I hereby give notice that an ordinary meeting of the Community Development and Safety Committee will be held on:

Date: Thursday, 5 July 2018
Time: 1:30pm
Meeting Room: Reception Lounge
Venue: Auckland Town Hall
301-305 Queen Street
Auckland

Komiti Whanake Hapori me ōna Kaupapa Āhuru / Community Development and Safety Committee

OPEN AGENDA

MEMBERSHIP
Chairperson
Dr Cathy Casey
Deputy Chairperson
Cr Fa’anana Efeso Collins
Cr Josephine Bartley
Cr Alf Filipaina
Cr Richard Hills
Cr Daniel Newman, JP
Cr Greg Sayers
Cr Sir John Walker, KNZM, CBE
Cr Wayne Walker
Cr John Watson

IMSB Members
Tony Kake
Dennis Kirkwood

Ex-officio
Mayor Hon Phil Goff, CNZM, JP
Deputy Mayor Bill Cashmore

(Quorum 7 members)

Sonja Tomovska
Governance Advisor

28 June 2018

Contact Telephone: 890 8022
Email: sonja.tomovska@aucklandcouncil.govt.nz
Website: www.aucklandcouncil.govt.nz

Note: The reports contained within this agenda are for consideration and should not be construed as Council policy unless and until adopted. Should Members require further information relating to any reports, please contact the relevant manager, Chairperson or Deputy Chairperson.
Terms of Reference

Responsibilities and key projects

The committee is responsible for regional community development and safety, including:

- grants for regional events, arts and cultural organisations
- arts, culture and heritage
- alcohol harm reduction strategy (recommendation to Environment and Community Committee)
- homelessness plan (recommendation to Environment and Community Committee).

Powers

All powers necessary to perform the committee’s responsibilities.

Except:

(a) powers that the Governing Body cannot delegate or has retained to itself (section 2)
(b) where the committee’s responsibility is limited to making a recommendation only
(c) where a matter is the responsibility of another committee
(d) the approval of expenditure that is not contained within approved budgets
(e) the approval of expenditure of more than $2 million
(f) the approval of final policy
(g) deciding significant matters for which there is high public interest and which are controversial
(h) the commissioning of reports on new policy where that policy programme of work has not been approved by the Environment and Community Committee
(i) the power to establish sub-committees.
Exclusion of the public – who needs to leave the meeting

Members of the public

All members of the public must leave the meeting when the public are excluded unless a resolution is passed permitting a person to remain because their knowledge will assist the meeting.

Those who are not members of the public

General principles

- Access to confidential information is managed on a “need to know” basis where access to the information is required in order for a person to perform their role.
- Those who are not members of the meeting (see list below) must leave unless it is necessary for them to remain and hear the debate in order to perform their role.
- Those who need to be present for one confidential item can remain only for that item and must leave the room for any other confidential items.
- In any case of doubt, the ruling of the chairperson is final.

Members of the meeting

- The members of the meeting remain (all Governing Body members if the meeting is a Governing Body meeting; all members of the committee if the meeting is a committee meeting).
- However, standing orders require that a councillor who has a pecuniary conflict of interest leave the room.
- All councillors have the right to attend any meeting of a committee and councillors who are not members of a committee may remain, subject to any limitations in standing orders.

Independent Māori Statutory Board

- Members of the Independent Māori Statutory Board who are appointed members of the committee remain.
- Independent Māori Statutory Board members and staff remain if this is necessary in order for them to perform their role.

Staff

- All staff supporting the meeting (administrative, senior management) remain.
- Other staff who need to because of their role may remain.

Local Board members

- Local Board members who need to hear the matter being discussed in order to perform their role may remain. This will usually be if the matter affects, or is relevant to, a particular Local Board area.

Council Controlled Organisations

- Representatives of a Council Controlled Organisation can remain only if required to for discussion of a matter relevant to the Council Controlled Organisation.
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1 **Apologies**

At the close of the agenda no apologies had been received.

2 **Declaration of Interest**

Members are reminded of the need to be vigilant to stand aside from decision making when a conflict arises between their role as a member and any private or other external interest they might have.

3 **Confirmation of Minutes**

That the Community Development and Safety Committee:

a) confirm the ordinary minutes of its meeting, held on Wednesday, 13 June 2018, as a true and correct record.

4 **Petitions**

At the close of the agenda no requests to present petitions had been received.

5 **Public Input**

Standing Order 7.7 provides for Public Input. Applications to speak must be made to the Governance Advisor, in writing, no later than **one (1) clear working day** prior to the meeting and must include the subject matter. The meeting Chairperson has the discretion to decline any application that does not meet the requirements of Standing Orders. A maximum of **thirty (30) minutes** is allocated to the period for public input with **five (5) minutes** speaking time for each speaker.

