

# **New Zealand Government's National Review**

**Implementation of the  
Beijing Declaration and Platform for Action (1995) and the  
outcomes of the twenty-third special session of the  
General Assembly (2000)**

**in the context of the**

**20<sup>th</sup> anniversary of the 4<sup>th</sup> World Conference on Women  
and the adoption of the  
Beijing Declaration and Platform for Action  
2015**

**May 2014**

## **Section One: Overview analysis of achievements and challenges since 1995**

- a) **What are the country's three to five major achievements in the promotion of gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly?**

**Why are these considered to be the major achievements? Please provide evidence that supports this assessment.**

**What has contributed to this success? Describe measures taken in terms of policies and mechanisms to maintain or build on this success.**

New Zealand ranks consistently high in respect of gender equality and is placed seventh out of 136 countries on the World Economic Forum's Global Gender Gap Index 2013.

Major achievements in the promotion of gender equality and the empowerment of women in New Zealand since the adoption of the Beijing Declaration and Platform for Action in 1995 include:

- efforts to address the high rates of violence against women and girls
- addressing barriers to women's participation in employment
- women holding high profile leadership and decision-making positions.

### ***Efforts to address the high levels of violence against women and girls***

Violence within families affects the lives of thousands of people in New Zealand. Victims of the most severe cases of family violence including homicides, are predominantly women and children. Reducing violence within families and minimising its impact on women and children are long-standing priorities for the New Zealand Government. The Family Violence Ministerial Group provides oversight of a whole-of-government approach to addressing violence within families and guides the work of the Taskforce for Action on Violence within Families. Government-led initiatives undertaken since 1995 include:

- Legislative changes which have increased immediate protections for victims of domestic abuse, including the passing of the Domestic Violence Act in 1995. These legislative changes are described further in section 1(d) below.
- New Zealand Police can now issue Police Safety Orders, under which an alleged perpetrator is removed from the family home for up to five days. The criminal courts can also issue Protection Orders when sentencing domestic abuse offenders.

- The Campaign for Action on Family Violence which uses research and evaluation, communications, media advocacy, social media and resource development to encourage change.
- The E Tu Whānau Programme of Action for Addressing Family Violence which provides a Māori conceptual framework for addressing family violence.
- The Pasefika Proud Campaign addressing violence in Pacific families and communities.

### ***Addressing barriers to women's participation in employment***

Amendments to employment relations legislation and funding for early childhood education in the last decade have improved working conditions and employment outcomes for women.

The following changes to the Employment Relations Act 2000 have had positive impacts on working conditions for women:

- In 2006, a new provision was enacted to provide continuity of employment for specified categories of employees when an employer's business is being restructured and employees' work is being undertaken by a new employer. It allows employees to transfer to a new employer on their existing terms and conditions. Specified categories of workers provide cleaning, food catering, caretaking, orderly and laundry services in specified places of work.
- In 2007, more flexible working arrangements were introduced which aimed to increase carers' participation in employment by offering flexible working opportunities, and to assist carers to balance family and working life. In 2012, the right to request flexible work was extended to all workers.
- In 2008, legislative provision was made for the promotion and protection of infant feeding through breastfeeding and for rest and meal breaks at the workplace. The legislation ensures that workers have the opportunity for rest and refreshment and to attend to personal needs during their work time. The Act also requires employers to provide appropriate facilities and breaks for employees who wish to breastfeed (including expressing breast milk), as far as is reasonable and practicable.

The Government is committed to paid parental leave (PPL) for parents. Provision for government-funded PPL took effect from 1 July 2002.<sup>1</sup> In 2004, PPL was extended from 12 to 14 weeks for employees with at least six months' continuous service with the same employer. In 2006, PPL was extended to the self-employed. This is particularly helpful to rural women and women in small sized businesses.

In 2007, the government introduced funding for 20 hours of early childhood education (ECE) per week for three and four year old children in teacher-led

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<sup>1</sup> Parental Leave and Employment Protection (Paid Parental Leave) Amendment Act 2002.

services, and some kōhanga reo.<sup>2</sup> This policy has increased choice for families, particularly women, who are the predominant caregivers, in balancing work and caring responsibilities. In 2009, the 20 hours ECE initiative was extended to play centres, kōhanga reo and five year olds in ECE.

### ***Women in leadership and decision-making positions***

New Zealand has a proud and growing history of women holding high-profile leadership and decision-making positions. New Zealand has had two women Prime Ministers: Dame Jenny Shipley from December 1997 to December 1999; and Helen Clark from December 1999 to November 2008. We have had two women Governors-General: Dame Catherine Tizard from November 1990 to March 1996 and Dame Silvia Cartwright from April 2001 to August 2006. The current Chief Justice of New Zealand is Dame Sian Elias. She is the most senior member of the judiciary, Presiding Judge of the Supreme Court of New Zealand and the administrator of Government when the Governor-General is absent.

Within Government, 34 percent of our Members of Parliament are women. A number of conflict resolution and peace-building decision-making positions are currently held by women including the Minister of Justice, the Minister of Police, the Secretary of Defence (Chief Executive of the New Zealand Ministry of Defence), the Divisional Manager, International Security and Disarmament Division, Ministry of Foreign Affairs and Trade (lead civilian on international security issues), and the Director of Defence Intelligence (New Zealand Defence Force).

Several of New Zealand's media organisations currently have female chief executives including NZ On Air, Mediaworks, the Radio Network, the Broadcasting Standards Authority, and the Advertising Standards Authority.

The 'Women in Business' survey (Grant Thornton, 2014) shows New Zealand has the highest proportion of women in senior management of any developed economy surveyed (31 percent).

In the private sector, from 2008 to 2012, the percentage of appointees to boards of top 100 companies on the New Zealand Stock Exchange (NZSX) who are women increased from 9 percent in 2008 to 15 percent in 2012.

In 2012, NZSX introduced a new diversity rule requiring all listed companies to include in their annual report, inter alia, a breakdown of the gender composition of their boards of directors and officers.<sup>3</sup> In the first year of results, in 2013,

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<sup>2</sup> Kōhanga reo: An early childhood centre designed to educate children within a Māori language and cultural context.

<sup>3</sup> Note that there are many other privately owned companies and businesses in New Zealand that are not listed on the stock exchange which will not be collecting this sex-disaggregated data.

of 109 companies, 12 percent of directors were women and 19 percent of officers were women.<sup>4</sup>

**b) What are the country's three to five major challenges in the achievement of gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly?**

**Why are these considered to be the major challenges?**

**Describe the strategy (ies) that is (are) in place to address the challenges?**

New Zealand has an excellent record in gender equality but some important challenges remain. The main challenges to achieving gender equality and the empowerment of women in New Zealand are:

- continued high rates of violence against women
- continued disparities in overall outcomes for Māori women
- continued occupational segregation contributing to the gender pay gap.

***Continued high rates of violence against women***

One in four New Zealand women experience intimate partner violence or sexual violence in their lives. In 2008, five percent of women who had a partner experienced violence and three percent of women experienced one or more incidents of sexual violence. Some women are at greater risk of violence than other women. Māori women are twice as likely to experience violence as other women and at least 50 percent of girls and women who are sexually assaulted are likely to be sexually revictimised.

Reducing violence within families and its impact on women and children continues to be a priority for the Government and the non-government sector.

Alongside the initiatives described in section 1a), in 2012 the Government reconfirmed its commitment to address the high levels of violence in our country by introducing three new Government Better Public Service targets, as part of ten priority result areas. The targets are to, by 2017, reduce:

- the number of physical assaults on children by five percent
- the rates of total crime by 15 percent, of violent crime by 20 percent and youth crime by 25 percent
- re-offending by 25 percent.

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<sup>4</sup> The "15 percent in 2012" figure is from the Human Rights Commission (HRC) Census of Women's Participation (2012). The "12 percent of directors in 2013" is from the NZSX. These surveys collect information from a different sample of companies at different times of the year. The HRC draws statistics from the top 100 companies, including companies that operate in New Zealand but are internationally owned. The NZSX only surveys companies that are listed on the NZSX.

Achieving these targets will have a positive impact on the rates of violence against women. Fifty percent of violent crime is family violence related and interpersonal violence and sexual violence have high rates of revictimisation.

In 2013, officials began a review of specialist sexual violence services. The review is investigating the efficiency of funding provision, what drives demand for services, service duplication and gaps in the sector. In 2014, there will be a focus on primary prevention of sexual violence.

The Social Services Select Committee is undertaking an inquiry into the funding for specialist sexual violence social services. The terms of reference for this inquiry are to:

- review the state of specialist services and determine whether they reflect an integrated approach to service delivery, full coverage and best practice
- review the services including for Māori and other diverse ethnic communities and assess whether they are accessible, culturally appropriate, and sustainable.

The Committee has begun hearing oral submissions and recommendations from the inquiry are likely to be known in late 2014.

Government also continues work to improve the data that are collected on victims of crime, including violence against women. New Zealand Police and Statistics New Zealand are developing a new set of official statistics on victims of crime, which will include the relationship between victim and offender. This will promote better understanding of the nature of reported domestic violence incidents in New Zealand.

### ***Continued disparities in overall outcomes for Māori women***

Māori women consistently fare worse than other women across a range of health, education, social, justice and economic outcomes. Gains have been made across a number of key indicators, for example:

- in 2009, 49 percent of eligible Māori women had free regular breast screening; by 2014 the coverage of Māori women was 66 percent
- in 2005, 40 percent of female Māori school leavers left with National Certificate of Educational Achievement (NCEA)<sup>5</sup> level two or above; by 2012, this had increased to 63 percent of Māori girls.

However, important challenges remain. Māori women are still more likely to be unemployed, on a welfare benefit, victims of violence, or in prison compared to other women. Government actions to improve outcomes for Māori women include continuing the process of settling historic land claims between the Crown and iwi<sup>6</sup>.

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<sup>5</sup> The main qualification available to secondary school students is the National Certificate of Educational Achievement (NCEA), which encompasses a wide range of learning. NCEA enables students to undertake multi-level study to attain credits towards an NCEA qualification. Educational and job prospects will be limited for those who leave school without NCEA Level 2.

<sup>6</sup> Iwi: Māori tribes.

This process is enabling iwi to develop and reconnect with an economic base, potentially leading to an overall increase in wellbeing.

Since 2010, Government has invested in Whānau Ora, an inclusive approach to providing services and opportunities to families in need of support. Whānau Ora empowers whānau<sup>7</sup> as a whole, rather than focusing separately on individual members, requiring multiple government agencies to work together with families rather than separately with individual family members.

Whānau Ora works in a range of ways, influenced by the approach the whānau chooses to take. Some families develop ways of improving their own lives and may want to work on this with a hapū<sup>8</sup>, iwi or non-government organisation (NGO). Other whānau seek help from specialist Whānau Ora health and social service providers who will offer wrap-around services tailored to their needs. Families have a practitioner or ‘navigator’ to work with them to identify their needs, help develop a ‘whānau plan’ to address those needs, and broker their access to a range of health and social services. Common themes in whānau plans include better lives for children; employment; housing and home ownership; education and skills development; and health and cultural wellness.

### ***Continued occupational segregation contributing to gender pay gap***

There are high levels of occupational segregation in the New Zealand labour market. Around half of all women and men work in occupations where at least 70 percent of workers are of the same gender. Occupational segregation is estimated to account for up to 30 percent of the gender pay gap. This is because low paid, low skilled work, such as caring, cleaning and administrative roles are predominantly taken up by women. Māori and Pacific women are particularly concentrated in occupations that are low skilled and low paid.

