



CEDAW PROJECT 2010

**NGO CONSULTATION
DOCUMENT FOR REPORTING
ON CEDAW 2010**

Module 2—Measures of Wellbeing

QUESTIONS ONLY

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Questions for Article 10

Background information

2.10.1 Are there any issues previously covered which you feel should now be omitted or de-emphasized?

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2.10.2 Are there any issues you believe should be emphasized for this reporting period which have not previously been referenced (over the last two reporting periods)?

DAW Article Ten calls for:

***2.10.3** Have there been any changes to the voluntary school fees and donations over the reporting period which may have reduced the discrimination experienced by low income families residing in medium to high income areas?

***2.10.4** Are you aware of any relevant research which has been undertaken to assess the hardship experienced by mothers in meeting the costs of educating their children? If so what are the key findings?

***2.10.5 What actions has the Government taken to ensure that families living in rural areas are not discriminated against in terms of access to education?**

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***2.10.6 What efforts has the Government taken to clarify and publicize the voluntary nature of payments requested by schools and monitor schools' practices regarding the collection of fees from parent?**

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2.10.7 Have there been any changes in the education system, funding of education and implementation of education policies over the reporting period which give rise to different "conditions" for males versus females? (Conditions are defined as access to career guidance, access to studies, no differentiation between rural and urban educational opportunities)

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2.10.8 Has the Government introduced any programmes for girls, specifically targeting Maori and Pasifika to reduce the drop-out rates and provide them with something to move on to?

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2.10.9 Have there been any changes to special education programmes over the reporting period and what have been the outcomes of these changes?

Δ 2.10.10 Considering school violence over the reporting period has the situation worsened or improved, and who are the likely perpetrators of each type of violence?

Δ 2.10.11 Please comment on pupil violence against teachers, what suggestions do you have for remedying this problem?

Δ 2.10.12 What support has the Government provided to schools to address violence within schools, has the level of support increased or decreased over the reporting period?

Δ Note: comments to questions with this symbol will be used under Article 5, Social and Cultural patterns

2.10.13 What do you identify as being the most significant barriers to women undertaking tertiary education? (Please describe fully)

2.10.14 What actions has Government taken to recognise and alleviate these barriers?

2.10.15 What further actions could Government take?

2.10.16 Migrant women expressed difficulty in gaining access to tertiary education and English lessons, due to cultural barriers. What progress has been made in ensuring women are not subject to stereotypes, but can gain access at the earliest possible time to reduce the education gap between men and women?

***2.10.17 What role should Government play in ensuring migrant women can easily and readily access higher levels of education?**

2.10.18 Funding to Adult and Community Education has substantially reduced with greater emphasis now placed on numeracy and literacy rather than the range of courses previously subsidised. Has the change impacted disproportionately on women? (Please describe fully)

2.10.19 What action should Government take to address any potentially negative outcomes resulting from the reduction of subsidised Adult and Community Education?

2.10.20 Recently an academic suggested that scholarships and other study grants specifically for women were discriminating against men and should be discontinued. What comments do you wish to make about this? What actions do you feel should be taken?

2.10.21 Please make any further comments or recommendations on discrimination against women in relation to education.

Questions for Article 11 - Employment

Considering that we will measure and report progress since the 2007 report:

2.11.1 Are there any issues previously covered which you feel should now be omitted or de-emphasized?

2.11.2 Are there any issues you believe should be emphasized for this reporting period which have not previously been referenced (over the last two reporting periods)?

Main Issues

2.11.3 Considering the last four years, in which fields of employment are women continuing to struggle for promotion and what are the barriers they are facing?

2.11.4 In which fields of employment are women continuing to struggle against inflexibility in the workplace which impacts on family responsibilities? Please provide examples.

2.11.5 In which fields of employment are female employees less likely to receive vocational training or retraining in comparison with their male colleagues? Please describe.

2.11.6 In terms of remuneration, which fields of employment offers women the poorest levels of financial security, and what do you view as being the grounds for this?

