiving patterns, prevalence of cognitive impairment, and ability to maintain independent existence.

Social isolation and loneliness remains a significant challenge, with females over 65 years being approximately four times more likely than others to feel very unsafe and isolated, especially at night. Unfortunately, the data does not clarify whether this reflects women's greater likelihood of being alone at home (related to women's greater life expectancy).

The prevalence of dementia in New Zealand in 2016 was higher among females (35,254 people, or 56.6%) than males (27,033 people, or 44.4%), due mostly to higher prevalence rates for women compared to men after the age of 75 years and the higher population of females to males. Prevalence increases with age, particularly after the age of 60 years.

Among the older population, the group with the highest burden of disease is females aged 85-89. This is due to the high number of cases of dementia in this group as well as the high number of deaths. This is likely due to women living longer than men on average.

The Disability Action Plan 2014-2018 included actions that related to exploring the framework for bodily integrity with a particular focus on non-therapeutic sterilization (action 7b) and improving health outcomes and access to services for people with a learning/intellectual disability (action 9c).

Action 7b of the Disability Action Plan 2014-2018 is of particular relevance to women with disabilities as cases of non-therapeutic sterilisation are more common in this cohort, than in males. This is largely due to the reason given for the sterilisation is for management of menstruation and the prevention of pregnancy. Advice is currently being prepared for the Minister of Health on how we can improve the legal framework to better protect disabled people for non-therapeutic procedures.

Action 9c of the Disability Action Plan 2014-2018 included reviewing access to preventative health measures such as breast and cervical screening. It was noted in the advice to Ministers that women with a disability are often missing out on these services. The reasons for this are often related to lack of physical access, and lack of accessible information regarding the need for the services. Exploring options of improving the rate of women with disabilities accessing these services remains a priority for the Ministry of Health.

12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

Education Reforms

New Zealand has a quality, high-performing education system which reflects our unique and diverse society. Although many of our young people achieve at high levels in some areas, evidence shows that our education system is not delivering for all. To further lift our performance, we are undergoing a process to fundamentally reshape our education system. We aim to build a shared vision amongst stakeholders of a system that serves all learners. We are undertaking this through wide-reaching engagement as part of an ongoing national Education Conversation | Kōrero Mātauranga. As part of the Education Conversation, two Education Summits took place in May 2018 to lay the foundation for the future of learning in New Zealand.

The inputs from the Education Conversation will inform our major reform programme, which includes a number of significant reviews. We are reviewing our school governance model and the way administration and management of the schooling system works. Our secondary school qualifications are being reviewed so they provide meaningful pathways, give personalised learning and build capability for lifelong learning. The reform of vocational education aims to ensure we have effective public regional vocational education which is adaptive and supports the changing world of work. School property management is also being reviewed. New strategies are in development, including long-term approaches for Māori and Pacific learners, a plan for early learning, and an education workforce strategy. The reforms will shape a 30 year strategic plan for New Zealand education to support learners, deliver improved outcomes and meet the needs of the modern world. The changes

will also link closely with cross-government work to develop a strategy to improve the wellbeing of children and young people, including women and girls, which has a strong focus on education.

Early Childhood Education

New Zealand currently has broad access to extensive early childhood education services. Participation rates are high and almost all children starting school in New Zealand have participated in early childhood education - 96.9% as at September 2018. We have a diverse range of early childhood service providers, suited to different needs and preferences. Our early childhood service providers include kindergartens, nga kōhanga reo, playcentres, education and care services, home-based ECE services (such as childcare centres or preschools), hospital-based services, playgroups, ngā puna kōhungahunga, and Pacific Island playgroups.

He Taonga te Tamaiti, The Draft Strategic Plan for Early Learning (2019-2029) sets out five goals for early learning for the next 10 years. Key proposals for change include:

- i. moving towards a 100% qualified teacher workforce in early childhood education centres
- ii. introducing higher adult:child ratios for babies and toddlers
- iii. increasing the consistency and levels of teacher salaries and conditions across the sector
- iv. a more planned approach to establishing new services, greater support and increased monitoring.

The vision is that New Zealand's early learning system enables every child to enjoy a good life, learn and thrive in high quality settings that support their identity, language and culture and are valued by parents and whānau.

Home-based early childhood education (ECE) is provided in a home setting rather than a centre. It was reviewed in 2018, to ensure that it delivers quality education and care for children. In the future, the Government is moving towards all educators holding at least a Level 4 ECE qualification, or Te Ara Tuarua (the level 5 kōhanga reo (early childhood education) qualification). This is because qualifications are linked to positive outcomes for children. The Government will encourage the shift towards employing a qualified workforce by lifting the funding criteria over time. New requirements

will be introduced for service providers, including health and safety training and professional development for educators.

New Zealand has comprehensive funding systems in place for ECE and this funding model works to support families, including women. In 2018, we announced the first across the board funding increase for early childhood education in a decade. In 2018 New Zealand invested \$590.2 million in new operation funding over the next four years. This included \$483.1 million to meet increased demand.

The Government subsidises all children aged 0-5 to participate in early childhood education for up to 30 hours per week. Subsidies are capped at 6 hours per day. A higher subsidy is available for 20 of the 30 hours for children aged 3, 4 and 5 years old. This subsidy is known as 20 Hours ECE and significantly reduced the cost of early childhood education for parents after it was introduced in 2007. The Government also provides assistance through the Childcare Subsidy for low and middle income parents. The Childcare Subsidy offsets parent fees for up to 50 hours of early childhood education a week.

School Leavers

Female school leavers are more likely to attain at least NCEA Level 2 (or equivalent) than their male counterparts. At the time of leaving school, females achieve NCEA Level 2 or above at a rate of 82.8% and males at a rate of 78%.

Māori and Pacific students are showing the lowest rates of achieving NCEA Level 2 or above upon leaving school. As at 2016, 77.5% of female Pacific students had left school having achieved NCEA Level 2 or above. For female Māori students this percentage was even lower, sitting at just 69.6%. Male Pacific (72%) and Māori (63.5%) student rates are lower than their female counterparts’.

From 2009 to 2016 there has been a consistent pattern of females attaining NCEA Level 2 or equivalent at higher rates than males. In 2016, the trend of female school leavers (82.8%) achieving at a higher rate than their male counterparts (78%) continued. However, the size of the gender gap is closing with the difference reducing from 8.2 percentage points in 2009 to 4.8 percentage points in 2016. From 2015 to 2016, male achievement increased by 1.5 percentage points while female

achievement decreased by 0.1 percentage points. This reduced the gender disparity by 1.6 percentage points over the same period.

To address low attendance and to improve retention of girls in schools, the Government has come up with various initiatives which have been implemented in secondary schools. They aim to help parents, whānau, teachers and schools promote positive behaviour and create inclusive learning environments. Some programmes are specifically targeted to the needs of Māori and Pacific students, providing them with the support they need to gain NCEA Level 2, addressing the root causes of truancy and non-enrolment, and promote culturally responsive practices.

Secondary-tertiary programmes also provide a broad range of learning opportunities for students (aged 15 – 18) who might otherwise disengage from education. This is linked to local and national workforce needs, which allow them to achieve secondary and tertiary qualifications in authentic learning environments. We also support young people who have left school without qualifications and adults with low literacy or numeracy to re-engage in learning through fees-free foundation tertiary education. The Government is dedicated to supporting young people, including women and girls, in succeeding in a diverse range of pathways.

Digital Competencies and STEM

The Government is working on initiatives to attract and retain priority groups of women in occupations where high growth is projected and where women are currently underrepresented, in particular STEM, ICT industries, and construction and trades. Through pay equity initiatives, and the landmark New Zealand Court of Appeal decision in 2014 which determined that our equal pay legislation includes equal pay for work of equal value, we will see more value placed on occupations women have traditionally dominated.

Women are currently underrepresented in STEM, ICT, and construction and trades industries. New Zealand women are gaining qualifications at a higher rate than men but their skills are not being translated into greater career and development opportunities. A substantial proportion of both women (47%) and men (53%) work in occupations that are at least 70% dominated by their own gender.

Curious Minds, a Government initiative, has a ten-year goal of encouraging and enabling better engagement with science and technology for all New Zealanders. The initiative specifically profiles women in STEM and aims to inspire teachers and learners and feature women in different career stages, across a range of disciplines.