At the close of the agenda no requests for public input had been received.

6 **Local Board Input**

Standing Order 6.2 provides for Local Board Input. The Chairperson (or nominee of that Chairperson) is entitled to speak for up to **five (5) minutes** during this time. The Chairperson of the Local Board (or nominee of that Chairperson) shall wherever practical, give **one (1) day’s** notice of their wish to speak. The meeting Chairperson has the discretion to decline any application that does not meet the requirements of Standing Orders.

This right is in addition to the right under Standing Order 6.1 to speak to matters on the agenda.

At the close of the agenda no requests for local board input had been received.
7 Extraordinary Business

Section 46A(7) of the Local Government Official Information and Meetings Act 1987 (as amended) states:

"An item that is not on the agenda for a meeting may be dealt with at that meeting if-

(a) The local authority by resolution so decides; and

(b) The presiding member explains at the meeting, at a time when it is open to the public,-

(i) The reason why the item is not on the agenda; and

(ii) The reason why the discussion of the item cannot be delayed until a subsequent meeting."

Section 46A(7A) of the Local Government Official Information and Meetings Act 1987 (as amended) states:

"Where an item is not on the agenda for a meeting,-

(a) That item may be discussed at that meeting if-

(i) That item is a minor matter relating to the general business of the local authority; and

(ii) the presiding member explains at the beginning of the meeting, at a time when it is open to the public, that the item will be discussed at the meeting; but

(b) no resolution, decision or recommendation may be made in respect of that item except to refer that item to a subsequent meeting of the local authority for further discussion."

8 Notices of Motion

There were no notices of motion.
Te take mō te pūrongo / Purpose of the report


Whakarāpopototanga matua / Executive summary

2. Dr. Jackie Blue is a Human Rights Commissioner at the New Zealand Human Rights Commission and has the Equal Employment Opportunities and Women’s Rights portfolio. Dr. Blue has a strong commitment to advancing the participation of women in society and is the Commission’s lead on stopping violence against women. In the Equal Employment Opportunities portfolio, Dr. Blue is committed to progressing human rights and issues of equity, particularly those that affect equal employment opportunities.

3. The Human Rights Commission is New Zealand’s national human rights institution, the role of the commission is to:
   - advocate and promote respect for human rights in New Zealand,
   - encourage harmonious relations between individuals and among the diverse groups in New Zealand,
   - lead, evaluate, monitor and advise on equal employment opportunities,
   - provide information to the public about discrimination and to help resolve complaints about discrimination.

Ngā tūtohunga / Recommendation/s

That the Community Development and Safety Committee:

a) receive the presentation from Dr Jackie Blue, Human Rights Commissioner and thank her for her attendance.

Ngā tāpirihanga / Attachments

There are no attachments for this report.

Ngā kaihaina / Signatories

<table>
<thead>
<tr>
<th>Author</th>
<th>Sonja Tomovska - Governance Advisor</th>
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<tr>
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<td>Ian Maxwell - Director Community Services</td>
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Sharing Perspectives on Gender Issues (panel discussion)

File No.: CP2018/11743

Te take mō te pūrongo / Purpose of the report

1. To present a diversity of views on New Zealand gender issues with representatives from Non-Government Organisations. The panel discussion will be facilitated by Fezeela Raza, Principal Advisor Diversity and Inclusion, Auckland Council.

2. The following speakers will be in attendance:
   - Christine King, Pacific Women’s Watch;
   - Whitney Adam, Women in Urbanism;
   - Cinammon Whitlock, Te Ropu Wahine Maori Toko i te Ora Māori Women's Welfare League
   - Tagaloatele Professor Peggy Fairbairn-Dunlop, CNZM, P.A.C.I.F.I.C.A Incorporated

Whakarāpopototanga matua / Executive summary

Christine King, Pacific Women’s Watch

3. Christine trained as a Dietitian working mainly in community and public health dietetics and nutrition in New Zealand and overseas. As sports nutrition developed Christine was involved in establishing and teaching courses in sports nutrition at UNITEC, University of Samoa and AUT. After retiring, Christine became involved in community activities, including as President of Pacific Women’s Watch (PWW).

4. PWW monitors, reviews and reports on the status of women and promotes equity and justice both for women and for the benefit of all.

Whitney Adam, Women in Urbanism

5. Whitney Adam is a founding member of Women in Urbanism Aotearoa. Whitney is an urban planning and community engagement professional, currently working with Aurecon. She specialises in the assessment of social and equality impact of major infrastructure projects. Her experience is in Australia, New Zealand and most recently the United Kingdom with the UK Equality Act 2010.