Women are also under-represented in leadership and decision-making roles within organisations and within occupations. Organisations are missing out on the benefits of diversity and associated productivity gains.

In 2011, the Ministry of Women’s Affairs commissioned a series of research projects on the changes in women’s employment, earnings and business management. The summary report (NZIER, 2013) found:

- while vertical occupational segregation has decreased in most highly skilled occupations (managerial and professional), it remains the same for some skill occupations (clerical) and has increased for other skilled occupations (trades) and unskilled occupations
- even in higher-skilled occupations, women tend to concentrate in areas that are less likely to lead into senior management roles than those in which men concentrate.

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<sup>7</sup> Whānau: extended family, family group, the primary economic unit of traditional Māori society.

<sup>8</sup> Hapū: Māori sub-tribe.

The Ministry of Women's Affairs is working with specific industries to develop action plans to assist with recruiting and retaining women in these industries, such as the road transport and construction industries. For example, the Ministry of Women's Affairs has:

- developed the 'Women in Transport Action Plan' in partnership with the Road Transport Forum
- completed a survey of unemployed and under-employed Canterbury women to better understand how to ensure women's increased participation in the rebuild of Canterbury following the earthquakes of 2010 and 2011
- established an alliance of employers and council agencies in Christchurch to promote women's employment in the rebuild of Canterbury following the earthquakes.

The Ministry of Women's Affairs is focussed on increasing awareness of the obstacles to women's progress to senior roles in organisations. To further improve the balance of women in senior roles, the Ministry of Women's Affairs has:

- released the report 'Realising the Opportunity' (2013) which documents the key obstacles to women making progress in organisations and the actions which can help remove barriers to women in organisations
- offered nominations of women to state sector boards, to improve the participation of women in governance. New Zealand has about 41 percent women on state sector boards and 42 percent women in senior management in the public service. The Government is working towards a target of 45 percent women on state sector boards, and 10 percent women on private sector boards. In 2013, of 109 private sector companies listed on the New Zealand Stock Exchange, 12 percent of directors were women
- established a network for public servants working to improve gender balance and diversity in their organisations
- supported the establishment of private sector initiatives to improve the representation of women in senior management and governance in the private sector.

**c) What setbacks/reversals in progress towards gender equality and the empowerment of women have been experienced since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly (if different from those already identified in b)?**

**What were the major factors that caused the setbacks?**

**What mitigation measures or other actions, if any, have been implemented to counter the setbacks?**

Since New Zealand's last response to the Beijing Declaration and Platform for Action (October 2009), the Canterbury earthquakes of 4 September 2010 and 22 February

2011, along with an estimated 13,000 aftershocks, have had a devastating impact on the people of the Canterbury region, including New Zealand's second largest city, Christchurch. The earthquake resulted in 185 deaths and injured 11,432. The impacts of this disaster have also stretched across our small nation of 4.5 million people.

Women's employment has been adversely affected since the earthquakes. Women's employment dropped more than men's and, until March 2013, had not improved. The March 2013 quarter saw increases in women's employment in sectors such as retail trade, accommodation and food services.

The Ministry of Women's Affairs has been proactive in seeking opportunities to mitigate the impact of the earthquakes on women's employment in the Canterbury region and involve women in the rebuild. The Ministry of Women's Affairs has:

- worked with the Canterbury Earthquake Recovery Senior Officials Group on issues relating to the Canterbury labour market
- identified opportunities for non-traditional female employment in the design and implementation of the Canterbury Skills and Employment Hub
- commissioned research entitled 'Building Back Better' (2013) to learn more about Canterbury women's workforce choices and to identify 'hidden' female labour
- worked closely with the Christchurch Polytechnic Institute of Technology on its new scholarships for women entering pre-trade and engineering training in 2014.

**d) What have been the main constitutional, legislative and/or legal developments in the promotion of gender equality and the empowerment of women?**

The Domestic Violence Act 1995 aims to reduce and prevent domestic violence by recognising that all forms of domestic violence, including physical, sexual and psychological violence, are unacceptable and ensuring effective legal protection for victims. The Act provides a civil court process for issuing Protection Orders to victims and their children. Perpetrators named in Protection Orders are required to desist from further violence and attend approved "stopping violence" programmes.

New Zealand Police can now issue Police Safety Orders, under which an alleged perpetrator is removed from the family home for up to five days. Police believe these Orders have been effective; an evaluation is underway and will be published on completion. The criminal courts can also issue Protection Orders when sentencing domestic abuse offenders. This extends the protection of the Domestic Violence Act 1995 to people who may not have felt able to apply for a Protection Order through the civil court process.

The Family Court Proceedings Reform Bill 2013 amended the Domestic Violence Act to protect victims and improve stopping violence programmes.

Since 1995, the following legislative developments have enabled increased participation of parents and caregivers in employment:

- In 2002, the Parental Leave and Employment Protection (Paid Parental Leave) Amendment Act was introduced and established 12 weeks of paid parental leave. Paid parental leave was extended to 14 weeks in 2005. In 2006, PPL was extended to the self-employed.
- In 2006, a new provision was enacted to provide continuity of employment for specified categories of employees when an employer's business is being restructured and employees' work is being undertaken by a new employer. It allows employees to transfer to a new employer on their existing terms and conditions. Specified categories of workers provide cleaning, food catering, caretaking, orderly and laundry services in specified places of work.
- In 2007, the Employment Relations (Flexible Working Arrangements) Amendment Act was passed providing eligible employees with the statutory right to request a variation to their working hours, including where they have the care of another person. In 2012, the right to request flexible work was extended to all workers.
- In 2008, the Employment Relations (Breaks, Infant Feeding and Other Matters) Amendment Act was passed. This Act requires rest and meal breaks for all workers and breaks and facilities for infant feeding in the workplace.

The Prostitution Reform Act 2003 decriminalised prostitution in New Zealand and introduced provisions to protect the health and safety of sex workers and their clients.

The Civil Union Act 2004 provided for different-sex or same-sex couples to enter into a civil union to formally solemnise their relationship in a manner similar to marriage. In 2013, marriage equality legislation was passed through the Marriage (Definition of Marriage) Amendment Act 2013 which specifies that a marriage is between two people regardless of their sex.

In May 2007, the Human Rights (Women in Armed Forces) Amendment Bill was enacted and section 33 of the Human Rights Act 1993 was repealed. Section 33 had permitted the New Zealand Defence Force to discriminate on the basis of gender in active combat roles.

**What laws and/or regulations remain in place (or have been introduced) that could have adverse effects on promoting gender equality and the empowerment of women in the country?**

N/A

- e) What is the approximate share of the national budget that is invested in the promotion of gender equality and the empowerment of women?**

**Describe efforts to increase and track national planning and budgetary allocations related to achieving gender equality and empowerment of women, in preparation of development plans and budgets at national, regional/provincial and local levels.**

In fiscal 2013/14, the Ministry of Women's Affairs received government funding of NZ\$4.799 million. This represents 0.04 percent of the total national budget allocation in New Zealand. The number of full time staff positions at the Ministry of Women's Affairs in 2013/14 was 27.13.

It is not possible to disaggregate New Zealand's national budget by gender, or by the gender of clients receiving government services. In New Zealand it is unlawful to discriminate on the basis of sex, pursuant to the Human Rights Act 1993 and the New Zealand Bill of Rights Act 1990. These statutes provide a framework for gender mainstreaming the development of all legislation, policy and programmes in New Zealand.

- f) What mechanisms are in place for regular dialogue between Government and civil society?**

**If mechanisms are in place, briefly describe them.**

**Do non-governmental organizations, including civil society organizations, women's organizations, academia, faith-based organizations, the private sector and other actors participate formally in the mechanisms established to monitor and implement the Beijing Declaration and Platform for Action?**

**If no, what are the main obstacles preventing the establishment of such mechanisms?**

New Zealand is a democracy and women achieved suffrage in 1893. Our next general election will be held in September 2014.

The Ministry of Women's Affairs is the central government institution for the advancement of women. The Ministry of Women's Affairs brings the voices, experiences and priorities of different groups of New Zealand women to government. It works closely with other government agencies, women's non-government organisations and stakeholders within the private sector. The Ministry of Women's Affairs engages with civil society in a variety of different ways, four examples are provided below.

The Ministry of Women's Affairs and four partners, the Māori Women's Welfare League, the National Council of Women, the YWCA and PACIFICA, jointly host hui<sup>9</sup> around New Zealand for anyone who is interested in discussing issues that affect women and emerging issues for women. The purpose of the hui is to:

- bring women together to discuss emerging issues for women and update others on their work
- provide an opportunity for building relationships across the women's development NGO sector
- foster a greater shared understanding of the different NGOs and respective work being done, identifying possible areas for collaboration and collective work
- enable participants to identify and be involved in work happening on issues that affect women in New Zealand
- enable the Ministry of Women's Affairs and its NGO partners to connect, increase visibility and enhance relationships with each other, and with other NGOs and people working on issues affecting women in New Zealand.

In 2013, three hui were held in Auckland, Christchurch and Wellington. During 2014, four hui will be held in Hamilton, Whangarei, Nelson and Otago.

The Ministry of Women's Affairs provides secretariat services to the National Advisory Council on the Employment of Women (NACEW), an advisory body to the Minister of Women's Affairs. NACEW's role is to:

- advise the Minister of Women's Affairs on matters concerning the employment of women
- make representations or submissions as appropriate to public bodies such as Commissions on Inquiry subject to the approval of the Minister
- promote the dissemination of information on the employment of women in New Zealand.

Since 2004, the Ministry of Women's Affairs has hosted a Caucus on International Women's Issues. The Caucus is a network comprising organisations such as the New Zealand Council of Trade Unions, Family Planning Association, Māori Women's Welfare League, National Council of Women, PACIFICA, YWCA, Girl Guides, International Federation of Business and Professional Women, Human Rights Commission, Rural Women New Zealand, Presbyterian Women, Women's Health Action Trust. The work of the Caucus references the instruments and institutions of the United Nations that provide opportunities for all women to work together to advance the interests and wellbeing of women in developing countries.

The Ministry of Women's Affairs invited members of the Caucus to submit information for inclusion in New Zealand's National Review. A copy of the draft New Zealand National Review has been sent to Caucus members.

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<sup>9</sup> Hui: meetings and gatherings.

When developing policy, government departments are required to include a gender implications statement in all papers that are submitted to the Cabinet Social Policy Committee. The statement needs to include an assessment of the impact of the proposed policy on women and men, whether the policy will advantage or disadvantage women or men, and propose associated mitigation strategies.

**g) What main in-country, bilateral, sub-regional and/or regional cooperation is the country engaged in to support sharing of knowledge and experiences in the monitoring and implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly?**

New Zealand consistently raises human rights and women's rights issues in its bilateral consultations. New Zealand mainstreams gender equality and women's empowerment in its development programmes, including the priority region of the Pacific. Programmes include specific projects aimed at the empowerment of women, and at the fulfilment of the objectives of the Beijing Declaration. New Zealand actively supported the drafting of the Pacific Leaders' Gender Equality Declaration (2012). Subsequently, New Zealand worked with Australia, the Secretariat of the Pacific Community (SPC) and the Pacific Islands Forum Secretariat (PIFS) to integrate gender-related Millennium Development Goal (MDG) indicators into reporting on this significant regional commitment on gender equality. This also contributes to the implementation of the Beijing Declaration and Platform for Action in the Pacific region.