All learners now have opportunities to build their computational thinking skills, ensuring they gain an understanding of the computer science principles that underlie all digital technologies. Learners will also have opportunities to apply these skills to the design and development of digital solutions. The digital technologies content was released in December 2017. A range of curriculum and professional supports are available to support schools implementation of the new content, which all schools are expected to have integrated into their local curriculum by 2020.

Māori and Pasifika Trades Training Programme

The Māori and Pasifika Trades Training programme is designed to increase access for Māori and Pasifika learners to vocational and pre-employment training. Each consortium is required to register their aspirational targets for women learners. Between 2014 and 2017, the total number of women learners has grown from 251 (21%) to 795 (33%). The Ministry for Women recently released a publication of the inspiring stories of wāhine toa (skillful women) developing trade careers.

Tertiary Education: Equal and Affordable Access & Student Support System

We recognise that there should be equal and affordable access to tertiary education and workers will need to be adaptable and have a diverse range of soft and hard skills. People also continue to learn throughout their lifetimes as they change careers, retrain, and upskill while in work. We are reviewing our vocational education and training system with a view to achieving an even more responsive system, and are updating our approach to careers guidance.

As we want every New Zealander to have access to world-class post-school education, we provide financial support to enable learners to undertake tertiary study. Funding of over NZD\$4 billion each year is currently allocated and structured in a way that provides differing levels of support based on need. This is managed through several mechanisms including: tuition subsidies and fee regulation, directly subsidising the fees of specific groups of students, and student loans and allowances.

Access to education is a priority for the Government. A primary intervention the New Zealand government uses to support access and participation is the Student Support system. Through this we provide interest-free student loans for all students and student allowances for low income students to assist with the cost of study and of living while studying. Student allowances are targeted grants to support students to meet their living costs, which do not need to be repaid. Interest-free student loans are more universally available and allow students to meet their fee, course and living costs.

While not specifically designed to address equity of access issues, our tertiary education Fees-Free policy introduced in 2018 aims to make starting study or training more affordable to those who have not yet received the benefits of tertiary education and reduce their debt burden. In 2018, 41,700 students and trainees benefited from fees-free tertiary education.

We acknowledge that financial assistance alone cannot fully support broad access to tertiary education. Some students face significant other barriers to tertiary education, for example, low prior attainment or lack of family familiarity with tertiary education. To improve outcomes for young people and adults who have left school with low or no education qualifications we have made changes to formal foundation tertiary education to increase expectations on providers to deliver high quality education and improved learner outcomes.

These policies mean that women who have not previously done so, can better afford to participate in tertiary education, gaining the benefits and opportunities of lifelong learning.

Sexuality Education

Sexuality education is part of the New Zealand National Curriculum. The Ministry of Education provides schools with guides and resources to support the effective teaching and learning of sexuality education, which includes integrating it into the wider school approach. These include practical suggestions aimed at:

- Building understanding of sex, gender and sexuality diversity
- Creating inclusive school-wide systems and processes
- Addressing immediate environmental, physical, and social needs for LGBTI+ students
- Developing an inclusive classroom and curriculum

Schools are required to consult with their school communities every two years, or more often, about how they teach sexuality education. This ensures a range of views are heard on what the community considers are important for their young people to know and be able to do. Given schools have the scope to consult with their school communities about how they teach sexuality education, there is variation in coverage from school-to-school.

While most schools do meet curriculum requirements, sexuality coverage is inconsistent. There are no requirements about how schools must consult on the draft health curriculum or how an agreement should be reached with the schools community. Not all communities will be comfortable discussing sexuality education and schools know how best to position this discussion in reference to any cultural or religious beliefs in their community.

In 2016 the Ministry of Education commissioned a stocktake of external providers of Health and Physical Education services (regional and national) and 1,149 providers were identified, of which 109 providers offer sexuality education. In recognition that schools and their school community know their students and are best-placed to make decisions on local curriculum, the Ministry of Education does not endorse particular programmes. However, this also means that the Ministry of Education does not discourage the use of any providers.

To support schools, in 2015 the Ministry of Education revised *Sexuality education: a guide for principals, boards of trustees and teachers*, It advises that social and emotional learning, as well as sexuality and relationship education, is vital for young people to be able to engage positively and critically in a fast-changing, technological, and global world.

Sexuality education offers a context where communication, assertiveness, problem solving, and decision-making within friendships, online, in intimate relationships, families, and wider communities can be explored. This can include, for example, recognising diversity in different family structures, examining gender roles and norms, and strategies that address online bullying and homophobic bullying.

13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

14. What actions has your country prioritized in the last five years to address violence against women and girls?

15. What strategies has your country used in the last five years to prevent violence against women and girls?

ANSWER TO QUESTIONS 13, 14, 15 AND 18 COMBINED

The Government acknowledges the harm that is caused to those who experience family or sexual violence, and is committed to creating a system that delivers an integrated, consistent and effective response to victims and perpetrators, as well as their families and whānau.

New Zealand has unacceptably high rates of family and sexual violence. Around 12% of New Zealanders – over half a million people – are directly affected by family violence each year. Victims are overwhelmingly women, with more than one in four women experiencing intimate partner violence in their lifetime. Māori are significantly over-represented as both victims and perpetrators, with almost half of those accessing Women’s Refuge services being Māori women and children.

There are problems with the current response systems to family violence or sexual violence: victims and their families are not always kept safe; perpetrators are not always supported to make sustained behavioural changes; and services appear fragmented, difficult to navigate and/or are not always aligned to client need or best practice. A further challenge is addressing the significant over-representation of Māori and Pacific Island families in family violence statistics.

While \$1.4 billion of the government’s annual budget is attributable to core and specialist service responses to family violence or sexual violence, almost 90% of this goes to covering costs incurred after the violence occurs; investment in primary, proactive prevention is inadequate.

No one agency or group can solve family violence alone. Its causes and effects are intergenerational and addressing it requires a mix of government and community leadership. Working collectively will

require a common vision and purpose, leadership, sustained investment, trust, open-mindedness, and communication.

Government response

Progress towards successfully creating a holistic, long lasting approach to eliminating family violence and sexual violence in New Zealand includes:

- the introduction of new laws and policies (including the Family Violence Act and the Family Violence (Amendments) Act 2018 and Police policy),
- a national strategy for the prevention of family and sexual violence
- increased funding for sexual violence and family violence services, including kaupapa Māori family violence services
- dedicated roles in Government (Parliamentary Under-Secretary to the Minister of Justice and a dedicated agency); and
- Improved collection and understanding of incidence data.

The Government has created a new position of Parliamentary Under-Secretary to the Minister of Justice (Domestic and Sexual Violence) to support the coordination of cross-government work on family and sexual violence.

Over-representation of Māori and Pacific Island families

Māori and Pacific Island families are significantly over-represented in family violence statistics, both as victims and perpetrators. Although Māori make up only 15% of the New Zealand population, half of those sentenced for the offence “male assaults female” are Māori men. In addition, it has been estimated that close to half of Women’s Refuge clientele are Māori women and children. Pacific children are five times more likely to die as a result of child abuse or neglect than their New Zealand European counterparts.

Reasons for over-representation are multifaceted and complex. Māori and Pacific peoples have been severely affected by colonisation. The imposition of Eurocentric beliefs, values and practices affects collective wellbeing and individual cultural identity, producing higher rates of social instability. As

family violence is cyclical, the strongest predictive factors are socio-economic insecurity and exposure to family violence in childhood.

Introduction of new laws and policies

Family Violence (Amendments) Act and Family Violence Act

The Family Violence (Amendments) Act makes changes to a number of Acts to improve responses to family violence in both the criminal and civil law changes to better protect children and victims in parenting arrangements. From the 3 December 2018 the Act:

- ensures that the safety of victims, including children, is the priority when courts make decisions on bail
- creates the new serious offence of strangulation or suffocation
- makes it an offence to force someone into marriage or a civil union in New Zealand or overseas
- makes it a specific offence to assault a family member
- enables complainants in a family violence case to give video evidence.