6. Women in Urbanism Aotearoa seeks to transform our cities into safe, accessible and equitable urban environments for all people by supporting and amplifying the voices and actions of all self-identifying women and girls.

Cinammon Whitlock, Te Ropu Wahine Maori Toko i te Ora Māori Women's Welfare League

7. Cinnamon Whitlock (Ngapuhi Ngati Kahu ki Whangaroa) is a member of the Te Atatu Maori Women’s Welfare League branch and is the CEO of Thrive Teen Parent Support Trust. She is a registered nurse and a solicitor and barrister of the High Court who has spent the last 10 years working in senior management positions in diverse community settings. She is passionate about addressing child poverty and improving early intervention and prevention based health services, with a strong passion for mental health.

8. The Maori Women’s’ Welfare League aims to improve the wealth of Māori, including spiritual, social or economic wellbeing and has initiated many programmes and plans to assist Māori to reclaim their tino rangatiratanga (sovereignty) as a people taking control of their own destiny.
Tagaloatele Professor Peggy Fairbairn-Dunlop, CNZM, P.A.C.I.F.I.C.A Incorporated

9. Tagaloatele Professor Peggy Fairbairn Dunlop has been teaching and writing on issues of family security, gender and youth equity for many years. Much of her research has involved critiquing global models for their appropriateness to Pacific and other indigenous communities. Her focus today is growing future Pacific leaders.

10. P.A.C.I.F.I.C.A Incorporated is a national NGO for Pacific women living in Aotearoa New Zealand with a focus on supporting Pacific women to get involved in issues that affect them and their families. Tagaloatele was a founding member of P.A.C.I.F.I.C.A Newtown (1970s), a past president of P.A.C.I.F.I.C.A Incorporated and presently a member of the Auckland South branch.

Ngā tūtohunga / Recommendation/s

That the Community Development and Safety Committee:

a) receive the presentations from Christine King, Pacific Women's Watch; Whitney Adam, Women in Urbanism; Cinammon Whitlock, Māori Women's Welfare League and Tagaloatele Professor Peggy Fairbairn-Dunlop, CNZM, P.A.C.I.F.I.C.A Incorporated and thank them for their attendance.

Ngā tāpirihanga / Attachments

There are no attachments for this report.

Ngā kaihaina / Signatories

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Te take mō te pūrongo / Purpose of the report
1. A facilitated conversation with the Rt. Hon Helen Clark to provide a perspective on the international context and progress on gender issues. The conversation will be facilitated by Deborah James, Head of Diversity and Inclusion, Auckland Council.

Whakarāpopototanga matua / Executive summary
2. Helen Clark was Prime Minister of New Zealand for three successive terms from 1999–2008. She was the first woman to be elected as Prime Minister in New Zealand. She advocated strongly for New Zealand’s comprehensive program on sustainability and for tackling the problems of climate change.
3. In April 2009, Helen Clark became Administrator of the United Nations Development Programme. She was the first woman to lead the organisation, and served two terms there. At the same time, she was Chair of the United Nations Development Group, a committee consisting of all UN funds, programs, agencies, and departments working on development issues.

Ngā tūtohunga / Recommendation/s
That the Community Development and Safety Committee:
a) receive the presentation from Rt. Hon Helen Clark and thank her for her attendance.

Ngā tāpirihanga / Attachments
There are no attachments for this report.

Ngā kaihaina / Signatories
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Gender issues raised by the Convention on the Elimination of Discrimination against Women

Te take mō te pūrongo / Purpose of the report
1. This report responds to the Governing Body resolution [GB/2015/117] that “a report on the gender issues raised by Cities for the Convention on the Elimination of Discrimination against Women (CEDAW) be presented to the Community Development and Safety Committee”.

Whakarāpopototanga matua / Executive summary
2. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), is described as an international bill of rights for women. CEDAW was adopted by the United Nations General Assembly on 18 December 1979 and ratified by New Zealand in January 1985.

3. The New Zealand (NZ) government, and several non-government organisations, will appear before the United Nations Committee for CEDAW on 12 July 2018 to provide a progress update on NZ’s CEDAW commitments.

4. Auckland Council’s support for gender equity issues is expressed as part of its strong commitment to valuing Auckland’s diversity and fostering inclusion, belonging and participation for all Aucklanders. This commitment is expressed in many of our strategies and work programmes, including: the Auckland Plan; Thriving Communities Action Plan; Empowered Communities approach; and the Inclusive Auckland (diversity and inclusion) framework.