**What results have been achieved through such efforts and what lessons have been learnt?**

The Pacific Leaders' Gender Equality Declaration is the most rigorous commitment to gender equality in the region. Aligning and harmonising progress indicators with existing indicators and data (primarily MDGs and existing regional data) reduced the burden of reporting and increased the profile and accountability of the Declaration.

**What is the perceived value of the cooperation?**

As noted elsewhere in the Review, New Zealand has a strong history of promoting and protecting human rights of women and girls in the domestic context, and this is a strength that we clearly bring to our work regionally. New Zealand assisted with the drafting of the Pacific Leaders Gender Equality Declaration and supports capacity building of Pacific countries to monitor and report progress including building the data collection and statistical analysis capacity of Pacific Island countries, including sex disaggregated data. In the Pacific we cooperate with a variety of development partners in policy, activity and information sharing including through the Pacific Gender and Development network (now formalised under the PIFS) which

includes multilateral agencies, development partners and regional organisations. This collaboration has improved information sharing, efficiencies and results.

New Zealand has also taken a leadership role in the Pacific through the Pacific Prevention of Domestic Violence Programme – a joint initiative of the New Zealand Government, New Zealand Police and the Pacific Islands Chiefs of Police. The initiative focuses on building the capacity of Pacific Police services to prevent and respond effectively to domestic violence. The Australian Federal Police recently agreed to work with New Zealand Police to support the programme.

**In what ways could cooperation be improved to strengthen sharing of knowledge and experiences in implementation of the Beijing Declaration and Platform for Action?**

New Zealand regularly exchanges policy documents and shares best practice in the course of bilateral contacts, most of which is publicly available. As with all regional and bilateral cooperation, these relationships remain an ongoing and evolving effort. The New Zealand Aid Programme prioritises the Pacific in its international engagement on gender equality and this strengthens the implementation of the Beijing Declaration. This could be further improved if engagement and resources were more targeted at the country level rather than through the regional structures.

**h) How, and to what extent, have the Millennium Development Goals (MDGs) overall, and in particular the gender-related MDGs, facilitated or strengthened the implementation of the Beijing Declaration and Platform for Action?**

In 2013, the PIFS produced the 2013 MDG Tracking Report that included a specific chapter on gender equality. This successfully focussed the attention of Pacific leaders on the challenges Pacific Island countries face in implementing the Beijing Declaration and Platform for Action. The chapter had a specific recommendation on the need for increased political will by Pacific Leaders to fulfil their commitments.

## **Section Two: Progress in the implementation of the critical areas of concern of the platform for action since 2009**

- a) **What is the status of progress in each of the twelve critical areas of concern and their strategic objectives, and relevant sections of the outcomes of the twenty-third special session of the General Assembly? Please provide concrete supporting evidence, including statistical data and other relevant sources.**

**Has any of these areas been supported by legal measures, national policies, strategies, plans, programmes and/or projects developed and implemented since 2009? Please provide examples of such measures.**

**Were these measures monitored in the relevant areas? Please provide statistical data and assessments on the results achieved through these measures.**

### ***Critical Area A: Women and Poverty***

The Government's primary approach for addressing poverty is to promote social mobility through paid employment driven by economic growth, clear work expectations, and improved educational performance, while ensuring that New Zealand's social security safety net continues to support people who cannot support themselves. There are three aspects to the approach:

- targeted support to people who need it
- providing opportunity and promoting social mobility
- directly addressing key outcomes that are correlated with poverty.

### **Supporting people who need it**

Since 2008, New Zealand has been dealing with the impacts of the Global Financial Crisis (the GFC), the Canterbury earthquakes, and the economic downturn and slow recovery. In that environment, the Government has worked to maintain the existing safety net of financial support provided by the welfare system, and in particular the payments made for the benefit of children through the Working for Families tax credits. This safety net has a significant impact in reducing child poverty. Using the OECD's 50 percent of median income measure, New Zealand's child poverty rates before and after government intervention (through taxes and transfers) are 30 percent and 12 percent respectively.

The Government has also put in place a number of policies designed to protect disadvantaged New Zealanders from the worst impacts of the recession. Some examples include the ReStart programme focussed on financially protecting children, a range of employment-generation schemes and personal tax cuts. Additional

funding was also made available to non-government organisations that provide services to disadvantaged people.

Both beneficiaries and wage earners were fully compensated for the 2010 GST<sup>10</sup> increase by higher benefit and Working for Families payments. The tax changes themselves were expected to increase economic growth significantly over the forecast period. Cost of living adjustments have continued to be made to all benefits and are now a legislated requirement.

### **Providing opportunity and promoting social mobility**

While looking after vulnerable New Zealanders is important, the Government's main drive has been to do things that open up opportunities and increase social mobility. Key actions of this approach have been:

- promoting economic growth through sound fiscal and macro-economic management
- welfare reform, aimed at reducing long-term benefit dependence and the negative outcomes associated with that dependence
- taking an investment approach – investing time and resources where they will be most effective in reducing long-term benefit receipt
- continuing to invest in early childhood education, and directing that investment toward non-participating groups
- education reforms such as national standards aimed at addressing New Zealand's lowest bracket of educational achievement
- the Whānau Ora initiative which recognises the need for a holistic view of the issues and the impacts that those issues have on people.

### **Directly addressing key outcomes that are correlated with poverty**

While the Government is concerned with poverty and material deprivation, it has also focussed directly on some of the most concerning long-term outcomes for New Zealanders, some of which are correlated with poverty. Key among these has been:

- reducing child maltreatment through the Children's Action Plan
- the focus on reducing our rates of rheumatic fever, and the long-term impacts this has on affected children
- the home insulation initiative, which is ensuring more New Zealand children are being brought up in warm, dry and energy efficient houses.

### **Key initiatives supporting Government's policy on poverty**

The Ministerial Committee on Poverty was convened in 2012. Members of the Committee include the Deputy Prime Minister and Minister of Finance (Chairman),

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<sup>10</sup> Goods and services tax (GST) is a tax on most goods and services in New Zealand, most imported goods and certain imported services. GST is added to the price of taxable goods and services at a rate of 15 percent.

Minister Responsible for Whānau Ora (Deputy Chair) and the Ministers of Health, Education, Tertiary Education, Skills and Employment, Social Development, Housing, Māori Affairs and Courts. The Committee focuses on the circumstances that trap people in poverty and co-ordinates government workstreams that relate to the prevention and alleviation of poverty, including:

- the effectiveness of current approaches and responses against a backdrop of Better Public Services and getting value for money for taxpayers
- raising educational achievement, providing employment opportunities and safe, secure homes for families and whānau.

The Committee meets at least every quarter. In its latest report (April 2013), the Chair of the Committee noted “Sole parent households are over-represented in poverty-related statistics and the majority of sole parents in New Zealand are mothers. Women and their children are therefore likely to benefit disproportionately from the measures proposed in this package.”

During 2013 and 2014, Government has confirmed funding for the following poverty related initiatives:

- funding of \$100 million over three years for the Healthy Homes insulation programme, targeting low-income households with children or high health needs. The extended programme is expected to insulate around 46,000 additional houses
- funding of \$16 million over four years to support the repair and rebuild of rural housing, the improvement of housing on the Chatham Islands and the development of Māori social housing providers. The Government is also exploring a warrant of fitness programme for social housing, and will investigate and pilot a low and no interest loan scheme for low-income borrowers
- more than \$65.3 million has been provided over the next six years for rheumatic fever prevention
- \$1.5 million in 2014 for budgeting services for low-income families, on top of the \$8.9 million that is already provided.

The minimum wage has been regularly increased since 2002. Despite difficult economic conditions, New Zealand has continued to increase the minimum wage from \$11.50 in 2009, to \$14.25 today. This will have a positive impact for female workers who make up a significant portion of minimum wage workers. New Zealand has a high minimum wage compared with similar countries. In 2012, among OECD countries, only four countries (Australia, Luxembourg, France and Belgium) had higher minimum wage rates than New Zealand in terms of the absolute wage level.

The Government’s Welfare Reform programme was implemented in 2012 and 2013. The programme represents the biggest fundamental reform of the welfare system in fifty years. It aimed to make the welfare system more active, modern and work-focussed, and help reduce long-term welfare dependency. The following changes were made as part of the Welfare Reform programme:

- A simplified benefit structure with only three main benefits (Jobseeker Support, Sole Parent Support and the Supported Living Payment).
- A world first investment approach to welfare, which involves investing in support and services for clients where they will make the biggest difference to the outcomes for clients.
- A new service delivery model in all Work and Income service centres. Under the model, the intensity of service that each client receives depends on how much support they need to find a job.
- Introduction of a new way of working with clients with health conditions and disability and a range of new obligations for clients, such as social obligations for clients with children and pre-employment drug testing.
- A range of policy changes in October 2012, including greater full-time and part-time work obligations for some clients and the availability of financial assistance to help with the additional costs of accessing long-acting reversible contraception. The changes also included new obligations for people who have another child while on benefit.

The Welfare Reform changes are not gender-specific, but have contributed to a reduction in the number of female working age beneficiaries. At the end of February 2014, there were 304,527 working age beneficiaries, of whom 58 percent were women. At the end of February 2014, 10,292 fewer women were receiving a working age benefit than at the same time in 2013. Over the same period, there were 5,577 fewer male beneficiaries.

The Youth Service was introduced in August 2012, which has transformed the way that Work and Income supports disengaged young people. Contracted specialist providers are attached to each young person on a benefit to provide individualised and intensive support towards achieving their goals. This involves education, training and work-based training. There are tighter controls on the way young people manage their payments and greater obligations to stay in school or training. Young people on a benefit also have to meet certain obligations, such as undertaking budgeting, and, if they are parents, participating in parenting courses.

The youth unemployment initiatives described above are not gender-specific, but have assisted young unemployed women with low skills and work experience and contributed to a reduction in the number of female youth (18 to 24 year old) clients. At the end of February 2014, there were 56,186 youth clients. At the end of February 2014, 1,879 fewer female youth clients were receiving a benefit than at the same time in 2013. Over the same period, 519 fewer male clients were receiving a benefit.

The Ministry of Social Development regularly publishes the 'Household Incomes' report which provides information on the material wellbeing of New Zealanders as indicated by their household incomes from all sources. The latest report (Perry, 2013) showed that from 1998 to 2012, using a 60 percent of median income based measure, after taking housing costs into account, females were slightly more

likely than males to be below the low income threshold. In 2012, 13 percent of women, compared to 12 percent of men, were below the threshold.

### ***Critical Area B: Education and Training of Women***

The Education Act 1989 requires that girls have equal access to education. Section three of the Act states that all New Zealanders are entitled to free enrolment and free education at any state school from the age of five until the end of the year in which they turn 19. The Education Act sets out requirements for students, parents, school boards and principals to ensure attendance at school. Every child must be enrolled at and attend school from age six to 16 years old whenever the school is open. Parents are responsible for their child's regular attendance at school. If a child does not attend school, their parent can be prosecuted and fined up to \$30 per school day the child is absent. School boards must take all reasonable steps to ensure that their students attend school. They may employ attendance officers to enforce the attendance rules. School principals are required to keep an enrolment and attendance register to monitor student attendance at school.

In 2012, the Government set ten targets to deliver better public services. Three education-related targets are to:

- increase participation rates in early childhood education to 98 percent by 2016
- increase the proportion of 18 year olds with NCEA level two to 85 percent by 2017
- increase the proportion of 25 to 34 year olds with NZQF level four or above to 55 percent by 2017.