From 1 July 2019, the Act will:

- make breaching of a protection order a specific aggravating factor to be considered at sentencing
- introduce a 'family violence flag' that can be attached to an offence so that court staff are aware of the potential risks associated with a case.
- empowers judges considering applications under the Care of Children Act (CoCA) to make temporary protection orders where a CoCA order wouldn't provide enough protection
- empowers judges to impose protective conditions for child handover arrangements if there's been family violence
- requires judges to consider the existence or breach of a protection order when they assess a child's safety.

The Family Violence Act will come into force on 1 July 2019. The Bill lays the foundations for the transformation of the family violence response system.

The aim of the Act is to:

- keep victims of family violence safe
- hold perpetrators to account
- ensure adequate responses; and
- promote consistent and collaborative responses to people experiencing family violence.

Collaboration will be enabled by improving information sharing practices, developing agreed codes of practice, and creating new pathways into services through Police Safety Orders and Family Court prescribed services.

The Act provides for the following changes:

- improves Police safety orders to protect victims and stop people committing family violence
- introduces legal provisions to support family violence information sharing
- recognises that dowry abuse is a form of family violence
- clarifies that a carer and recipient of care relationship can be a type of family relationship
- allows NGOs, with the approval of the Secretary for Justice, to apply for a protection order for a person who can't apply themselves
- empowers the court to direct people who commit family violence to attend a wider range of services
- requires the court to consider certain criteria when deciding whether to discharge a protection order (including a temporary protection order)
- empowers the court to add any children of a victim to a protection order, even if they aren't currently living with the victim.

Policy changes to improve access to justice

Work is underway to simplify Protection Order application forms and systems. Currently, forms are complex and lengthy, making it difficult for victims to apply for a Protection Order. The process for designing new forms and systems has enabled input from victims of family violence and their advocates.

In 2018 Police launched a new approach to family harm investigations, in an aim to prevent further victimisation and offending. During investigations, frontline officers keep their eyes wide open to identify the wider context that the family harm is occurring within. Police have launched a new Static Assessment of Family Violence Recidivism (SAFVR) risk assessment tool based on New Zealand data, which is predictive. Frontline Police select safety actions from the Family Harm Graduated Response Model which go into the Family Safety Plan.

In 2016, a 12-month pilot of a new Integrated Safety Response (ISR) model was launched in two locations (Waikato and Christchurch). ISR deals with approximately 10,000 families per year in a model that includes:

- whānau centric practice
- cross-sector and community collaboration
- funded specialist services for victims and perpetrators
- information sharing seven days a week facilitated by a dedicated team
- electronic case management, and
- an intensive case management approach to collectively work with high risk families and high risk prison releases.

The ISR pilot has delivered promising results, and has been extended for another two years to further refine the model and better understand the benefits. To date 57,335 people (37% of these are children aged less than 18 years) have been involved and 22,653 families have benefitted from family safety plans. The October 2017 evaluation found that:

- 72% of completed and closed family plan outcomes were rated as positive or neutral
- 83% of participants had received one or more support service(s)

- many victims noted improvements in their overall well-being, and (where applicable) their children's
- 61% had no repeat call for Police service in the four months following ISR, and
- all victims interviewed reported feeling safer than they had prior to being dealt with by ISR.

In three sites, the New Zealand Police are testing a new response to reported family violence that is a partnership with local Iwi, Māori and social sector agencies. Police and community workers are responding together to call-outs with the goal of preventing reoffending and re-victimisation.

Partnerships with Pacific communities include the SIAOLA Famili va Leleli programme.

Police have also developed on-scene video interviews for victims of violence to give victims a voice, improve the quality of evidence and reduce secondary re-victimisation. Ninety-five percent of the videos taken during the pilot to date have resulted in charges being laid, with 53.6% of these resulting in guilty pleas (compared to 22% of charges without videos).

Police have developed a range of materials to help victims of sexual violence to understand investigations (including a brochure, website, videos, information for support people, and links to local specialist support services), and to prepare victims (and their support people) for the justice process, including what to expect when cases are proceeding through court. Police have also implemented a survey for adult sexual assault victims to identify improvements that Police could make in the service provided to victims of sexual violence.

The Workforce Capability Framework and the Risk Assessment and Management Framework

New frameworks setting out the principles for safe, respectful and integrated practice in response to family violence, sexual violence and violence within whānau were released in 2017 and are being tested by the sector. The Workforce Capability Framework and the Risk Assessment and Management Framework aim to improve the capability of the Government and non-government sectors. Both were co-developed with non-government experts, support workers and organisations.

They are designed to improve capability to keep victims safe, stop the violence, hold perpetrators to account, and support long term healing and recovery. The Government has received positive informal

feedback and will continue to work with the sector to support the use of the frameworks to improve practice.

Government agencies' workplace responses to family violence and sexual violence

New Zealand Police identified that family violence accounts for 40% of front-line staff time and have developed a new approach to improve their response to harm within the family including increasing staff training, new mobile technology for investigating family harm and new codes of practice for front-line responses.

The Ministry of Justice is implementing a workplace Wellbeing Family Violence Policy, which includes training for all staff about the signs of family violence and the pathways to help. In 2018, all frontline court staff (more than 2000 staff) will receive training about how to respond safely and appropriately to victims of family violence and sexual violence, to reduce the likelihood of secondary revictimisation.

Workplace support for victims of domestic violence

The Domestic Violence–Victims' Protection Bill, which came into force on 1 April 2019, creates a legislative requirement for workplaces to provide support specifically for victims of domestic violence and requires workplaces to provide flexible working conditions and up to ten days paid leave for people.

Several businesses and agencies of varying sizes have proactively established their own policies and provisions for their employees who encounter domestic violence issues. WorkSafe New Zealand also offers advice on managing risk in relation to family violence under the Health and Safety at Work Act 2015.

National strategy for the prevention of family and sexual violence

The Government has analysed submissions and recommendations made by the public to identify the critical shifts required in the family and sexual violence systems. That analysis will inform a national

strategy. The public will be invited to provide feedback on the strategy during 2019, so that Government and communities can work together to implement it.

National violence prevention programmes

Recent research into two of our national violence prevention programmes indicates their effectiveness in changing social norms and promoting help seeking and help giving.

- A 2017 evaluation of the national whānau violence prevention programme, *E Tū Whānau* found that over half of respondents noticed positive change in behaviour after participating.
- 2016 research from the national family violence prevention campaign *It's not OK* found that 73% of people who knew about the campaign had taken some action. The impacts were higher for Māori and Pacific communities – 84% of Māori and 92% of Pacific people said the campaign helped them understand how to support someone experiencing family violence.

Further progress in prevention and community-led response to family violence and sexual violence

Reducing the incidence and impact of sexual violence will require a long-term strategic approach that shifts our focus to preventing, mitigating and minimising incidents of sexual violence while maintaining services which reduce the impact of sexual violence for those who have already experienced it.

Sexual violence prevention initiatives have been developed or expanded, including:

- Workforce development – development of mainstream principles of practice and workforce capability. These will be the first ever standards that focus on the primary prevention of sexual violence.
- The review and development of appropriate policies and training of residential assistants, student and staff leaders towards a comprehensive approach to sexual violence prevention on tertiary campuses.
- Development of a web based resource to assist with planning and evaluation of programmes.
- Personal safety programmes for pre-school age children.
- Extended delivery of healthy relationships education for secondary school students (years 9-13), Kura Kaupapa (Maori schools) and alternative education settings.

Increased funding for sexual violence and family violence, including kaupapa Māori family violence services

In 2016/17, the Government provided \$46 million (over four years) for specialist services to better support victims and perpetrators of sexual violence. New practice guidelines were co-developed with the service provider sector, and contracts for crisis support services have been extended to a three-year term to help provide stability for the sector. A new national sexual harm phone and web-based helpline was rolled out in March 2018.

As part of Budget 2018, an additional \$76 million in funding over four years was invested to support family violence services for victims, perpetrators and their families. Sexual abuse prevention, assessment and treatment services will also receive an additional \$7.5 million over four years.

A new elder abuse response service has been established, including a free and confidential 24/7 helpline where registered nurses can provide advice to victims and their families and carers.

While the Government is committed to improving outcomes for victims from diverse backgrounds, there is more to be done in this area. A recent evaluation found that there are service gaps for specific population groups, including Māori, Pacific and migrant communities, and highlighted the need to develop services which respond to the specific needs of these populations.