5. In November 2015, Pacific Women’s Watch (PWW) sought the Governing Body’s support for Council to adopt the Cities for CEDAW programme, which operates in countries where CEDAW has not been ratified nationally.

6. Officers have considered this request and are not recommending this approach for the following reasons:
   - Council already has several strategies and work programmes which encompass key issues of importance to women and which broadly align with some of the CEDAW goals. Appendix C sets these out.
   - CEDAW is ratified nationally in New Zealand and the CEDAW articles are designed for state parties to enact at the national level.
   - The NZ Treasury has recently begun to explore gender budgeting and it would be prudent to wait for their recommendations on this.

7. Oversight of Council’s existing work programmes is through reports to Governing Body committees, Local boards and council’s Executive Leadership Team. However, to provide additional focus on Council’s work programmes that address issues for women, this report recommends that the Community Development and Safety Committee receives progress updates every two years on work programmes which align with CEDAW goals.
Ngā tūtohunga / Recommendation/s

That the Community Development and Safety Committee:

a) note that the New Zealand Government ratified CEDAW in 1985 and will report to the United Nations on progress with the CEDAW goals on 12 July 2018, along with several non-government organisations;

b) note that council has strategic commitments guiding work programmes which align with some of the CEDAW articles and goals;

c) agree to receive progress updates to this committee every two years on work programmes which align with CEDAW goals.

Horopaki / Context

Convention on the Elimination of All Forms of Discrimination against Women

8. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), is often described as an international bill of rights for women. CEDAW was adopted by the United Nations General Assembly on 18 December 1979 and was ratified by New Zealand in January 1985. 187 out of 193 United Nations member states have ratified CEDAW.

9. CEDAW provides a universal standard for women's human rights and addresses discrimination in areas such as political and public life, economic and social life, education, employment, marriage and family life, health, finance and law. Appendix A provides a summary of the key elements of CEDAW.

10. CEDAW’s provisions are designed for state parties to enact at the national level. Countries that have ratified CEDAW are legally bound to put its provisions into practice and to submit national reports, at least every four years, on measures to comply with their obligations. The New Zealand government will appear before the United Nations Committee for CEDAW on 12 July 2018 to provide a progress update and respond to questions asked by the committee following our last report in 2016.

11. The Human Rights Commission and a number of New Zealand non-governmental organisations (NGO’s)¹ will also report to the United Nations Committee for CEDAW in July. Appendix B attaches the CEDAW recommendations from the Human Rights Commission and the National Council of Women.

12. Key issues noted in these reports include:
   o Gender based violence
     - NZ women experience the highest reported rate of intimate partner violence and the highest lifetime prevalence of sexual violence for any OECD country.
     - Māori, Pasifika and migrant women, disabled women, older women, lesbians, bisexual and transgender women, are the most likely to experience violence against women, most of which is not reported²

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¹ Pacific Women’s Watch (New Zealand); Shakti; National Council of Women NZ; NZ Prostitutes Collective; Business and Professional Women NZ; NZ Human Rights Committee

² Women experiencing discrimination (2016) National Council of Women NZ; July 2017
Gender issues raised by the Convention on the Elimination of Discrimination against Women

Item 12

- **Gender pay gap**
  - In 2017, the NZ gender pay gap was 9.4% (averaged across all women). The pay gap is worse for Māori, Pasifika, Asian women and women with disabilities.
  - 80% of the pay gap is driven by unconscious and conscious bias which negatively affects the recruitment and promotion of women.
  - Women, on average, experience a 4.4% decrease in hourly wages upon becoming mothers.

- **Women in political and public life**
  - Whilst three of our most senior constitutional roles are held by women (Prime Minister, Governor-general and Chief Justice) and women comprise 61% of public servants, only 42% of chief executives of public service departments are women.
  - In the private sector, only 19% of directors of companies listed on the New Zealand Stock Exchange were female and 56% of businesses have no women in senior roles.
  - The Government’s aspirational goal of 45% participation of women on state sector boards was met for the first time in December 2016.

- **Economic and social life**
  - Vulnerability to poverty is still the major economic issue facing NZ women, particularly sole mothers, and is worst among Māor and Pasifika women.
  - Women are disproportionately affected by the growth of low-paid, insecure work.
  - Substantially more women than men are paid at or below the minimum wage.
  - On average, graduate women earn less than men over their lifetime, making it more difficult for women to repay student loans.
  - Half of those experiencing extreme housing deprivation are women. At the 2013 census, single parents with dependent children made up 43 percent of people without homes.