### **Early childhood education**

Access to high-quality ECE is recognised by the New Zealand Government as fundamentally important to good outcomes for young children and for parents. Government policies aim to ensure that relevant services are affordable, participation rates are high, the diverse needs of the community are met, and required quality standards are attained. Government remains committed to increasing access to early childhood education for all children and especially to increasing the participation of groups with lower participation.

New Zealand has high rates of ECE participation compared with other OECD countries. Between 2007 and 2011, the percentage of new school entrants who had participated in ECE rose by 1 percent from 94 to 95 percent. There are no gender differences. Between 2007 and 2011, the participation of Pacific children increased by 3 percent to 86 percent, Māori by 2 percent to 90 percent and low socio-economic groups by 2 percent to 90 percent.

In 2007, the government introduced funding for 20 hours of ECE per week for three- and four-year-old children in teacher-led services, and some kōhanga reo. This policy has increased choice for families, particularly women, who are the predominant caregivers, in balancing work and caring responsibilities. In 2009, the

20 hours ECE initiative was extended to playcentres, kōhanga reo and five year olds in ECE.

### **Primary and secondary school**

In 2007, the New Zealand Curriculum for primary and secondary schools was launched. It establishes a vision for young people who will be confident, connected, actively-involved, lifetime learners. Key principles of the New Zealand Curriculum are that it is non-sexist, non-racist, and non-discriminatory; and that it ensures that students' identities, languages, abilities, and talents are recognised and affirmed and that their learning needs are addressed.

In 2008, Te Marautanga o Aotearoa<sup>11</sup> was launched. Te Marautanga o Aotearoa provides guidance to Māori medium schools and their communities as they develop teaching and learning programmes for students. It aims to increase the level of students' educational and socio-cultural success.

Girls tend to out-perform boys in participation and completion of education in New Zealand, though there is further work to be done to ensure that girls' education outcomes consistently translate into equally valuable employment outcomes. In 2009, 70 percent of girls and 63 percent of boys left with level 2 NCEA. By 2012, this had increased to 80 percent for girls and 74 percent for boys.

There are narrowing but persistent education disparities for both female and male students of Māori or Pacific ethnicity and students from low socio-economic communities. Young Māori and Pacific women are less likely than European women, Asian women and women from other ethnic groups to leave school with at least NCEA level 2. In 2012, the percentage of young women by ethnic group leaving school with at least NCEA level 2 was: European 85 percent, Māori 63 percent, Pacific 72 percent, Asian 89 percent, Middle Eastern/Latin American/African 80 percent, other 78 percent.

New Zealand has a 99 percent literacy rate for women across all age groups.

### **Tertiary education**

Women participate in tertiary education at a higher rate than men. In 2011, the total participation rate for women was 13 percent, compared to nine percent for men. The rate for women is higher than for men at every qualification level with the largest difference for bachelor's degrees. Of the population aged 15 years and over, five percent of women participated in bachelor's degree study in 2011, compared to three percent of men.

The participation rate of New Zealand women in tertiary education varies by ethnic group. Māori and Pacific women have higher overall participation rates in tertiary education than European and Asian women. Of the population aged 15 years and

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<sup>11</sup> Te Marautanga o Aotearoa is the partner document of the New Zealand Curriculum. It is not a translation of the New Zealand Curriculum and was developed based on Māori philosophies and principles.

over, 18 percent of Māori women participated in tertiary education in 2011, compared to 14 percent of Pacific women and 11 percent each of European and Asian women.

Fields of study still vary considerably by gender. In 2011, the top three fields of study undertaken by female students were teacher education, language and literature and studies in human society. In 2011, 90 percent of students in the following fields were men: building, computer science, automotive engineering and electrical and electronic engineering.

### **Education for teen parents**

Since 1995, there has been significant progress in the educational options available to teen parents in New Zealand. Teen parents are able to participate in education through enrolment at a mainstream school, an alternative education placement, the Correspondence School or special teen parent units (TPU) attached to mainstream secondary schools. Students are eligible to attend a TPU to receive free education up to age 19 years.

The TPU policy ensures that there is:

- a learning environment with access to suitable facilities for changing and feeding babies and young children
- a specialised approach to curriculum delivery, including an individual education plan for each student
- availability of suitable buildings for both students and children of students
- ongoing guidance and support
- staff who are empathetic to the need of students to balance study with childcare commitments
- easy access to an existing ECE centre either in close proximity or direct provision of a sustainable ECE service
- peer support from other young parents who are continuing their schooling
- availability of suitable transport
- opportunities to be involved with other students.

From 2009, the young parent childcare payment became available to parents under 18 years old who are continuing secondary schooling. The payment is to cover costs of childcare should the parents not qualify for other assistance.

### **Education Review Office**

In New Zealand, the Education Review Office (ERO) evaluates and reports on the education and care of students in schools and early childhood services. Schools and early childhood services are reviewed on average once every three years. Reviews are more frequent where the performance of a school or centre is poor and there are risks to the education and safety of the students, or less frequent where a school has a stable reporting history and demonstrates good self-review processes and use of its assessment information. ERO reports on individual schools and early childhood

services are freely available to the public. They are used by parents, teachers, early childhood education managers, school principals and trustees, and by government policy makers.

### ***Critical Area C: Women and Health***

New Zealand provides a range of health services for women including primary health care, maternity services, screening and immunisation programmes. Women make up around 51 percent of the total population.

Health outcomes continue to improve for New Zealand women as a result of better access to primary care, better integration between primary and secondary care and improved maternity services. Antenatal HIV screening, increased coverage of breast and cervical cancer screening and free immunisation programmes are also all contributing to lower rates of morbidity and mortality in women. Sexual and reproductive health services are generally free and can be accessed throughout the country.

Women in New Zealand continue to enjoy better health outcomes than men, including life expectancy which is now at 83 years (compared to 79 years for men). Improvements in Māori life expectancy over the past 15 years have narrowed the gap between Māori and non-Māori. Despite this, Māori life expectancy remains lower than the rest of the population, with life expectancy for Māori women at 75 years (compared with 70 years for Māori men).

Primary health care services help reduce acute demand pressure on secondary and tertiary services by improving management of chronic conditions and supporting high need populations. New initiatives are in place to improve the integration of primary and secondary health services including: Integrated Family Health Centres; nurses acting as case managers for patients with chronic conditions; providing a wider range of care and support for patients; shifting some secondary care services to primary care and provision of free after-hours primary care Doctors' visits to children under six. As at January 2014, 96 percent of the projected total population was enrolled with a Primary Health Organisation, women making up 52 percent of these.

Health services in New Zealand are focussed on providing high-quality, safe and accessible maternity services. Reduction of perinatal and maternal mortality is a key indicator for the Ministry of Health. The midwifery profession provides the majority of community-based and in-hospital maternity care, contributing to good outcomes for mothers and their babies.

Since 2009, the Ministry of Health has continued to provide funding for midwifery postgraduate education to improve the midwifery care that is provided in secondary and tertiary-level settings. New Zealand's maternal mortality ratio over the three years from 2009 to 2011 was 15.7/100,000 births.

Maternity consumer satisfaction surveys are undertaken in New Zealand every three years. The last survey (2011) showed high levels of maternal satisfaction with services.

In 2011, the Ministry of Health launched the Maternity Quality and Safety Programme as part of the Maternity Quality Initiative. This included the development of Maternity Standards (published 2011), updated Guidelines for Consultation with Obstetric and Related Medical Services (published 2012) and development of the Maternity Clinical Indicators which compare performance in specific maternity outcomes by facility and region.

New Zealand offers antenatal screening. The HIV prevalence rate for New Zealand adults aged 15 to 49 years is 0.1% (2012). A study of perinatal exposure to HIV shows that from 1998 to 2012 there have been 115 infants born in New Zealand to women infected with HIV. None of these infants have been shown to have been infected with HIV through mother-to-child transmission.

New Zealand provides free breast screening for women aged 45 to 69 every two years. The screening programme aims to screen at least 70 percent of eligible women aged 50 to 69 years every two years, to achieve a 30 percent reduction in breast cancer mortality. For the 24 months ending January 2014, coverage for women aged 50 to 69 was 72 percent. Coverage is currently lower for Māori women, however, it is increasing at a greater rate than for non-Māori women. Although overall coverage for breast screening meets the target of 70 percent, breast cancer in 2010 was the most commonly registered cancer and the second most common cause of death from cancer. New Zealand has commissioned the University of New South Wales to undertake an evaluation of the effect of participation in the programme on breast cancer mortality in New Zealand. The findings of the study will provide information to determine the programme's future direction.

A Human Papillomavirus (HPV) Immunisation Programme began across New Zealand in 2008. The programme aims to reduce cervical cancer by protecting young women against HPV infection, which can develop into cervical cancer if left untreated. The Ministry of Health published an evaluation report on the HPV Immunisation Programme in 2012. It concluded that the programme successfully targeted population groups with the greatest need, for example Māori and Pacific women.

Regular cervical smears every three years alongside HPV immunisation are important for preventing cervical cancer. New Zealand's National Cervical Screening Programme aims to achieve 80 percent coverage of all 25 to 69 year old women every three years. As at 31 December 2013, coverage for women aged 25 to 69 was: 77 percent overall, 63 percent for Māori women, 69 percent for Pacific women, 65 percent for Asian women and 83 percent for European/other women. The Ministry of Health is reviewing the programme in the next three to five years to reflect any changing requirements from implementing the HPV Immunisation Programme.

Sexual and reproductive health (SRH) services provided in New Zealand include: health education and advice; advice on contraceptive options; prescription or provision of the chosen method of contraception; HPV immunisation; sexually transmitted infections screening; diagnosis and treatment; pregnancy tests; and vasectomies. Services are either significantly government subsidised or are free. In 2012, the Ministry of Health commissioned a review of SRH services. A comprehensive list of recommendations was submitted including the development of a cross-sectoral approach to improving SRH health outcomes across a range of SRH issues. The Ministry of Women's Affairs has accepted the report and is working towards implementing recommendations.

### ***Critical Area D: Violence***

Violence within families affects the lives of thousands of people in New Zealand. Research on the New Zealand experience confirms that men are responsible for two-thirds of the deaths of children aged 14 or under. Victims of the most severe cases of family violence including homicides, are predominantly women and children. Women with disabilities are a particularly vulnerable group. Family violence affects families from all cultures, classes, backgrounds and socio-economic circumstances but Māori are significantly over-represented as both victims and perpetrators of violence in families. Violence experienced by lesbian, gay, bisexual, transsexual and intersex people in family relationships also remains a challenge. Reducing violence within families and its impact on women and children is a priority for the Government.

### **Better public service targets**

In 2012, the Government set ten targets to deliver better public services. Three violence-related targets are to, by 2017:

- reduce the number of physical assaults on children by five percent
- reduce the rates of total crime by 15 percent, of violent crime by 20 percent and youth crime by 25 percent
- reduce reoffending by 25 percent.

Achieving these targets will have a positive impact on the rates of violence against women. Fifty percent of violent crime is family violence related and interpersonal violence and sexual violence have high rates of revictimisation.