Efforts are being made to ensure an appropriate mix of kaupapa Māori (Maori customary practice) and Pacific services. This includes 16 new providers who have particular strengths in working effectively in Māori, Pacific and ethnic communities, offering safety programmes and services for victims and children, along with non-violence programmes for perpetrators. This supports a wraparound approach that better meets the needs of many whānau.

To date, \$26.4m has been invested in the Integrated Service Response (ISR) two pilot sites. In the last round of funding, over half of the new funds went to kaupapa Māori providers to help them respond to the high demand for whānau-centred and wāhine Māori support.

Dedicated roles in Government

In early 2014 a Ministerial Group, co-chaired by the Ministers of Justice and Social Development, was given responsibility for overseeing the government response to family violence and sexual violence. The Ministerial Group work programme involved Ministers responsible for 16 portfolios and aimed to reduce the devastating impact that family violence and sexual violence have on people and communities across the country. In 2017, a Multi-Agency Team (MAT) was established to co-ordinate and drive the work programme of the Ministerial Group. The MAT team was drawn from the Ministries of Justice, Social Development, Corrections, Ministry for Children Oranga Tamariki, and New Zealand Police.

In October 2017, the current Government established a new role - an Under-Secretary to the Minister of Justice (Domestic and Sexual Violence Issues) and committed to increasing funding for services and networks.

Through Budget 2018, \$2 million was allocated to support policy work on the creation of a new central agent to lead the Government's work to eliminate family violence and sexual violence.

On 28 September 2018, the Government announced the formation of a Joint Venture of chief executives of 10 Government agencies as the central agent to deliver an integrated, whole-of-government approach to family violence and sexual violence. The Government also established an Interim Te Rōpū (the Māori partnership group) to assist the Crown, Ministers and the Joint Venture of chief executives.

The Joint Venture work programme aims to build a joined-up and effective family violence and sexual violence system to prevent violence from occurring, intervene earlier and more effectively to reduce the harm it causes, and break the cycle of re-victimisation and re-offending.

A core function of the Joint Venture is to set a clear direction for the Government's commitment to eliminate family violence and sexual violence by developing a collective national strategy, designed in partnership with the sector, Māori, and the wider public.

The former Multi-Agency Team transitioned into a Business Unit supporting the Joint Venture (JVBU) to deliver a comprehensive strategy and work programme.

Female deaths from family violence and investigations

From 2009 to 2015, there were 194 family violence related homicides in New Zealand with intimate partner violence (IPV) deaths making up almost half of these deaths (92). There were 83 IPV death events where there was a known history of abuse, and in 81 of these the women had been abused by their male partner or former partner.

The New Zealand Police Family Violence Action Plan requires that, once a family violence offence is disclosed, an investigation must occur. Police have a pro-arrest policy for family violence incidents, and do not have discretionary power to decide whether to proceed with an investigation in the event of a homicide.

Strengthening the evidence base on family violence

We are making improvements to the data collected and this will give us better insights into the prevalence of family and sexual violence, and the outcomes achieved through services.

New Zealand's family and sexual violence prevalence data comes from a national crime survey, which was carried out in 2006, 2009 and 2014. The survey has been extensively redesigned to be an improved and powerful source of learning about the extent and variation in offending in New Zealand. It measures people experiences to allow the collection of richer data about crime, including relationships between victims and perpetrators. Family violence was prioritised for in-depth exploration in the 2018 survey.

The New Zealand Crime and Victims Survey 2018 provides the most comprehensive family and sexual violence prevalence data that New Zealand has seen. Results are being collated and findings about family violence will be released later in 2019.

The ISR (Integrated Service Response) model is currently being evaluated. This will add to the body of evidence around effective immediate safety responses to family violence. The Ministry of Justice funds the New Zealand Family Violence Clearinghouse to provide a central repository of data and information on family violence in New Zealand.

The Family Violence Act will also introduce measures to improve information on family violence. The Act will introduce a flag for family violence offences which will follow a case through the Court process

and appear on offenders' criminal records. This will provide reliable information on the number and type of family violence offences being committed.

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

The Harmful Digital Communications Act 2015 provides measures to prevent and reduce the harm of cyberbullying and online harassment.

Criminal prosecutions can be brought against those who deliberately post harmful communications to cause serious emotional distress. From July 2015 till December 2017, 215 criminal charges were filed and 109 charges were convicted and sentenced.

The Act also provides a civil enforcement regime. The Act appoints an approved agency (currently Netsafe) to advise people how to resolve online safety and security complaints. Along with providing information, Netsafe also acts to support victims, for example by contacting content hosts to request harmful content be blocked or removed. If an individual does not find the remedy Netsafe provides sufficient, and where a reasonable amount of time has passed, they can apply to the District Court for a range of remedies, including orders to take down material.

As at 30 September 2017 Netsafe had received a total of 574 harmful digital communication complaints since they started operations in November 2016.

The Act has provided impetus for the Government to conduct research into the nature and extent of digital harm in New Zealand, particularly against our young people. The Ministry for Women and Netsafe have released a number of publications on their research into digital harm, contributing to the evidence base and ultimately to prevention and reduction efforts.

The Harmful Digital Communications Act came into force on 2 July 2015. Netsafe was appointed as the approved agency and started operations in November 2016.

Approved Agency - Netsafe

Netsafe's role as "approved agency" under section 7 of the Act is to support individuals to deal with harmful digital communications.

Individuals can report harmful digital communications to Netsafe either online or by calling Netsafe directly. Netsafe then evaluate the report and contact the victim to discuss the options available to remedy the situation. Netsafe can:

- advise people what options are available to them to resolve a problem
- investigate serious complaints and attempt to reach settlements between complainants and content authors, and
- liaise with website hosts, internet service providers and other intermediaries (both here and overseas) requesting that content that's clearly harmful be moderated or removed.

Netsafe do not have the power to compel any online host to remove content. If an individual does not find the remedy Netsafe provides sufficient, and where a reasonable amount of time has passed, they can apply to the District Court for a range of remedies that include orders to:

- take down material
- cease-and-desist
- publish a correction or apology
- give the complainant a right of reply, and
- release the identity of the source of an anonymous communication, and suppress the name of any parties.

Digital Harm: The Online Lives of New Zealand Boys and Girls

- This research is the first in New Zealand to present young New Zealanders' experiences of digital risk in their own words and it takes a gendered approach to addressing digital harm – this is important as we know that girls experience digital harm differently to boys.

- Using qualitative methodology, the report considers young peoples' online lives, the spaces they inhabit, the role that their online life plays in the formation of their identity, what harm they are exposed to, the impact of this harm, and intervention and support that is available, and possible solutions.
- Having more women involved in programming and designing online environments will benefit women in the digital space. The Ministry for Women supports getting more girls and women into digital technology. Last year we distributed a guide, Decoding Diversity, to every secondary school and tertiary training institute in New Zealand.
- This used feedback from girls and young women currently studying digital technology to encourage educators to recruit more young women into digital education.
- The Ministry for Women is continuing work with Netsafe to ensure a safe online environment for young New Zealanders. We have more research to do, and with that will come more action to take.

17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

SEE QUESTION 20 FOR ANSWER

18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

SEE QUESTION 15 FOR ANSWER

19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

Promoting women in leadership is one of the Government's top priorities for women. This Government recognises the important contribution of women in leadership, whether that is heading large companies, community groups, school boards, local marae, or heading the Government itself. The private sector is lagging behind the public sector in making progress.

Women now make up 45.7% of state sector boards and committees and also hold almost 48% of senior public service leadership positions. In July 2019 the Government established a 50% target by 2021 for women on State Sector boards and committees.

Women make up nearly 40% of the Members of Parliament – the highest level ever. We also have women in the roles of Prime Minister, Governor-General and Chief Justice for the first time since 2006.

Women have made steady gains in representation at local government. District councils have seen noticeable increases in the proportion of women elected members, increasing to 34% in 2016.

While there has been great progress, we know that large proportions of talented women drop out, or stall below senior management and top leadership positions, particularly women from ethnic minority groups and Māori and Pacific women.

The private sector is lagging behind the public sector, significantly. Women hold only 19% of board positions and 19% of senior leadership positions in New Zealand Stock Exchange (NZX) listed companies.