2.11.7 What progress has been made on the gender pay gap? Please relate your response to specific sectors or industries.

2.11.8 What steps has government taken over the last four years to address the gender pay gap and how successful have these steps or initiatives been?

2.11.9 In terms of gaining, or retaining employment, which fields are proving most resistant to the employment of women?

2.11.10 Are you aware of any fields of employment, or employers who are still resistant to women breastfeeding/expressing milk during their hours of work or have not provided suitable facilities for this purpose?

2.11.11 In which fields of employment are women subject to poor or unsafe working conditions?

2.11.12 Please provide comments on any employment sector you are familiar with, in terms of women NOT enjoying the same rights as their male counterparts?

2.11.13 Considering the findings of the CEDAW 2007 report, please discuss generally any progress or regress for women in employment over the last four years?

2.11.14 Considering the recessionary and politically led redundancies of the last two years, what have been the major observable outcomes for women's employment?

2.11.15 Considering the recession and the historical trends arising during such times, what measures were taken by Government to support women's employment?

2.11.16 Please define which groups of women are subject to an increased level of discrimination in employment? Please define the nature of the discrimination.

2.11.17 Have there been any Government policy changes which have impacted specifically and/or detrimentally on female dominated employment/occupations? Please describe fully.

2.11.18 Considering in the previous report, respondents indicated that some young workers were vulnerable due to the non-unionising of their sector, and that collective bargaining was uncommon in the private sector and that some unionised members were not well supported by their employers when engaging in union meetings; please comment on what, if any, changes have occurred in regards to women in unions?

2.11.19 Please discuss the impact of fixed-term agreements on the employment of women?

2.11.20 Since the last report, work on Pay Equity in the public service via the Taskforce has ceased. Please describe the impact on women's employment as a result of changes.

2.11.21 What initiatives has the Government put in place for addressing Pay Equity and how successful have they been?

2.11.22 What do you believe is necessary to ensure the progression of pay equity for women and what do you see as being the barriers?

2.11.23 What is your opinion on the current level of payment, period of availability and eligibility criteria for Paid Parental Leave?

2.11.24 What changes to the current Paid Parental Leave legislation are warranted and why?

2.11.25 What changes has the Government instituted to support Paid Parental Leave in New Zealand?

2.11.26 Do the current provision of childcare facilities and subsidies ensure women's effective right to work?

2.11.27 The media has been suggested that the upcoming budget will see a reduction in the availability of childcare subsidies – please comment on this.

***2.11.28 Has the Government amended eligibility criteria to ensure that seasonal and temporary workers are eligible for paid parental leave?**

***2.11.29 What analysis and assessment has the Government undertaken in regards to the barriers that rural and Maori, Pacific and minority women face in accessing childcare and parental leave?**

***2.11.30 What measures have been implemented to reduce these barriers and increase their access to such services?**

***2.11.31 The Government was called upon to take all appropriate measures, including temporary special measures and the strengthening of equality mechanisms, to address women's disadvantaged situation in the labour market, including the situation of Maori, Pacific and minority women. Please discuss what was put in place over the last four years and how successful has it been?**

***2.11.32 what efforts have there been by Government to eliminate occupational segregation, both horizontal and vertical, and to narrow and close the wage gap between women and men?**

2.11.33 What complaints have been received by the Human rights commission in relation to Paid Parental Leave, Sexual Harassment and any other employment related matters?

2.11.34 What employment legislation has been enacted over the last four years which impact on the employment of women and what is the nature of this impact?

2.11.35 Have there been any changes under ACC that will impact on the employment of women, the recovery of employed women, the allowances available to employed women? Please describe.

2.11.36 Please make any further comments or recommendations on discrimination against women in relation to employment.

If you have any personal accounts of discrimination in employment based on your gender, ethnicity, sexual orientation, age, the area you live in – please describe:

Questions for Article 12 - Health

Considering that we will measure and report progress since the 2007 report:

2.12.1 Are there any issues previously covered which you feel should now be omitted or de-emphasized?

2.12.2 Are there any issues you believe should be emphasized for this reporting period which have not previously been referenced (over the last two reporting periods)?