### **Family Violence Ministerial Group and Taskforce for Action on Violence within Families**

In 2009, Government formed a Family Violence Ministerial Group to provide oversight to a whole-of-government approach to preventing violence within families and to guide the work of the Taskforce for Action on Violence within Families (TAVF). TAVF was formed in 2005 and operates across government and

non-government sectors, the judiciary and Crown agencies, to lead and co-ordinate inter-agency action to minimise violence within families. Its role is to:

- identify and priority actions to strengthen government and non-government initiatives to prevent family violence including the abuse and neglect of children and older people
- identify policy, legislative and service gaps and opportunities for alignment
- ensure that key actions are integrated across the government and non-government sectors
- commission information, analysis and advice as required
- provide advice on emerging issues.

The TAVF has led many significant developments in response to family violence since 2005, including:

- the establishment of the Family Violence Death Review Committee
- the Family Violence Inter-agency Response System where government and non-government agencies follow-up on all family violence cases attended by Police where children are, or are usually, present
- new family violence policies and procedures, including Police Safety Orders
- more Family Violence Courts.

### **Campaign for Action on Family Violence**

Launched in 2007, the Campaign for Action on Family Violence mobilises communities to take a stand against family violence and to change attitudes and behaviour that tolerate it. In recognition that fundamental shifts of this degree take time, the campaign uses research and evaluation, communications, media advocacy, social media and resource development to encourage change.

The Campaign supports communities to take action, working in partnership with sports organisations, local and non-government agencies, faith and ethnic communities, businesses, and the family violence sector. The Campaign also encourages ordinary New Zealanders to offer help in their neighbourhoods, workplaces, sports clubs, faith communities and other areas of their lives. A free Family Violence Information Line provides self-help, information and connects people to services.

The key objectives of the Campaign are to:

- motivate and support people to seek help and/or change their violent behaviours
- motivate and support influencers to encourage people to change their violent behaviours
- support communities to encourage an environment where family violence is not tolerated and where people feel safe in their homes
- create a society that no longer accepts family violence.

## **E Tu Whānau Programme of Action**

The E Tu Whānau Programme of Action for Addressing Family Violence (2013-2018) provides a Māori led framework within which te ao Māori<sup>12</sup> and Government can continue to work together to address issues of violence for whānau over the next five years. Priorities for the programme include:

- strengthening leadership by working closely with Iwi leaders, whānau and hapu, developing and providing the tools and support leaders need
- strengthening the E Tu Whānau messaging and supporting local action
- safety for whānau using tikanga-based<sup>13</sup> support and accountability mechanisms
- improving service delivery to whānau including ongoing capacity and capability with Māori family violence providers and practitioners
- understanding and developing best practice including wellbeing indicators and evaluation frameworks.

Based on strengths common to te ao Māori, E Tu Whānau focuses on strategies and solutions that encompass the whole whānau. This includes actions and behaviours that uphold the values underpinning tikanga in today's world. The resources and the messages expressed have been used extensively by government agencies, family violence and social service practitioners, iwi groups and individual whānau. From November 2012 to November 2013, approximately 500,000 resources have been distributed.

## **Pasefika Proud Campaign**

The Pasefika Proud Campaign addresses violence in Pacific families and communities by providing messages about building strong families, preventing and addressing violence. Messages are designed, delivered and led by Pacific people. The Campaign builds on the strengths and positive actions underway at a local level to support change and action. The Campaign is supported by a family violence information line staffed by trained Pacific family violence practitioners. Radio advertising promoting key messages and live radio programmes in English and nine Pacific languages prompt discussion and engagement with community leaders, family violence practitioners, specialist police officers and listeners. The Campaign funded two people from Pacific Women's Watch New Zealand to attend the 57<sup>th</sup> Commission on the Status of Women conference in New York in early 2013.

## **Sexual violence services**

In 2013, officials began a review of specialist sexual violence services. The review is investigating the efficiency of funding provision, what drives demand for services, service duplication and gaps in the sector. In 2014, there will be a focus on primary

<sup>12</sup> Te ao Māori: the Māori world.

<sup>13</sup> Tikanga: Māori custom, lore, etiquette.

prevention of sexual violence and stabilisation of the sexual violence sector to ensure the continuity of services to victims and perpetrators.

In April 2014, the Government announced new funding of \$10.4 million over the next two years to support sexual violence services. The funding will support frontline crisis-response services, community-based treatment services, services for male survivors and provide support for people accessing medical and forensic services.

In August 2013, the Social Services Select Committee announced an inquiry into the funding for specialist sexual violence services. The terms of reference for this inquiry are to:

- review the state of specialist services and determine whether they reflect an integrated approach to service delivery, full coverage and best practice
- review the services including for Māori and other diverse ethnic communities and assess whether they are accessible, culturally appropriate, and sustainable.

The Committee has begun hearing oral submissions and recommendations from the inquiry are likely to be known in late 2014.

### **Primary prevention**

In 2013, New Zealand Police piloted Loves-Me-Not, a secondary school based relationship violence prevention workshop that explores the difference between healthy (equal) relationships and unhealthy relationships (controlling and/or violent relationships). After positive findings from an independent evaluation, New Zealand Police is preparing to implement the workshops across all Police districts in 2014.

### **Legislation**

As noted in section 1d), since the passing of the Domestic Violence Act in 1995, legislative changes have increased the immediate protection for victims of domestic abuse. The Domestic Violence Act 1995 aims to reduce and prevent domestic violence by recognising that all forms of domestic violence, including physical, sexual and psychological violence, are unacceptable and ensuring effective legal protection for victims.

### **Forced underage marriage and female genital mutilation**

While forced underage marriage and female genital mutilation are believed to be emerging issues in New Zealand, there is a lack of data to quantify the scale of these issues, as victims rarely come forward because of cultural and safety reasons. Six government agencies signed a joint letter of agreement in December 2012 outlining roles and responsibilities and committing to a collective response for victims of forced marriage. To improve New Zealand Police's response to the issue of forced marriage, a new chapter has been drafted for the Police manual. This provides

guidance for responding appropriately to any disclosures of forced and/or under-age marriage.

### **Statistics**

New Zealand Police and Statistics New Zealand are developing a new set of official statistics on victims of crime, which will include the relationship between victim and offender. This will promote better understanding of the nature and extent of domestic violence in New Zealand.

The New Zealand Crime and Safety Survey (NZCASS) is undertaken at least once every five years, and is currently in the field collecting new data. NZCASS includes questions about the prevalence of confrontational partner violence and sexual violence.

New Zealand Police has also improved the recording of statistical information on sexual violence. This has led to an enhanced understanding of the Police response to adult sexual assault investigations. New Zealand Police has recently introduced a statistical reporting system that provides updated weekly statistics to District Coordinators. This information now allows for separate recording of historic sexual abuse. Police have also reviewed their guidelines and training for investigations of adult sexual assaults.

### ***Critical Area E: Women and Armed Conflict***

A number of conflict resolution and peace-building decision-making positions are currently held by women in New Zealand:

- Minister of Justice
- Minister of Police
- Secretary of Defence (Chief Executive of the New Zealand Ministry of Defence)
- Divisional Manager, International Security and Disarmament Division, Ministry of Foreign Affairs and Trade (lead civilian on international security issues)
- Director of Defence Intelligence (New Zealand Defence Force).

New Zealand is developing its first National Action Plan for the implementation of UN Security Council resolution 1325 and other Security Council resolutions relating to women, peace and security. The National Action Plan is expected to be completed and published in mid-2014. The Plan will include measures relating to the equal participation of women and men in conflict-resolution and peace-building activities. The Plan allows for a regular monitoring and review process. In addition, the New Zealand Government has publicly supported the United Kingdom's Preventing Sexual Violence Initiative, including through endorsing a declaration on this issue in the 68th session of the UN General Assembly.

New Zealand's legislative framework for the protection of human rights – the New Zealand Bill of Rights Act 1988, the Human Rights Act 1993, and the Crimes Act 1961 – also applies to refugee and displaced women and girls, during any potential armed conflict, including protection from violence. New Zealand also adheres to the relevant international legal norms and conventions regarding armed conflict, including international humanitarian law and the Geneva Conventions.

In 2014, the New Zealand Police will undertake gender training for personnel deploying to post-conflict societies. The draft National Action Plan for UN Security Council resolution 1325 includes the future initiative of gender training for the New Zealand Defence Force deploying personnel.

New Zealand has undertaken a range of actions to protect refugee and displaced women and girls. New Zealand contributes to the Regional Assistance Mission to the Solomon Islands (RAMSI). Currently 17 New Zealand Police personnel with specialist expertise are deployed with the Royal Solomon Islands Police Force, as part of the wider Pacific inter-country and inter-agency regional assistance and peace-building mission.

New Zealand government agencies have worked together on a wide range of projects in the Bamyán Province of Afghanistan, in close cooperation with the Provincial Governor (who at the time was the only female Governor in Afghanistan) and other Afghan officials. New Zealand policewomen were deployed to Afghanistan throughout New Zealand Police's seven year engagement there. The deployments worked with the Afghan National Police on development of discrimination and harassment policies, and recruitment and individual career plans for Afghan women. In 2008, New Zealand Police lobbied for and supported the establishment of a family response unit at the Provincial Police Headquarters, which is led by a female Afghan officer and helps to give women an avenue to report family violence.

New Zealand contributed to the UN Integrated Mission in East Timor. Following this, in 2011 New Zealand Police began a four year bilateral programme with the Timor-Leste Community Policing Programme, to ensure safer and more secure communities there.

Following the 1989 to 1997 armed conflict in Bougainville, Papua New Guinea, New Zealand Police was asked to establish a network of community part time auxiliary police officers to live and serve in the more remote villages and communities of Bougainville, supported by the New Zealand Agency for International Development. Violence against women was a particular concern. The community programme now has over 20 percent local female officers, with at least one female member within a four hour walk for all women in the communities served by this programme. New Zealand Police continue a mentoring role.

### ***Critical Area F: Women and the Economy***

A well-functioning labour market within a strong economy remains a key priority for the New Zealand Government. It seeks to reduce long-term welfare dependency, boost skills and employment and improve interaction within Government. Using women's skills and talents in employment and leadership remains a priority. One of the Ministry of Women's Affairs' top three priorities is greater economic independence for women.

At March 2014, the employment rate for women in New Zealand was 60 percent, compared to 71 percent for men. The female unemployment rate was higher than the male unemployment rate for most age groups. The unemployment rate was highest among Pacific and Māori women and lowest for European women.

The global financial crisis and associated recession had a greater impact on men's employment, largely because men were more likely to work in industries more adversely affected by the recession, for example manufacturing. Women's employment in health and social assistance industries, which are largely publicly funded, actually rose between the December 2007 and September 2009 quarters by 7.6 percent. Over this same period, the labour force participation rate for men dropped by 1.1 percentage points compared with an increase of 0.2 percentage points for women. Since December 2007, older women and women in their late thirties have had the largest increases in labour market participation. The overall trend in labour force participation for men and women is similar to previous labour market downturns (Statistics New Zealand, 2009).

### **Legislation**

New Zealand's employment relations legislative framework sets out minimum employment standards and principles for workplace relations. These standards and principles are important to the quality of employment, and are gender neutral. Since 2006, amendments to employment relations legislation have improved working conditions, including employment outcomes for women.

In 2006, new provisions were introduced to provide continuity of employment for specified categories of employees when an employer's business is being restructured and employees' work is being undertaken by a new employer. It allows employees to transfer to a new employer on their existing terms and conditions. These specified categories of workers provide cleaning, food catering, caretaking, orderly and laundry services in specified places of work.