Government response

This Government is:

- working with private and state sector organisations to grow the pathway of women into leadership roles
- creating an environment where key decision-makers understand the importance of appointing women and actively seek out suitably qualified women candidates
- supporting emerging women leaders to develop their skills and talents and realise their leadership potential.

Government is working to improve data collection and analysis on leadership diversity in the public sector, providing advice to decision makers on the case for change and promoting effective strategies to realise gender balance.

The Government considers that, to achieve positive change and increase the number of women on private sector boards, it is essential that change is led by private sector leaders within their own organisations and sectors, and that they are responsible for, and committed to, this goal.

The Government is influencing private sector leaders to take action on this, through its relationships with organisations and hosting of events, such as the Ministry for Women breakfast symposium for private sector leaders on women in leadership.

Ministry for Women research has shown the three biggest barriers to women's progress through leadership roles are: unconscious bias, career breaks and the lack of flexible work arrangements that support career progression.

The Ministry for Women's nominations services continue to assist with the recruitment of suitable women, including women from ethnic communities, for vacancies on state sector boards. In 2017, the Ministry for Women nominated approximately 200 women for positions on these boards.

Institute of Directors Future Directors Programme

To help grow the pathway of women leaders, the Institute of Directors' Future Directors programme has been introduced to the public sector. Future Directors aims to give talented young people the opportunity to observe and participate on a company board for a year while giving the company exposure to this talent and the benefits a young mind can bring.

The extension of the programme to state sector boards and committees further strengthens New Zealand's director pool and helps to develop a larger and more diverse pipeline of future leaders.

To date there have been seven appointments to state sector boards and committees.

20. What actions has your country taken in the last five years to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

The Government recognises the important role the media can play in the achievement of gender equality and the empowerment of women and girls, including through non-discriminatory and gender-sensitive coverage and by eliminating gender stereotypes, including those perpetuated by commercial advertisements.

Government agencies continue to use their social media channels (Linked In, Twitter, and Facebook) as well as traditional print channels to increase the visibility of women and their successes in a wide variety of sectors. For example:

- During the Commonwealth Games, the Ministry for Women shared , on social media, cards featuring women gold medal winners. During New Zealand Music Month in May 2018, it shared videos specifically of New Zealand women musicians. These areas were chosen as sports and music coverage often focuses on men. The posts received high levels of engagement.
- The Ministry of Primary Industries developed a short video on “Women in the primary industries” featuring women in a range of roles, as part of their *Growing Our Future – Primary Industry Champions* initiative to build awareness about the career opportunities in the primary sector. The video is on their website and was promoted to celebrate International Women’s Day on 8 March 2018 through social media channels.
- NZ On Air has invested two million dollars in 11 television and online projects made about and by women, as part of honouring the 125th anniversary of women’s suffrage.

New Zealand has many women working in media and broadcasting roles, with women anchoring most major news and current affairs shows. Across all media, there are more women reporters than men, and women hold many senior positions, including editorships of some of our flagship daily newspapers. The Parliamentary Press Gallery is dominated by female reporters, with the political editors from the five largest media outlets all being women.

The Broadcasting Standards Authority monitors standards for broadcasters which include and promotes ‘good taste and decency’.

All state and state-integrated schools are expected to provide a broad education that includes keeping safe on-line as part of the health and physical education and sexuality curriculum.

As well as the ongoing steps outlined above, the Ministry for Women has led qualitative research with Netsafe looking at young New Zealanders’ experiences of digital harm in their own words.

21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

New Zealand does not currently undertake specific gender budgeting. New Zealand's approach is to ensure that across agencies, gender is taken into account during policy development so that policies can be designed, implemented and evaluated in a way that addresses the complexity of the issues in order to improve outcomes for women.

22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

Yes, we use the gender markers in line with the OECD-DAC, identifying activities as principal, significant or non-targeted. The last decade has seen a decrease in gender principal activities from approximately 0.65% of our ODA spend over the last five years to a projected 2.55% for FY 19/20.

The setting of a political direction towards inclusive approaches and gender empowerment in late 2017 is likely to see this trend of increased gender marked activities continue.

23. Does your country have a valid national strategy or action plan for gender equality?

No, however, a gender pay and pay equity taskforce in the State Services Commission (SSC), is implementing the 2018-20 Action Plan (the Action Plan) for eliminating the gender pay gap in the public service. The Action Plan aims for substantial progress by 2020 and looks to ensure that the public and private sectors are on a similar pathway.

The Action Plan is supported by a multi-agency Gender Pay and Equity Taskforce led by the Ministry and SSC. The Action Plan is also supported by other government priorities, including embedding the Gender Pay Principles, created by a bi-partite working group including government agencies and unions including the Public Service Association (PSA).

The Gender Pay Principles resulted from a 'mixed claim' of equal pay and pay equity issues lodged by the PSA before the State Services Commissioner, regarding gender-based and other inequities in the public service. The Pay Equity Principles, also support the work of the Action Plan by requiring that

pay equity is addressed in the public service and the wider State sector, which is a major employer of women-dominated jobs.

Further, The Government has committed to develop an enduring and comprehensive measurement framework, 'The Treasury Living Standards Framework' anchored in a wide conception of wellbeing and sustainable development. The framework will include gender specific indicators. At the heart of this work is an ambitious plan to measure how we are tracking as a country, in an independent and transparent way, which enables the wider public to hold us to account for our actions. The measurement framework which is being developed will inform domestic policy frameworks, as well as international reporting including the SDGs.

24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

New Zealand's National Plan of Action (NPA) for the Promotion of Human Rights is an online interactive tool developed and administered by the Human Rights Commission, New Zealand's National Human Rights Institution. It was established to monitor progress on the implementation of the 121 accepted UPR recommendations from the second UPR in 2014. 100 government actions were listed against these recommendations. Thirty-three of these recommendations related specifically to women.

The NPA now also includes treaty body recommendations and the sustainable development goals but does not record actions against those. In total, 49 recommendations (UPR and others) relate to women.

The NPA allows the public to explore government actions and aims to make explicit what the Government is doing to address human rights issues in New Zealand.

The government actions are assessed by the Human Rights Commission against the 'SMART' criteria (specific, measurable, assignable, results-focused, and time-bound).

25. Is there a national human rights institution in your country?

Yes, The Human Rights Commission is an independent Crown entity operating independently from Government. Its functions and powers are set out in the Human Rights Act 1993. Its responsibilities are not only to help resolve complaints about discrimination under the Act, but to advocate and promote respect for fundamental human rights in New Zealand. This includes a power to inquire generally into any law or practice that may infringe human rights. The Commission may also report to the Prime Minister on any matter affecting human rights, including to ensure better compliance with international human rights instruments.

The Commission also has an explicit function to promote and monitor compliance by New Zealand with, and the reporting by New Zealand on, the implementation of international instruments on human rights ratified by New Zealand.

If a complaint about discrimination is unable to be dealt with through mediation, the complaint can be heard by the Human Rights Review Tribunal which can grant a number of remedies, including damages. One possible remedy available is a declaration that the defendant has breached the Act. Last year, the Government agreed in-principle to provide a statutory foundation for declarations of inconsistency and a response mechanism. This work is ongoing.

26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

ANSWER TO QUESTIONS 26, 27 AND 28

New Zealand served on the United Nations Security Council in 2015 and 2016. While on the Council, New Zealand advocated strongly for the increased use of early warning systems to prevent conflict, as well as for the protection of civilians in armed conflict. New Zealand used its Security Council term to advocate behind the scenes for inclusion of women, peace and security language in Security Council resolutions and for appropriate consideration of women, peace and security in UN Peacekeeping mandates.

New Zealand developed a National Action Plan on Women, Peace and Security in 2015. The National Action Plan outlines actions for the Ministry of Foreign Affairs and Trade, NZ Police, and the New Zealand Defence Force. The actions span the four pillars of the Women, Peace and Security agenda. The report is publically available.

New Zealand continues to advocate for the meaningful participation of women and girls at all levels of decision making, including in all stages of conflict. Participation is an important component of New Zealand's National Action Plan on Women, Peace and Security. New Zealand statements at international fora have emphasised the contribution women make to peace processes, and the need to ensure representation of women, including at senior levels. New Zealand has sought meaningful language on the participation of women and girls in UN resolutions, including the 2018 resolution in the UN Human Rights Council on Preventable Maternal Mortality and Morbidity.