Main Issues

2.12.3 In relation to women having equal access to men in the field of health care services, what broad changes are needed to ensure parity of service?

2.12.4 The Government was called upon to improve the rates of access to health care and health-related services and information, especially for women who live in rural areas or who face cultural or language barriers in accessing health care. What measures are you aware of that have been instituted to satisfy this CEDAW recommendation?

2.12.5 The Government was further urged to strengthen its efforts to analyse and collect data on the levels of access to and utilization of health services by different groups of women and to put in place corrective measures as necessary. What information has the Government collected on the levels of access and how successful have the corrective measures been?

2.12.6 What were the findings of the Education Review Office's audit on the implementation of sexuality education in New Zealand secondary schools and what steps were taken to progress matters?

2.12.7 What improvements have been made to the collection of statistical information, its analysis and the development of indicators for targeted policies to address Sexually Transmitted Infections in New Zealand?

2.12.8 Has the Government appropriately funded the Sexual and Reproductive Health Strategy and what have been the outcomes?

2.12.9 What are the currently available statistics on STI's, HIV infection rate among women, young women and girls? What do they indicate?

2.12.10 What are the current statistics on unplanned teenage pregnancy, including an ethnicity breakdown – what do they indicate?

2.12.11 What are the current abortion rates in New Zealand, including an ethnicity breakdown? What evidence do you have which identify the drivers for the abortion rate?

2.12.12 The Government was urged to improve the provision of information on reproductive health and contraception to women and girls and to promote widely sex education targeted at girls and boys, with special attention to the prevention of sexually transmitted diseases and teenage pregnancy. What steps has Government taken to address this?

2.12.13 Please discuss your understanding of poverty influencing teenage pregnancy, poor health outcomes for their life cycle, and detrimental impact on education.

2.12.14 What solutions do you propose to address poverty levels in New Zealand?

2.12.15 What measures are required to support health outcomes for Maori and Pasifika women?

2.12.16 The Government was urged to increase its efforts to identify and address the factors that reduce the life expectancies of women who are not of European descent. Please describe the work undertaken by Government in identifying and addresses factors and how successful are the outcomes thus far?

2.12.7 Considering the cancer screening programmes available to women, what positive changes has Government made in dealing with privacy issues, access to service problems (including physical barriers), the shortage of staff in this field?

2.12.8 What special measures has the Government taken to increase participation rates in Pasifika and Maori women in cancer screening programmes?

2.12.9 Has the funding provided to Women's health services increased over the last four years, and does it now appropriately meet the demand for services?

2.12.20 Have DHB's made improvements to their funding policies which incentivise collaborative work between PHOs and Women's Health service groups?

2.12.21 What improvements have been made to the availability and eligibility for health subsidies and are those in lower socio-economic groupings now able to afford treatment?

2.12.22 Has there been a sufficient increase in the number of practising midwives servicing all areas in New Zealand?

2.12.23 What incentives have been used to boost the number of midwives, and by whom?

2.12.24 What are the current rates for caesarean sections for New Zealand women and what are the major drivers for this?

2.12.25 Have there been any noticeable changes to the number of ultrasound scans being performed on pregnant women and what have been the outcomes of these changes?

2.12.26 Considering the early discharge from hospital of new mothers, please comment on this practise and indicate whether you believe the occurrence is increasing or decreasing?

2.12.27 Have there been any changes in practise for women returning home following hysterectomy surgery leading to better support for their recovery?

2.12.28 What are the current trends in women breastfeeding?

2.12.29 What positive initiatives has the Government undertaken to better facilitate breastfeeding and to encourage breastfeeding for longer? What have the outcomes been?

2.12.30 Has funding to Post Natal Depression support groups increased and is there now more widely available services for women?