- **Data collection and resource allocation**
  - There is a lack of robust data across key indicators making it difficult to accurately understand areas of multiple discrimination for women in relation to characteristics such as ethnicity, gender, and disability.
  - There is no systematic robust collection of data across different government agencies on family violence.
  - The Government is not required to consider or report on gender impacts when making fiscal or resourcing decisions (gender budgeting).

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3 Women’s Rights in New Zealand; submission of the NZ Human Rights Commission; 11 June 2018
4 Gender Stocktake of State Sector Boards and Committees; Ministry for Women; April 2017.
6 Mana Wahine, the invisible homelessness of mothers; Tess McClure; Sept 2017
Tātaritanga me ngā tohutohu / Analysis and advice

13. The NGO’s reporting to the United Nations on progress with CEDAW include Pacific Women’s Watch (PWW) who presented to the Governing Body in November 2015 on the Cities for CEDAW programme. The United States is one of only six countries not to ratify CEDAW at the national level. Cities for CEDAW was developed in America to implement the provisions of CEDAW at a local government level in the absence of ratification by the government.

14. Pacific Women’s Watch sought the Governing Body’s support for Council to adopt the Cities for CEDAW programme. Cities for CEDAW has three key goals:
   - gender analysis and budgeting for city departments and operations;
   - an oversight body to monitor local CEDAW implementation;
   - funding to support implementation of CEDAW principles

15. Gender budgeting is the analysis and reporting of gender impacts when making fiscal or resourcing decisions. Impacts can be positive or negative. Half of all OECD countries have introduced or are actively considering introducing gender budgeting. The NZ Treasury released a working paper in April 2018 exploring the potential application of gender budgeting principles to increase transparency around fiscal policy and to help inform debate on resource allocation.

16. Council’s support for gender equity issues is expressed as part of its strong commitment to valuing Auckland’s diversity and fostering inclusion, belonging and participation for all Aucklanders. Since 2015, when PWW presented to the Governing Body, Council has implemented and refreshed several key strategies which address these issues, including:
   - The Auckland Plan’s ‘belonging and participation’ outcome “Te whai pānga me te whai wāhi atu / all Aucklanders will be part of and contribute to society, access opportunities, and have the chance to develop to their full potential”.
   - Council’s Thriving Communities Action Plan supports communities to be connected, resilient and inclusive.
   - Empowered Communities approach - we define an empowered community as one where individuals, whānau and communities have the power and ability to influence decisions, take action and make change happen in their lives and communities. Council’s role is to support and enable empowered communities.
   - Council’s Inclusive Auckland (diversity and inclusion) framework is our strategic approach to responding to the needs of Auckland’s diverse communities and leveraging the talents and insights of Auckland’s diverse peoples. The framework is strongly focused on inclusion and sets out change actions to address issues of access, equity and participation, for our staff and for Aucklanders.

17. These strategies guide council’s work programmes to achieve key outcomes which align with some of the CEDAW articles. Appendix C provides examples of these.

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7 Gender Budgetting: A Useful Approach for Aotearoa New Zealand (WP 18/02). NZ Treasury April 2018
18. Officers have considered PWW’s request for Council to adopt the Cities for CEDAW programme and are not recommending this approach for the following reasons:

- CEDAW is ratified nationally in New Zealand and the CEDAW articles are designed for state parties to enact at the national level. The Cities for CEDAW programme operates in countries where CEDAW has not been ratified nationally.
- The NZ Treasury has recently begun to explore gender budgeting. It would be prudent to wait for their recommendations before considering this at the local government level.
- Auckland Council already has several well developed strategies and work programmes which encompass key issues of importance to women and which broadly align with some of the CEDAW goals.
- Funding for these work programmes is approved by the Governing Body, as part of the Long-term Plan process, and progress on actions and outcomes is reported to Governing Body committees, Local boards and council’s Executive Leadership Team, as appropriate.

19. Council’s work programmes that align with CEDAW, and oversight of them, will continue as planned. However, we recommend that, in addition, officers provide two yearly updates to the Community Safety and Development committee on progress with commitments and work programmes that broadly align with CEDAW goals including (for example) those set out in Appendix C.

Tauākī whakaaweawe Māori / Māori impact statement

20. This report provides a summary of key Auckland Council work programmes, including some with a particular focus on Māori outcomes, that align with some of the CEDAW articles.