In October 2018, New Zealand hosted the 24th Annual Conference of the International Association of Peacekeeping Training Centres. The Conference included a dedicated panel on female peacekeepers, and thematic discussions on Women, Peace and Security. New Zealand's Colonel Helen Cooper is the first female president in the Association's 24-year history.

New Zealand supports partners in implementing the Women, Peace and Security agenda. In 2019, New Zealand is providing funding to the Cairo Centre for Conflict Resolution, Peacekeeping and Peacebuilding to develop a training of trainers course to strengthen peacekeeping instructors' understanding of standards of conduct and the prohibition of sexual exploitation and abuse in peacekeeping operations. New Zealand Defence Force officials have regularly taught an "Operationalising Gender for Peace and Security Operations" module at the Kofi Annan International Peacekeeping Training Centre.

New Zealand's humanitarian contributions support the upholding of the rights of women and girls. For example, in 2017/18 New Zealand contributed \$2 million in humanitarian funding to support the UN Population Fund's refugee response activities in Cox's Bazar, Bangladesh. New Zealand's support to UNFPA contributes to providing access to life-saving care during pregnancy, labour and delivery, access to critical sexual and reproduce health services, and assistance to women and girls who have experienced sexual violence.

New Zealand supports, and has contributed funding to, accountability mechanisms such as the Syria International, Impartial and Independent Mechanism.

29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

Child and Youth Wellbeing Strategy

One of the work streams of the Child and Youth Wellbeing Strategy is: Ensuring children are free from racial discrimination and stigma. This aims to ensure that all children are respected and valued for who they are, unconscious bias is addressed, and no child or group of children faces discrimination or stigma on the grounds of racism or for any other reason.

Retaining Girls in Schools

To address low attendance and to improve retention the Government has implemented various initiatives in secondary schools:

- **Positive Behaviour for Learning** programmes help parents, whānau, teachers and schools promote positive behaviour and create inclusive learning environments.
- **Attendance Services** aim to be responsive to the needs of Māori and Pacific students and address the root causes of truancy and non-enrolment.
- The **Youth Guarantee** programme provides targeted 16 and 17 year olds with an opportunity to take part in a range of free vocational courses.
- **Communities of Learning | Kāhui Ako** aim to raise achievement levels for those most at risk of underachieving through culturally responsive practices.
- **ARoNA** (At Risk of Not Achieving) focuses on Māori and Pacific students within the 1999 cohort at risk of not achieving and provides the support they need to gain NCEA Level 2 or equivalent.
- **Count Me In** offers practical support on career paths to Māori and Pacific aged 16 to 18 that have left school without NCEA Level 2 or equivalent.
- **Check and Connect** is a long-term mentoring programme for students from Year 8 upwards at risk of disengaging from school.

In 2016, 83.6% of students stayed at school to the age of 17. Female students (86.3%) were more likely to remain at school until age 17 than their male counterparts (81.0%).

The Ministry of Education does not collect data on why students drop out of school.

Sexual education in the National Curriculum

The New Zealand Curriculum through its vision, principles, values and key competencies, provides significant scope for schools to offer their students rich learning opportunities in sexuality education. Sexuality education is one of the seven key areas in the Health and Physical Education (HPE) learning area; students develop greater understandings of sexuality education through a number of

achievement objectives that relate to personal growth and development, safety management, relationships, personal identity and societal attitudes and values. Also underpinning this learning is the five key competencies, which are critical to sustained learning and effective participation in society.

Te Marautanga o Aotearoa for Māori medium teaching and learning, promotes a holistic approach to meet learners' physical, moral, mental and emotional wellbeing. Hauora, one of the wahanga ako (learning areas) provides students with opportunities to learn about total health and wellbeing of spirit, mind, body and heart.

All State and State-integrated schools and kura are required to teach sexuality education. That requirement continues from year 1 up to Year 10.

To further support curriculum teaching and learning for sexuality education, the Ministry revised the Sexuality Education Guide, last updated in 2002, in consultation with the sector in 2015. The Guide spells out in detail what should be covered by sexuality education.

Support for women and girls in a forced marriage

The Government is taking several steps to better prevent and respond to forced marriage. Young people under 18 years who are married or in a civil union are now included within the jurisdiction of Oranga Tamariki – Ministry for Children. Other law changes have been proposed and are being considered by Parliament. Those changes include creating an offence of coerced marriage or civil union and making changes to require court consent, instead of parental consent for marriages, civil unions or de facto relationships involving minors.

The Government funds community organisations to provide support to victims of family violence, which includes forced marriage. Some of these community organisations have a particular focus on forced marriage and often provide refuge, advocacy and training services to women affected by violence.

Where forced marriage is reported to Police, officers may investigate whether an offence has been committed. While some behaviours that occur as part of forced marriage may be captured by other criminal offences, there is currently no explicit offence for forced marriage.

Once the Family and Whānau Violence Legislation Bill has passed, the new offence of coerced marriage or civil union will come into effect. New Zealand Police's forced and underage marriages policy will be updated once this legislative change has taken place. The new offence will also be part of the legislation e-learning to increase frontline staff knowledge in the space. Police will use the offence to educate communities on the harm forced marriage can cause and to prevent it from occurring.

There is no available data on the prevalence of forced marriage in New Zealand. However, anecdotal evidence from community organisations suggests that a small number of forced marriage are occurring.

Working with ethnic communities to raise awareness of forced marriage

New Zealand Police have Ethnic Liaison Officers that are engaged in activities that touch on forced marriage in various community settings. All refugees are given information by Police during their first six weeks in New Zealand, and again in a section on family harm once they are resettled in the regions. Liaison Officers usually talk about psychological harm during ethnic community engagement sessions. This is informed by the anecdotal knowledge most Liaison Officers have of forced marriage cases in New Zealand.

Following the passage of the Family and Whānau Violence Legislation Bill, the Police policy on forced and underage marriage will be updated to include the coerced marriage or civil union offence. Police intend to ensure the new offence is part of the legislation e-learning to increase frontline staff knowledge in that space. It will also be an element of the specialist family harm co-ordinator course.

Supporting the delivery of safer communities' initiatives is also a key focus for the Office of Ethnic Communities. This acknowledges the importance of safety and wellbeing to feeling a sense of social inclusion, and ensuring members of New Zealand's ethnic communities feel safe to be themselves. The work of the Office in this area has included facilitating dialogue and connections between government and ethnic community stakeholders, to ensure ethnic communities have the opportunity to inform government policy and service design related to preventing and responding to family violence.

Young people under 18 years who are married or in a civil union within the jurisdiction of Oranga Tamariki

A significant law change in 2017 means that the functions of Oranga Tamariki–Ministry for Children in providing care, protection and assistance to children and young people now includes young people who are or have been married or in a civil union. Previously, the definition of ‘young person’ specifically excluded a young person who is or has been married or in a civil union. This change was made in July 2017 via an amendment to the Oranga Tamariki Act 1989 (the Act), New Zealand’s child protection legislation.

Previously, the Act had specifically excluded a young person who is or has been married or in a civil union from being considered a young person for the purposes of the Act. In addition, since 1 April 2017, 17-year-olds have been included in the jurisdiction of the Act for care and protection purposes.

The amendment helps to address any inequities that might result from relationship status, and increases available protections for victims of forced marriage. It also prevents unnecessary disadvantage for young people who may separate from their spouse or civil union partner, and are not able to return to their family home.

Creation of offence of coerced marriage or civil union

A new offence of coerced marriage or civil union has been included as part of the Family and Whānau Violence Legislation Bill, which is currently awaiting its second reading. The offence will apply where a person uses coercion (e.g., intimidation, threats, or violence) against another person with the intent to cause that other person to enter into a marriage.

It is already an offence to ‘give a woman in marriage without consent, if for reward or gain’ and an offence to ‘take or detain, without consent, with the intent to marry’. Creating a specific criminal offence of coerced marriage or civil union will fill a gap in the law and criminalise the specific act of forcing a person to marry. This captures circumstances where the duress is purely psychological, such as pressure from family or community members, and the behaviour is not covered by existing offences.

It is structured broadly to capture civil unions, cultural ceremonies which are not legally binding, and ceremonies which take place outside New Zealand but involve New Zealand citizens or residents. This offence was considered in the wider context of family violence.

