

# Universal Periodic Review Pre-session 2018

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**GENDER  
EQUAL** 



**National Council of  
Women of New Zealand**  
Te Kaunihera Wahine o Aotearoa





Association of Anglican Women



BAHA'I FAITH NEW ZEALAND



CHILD POVERTY ACTION GROUP

Council of Jewish Women of NZ



WOMEN'S REFUGE



St John



Taiwanese Women's Association NZ



Te Ope Whakaora



WILPF



50 national organisations, 16 branches, 450+ individuals = 450,000+ people

# Recommendations: Discriminatory stereotyping

- **Amend section 21(1)(a) of the Human Rights Act** with a view to including specific prohibition of discrimination on the grounds of gender identity, gender expression, and sex characteristics.
- **Include a gender-specific** rather than gender-neutral approach in its legislation, policies and programmes, in line with paragraph 5 of the CEDAW's general recommendation No. 28.
- **Adopt a comprehensive strategy to eliminate discriminatory stereotypes** regarding the roles and responsibilities of women and men in the family and society, in cooperation with civil society organizations, in particular women's groups, community leaders, teachers and the media, in order to create an enabling environment that is supportive of gender equality.
- **Set up a centralised system for the collection, analysis and dissemination of comprehensive data**, disaggregated by sex, age, disability, ethnicity, location, gender identity and sexual orientation and socioeconomic status, and that it use measurable indicators to assess trends in the situation of women and progress towards the realization of substantive equality in all areas covered by CEDAW, while maintaining confidentiality of women in these groups.
- **Urgently addresses the working conditions** of Māori, Pasifika, women with disabilities and young women in all areas of employment including through data collection and analysis.

# Recommendations: Gender Pay Gap, employment

- **Adopt and enforce the principle of equal pay for work of equal value** in a revised employment relations legislation covering both public and private workplaces, including through analytical job classification and evaluation methods and regular pay surveys, and regularly review wages in sectors in which women are concentrated.
- **Adopt temporary special measures** to address occupational segregation and ensure that women and men have equal promotion opportunities.
- **Amend the Social Security Act** to fully align with it with obligations under CEDAW.

# Recommendations: Sexual Harassment

- **Examine the organisational culture in workplaces** in order to address the root causes of sexual harassment and assault;
- **Ensure that all work places have a sexual harassment policy** and clear process in place for victims;
- **Disseminate information on available reporting procedures** and ensure that complaints about sexual harassment and bullying in the workplace are investigated and perpetrators brought to justice.

# Recommendations: Gender-based Violence

- **Ensure mandatory training of the judiciary**, law enforcement personnel, lawyers, social workers, medical personnel and other relevant professional groups.
- **Strengthen capacity-building and awareness-raising campaigns** as well as training for judges, law enforcement officials and welfare personnel on all forms of gender-based violence.
- **Allocate resources** aimed at developing a comprehensive prevention strategy for gender-based violence against women.
- **Revise immigration laws** with a view to facilitating access to permanent residency permits for mothers of children who hold New Zealand nationality.
- **Create adequate conditions for women migrants** to bring complaints, including by ensuring that they are properly informed about their rights and available remedies to complain about violations of those rights, including in a language that they can understand.
- **Amend immigration rules** to ensure that no woman is incentivised by immigration policy to remain in a relationship with a partner using violence against her, or her children.

# Recommendations: Abortion and Sexuality Edu.

- **Remove abortion from the Crimes Act 1961** and amend the Contraception, Sterilisation and Abortion Act 1977 in order for abortion to be fully decriminalised and incorporated into health services legislation;
- **Ensure that abortion is legalized** at least in cases of rape, incest, threats to the life or health of the pregnant woman or severe foetal impairment, and ensure women's access to safe abortion and post-abortion care and services.
- Ensure the inclusion in school curricula of **mandatory, culturally sensitive and age-appropriate education on sexual and reproductive health and rights** and responsible sexual behaviour, focusing on the prevention and the consequences of early pregnancy and sexually transmitted infections.

# Recommendations: National Action Plan, SDGs

- **Adopt and adequately fund the implementation of a National Action Plan** for the advancement of women, and strengthen the role, efficiency and effectiveness of the Ministry for Women by allocating sufficient human, technical and financial resources to enable the Ministry to carry out its mandate to promote and protect women's rights.
- **Introduce gender budgeting** so as to ensure that gender implications are taken into account during legislation and policy development throughout all government agencies.
- **Analyse fiscal policy** for the differing impacts on women, men and other genders.
- **Partner with civil society** immediately to implement the Sustainable Development Goals.