Ngā ritenga ā-pūtea / Financial implications

21. There are no financial implications arising from staff recommendations.

Ngā raru tūpono / Risks

22. There are no risks arising from staff recommendations.

Ngā koringa ā-muri / Next steps

23. Provide progress updates to this committee every two years on work programmes which align with CEDAW goals.

Ngā tāpirihanga / Attachments

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Ngā kaihaina / Signatories

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<thead>
<tr>
<th>Author</th>
<th>Deborah James – Head of Diversity and Inclusion</th>
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<tr>
<td>Authoriser</td>
<td>Ian Maxwell - Director Community Services</td>
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Appendix A – Convention on the Elimination of all forms of Discrimination against Women (in brief)

Article 1 – Definition of discrimination against women
The term “discrimination against women” means any distinction, exclusion or restriction made on the basis of sex which limits fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Article 2 – Policy measures
Governments must not allow discrimination against women. There must be laws and policies to protect them from any discrimination and to adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women. They must refrain from engaging in any act or practice of discrimination against women and ensure that public authorities and institutions shall act in conformity with this obligation.

Article 3 – Guarantee of basic human rights and freedoms
Governments must take action in all fields – political, social, economic, and cultural – for the purpose of guaranteeing women the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Article 4 – Special measures
Governments should take special measures or special actions to end discrimination against women. These specific measures should last until equality between women and men is achieved.

Article 5 – Roles based on stereotypes
To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes.

Governments must also ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children.

Article 6 – Trafficking and prostitution
Governments must take action, including making new laws, to end trafficking and prostitution of women.

Article 7 – Political and public life
Women have the same right to vote and be elected to government positions. Women have the right to take part in the decisions a government makes and the way it carries them out and participate in non-governmental organisations and associations concerned with the public and political life of the country.

Article 8 – Participation at the international level
Women have the right to represent their country at the international level and to participate in the work of international organisations.

Article 9 – Nationality
Women have the right to have a nationality, and to change it if they want. A woman’s nationality must not be changed automatically just because she got married, or because her husband changed his nationality. Women shall have equal rights with men with respect to the nationality of their children.

Article 10 – Education
Governments must end discrimination against women in education. Women should have access to career guidance and professional training at all levels; to studies and schools; to examinations, teaching staff, school buildings, scholarships and equipment.

Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning needs to be provided.

They must also address female student drop-out rates and the organisation of programmes for girls and women who have left school prematurely.
Appendix A – Convention on the Elimination of all forms of Discrimination against Women (in brief)

**Article 11 – Employment**
Women have a right to work and should be able to join a profession of their choice. Women must have the same chances to find work, get equal pay, promotions, superannuation and training and have access to healthy and safe working conditions.

In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, governments will prohibit dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status. Maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances should be provided.

**Article 12 – Health**
Governments must make sure that women are not discriminated against in health care. In particular, women have the right to services related to family planning and pregnancy.

**Article 13 – Economic and social life**
Women are provided equal access in all areas of economic and social spheres, including receiving family benefits, the right to bank loans, mortgages and other forms of financial credit and taking part in sports and cultural life.

**Article 14 – Rural women**
Governments must focus on the particular problems of women who live in rural areas and help them look after and contribute to their families and communities. This includes access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes. Women should enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

**Article 15 – Law**
Women are equal before the law, including laws about freedom to go where they choose, choosing where to live, signing contracts and buying and selling properties. Governments shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

**Article 16 – Marriage and family life**
Governments shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations. Women will have the same rights and responsibilities during marriage and at its dissolution. The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount. The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights.
APPENDIX B – Recommendations from Alternative CEDAW Reports

NZ Human Rights Commission

Recommendation 1

a. Agree on a cross party family violence strategic accord that will be adhered to by all political parties and implemented by successive governments.

b. Issue a long-term, coherent policy statement and strategy for reducing family violence, including milestones that will be achieved, so that progress can be transparently

c. Report back within 12 months on progress made to address violence and abuse against women and girls with data disaggregated by race, gender, disability, sexual orientation, and age.

d. Ensure that women with disabilities, Māori, and ethnic minorities are consulted in the formation of any domestic violence work programme.

e. Ensure domestic violence services align with kaupapa Māori and that Māori are included in developing the family violence prevention service design.

Recommendation 2

a. Ensure all domestic violence related services are inclusive and accessible, and that they are developed in consultation with disabled women.

b. Amend domestic violence legislation to include, within the definition of domestic violence, violence occurring between a person and their nonfamily caregiver or paid support worker.

Recommendation 3

a. Raise the legal minimum age of marriage to 18 years without any exceptions.

b. Introduce legal measures to prohibit forced marriages.

c. Consult with ethnic NGOs and resource them to establish an ethnic violence prevention strategy for New Zealand.