Change to consent requirements for marriage of minors

The Marriage (Court Consent to Marriage of Minors) Amendment Bill was introduced as a Member's Bill in April 2017. Currently, only parental consent is required for a 16 or 17 year old to enter a marriage, civil union, or de facto relationship. As introduced, the Bill proposes replacing parental consent with the consent of a family court judge.

The Justice Select Committee reported back on the Bill in May 2018. The Bill now requires 16 and 17 year olds who wish to get married, or enter a civil union or de facto relationship to obtain a Family Court Judge's consent. Civil unions and de facto relationships have been included within the Bill as New Zealand law generally treats these legal relationships the same. The Committee also recognised that a civil union or de facto relationship could be forced in the same way that a marriage may be. The Bill is currently awaiting the committee of the whole House stage.

Female Genital Mutilation (FGM)

The New Zealand Government believes FGM is harmful to the health of women and girls, and in January 1996 made the practice illegal under an amendment to the Crimes Act (section 204A) 1961. The Act states it is against the law to perform "any medical or surgical procedure or mutilation of the vagina or clitoris of any person for reasons of culture, religion, custom or practice".

Articles 2f, 5a and 12 of CEDAW oblige action against FGM, as does the Universal Declaration of Human Rights (Article 25), and the Convention on the Rights of the Child (Articles 2, 19.2, 24.1, 37a, 24.3), to which New Zealand is also a signatory.

The Government funds information for health and child protection professionals to improve health outcomes for women who have undergone FGM, prevent FGM occurring in New Zealand, and provides specialist education and training for health providers to care for women who have undergone FGM, and regular training sessions for child protection and law enforcement agencies. Protocols for child protection and law enforcement are updated as required every 1-2 years.

There is no documented evidence that FGM is practised in New Zealand. However, New Zealand has a growing number of refugees and migrants from countries that practice FGM, and many of these women have already undergone FGM. The main groups affected by FGM in New Zealand are Ethiopian, Somali, Egyptian, Eritrean, Sudanese, and some Muslim Indonesian groups.

30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

ANSWER TO QUESTIONS 30 AND 31

The Government is committed to an inclusive approach to disaster risk reduction and climate change policy and planning.

Disaster risk reduction and climate change policy planning includes ensuring that women are adequately represented in:

- disaster planning and preparedness activities
- response and recovery structures
- governance positions for disaster management.

It also includes ensuring that the particular needs of women are recognised in response and recovery from disaster events, including:

- protection from gender-based violence in evacuation centres
- protection from discrimination when accessing livelihood support following disasters
- recognising that women are a key source of community support and mobilisation in recovery.

There was a time when disaster management in New Zealand was a male-dominated profession, but this is no longer the case. Women are represented as Emergency Managers, Controllers, Recovery Managers, Welfare Managers, Mayors, Councillors, the Director of the Ministry of Civil Defence and Emergency Management, previously a Minister of Civil Defence and a Minister of Climate Change, and, of course, Prime Minister.

At the national level, the Ministry of Civil Defence and Emergency Management has a strong ratio of female to male. Estimated to be approximately only 20% female 10 years ago, the Ministry is now 64% female.

Women are represented at all levels in business-as-usual preparedness activities, on governance structures for emergency management and climate change adaptation, and in response structures.

Recent emergency responses have illustrated this. For example, the Refinery New Zealand pipeline leak in October 2017, which caused a fuel disruption in Auckland, saw women in many key roles, including Response Manager, Controller, Chief Executive of the Responsible Department (Ministry for Business, Innovation and Employment), and the Minister of Energy.

Even so, we continue to work on this issue, and ensure diversity, representation, and equal opportunities in emergency management.

Ensuring protection from gender-based violence against women in evacuation centres

Security is a key concern for evacuation centres (known as 'Civil Defence Centres' in New Zealand). Civil defence authorities are required to consider how they will manage security when they are planning for welfare services provision. This is both in terms of how centres are physically set up – including segregated areas for women and children, and how they will be managed (processes and procedures). Protecting vulnerable people, including women and children is recognized as a critical aspect.

A registration and rapid needs assessment process conducted as people arrive at the centre helps to identify specific issues or at-risk individuals. Measures are then taken to protect them and provide a safe environment.

Ensuring protection from discrimination when accessing livelihood support following disasters

New Zealand has an established system for livelihood support following disasters, which includes a range of financial assistance measures for different circumstances. These measures are administered by the Ministry of Social Development and other government and non-government organisations. As such they are subject to all the usual rules for equality, fairness, and protection from discrimination.

Ensuring women are recognised as a key source of resilience in confronting natural disasters

Women are increasingly being recognized for the role they play in response and recovery. There is substantial academic research following the 2011 Christchurch earthquake about the role women

played in response in caring for those affected by the disaster, in bringing the community together to work collaboratively and cooperatively, and in catalysing recovery.

Emergency management authorities in some regions are in early discussion with women's groups (e.g. Rural Women New Zealand) about the possibility of taking ownership of some specific response activities in rural areas, including, potentially, conducting impact and needs assessments.

Section Three: National institutions and processes

32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

The Ministry for Women, Te Minitatanga mō ngā Wāhine, is the Government's principal advisor on achieving better results for women, and wider New Zealand. The Ministry has three strategic outcomes:

- ensuring the contribution of women and girls is valued
- ensuring all women and girls are financially secure and can fully participate and thrive
- ensuring all women and girls are free from all forms of violence and harassment

The Ministry's main responsibilities are:

- Policy advice on improving outcomes for women in New Zealand
- Managing New Zealand's international reporting obligations in relation to the status of women
- Providing suitable women nominees for appointment to state sector boards and committees
- Providing support services to the Minister for Women.

The Ministry carries out its work by acting as a catalyst for action and change, and by getting key issues on the agenda of government agencies and other relevant organisations. The Ministry provides accessible, evidence-based information to inform and assist others. The Ministry is strongly solutions-focused, with advice that is tailored and persuasive. The Ministry carries out its work by bringing the voices, experiences and priorities of different groups of New Zealand women to government. It also works closely with other government agencies, women's non-government organisations and stakeholders within the private sector. The Ministry's work will bring benefits to women, their families and New Zealand as a whole.

The Minister for Women is Julie Anne Genter. She is also Associate Minister for Transport and Health.

The Ministry for Women also provides policy and administrative support to the National Advisory Council on the Employment of Women ('the Council'). The Council is an independent advisory body to the Minister for Women on matters related to women's employment.

33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

Yes, New Zealand is committed to the 2030 Agenda for Sustainable Development and the SDGs, including the principles underpinning Goal 5, and is focused on improving the wellbeing of New Zealanders through environmentally sustainable and inclusive growth.

New Zealand recognises that achieving the SDGs will require a cross-Government effort. An interagency process has been established to consider how the SDGs apply domestically.

The Government has not yet issued a report on progress against the SDG goals, but is scheduled to do so in July 2019.

The Government has committed to develop an enduring and comprehensive measurement framework, 'The Treasury Living Standards Framework' anchored in a wide conception of wellbeing and sustainable development. At the heart of this work is an ambitious plan to measure how we are tracking as a country, in an independent and transparent way, which enables the wider public to hold us to account for our actions. The measurement framework which is being developed will inform domestic policy frameworks, as well as international reporting including the SDGs.

The Government's commitment to measuring New Zealand's progress aligns with the 2030 Agenda Sustainable Development Goals, and the measurement framework will be instrumental in tracking progress against the SDGs.

While Goal 5 specifically addresses gender equality and the empowerment of women and girls, the Government is committed to progressing all of the Goals in a way that ensures effective sustainable development for women and girls

34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

Yes. The Government's main vehicle for consultation with civil society is the International Women's Caucus (the Caucus).

The Caucus represents a key mechanism we use to conduct civil society consultation on New Zealand's international reporting obligations, including the United Nations Convention on the Elimination of All Forms of Discrimination against Women and the Beijing Declaration and Platform for Action. It is also an important partner in the Ministry's preparations for the Commission on the Status of Women.

The Caucus consists of those government agencies, individuals and non-government organisations (NGOs) involved in international issues relevant to the interests and well-being of women.