In 2008, the Employment Relations (Flexible Working Arrangements) Amendment Act 2007 came into force. The Act aims to foster dialogue and better relationships in the workplace, to increase carers' participation in employment by offering flexible working opportunities, and to assist carers to balance family and working life. Eligible employees now have the statutory right to make a request for flexible

working arrangements if they have the care of another person. In March 2012, the Government extended the right to request flexible work to all workers.

In 2009, the Employment Relations (Breaks, Infant Feeding, and Other Matters) Amendment Act 2008 (the Act) came into force. The Act promotes and protects infant feeding through breastfeeding and rest and meal breaks at work. The intention is to ensure that workers have the opportunity for rest and refreshment and to attend to personal needs during their work time. The Act also requires employers to provide appropriate facilities and breaks for employees who wish to breastfeed (including expressing breast milk), as far as is reasonable and practicable.

### **Paid parental leave**

The New Zealand Government is committed to paid parental leave (PPL). Provision for government-funded paid parental leave took effect from 1 July 2002. In 2004, PPL was extended from 12 to 14 weeks for employees with at least six months continuous service with the same employer (down from 12 months). In 2006, PPL was extended to the self-employed. This is particularly helpful to rural women and women in small sized businesses.

### **Gender pay gap**

The causes of the gender pay gap are complex and it is clear that there are no straight-forward solutions. In June 2013, women's median hourly earnings were \$20.30, compared with \$22.59 for men, a gender pay gap of 10.1 percent.

Median weekly earnings vary considerably by ethnicity. In 2013, Asian women earned more per week (\$720) than women in any other ethnic group, including European women (\$710 per week). Median weekly earnings were lowest for Pacific women (\$638 per week) and Māori women (\$665 per week). Men's weekly earnings were greater than women's across all ethnicities.

When only looking at the median hourly earnings of women working full-time (the measure used by the OECD), in 2011, the gender wage gap in New Zealand reduced to 4.2 percent (down from 6.8 percent in 2010). This was the second-lowest gender wage gap out of 26 OECD countries.

As noted in section 1d), there are high levels of occupational segregation in the New Zealand labour market. Around half of all women and men work in occupations where at least 70 percent of workers are of the same gender. Occupational segregation is estimated to account for up to 30 percent of the gender pay gap.

### ***Critical Area G: Women in Power and Decision-Making***

As noted in section 1a), New Zealand has a growing history of women holding high-profile leadership and decision-making positions. From 1997 to 2008 New Zealand had two women Prime Ministers. We have had two women Governors-General. The current Chief Justice of New Zealand is Dame Sian Elias.

She is the most senior member of the judiciary, Presiding Judge of the Supreme Court of New Zealand and the administrator of Government when the Governor-General is absent.

In 2014, 34 percent of our members of Parliament are women and 32 percent of government Ministers are women.

Within Government, a number of conflict resolution and peace-building decision-making positions are currently held by women including the Minister of Justice, the Minister of Police, the Secretary of Defence (Chief Executive of the New Zealand Ministry of Defence), the Divisional Manager, International Security and Disarmament Division, Ministry of Foreign Affairs and Trade (lead civilian on international security issues), and the Director of Defence Intelligence (New Zealand Defence Force).

Several of New Zealand's media organisations currently have female chief executives including NZ On Air, Mediaworks, the Radio Network, the Broadcasting Standards Authority, and the Advertising Standards Authority.

Within the public service, New Zealand uses an Equal Employment Opportunities (EEO) framework to guide agencies on how they can maintain fairness in employment policies. Government agencies are responsible for developing their own specific policies around gender equality within the overall EEO framework. The EEO policy aims to increase equality and diversity in the public service.

The State Services Commission undertakes an annual survey of the public service. The Human Resource Capability Survey provides information about New Zealand's public service workforce, including information on staff numbers, rates of pay and employment benefits, recruitment and retention rates, diversity and leave. The survey indicates that the number of women senior managers in the public service has been slowly climbing, from 33 percent in 2001, 38 percent in 2009 to 42 percent in 2013. There is still a gender pay gap in the public service, although this is slowly decreasing. In 2001 the gender pay gap was 17 percent, in 2009 it was 15 percent and in 2013 it was 14 percent.

The Ministry of Women's Affairs undertakes a gender stocktake of state sector boards and committees. The 2012 Gender Stocktake found that of 417 state sector boards and committees in New Zealand, 41 percent of appointees were women.

In the private sector, from 2008 to 2012, the percentage of appointees to boards of top 100 companies on the New Zealand Stock Exchange (NZSX) who are women increased: from 9 percent in 2008 to 15 percent in 2012.

In 2012, NZSX introduced a new diversity rule requiring all listed companies to include in their annual report, *inter alia*, a breakdown of the gender composition of their boards of directors and officers.<sup>14</sup> In the first year of results, in 2013, of

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<sup>14</sup> Note that there are many other privately owned companies and businesses in New Zealand that are not listed on the stock exchange which will not be collecting these sex-disaggregated data.

109 companies, 12 percent of directors were women and 19 percent of officers were women.<sup>15</sup>

### ***Critical Area H: Institutional Mechanisms for the Advancement of Women***

In New Zealand it is unlawful to discriminate on the basis of sex, pursuant to the Human Rights Act 1993 and the New Zealand Bill of Rights Act 1990. These statutes provide a framework for the development of all legislation and policy in New Zealand. When developing legislation, a report must be provided commenting on the consistency of the draft legislation with rights and freedoms contained in the Bill of Rights. When developing policy, a gender implications statement is required for all papers submitted to the Cabinet Social Policy Committee.

The Ministry of Women's Affairs is the Government's principal advisor on achieving better results for women and for wider New Zealand. The Ministry of Women's Affairs reports to the Minister of Women's Affairs. The Ministry of Women's Affairs' main responsibilities are:

- policy advice on improving outcomes for women in New Zealand
- managing New Zealand's international 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 of Women's Affairs.

The Ministry of Women's Affairs has three priority areas: greater economic independence, more women in leadership and increased safety from violence. The Ministry of Women's Affairs also provides policy and administrative support to the National Advisory Council on the Employment of Women (NACEW). NACEW is an independent advisory body to the Minister of Women's Affairs on matters related to women's employment.

The Ministry of Women's Affairs is actively engaged with government agencies across a range of public policy issues. Inter-agency consultation is required during the drafting of policy papers for Cabinet committees. One of our Government's four priorities is to deliver better public services. Government has an expectation that government agencies will work more closely together to find better solutions to complex, long-term issues that negatively affect New Zealanders.

The government agency responsible for national statistics is Statistics New Zealand. Gender-disaggregated data are available on a wide range of official statistics. Statistics about New Zealand women that are regularly collated by Statistics

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<sup>15</sup> The "15 percent in 2012" figure in the previous paragraph is from the Human Rights Commission (HRC) Census of Women's Participation (2012). The "12 percent of directors" in 2013 is from the NZSX report on their new diversity rule. These reports collect information from a different sample of companies at different times of the year. The HRC draws statistics from the top 100 companies, including companies that operate in New Zealand but are internationally owned. The NZSX only reports on companies that are listed on the NZSX.

New Zealand include details about age, ethnic affiliation, language, religion, families and households, fertility, work (paid and unpaid) and income, education, housing, and where they live. Information is also available about women's health and disability, life expectancy, life satisfaction, and the ratio of women to men. Latest statistics about women are available through surveys such as the New Zealand General Social Survey and the Time Use Survey.

The Ministry of Women's Affairs also collates statistics to monitor the status of women and girls, drawing on data from Statistics New Zealand and data collected by other government departments in their particular areas of responsibility, such as the Ministry of Education and the Ministry of Social Development.

### ***Critical Area I: Human Rights of Women***

New Zealand is a party to seven core international human rights treaties of the United Nations. By signing up to these instruments, New Zealand has assumed obligations under international law to respect, protect and fulfil the human rights of everyone in New Zealand. This means that the State must refrain from actions that interfere with or curtail the enjoyment of human rights, protect individuals and groups against human rights abuses and take positive action to facilitate the enjoyment of basic human rights.

New Zealand has also undertaken to put into place domestic measures and legislation compatible with its obligations under the treaties, and has agreed to submit periodic reports on the measures taken to give effect to its treaty obligations.

In New Zealand it is unlawful to discriminate on the basis of sex, pursuant to the Human Rights Act 1993 and the New Zealand Bill of Rights Act 1990.

The Human Rights Commission has the power to resolve disputes relating to unlawful discrimination. If the mediation offered by the Commission is not successful, a complainant can take their issue to the Office of Human Rights Proceedings, an independent office within the Human Rights Commission, or the Human Rights Review Tribunal.

The Human Rights Review Tribunal deals with claims relating to breaches of the Human Rights Act, the Privacy Act 1993 and the Health and Disability Commissioner Act 1994. The Tribunal is an independent judicial body administered by the Ministry of Justice. It is completely separate from the Human Rights Commission. Members of the Tribunal are appointed by the Governor-General on the recommendation of the Minister of Justice. The Minister maintains a panel of up to 20 members. Individual cases are heard by a Chairperson and two panel members.

From 2012 to 2013, the Human Rights Commission addressed over 200 enquiries and complaints relating to unlawful discrimination on the basis of sex. Very few complaints proceed to the Tribunal because the Commission's dispute resolution process ensures complainants have a greater understanding of the legal and evidential merits of their complaints.

New Zealand also protects women and girls through criminal law. It is a criminal offence punishable by up to two years' imprisonment for a male to assault a female. There are also non gender-specific assault, sexual and homicide offences that protect women from harm by men.

Family Violence Courts (FVCs) deal with criminal cases relating to family violence. They were established by the judiciary and are part of the criminal jurisdiction. There are eight FVCs in New Zealand. FVCs aim to hold defendants accountable for their actions and encourage them to address their violence, and provide support and services to victims.

Where there is insufficient evidence to charge a suspected domestic violence perpetrator with a criminal offence but Police believe the victim to be at risk, they are able to issue a Police Safety Order. This prevents the suspected perpetrator from entering premises occupied by the victim or contacting the victim for up to five days.

The Domestic Violence Act 1995 also allows the Family Court to make protection orders against perpetrators of domestic violence. A Protection Order prohibits contact with the victim. While the order does not result in a prosecution or conviction, the court can direct the perpetrator to attend a stopping violence programme. Any breach of the order is a criminal offence. The civil standard of proof (balance of probabilities) applies to Protection Order applications, so an order may be available in circumstances where there is insufficient evidence to support a conviction.

The Government has implemented reforms to make the court process less traumatic for victims and thereby increase reporting and prosecution of sexual violence offences. Specialist court victim advisors are now available to provide assistance to victims throughout the court process. Vulnerable witnesses receive automatic name suppression and give evidence in a closed court. They can also give evidence from behind a screen or via CCTV so they do not need to face the accused. It is hoped that these reforms will result in more women having the confidence to report violent offending. There has already been an increase in the number of family violence incidents investigated by Police, indicating increased confidence to report incidents.

### ***Critical Area J: Women and the Media***

The media environment in New Zealand is regulated in different ways: from largely self-regulatory approaches in print media and advertising; co-regulatory approaches in broadcasting; to regulation in the form of a Chief Censor for film, video and publications.

There are high levels of participation by women in the media, including in senior roles. In 2013, 50 percent of all reporters were women. Several of New Zealand's media organisations currently have female chief executives, including NZ On Air, Mediaworks, the Radio Network, the Broadcasting Standards Authority, and the Advertising Standards Authority.

New Zealand has media and advertising codes of practice that protect against discrimination and denigration on the basis of gender, and against portrayal likely to cause serious or widespread offence on the grounds of gender (Standard 7 of Broadcasting Standards Authority Free-to-Air Television Code of Broadcasting Practice, Advertising Standards Authority Code for People in Advertising).