Recommendation 4

a. Incorporate the principle of equal pay for equal value in legislation.

b. Require State sector organisations, particularly State-Owned Enterprises and Mixed Ownership Model Companies, to publish annual gender and ethnic pay gaps and their plans to eliminate these gaps.
APPENDIX B – Recommendations from Alternative CEDAW Reports

c. Enact legislation that requires companies with more than 100 workers to publicly report on their gender pay and bonus gap annually.

d. Enact fair and robust pay equity legislation that will allow women in low paid female dominated occupations to make claims against their employers.

e. Fund specific research on the impact of conscious and unconscious bias on the gender pay gap, and identify and implement recommendations to address this issue.

f. Provide the partner of a mother or nominated primary care giver with paid partner’s leave that is additional to and not shared with the mother or primary care giver’s parental leave entitlement.

Recommendation 5

a. Prioritise and fund affordable, high quality childcare to ensure women with children can remain in the workforce and progress to senior roles.

b. Increase targets for women on public sector boards to 50%. Make it a target, not an aspirational goal.

c. Implement an initial target for private sector boards of 30% women.

d. Make a commitment to encourage the New Zealand Stock exchange to introduce mandatory gender/diversity policies, and include a requirement to disclose how the policy will be implemented and evaluated in line with the United Nations Guiding Principles on Business and Human Rights.

e. Act on previous CEDAW recommendations regarding temporary special measures.

Recommendation 6

a. Introduce legislation requiring all workplaces to have a sexual harassment policy that is robust and meets certain minimum standards.

b. Create a nation-wide sexual harassment strategy and fund a centralised agency (like WorkSafe) that is mandated to confidentially investigate complaints, provide support to victims, and conduct sexual harassment training within work places.

c. Investigate potential systems for appropriately recording complaints about individuals to help identify potential patterns or recidivist activity.

Recommendation 7

a. Prepare an interagency strategy, in alignment with best practice, to address human trafficking and worker exploitation in New Zealand.

b. Carry out research into key industries where human trafficking and exploitation affecting women is taking place; specifically, migrant sex work, international students, and the hospitality sector.
c. Expedite current efforts to update the New Zealand Plan of Action to prevent People Trafficking and provide a deliverable timeframe for completion of this.

d. Repeal section 19 of the Prostitution Reform Act.

e. Embed the United Nations Guiding Principles on Business and Human Rights into the Group Sourcing Code that provides guidance for public procurement. Ensure that goods and services provided under All-of-Government contracts are free from human trafficking and worker exploitation.

Recommendation 8


a. Repeal the provisions of the Contraception, Sterilisation and Abortion Act that make it an offence for a woman to unlawfully have an abortion or for a medical practitioner to unlawfully provide an abortion and require the authorization of two certifying consultants before an abortion can be performed.

c. Ensure equitable access to medical and surgical abortion services.

d. Provide, within one year, information on the steps taken to treat abortion as a health care, rather than a criminal issue.

Recommendation 9

Enact legislation prohibiting the use of sterilisation on boys and girls with disabilities, and on adults with disabilities, in the absence of their prior, fully informed, and free consent.

Recommendation 10

Report back to the Committee within one year on measures taken to address the current critical shortage of midwives.

Recommendation 11

a. Ensure that the environmental, social, and economic sustainability indicators that are currently under development by the Government reflect the targets and indicators set out in the SDGs as they relate to women.

b. Develop comprehensive data collection measures for the SDGs.

c. Develop a plan for implementation of the SDGs including clear timeframes, appointment of a lead Minister and identification of responsible Government agencies to lead the required indicator and data collection activities.

Recommendation 12

Ensure systematic collection and publication of data regarding family violence, disaggregated by sex, ethnicity, type of violence, and by the relationship of the perpetrator to the victim. Collect data on the number of women killed by partners or ex-partners; and ensure data is available in one data source.
Recommendation 13

Ensure that StatsNZ and other government agencies collect confidentially, detailed, accurate, inclusive and intersectional data on the self-identities of sex, gender, and sexually diverse people for the 2023 census, NZ Health Survey, and other key surveys to ensure that transgender, non-binary and intersex women are accounted for.

Recommendation 14

a. Consider making it a requirement that when the Minister of Finance tables a budget in the House, a gender analysis of the budget documents is also tabled.

b. Amend the Public Finance Act 1989 to introduce gender budgeting in the Government’s budgetary and financial process.
National Council of Women

Recommendations

Article 1 Definition of Discrimination

That the government:

1.1 Ensure that all levels of government are operating in compliance with CEDAW.

1.2 Ensure that there is a resourced process for women nationally to discuss issues relating to CEDAW.

Article 2 Elimination of Discrimination

2.1 There should be a review of the legal aid system to ensure that it is accessible to those currently disadvantaged.

Article 3 Development and Advancement of Women

3.1 Targeted policies and programmes should be developed to improve migrant women’s opportunities for higher education, senior leadership and management roles.