2.12.31 What changes has government made to funding fertility treatment services and what have been the outcomes of these changes?

2.12.32 Has there been a change in both legislation and practice regarding the taking of a gender-sensitive approach to working women's occupational health and safety?

2.12.33 What are the current pressures experienced by working women (particularly those with children) and do you believe their wellbeing has improved over the last four years?

2.12.34 Have measures been taken to recognise the increasing level of mental ill-health among New Zealand women and what improvements have resulted from this?

2.12.35 Has the Mental Health and Addiction Plan undergone any modification which targets the high number of Maori women experiencing depression and other mental health conditions, by proposing programmes or initiatives for support and recovery?

2.12.36 What are the current mental health statistics for New Zealand and how might mental ill-health be impacting on women and society?

2.12.37 What is your understanding of the prevalence of women's excessive consumption of alcohol and consumption of legal (some party pills) and illicit drugs over the reporting period?

2.12.38 What do you believe could be some of the discriminatory factors which have given rise to young women wishing to binge-drink and practise a high degree of sexual liberation?

2.12.39 What role has consumerism, advertising and marketing played in creating young women's self-image and what has been the impact of this in health terms?

2.12.40 What is the relationship between Work life balance and a woman's quality of health? What Government initiatives have supported the development of improved work life balance since the last report?

2.12.41 What is the current state of obesity of women in New Zealand, and what Government initiatives are currently in place for dealing with the health-related problems arising from, or known to be common with obesity?

2.12.42 How is the Government supporting Health lifestyles for women and what more could be done?

2.12.43 Please discuss the quality and availability of Elderly care for older women.

2.12.44 How visible are the needs of older women reflected in the Positive Ageing Strategy and is the implementation of this strategy resulting in health and well-being outcomes for older women?

2.12.45 What are the discriminatory factors impacting on older women that are absent for women in their younger stages of life?

2.11.46 Please make any further comments or recommendations on discrimination against women in relation to health.

Questions for Article 12 - Legal

Considering that we will measure and report progress since the 2007 report:

2.15.1 Are there any issues previously covered which you feel should now be omitted or de-emphasized?

2.15.2 Are there any issues you believe should be emphasized for this reporting period which have not previously been referenced (over the last two reporting periods)?

Main Issues

2.15.3 Are you aware of any cases where women have not had equal rights with men in the concluding of contracts or to administer property via the NZ justice system?

2.15.4 Are you aware of any contracts or other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women being accepted via the NZ justice system?

2.15.5 Community law centres indicated a reduction in funding, in part as a result of the recession and some cost saving measures being applied. Have any community law centres closed in your area?

2.15.6 What would be the impact on women of community law centres not being able to operate in your area?

***2.15.7 The Committee requested the Government to analyse and remove impediments women may face in gaining access to justice. Has there been any significant change, improvement in women's access to legal services and justice?**

***2.15.8 The Committee called upon the Government to provide legal aid services to all women in need and to raise awareness about how to utilize available legal remedies against discrimination, as well as to monitor the results of such efforts. Are you aware of this work being undertaken by the Government and have the results provided a positive outcome for women?**

2.15.9 For some immigrants their culture requires that women are not permitted to own any property, are there any cases you are aware of where cultural rights crossed paths with legal rights?

2.15.10 According to the last report, women were identified as having lesser access to justice than men. Within that gender, which groups are further marginalised from accessing justice? Please provide examples of relevant cases or scenarios.

***2.15.11 The Government was encouraged to implement gender-sensitivity training to ensure that members of the judiciary, lawyers and prosecutors are fully familiar with applicable legal provisions, sensitized to all forms of discrimination against women and trained to adequately respond to them. Has the Government promoted this initiative and how successful has it been?**

2.15.12 Are you aware of any research and analysis on the impact on women of the new property division provisions in the Property (Relationships) Act and what were the findings?

2.15.13 Please make any further comments or recommendations on discrimination against women in relation to legal services.