Complaints about television and radio programming and advertising can be made to the Broadcasting Standards Authority (an autonomous Crown entity) and the Advertising Standards Authority (an independent industry body).

The organisation, Women in Film and Television NZ, provides career support and mentoring programmes to women working in the screen industry.

### ***Critical Area K: Women and the Environment***

New Zealand's human rights legislation (Bill of Rights Act 1990 and Human Rights Act 1993) makes it unlawful to discriminate on the basis of sex and gender. The development of all policy, funding and legislation must be made and interpreted consistently with this legal framework. As a result, gender considerations are mainstreamed in environmental policy making and programming. The key piece of legislation governing natural resource use and management is the Resource Management Act 1991. This Act promotes the sustainable management of New Zealand's natural and physical resources. It requires that the Act be applied consistently with the principles of the Treaty of Waitangi, which ensures that the interests of indigenous women are also protected in the management and use of natural and physical resources in New Zealand.

New Zealand is a participant in the United Nations International Strategy for Disaster Reduction Hyogo Framework for Action 2005-2015: Building the Resilience of Nations and Communities to Disasters. In 2013, the New Zealand Government reported on progress in implementing the Hyogo Framework. There is gender mainstreaming in the development of disaster risk reduction and emergency readiness, and response and recovery strategies. For example, welfare and psychosocial support services may adopt strategies recognising gender based needs in an emergency management context.

Since New Zealand's last response to the Beijing Declaration and Platform for Action (October 2009), the Canterbury earthquakes of September 2010 and February 2011, along with an estimated 13,000 aftershocks, have had a devastating impact on the people of the Canterbury region, including New Zealand's second largest city, Christchurch. The earthquake resulted in 185 deaths and injured 11,432. These earthquakes were the biggest test of New Zealand's hazard risk and emergency management arrangements in decades. This event has led to a range of new research including research into outcomes in response and recovery from a gender perspective.

### ***Critical Area L: The Girl Child***

The New Zealand Government is a signatory to the United Nations Convention on the Rights of the Child.

Two areas of concern to the New Zealand Government which are being actively addressed are the high rates of child abuse and neglect and teen parents.

A significant number of children in New Zealand are abused or neglected, many by their parents or caregivers, or by adults associated with their parents or caregivers. A key government priority is to improve the protection of children against abuse and neglect. In 2012, the Minister for Social Development launched the White Paper for Vulnerable Children and the Children's Action Plan, which focussed on children at significant risk of abuse and neglect, and those who have been abused or neglected, recognising the importance of universal, targeted services to promote child wellbeing and early intervention. The White Paper and Children's Action Plan have led to extensive reforms and changes across the health, education and social sectors, including: a public awareness initiative about warning signs for abuse and where to seek help; a new cross agency response for children at risk; a Vulnerable Children's Board comprising social sector chief executives with accountability for delivering reforms; a new Strategy for Children and Young People in Care to improve long term outcomes for children in State care; a comprehensive children's workforce action plan; and a systematic approach to tracking and flagging high risk adults.

In September 2013, the Government introduced the Vulnerable Children Bill, giving effect to proposals in the White Paper. Provisions in the Bill aimed to better protect children from abuse and neglect through co-ordinated and collaborative action, including: requiring key Government chief executives to collaboratively produce and report progress on implementing a vulnerable children's plan; requiring key State services, District Health Boards, and school boards and contracted or funded services to have child protection policies in place; implementing new standard safety checks for employees in government and government-funded children's workforce and a restriction on employing persons with disqualifying offences; allowing for new civil orders to be made against those who pose a high risk of abusing or neglecting children in future, restricting their contact with classes of children or specific children; and placing an onus on a parent of a subsequent child to demonstrate their safety to parent in instances where another child was permanently removed from their care due to abuse or neglect, or the parent was convicted of the murder, manslaughter or infanticide of a child in their care. All agencies are committed to working together to implement these changes.

While the Children's Action Plan has a key focus on identifying and responding to risk of maltreatment, this work is situated within wider Government strategies to address factors that place children at risk in the first place. The Children's Action Plan sets out what the Government is doing to both build protective and resilience factors and address those factors that place children at risk. Central to its approach

is improving support to parents, strengthening and extending the existing government services available to all children, and addressing wider social problems such as poverty, inadequate housing, alcohol-related harm and mental health issues.

New Zealand's rates of teenage childbirth are high by international standards and have remained stable since the 1980s. The Māori rate of teenage childbirth is significantly higher than for non-Māori (Families Commission, 2011). Since 2010, the Government has made significant investments to support vulnerable teen parents and their children, including intensive case workers, supported housing, parenting support for teen fathers, a childcare assistant payment, and Teen Parent Units to enable young parents to continue their secondary education.

**b) Describe the obstacles, gaps and challenges since 2009 in implementing the critical areas of concern.**

**Were there any countercyclical measures introduced in your country since 2009 to mitigate the consequences of global economic and financial crisis?**

**If so, did these measures incorporate a gender perspective and/or include women as a targeted group?**

New Zealand's experience and response to the global financial crisis (GFC) took place in the context of an economy already in recession and the Christchurch earthquakes of September 2010 and February 2011 which had a significant impact on the government's fiscal position. The Government's response to these events involved balancing the need to support the economy through the recession and manage debt within prudent limits. Limiting the rise of public debt was particularly important given high levels of New Zealand private debt concerning credit rating agencies and international investors.

Through the GFC, the fiscal balance deteriorated from three percent of GDP in 2008 to minus three percent of GDP in 2010. The fiscal deficit further deteriorated to minus nine percent of GDP in 2011, of which the Christchurch earthquake is responsible for about half. Fiscal deficits have meant an increase in public net debt from six percent of GDP in 2008 to 26 percent of GDP in 2013. Net debt is expected to peak at 26.5 percent of GDP in 2015. The government has made a commitment to reduce this net debt level to 20 percent of GDP by 2020 with fiscal surpluses forecast from 2014/15.

As a consequence, New Zealand's fiscal policy was countercyclical during the downturn for the fiscal years 2008 to 2011. Support for the economy revolved around allowing the automatic fiscal stabilisers to function and a series of discretionary measures, particularly during 2008/09 and 2009/10, including:

- income tax cuts
- the ReStart package for those made redundant

- the job support scheme for employers and workers agreeing to a nine day fortnight
- tax assistance for businesses.

The Government also brought forward infrastructure spending on roads, state houses, energy and schools. From 2010/11, with the economy showing signs of recovery, the focus has been on reducing the level of net public debt to 20 percent of GDP by 2020 and rebalancing the economy towards sustainable growth, for example, through changes to the tax regime. However, Government support following the Christchurch earthquake, which included providing short term income support and assistance, paying for reconstruction of infrastructure and repairing government-owned property, and land remediation, contributed to a looser fiscal policy than expected. The rebuild of Christchurch is now contributing significantly to the economic recovery as a key driver of demand.

As noted in section 1c), the Ministry of Women's Affairs has been proactive in seeking opportunities to mitigate the impact of the earthquakes on women's employment in the Canterbury region and involve women in the rebuild. The Ministry of Women's Affairs has:

- worked with the Canterbury Earthquake Recovery Senior Officials Group on issues relating to the Canterbury labour market
- identified opportunities for non-traditional female employment in the design and implementation of the Canterbury Skills and Employment Hub
- commissioned research to identify more about Canterbury women's workforce choices and to identify 'hidden' female labour
- worked closely with the Christchurch Polytechnic Institute of Technology on its new scholarships for women entering pre-trade and engineering training in 2014.

The measures discussed above, such as tax cuts, a job support scheme and infrastructure spending, were not gender specific. Analysis of the impact of the GFC on women and men has been undertaken by Statistics New Zealand. In summary, in the New Zealand labour market men were more negatively affected by the 2007 to 2009 downturn than women. A significant reason for this difference was the industries that each gender mainly worked in. Throughout the economic downturn, the female labour force participation rate continued its long term upward trend, rising 0.9 percentage points between the December 2007 and September 2013 quarters.

**c) Have austerity policies/measures, such as tax increases, cuts in public expenditure, or public sector downsizing, been introduced in your country in the aftermath of the 2007/2008 financial crisis?**

**If so, to what extent have they affected the critical areas of concern?**

**Please describe the effects of such measures on key indicators, such as participation of women and men in social and economic activity,**

**including education, training, participation in labour markets, unpaid work, access to social protection, access to credit, or entrepreneurship.**

New Zealand experienced a decline in economic activity over 2008 and the first half of 2009 following the GFC. The severity and nature of the downturn and subsequent slow recovery had structural impacts on the fiscal balance. The potential growth path of the economy appears permanently lower, and tax revenue with it. Tax cuts in 2008 and 2009 also reduced the tax take. At the same time, expenses rose due to greater uptake of unemployment and welfare benefits and rose further in the 2010/11 fiscal year due to expenditure related to severe earthquakes in Canterbury.

In response to the prospect of ongoing deficits, the Government has announced a series of policy adjustments in successive budgets since 2009 aimed at returning the fiscal balance to surplus by the 2014/15 fiscal year. It has focussed these adjustments mainly on the expenditure side rather than on revenue (although there have been changes, their impact has been small and included tax changes in 2010 that aimed to be fiscally neutral). Expenditure measures have included:

- restricting the amount of new spending each year
- changes to entitlements (eg KiwiSaver, student loans, and welfare schemes)
- seeking efficiency savings across the state sector, including through an efficiency dividend, constraining growth in public sector wages and setting a cap on core public sector job numbers.

The policy changes have generally slowed the growth rate of expenses rather than reduced the dollar amount (ie government expenditure has still been growing).

More information on expenditure can be found at

<http://www.treasury.govt.nz/budget/forecasts/hyefu2013/011.htm>

As part of this sustainable response to the GFC, the Government has also put more emphasis on understanding what spending was actually achieving, and retargeting resources towards key outcomes such as the ten Better Public Services results. This has enabled reduced expenditure growth without significant impact on core services and in some cases increased and more effective support for vulnerable population groups. For example, sole teen mothers have been identified as a particularly vulnerable group and the welfare reform programme has seen increased focus on and investment in supporting their transition back into education, further training or paid employment.

## Section Three: Data and statistics

- a) **Has a core set of national indicators for monitoring progress in gender equality been established? If so, please provide the indicators in an annex.**

**Where is responsibility for collecting the data located?**

**If national indicators have not been established, what are the reasons?**

The government agency responsible for national statistics is Statistics New Zealand. Gender-disaggregated data are available in a wide range of official statistics. Statistics about New Zealand women that are regularly collated by Statistics New Zealand include details about age, ethnic affiliation, language, religion, families and households, fertility, work (paid and unpaid) and income, education, housing, and where they live. Information is also available about women's health and disability, life expectancy, life satisfaction, and the ratio of women to men. Latest statistics about women are available through surveys such as the New Zealand General Social Survey and the Time Use Survey.

The Ministry of Women's Affairs also collates statistics to monitor the status of women and girls, drawing on data from Statistics New Zealand and data collected by other government departments in their particular areas of responsibility, such as the Ministry of Education and the Ministry of Social Development.

In 2008 and 2009, the Ministry of Women's Affairs published 'Indicators for Change: Tracking the Progress of New Zealand Women'. This report provided a snapshot of the social and economic status of women in New Zealand. The indicators used measure a range of outcomes related to the government's high level goals for women.