Members include officials from the Ministry of Foreign Affairs and Trade, the New Zealand Defence Force, and New Zealand Police, as well as representatives from the Human Rights Commission and over thirty national NGOs, including, the National Council of Women New Zealand, P.A.C.I.F.I.C.A, Business and Professional Women New Zealand, the New Zealand Collective of Independent Women's Refugees, UN Women and the Māori Women's Welfare League.

The Caucus was given the opportunity to provide input in to New Zealand's first Voluntary National Review on the SDGs and also contributed to our most recent briefing to the incoming Minister (BIM), a key document informing the new Minister for Women on priorities for New Zealand women.

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

The Government's approach to sustainable development and the SDGs, including Goal 5, is nested within its Plan for New Zealand (the Plan). The priorities of the Plan are set across a wide range of economic, social and cultural areas.

The Ministry for Women leads the Government's work on SDG 5, Gender Equality. While Goal 5 specifically addresses gender equality and the empowerment of women and girls, the Ministry's planning looks at all of the SDGs and how these can be progressed in a way that ensures effective sustainable development for women and girls.

Under our current statement of intent we are focused on three priorities:

- Ensuring the contribution of women and girls is valued
- Ensuring all women and girls are financially secure and can fully participate and thrive and
- Ensuring all women and girls are free from all forms of violence and harassment.

These priorities are well aligned to SDG 5. Within these broad priorities, there are a few key areas we focus on – much of our work is in partnership with other agencies – to help to amplify our impact, for example:

As part of the Joint Venture on Family Violence and Sexual violence, we are working on the second goal 5 target. The work brings together a stronger collective accountability for getting a system that better prevents violence occurring in the first place and, when it does, getting people the help in both crisis and long term recovery.

Through joint work with both the State Services Commission and the Ministry of Business, Innovation and Employment we have a work programme underway to close the gender pay gap in the public service and increase pay equity in the private sector.

In addition, at a more general level, the Ministry works closely with agencies across government to get gender issues considered as part of their broader work and policy thinking.

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[Section Four: Data and statistics](#)

36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

ANSWER TO QUESTIONS 36 and 37

Integrated Data Infrastructure

New Zealand has a world leading Integrated Data Infrastructure (IDI) which Stats NZ has continued to develop over the last five years.

The IDI is a database which holds microdata about people and households. It includes data about life events such as education, income, benefits, migration, justice and health. Data stored in the IDI is sourced from a wide range of surveys, as well as administrative data held by government and non-government organisations. Data from these sources are de-identified and linked (integrated) by a common variable to form the IDI.

The IDI is used by researchers to gain insight into different aspects of New Zealand's society and economy. The IDI provides insight into complex issues and allows the telling of stories not possible to produce from unlinked data.

The IDI is increasing knowledge of issues affecting women in New Zealand. The Ministry for Women has taken part in demonstration projects to highlight the benefits of the Integrated Data Infrastructure for understanding the position of women in society. For example, the Ministry undertook a demonstration project with Stats NZ and a regional NGO (Methodist Mission Southern) that mapped long-term NEETs (Not in Employment, Education or Training) using administrative data from school enrolments, births, income tax and benefits etc. It showed that young mothers made up one third of long-term NEETs living in rural areas.

Data from the IDI was also used in a study on parenthood and labour market outcomes, which was commissioned by the Ministry for Women. The study is an initial exploration of what can be learned about the drivers of the gender wage gap in New Zealand, with a focus on the role of parenthood penalties in the pay gap.

Indicators Aotearoa New Zealand – Ngā Tūtohu Aotearoa

Stats NZ is developing an enduring and comprehensive suite of indicators to measure and track the wellbeing of the New Zealand population and sub-populations, including women. This initiative is known as Indicators Aotearoa New Zealand – Ngā Tūtohu. The indicators go beyond economic measures, such as gross domestic product (GDP) and include social, cultural and environmental topics.

The indicator framework draws on international best practice and has been tailored to the New Zealand context. It has been developed in an inclusive and collaborative way. This has included consultation with the public on what aspects of wellbeing matter most to them. It has also included discussion with a wide range of experts from government, academia, community organisations and local government on the selection of the indicators. The Ministry for Women has been involved in these discussions.

The indicators cover New Zealand's current wellbeing, future wellbeing (what we are leaving behind for future generations), and the impact New Zealand is having on the rest of the world.

The suite of indicators included in Indicators Aotearoa New Zealand – Ngā Tūtohu Aotearoa can be found <https://www.stats.govt.nz/indicators-and-snapshots/indicators-aotearoa-new-zealand-nga-tutohu-aotearoa/>.

The Indicators Aotearoa New Zealand – Ngā Tūtohu Aotearoa website will be released at the end of June. It will include indicators populated with data. The website will allow users to select from a dashboard of indicators and, where data is currently available, allow users to drill down to see breakdowns such as gender, age, ethnic group, location etc.

The selection of the indicators was driven by the most important aspects of wellbeing for New Zealanders, rather than data availability. As a result, the initial set of indicators includes gaps in data, ranging from a complete absence of data to limitations to break information down to useful and meaningful levels for different communities.

Stats NZ is commencing work to further understand and analyse these data gaps. Stats NZ will present Government with information about the data gaps for their consideration.

New standards, guidelines and survey developments

A range of standards and guidelines have been produced to improve the measurement on topics of relevance to women. These include the development of statistical standards that provide guidance to organisations on the collection and dissemination of data on gender identity, sexual identity and sex. These will be reviewed on a regular basis to ensure their ongoing relevance.

Guidelines have also been developed for employers and human resources staff on how to measure and analyse gender pay gaps in their organisations. These guidelines explain:

- What gender pay gaps are
- Possible contributing factors to gender pay gaps
- Why organisational gender pay gaps should be measured
- How to measure organisational gender pay gaps step by step
- How to analyse and understand gender pay gaps at an organisational level.

The Ministry for Women has been consulted regarding these developments.

The Ministry is also consulted on all new surveys or survey redevelopments and advises on data needs about women. One development of particular interest to the Ministry is the development of the next collection of data on time use. The last time use survey was conducted in 2009/10. Time use surveys are the major source of information on women's unpaid work. Work has begun on the development of the next collection of time use data, but the timing is subject to resource prioritisation.

Another recent survey development is the increase in the sample size of the Household Economic Survey (HES) from 3,500-5,500 households to 20,000 households. The increase was driven by the Child Poverty Act and will provide better data for monitoring purposes, including by sex, and not just for children.

38. Have you defined a national set of indicators for monitoring progress on the SDGs?

Stats NZ has defined a suite of indicators for measuring and tracking the wellbeing of New Zealand, known as Indicators Aotearoa New Zealand – Ngā Tūtohu Aotearoa. The indicators have been developed in an inclusive way and are based on those aspects of wellbeing that matter most to New Zealanders. They cover current wellbeing, future wellbeing and our impact on the rest of the world.

Where possible, the indicators will be disaggregated to provide a view of the wellbeing of sub-populations, including women.

The indicators have been developed to satisfy a range of purposes, including monitoring New Zealand's progress against the SDGs, and will be the core dataset used to report on SDGs. A website tool which includes the indicators populated with data will be available from the end of June 2019. A link to the indicators will be included in New Zealand's Voluntary National Review of the SDGs, which will be submitted to the UN High-Level Political Forum in July 2019.

39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?

Indicators Aotearoa New Zealand - Ngā Tūtohu Aotearoa will be the tool to monitor SDG 5 indicators as well as gender-specific indicators under other SDGs. Data that is currently available is being compiled for release on Indicators Aotearoa New Zealand website at the end of June 2019. Where possible, this will include breakdowns by gender and other relevant variables such as age, ethnicity and location.

Through Indicators Aotearoa New Zealand – Ngā Tūtohu Aotearoa, three indicators under SDG 5 were identified as being important in the New Zealand context. These are: domestic violence, the value of unpaid work and discrimination.

40. Which of the following disaggregations¹ is routinely provided by major surveys in your country?

Geographic location – Yes but often at a highly aggregated level

Income - yes

Sex - yes

Age - yes

Education - yes

Marital status - yes

Race/ethnicity - yes

Migratory status – yes

Disability – no but questions on disability are being added to major household surveys to enable the

¹ As specified in A/RES/70/1, with the addition of education and marital status.

disaggregation of survey data by disability status

Other characteristics relevant in national contexts – labour force status, household composition, family type

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