In July 2012, the concluding observations of the Committee on the Elimination of Discrimination Against Women included a recommendation that New Zealand "provide in its next report data and information on the situation of women with disabilities, rural women, older women and women from ethnic minority groups, including with regard to their access to education, employment and health-care services" (36(a)). In response to this recommendation, the Ministry of Women's Affairs is undertaking a gender data stocktake. The gender data stocktake itemises New Zealand data available on the status of women across social and economic domains such as education, work and income, health and safety and security.

The stocktake will note data sources and main variables available including sub-populations of women such as disability, ethnicity, region and age.

The Human Rights Commission regularly publishes 'The New Zealand Census of Women's Participation'. This report provides a picture of the progress New Zealand women have made and includes time series data.

- b) Has data collection and compilation on the Minimum Set of Gender Indicators begun, which was agreed by the UN Statistical Commission in 2013? (The link to the list of indicators is provided in Part III.)**

**If so, what is the status of data collection and compilation? Please describe plans to improve gender-related data collection and compilation at the national level that have been developed.**

**If not, are there any plans at the national level to begin work based on the Minimum Set?**

**Please describe briefly.**

The Minimum Set of Gender Indicators agreed by the UN Statistical Commission provides a useful tool. As noted in section 3a), in response to a recommendation from CEDAW in 2012, the Ministry of Women's Affairs is undertaking a gender data stocktake.

- c) Has data collection and compilation on the nine indicators on violence against women, as agreed by the UN Statistical Commission in 2013, begun? (The list of indicators is provided in Part III).**

**If so, what is the status of data collection and compilation? Please describe plans that have been developed to produce these indicators at the national level.**

**If not, are there any plans at the national level to begin work based on these indicators?**

**Please describe briefly.**

As noted in section 1b), the New Zealand Government is continuing work to improve the data that are collected on victims of crime, including violence against women. New Zealand Police is working with Statistics New Zealand to develop a new set of official statistics on victims of crime, which will include the relationship between victim and offender. This will promote better understanding of the nature and extent of domestic violence in New Zealand.

The New Zealand Families Commission (2013 and 2009) has published two reports about family violence statistics. The most recent report considered whether and how national administrative data sets could be used to measure trends in family violence in New Zealand.

The Ministry of Justice undertakes the New Zealand Crime and Safety Survey (NZCASS) at least once every five years. The survey is currently in the field collecting new data. NZCASS includes questions about the prevalence of confrontational partner violence and sexual violence.

- d) What processes have been undertaken to collect data on the situation of particular groups of women, such as rural women, older women, women with disabilities, indigenous women, women living with HIV and AIDS, or other groups? Please describe briefly.**

The New Zealand General Social Survey provides information on the wellbeing of New Zealanders aged 15 years and over. It covers a wide range of social and economic outcomes. In particular the survey provides a view of how wellbeing outcomes are distributed across different groups within the New Zealand population.

In 2013, Statistics New Zealand carried out Te Kupenga, our first survey of Māori wellbeing. Te Kupenga collected information on a wide range of topics to give an overall picture of the social, cultural, and economic wellbeing of Māori in New Zealand. The survey also provides important information about the health of the Māori language and culture. Data collection has finished for Te Kupenga. Over 5,000 people of Māori ethnicity and/or Māori descent from around New Zealand took part. First results from the survey will be published in May 2014.

The first New Zealand Time Use Survey was run as a joint project with the Ministry of Women's Affairs and Statistics New Zealand in 1998 and 1999. A second survey, conducted from September 2009 to August 2010, was designed to be comparable with the 1998 and 1999 survey. Reports and articles published using data from the Time Use Survey include:

- Caring for Children: Findings from the 2009/10 Time Use Survey (2013)
- The Effect of Geographical Location on New Zealanders' Use of Time: Facts from the New Zealand Time Use Survey: 2009/10 (2011)
- Who are Kiwis Spending their Time With? – Findings from the 2009/10 Time Use Survey (2011).

The Government has also invested \$26 million in a longitudinal study of child development in New Zealand. The Growing Up in New Zealand study collects information about 7000 children and their parents from before birth and over their life course, providing a flow of information about their development wellbeing with good coverage of New Zealand's ethnic and social diversity.<sup>16</sup> The specific information on factors influencing children's outcomes will be used to inform social policy.

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<sup>16</sup> <http://www.growingup.co.nz/>

## Section Four: Emerging priorities

- a) **What are the key priorities for action over the next three to five years for accelerating implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly, and subsequent intergovernmental agreements for the achievement of gender equality and the empowerment of women at the national level?**

Three key priorities for action in New Zealand to fully implement the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly are:

- greater economic independence
- more women in leadership
- increased safety from violence.

### ***Greater economic independence***

Increasing the opportunities for women to contribute to the workforce to the full extent of their skills and abilities will assist New Zealand to further develop a productive and competitive economy. Increasing women's participation in paid employment improves outcomes for themselves, their families, decreases benefit dependence, and increases productivity. Women are gaining qualifications at a greater rate than men but their skills are not always being translated into progress in the workplace. This means women lag behind men in the extent to which they are economically independent. By better utilising women's skills, organisations have the opportunity to increase diversity, increase staff retention, and increase their productivity and profits.

### ***More women in leadership***

There is compelling evidence that greater gender diversity in governance and leadership roles correlates with better decision making and organisational performance, thus providing economic and productivity gains. More women in leadership roles and greater gender balance on boards and leadership teams brings more diverse views and experiences to the decision making table. It also brings stronger connections for business and services with customers, stakeholders and investors. Women underpin the greatest sectors of economic growth.

### ***Increased safety from violence***

One in four women experience intimate partner or sexual violence in their lives. In 2008, five percent of women who had a partner experienced violence and three percent of women experienced one or more incidents of sexual violence. Some women are at greater risk of violence. Maori women are twice as likely to

experience violence as other women and at least 50 percent of girls and women who are sexually assaulted are likely to be sexually revictimised. Reducing the burden of violence on women will increase women's safety and reduce the social and economic cost of violence.

**b) What are your country's priorities and recommendations to strengthen gender equality and the empowerment of women in the current discussions on Sustainable Development Goals and the post-2015 development agenda?**

New Zealand sees gender equality and women's empowerment as critical to sustainable economic development. It provides the foundation for a fairer, healthier, more representative and safer society, increases productivity and improves development outcomes for all.

In the Sustainable Development Goals (SDGs) and post-2015 Development Agenda New Zealand supports a stand-alone goal on gender equality and women's empowerment as well as mainstreaming gender equality across the other goals.

New Zealand supports the use of data disaggregated by sex throughout the SDGs.

## Annex to National Review

### ***Preparing New Zealand Government's National Review***

The New Zealand Government's National Review has been prepared and coordinated by the Ministry of Women's Affairs with advice from the following government departments:

- Ministry of Foreign Affairs and Trade
- Ministry of Education
- Ministry of Health
- Ministry of Social Development
- Ministry of Justice
- Ministry of Defence
- New Zealand Defence Force
- New Zealand Police
- Ministry of Business, Innovation and Enterprise
- State Services Commission
- Ministry of Culture and Heritage
- Ministry for the Environment
- Ministry of Civil Defence and Emergency Management
- Inland Revenue
- The Treasury.

In the process of preparing the response from the New Zealand Government, the Ministry of Women's Affairs invited members of the International Caucus to submit information for inclusion in New Zealand's National Review. A copy of the New Zealand National Review has been sent to Caucus members.

### ***Case studies and good practice examples***

EEO Trust (2012) *Transforming Cultures to Grow Women Leaders: Case studies of six New Zealand companies' work on gender diversity*. Ministry of Women's Affairs, Wellington.

[http://mwa.govt.nz/sites/public\\_files/EEO%20case%20studies%20Transforming%20Cultures%20to%20grow%20women%20leaders%20updated%20June%202012.pdf](http://mwa.govt.nz/sites/public_files/EEO%20case%20studies%20Transforming%20Cultures%20to%20grow%20women%20leaders%20updated%20June%202012.pdf)

Levine, M., & Benkert, N. (2011) *Case Studies of Community Initiatives Addressing Family Violence in Refugee and Migrant Communities: Final report*, Ministry of Social Development and Ministry of Women's Affairs, Wellington.

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[http://mwa.govt.nz/sites/public\\_files/pathways-to-recovery-pdf\\_0.pdf](http://mwa.govt.nz/sites/public_files/pathways-to-recovery-pdf_0.pdf)

Māori Reference Group for the Taskforce for Action on Violence Within Families (2013) *E Tu Whānau Programme of Action for Addressing Family Violence (2013-2018)*. The Māori Reference Group for the Taskforce for Action on Violence Within Families, Wellington.

<http://www.familyservices.govt.nz/working-with-us/programmes-services/whanau-ora/e-tu-whanau-ora-programme-of-action.html>

Ministry of Business, Innovation and Employment (2013) *Minimum Wage Review 2013*. Ministry of Business, Innovation and Employment, Wellington.

<http://www.dol.govt.nz/er/pay/backgroundpapers/2013/Minimum-Wage-Review-MBIE-Report-2013.pdf>

Ministry of Civil Defence and Emergency Management (2013) *National Progress Report on the Implementation of the Hyogo Framework for Action (2011-2013)*.

Ministry of Civil Defence and Emergency Management, Wellington.

[http://www.preventionweb.net/files/28748\\_nzl\\_NationalHFProgress\\_2011-13.pdf](http://www.preventionweb.net/files/28748_nzl_NationalHFProgress_2011-13.pdf)

Ministry of Education (2008) *Te Marautanga o Aotearoa*. Ministry of Education, Wellington.

<http://www.minedu.govt.nz/Parents/AllAges/EducationInNZ/TheNationalCurriculum.aspx>

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### ***Policies, strategies, action plans and committees***

Advertising Standards Authority Code for People in Advertising

[http://www.asa.co.nz/code\\_people.php](http://www.asa.co.nz/code_people.php)

Better Public Services – Government's 10 priority results and targets

<http://www.ssc.govt.nz/better-public-services>

Broadcasting Standards Authority Codes and Standards

<http://bsa.govt.nz/standards/overview>

Family Violence Death Review Committee.

<http://www.hqsc.govt.nz/our-programmes/mrc/fvdrc/>

Family Violence Ministerial Group

<http://www.msd.govt.nz/about-msd-and-our-work/work-programmes/initiatives/action-family-violence/the-ministerial-team.html>

Growing Up in New Zealand

<http://www.growingup.co.nz/>

HPV Immunisation Programme

<http://www.health.govt.nz/your-health/conditions-and-treatments/diseases-and-illnesses/cancer/cervical-cancer/hpv-immunisation>

Ministerial Committee on Poverty

<http://www.dpmc.govt.nz/dpmc/publications/mcop>

National Cervical Screening Programme

<http://www.nsu.govt.nz/current-nsu-programmes/national-cervical-screening-programme.aspx>

Taskforce for Action on Violence within Families.

<http://www.msd.govt.nz/about-msd-and-our-work/work-programmes/initiatives/action-family-violence/index.html>

The Campaign for Action on Family Violence

<http://www.areyouok.org.nz/>

Pasefika Proud

<http://www.familyservices.govt.nz/working-with-us/programmes-services/whanau-ora/pasefika-proud/index.html>

Welfare Reform

<https://www.msd.govt.nz/about-msd-and-our-work/work-programmes/welfare-reform/>

Whānau Ora

<http://www.tpk.govt.nz/en/in-focus/whanau-ora/>