Article 4 Positive Discrimination and Special Measures

4.1 That where significant gaps are shown to be persistent, the government introduce temporary special measures to address the imbalance of women in public and political life.

4.2 That the government fund the Human Rights Commission to continue the Census of Women’s Participation.

Article 5 Social and Cultural Patterns

That the government:

5.1 Encourage and promote better codes of practice relating to the media and gender.

5.2 Increase funding for resources, including media campaigns, offered by non-governmental organisations to prevent violence.

5.3 Allocate funds for informal education programmes on cyberbullying, taking into account the special needs of migrant groups.

Article 6 Exploitation of Women

6.1 That a sustainable, secure funding system be established for agencies responding to violence against women.

6.2 That the support for agencies working with Maori, ethnic minority, migrant and refugee women be reviewed to ensure that adequate and appropriate cultural, legal and psychosocial services can be provided.

6.3 That development of initiatives, strategy and policy provide real opportunities for NGO
input at all levels of governance.

6.4 That a national victimisation survey, which collects information about gender, ethnicity, sexuality, age and disability, be introduced to drive better responses to family, partner and sexual violence.

6.5 That all government administrative data and reports be disaggregated by gender, ethnicity, sexuality, disability and age.

6.6 That funding for primary prevention be substantially increased, including a national prevention campaign, and mandatory consent education in secondary schools.

6.7 Mechanisms that enforce legislative protections for women experiencing violence should be monitored.

6.8 That recommendations from recent Law Commission and Social Services Select Committee reports be fully funded and implemented.

6.9 That comprehensive research be undertaken into underage prostitution and forced prostitution or trafficking.

6.10 That specialist services and initiatives to connect with and provide protection for victims of commercial sexual exploitation and trafficking, including underage girls, be developed and made available.

Article 7 Participation in Political and Public Life

7.1 That the government introduce Employment Equity legislation requiring the state sector to report annually to Parliament on its progress in increasing the number of women in senior positions, the legislation to include adequately resourced monitoring provisions.

7.2 That the Ministry for Women be tasked and resourced to develop an Action Plan for Women, including gender budgeting, including the goal of achieving a 20% lift on 2016 levels each year from 2017, to reach gender equality in the public and private sectors no later than 2025.

Article 8 International Representation and Participation

8.1 That there should be funded NGO representation on the official delegations to CSW or other relevant international meetings.

UNSCR 1325

8.2 That the Ministry for Women include monitoring of the National Action Plan on Women, Peace and Security among its core business.

8.3 That MFAT ensure NZ women are deployed as peacekeepers and police in all overseas missions, while noting that NZ’s contribution to UN peacekeeping operations is at an all-time low.

8.4 That the government allocate resources, both monetary and human, to implement new policies, training and accountability mechanisms in order to make meaningful progress on the women, peace and security agendas.

Convention on the Rights of Persons with Disabilities (CRPD)

8.5 That NZ become a signatory to the Optional Protocol to the Convention on the Rights of Persons with Disabilities (CRPD).
Article 10 Education

That the government:

Early Childhood Education and Care

10.1 Prioritise the funding for, and support of, quality in all the diverse ECEC services.

Compulsory Schooling

10.2 Require all schools to follow the NZ curriculum.

10.3 Put in place a programme of work that specifically addresses the gender disparities in thematic subject choices at school.

10.4 Fund state schools sufficiently so that voluntary donations are not required.

Tertiary and Adult Education

10.5 Support initiatives clearly addressing gender disparities in tertiary areas of study, with specific gender-related actions, clear and measurable targets, regular monitoring and a system of evaluation.

Article 11 Employment

That the government:

11.1 Carry out an independent evaluation of the gendered impact of changes to employment law, and ensure that they do not negatively affect women’s employment, trade union and collective bargaining rights.

11.2 Make the right to flexible working conditions a statutory right in the Employment Relations Act.

11.3 Track and set targets for fully implementing the Equal Pay Act 1972, including equal pay for work of equal value, and addressing the rights of all low-paid workers in female-predominant occupations.

11.4 Increase research into a number of aspects of women’s employment, including public service occupational distribution and leadership, women’s participation at all levels of the professions and business, and women affected by flexible hours contracts.

11.5 Target resources to ensure that casual and temporary employees are fully aware of their rights to paid parental leave, and increase PPL payments to meet the ILO standard.

11.6 Ratify ILO Convention C 183 on maternity protection, and consider the ratification of ILO Convention 156 on workers with family obligations.

Article 12 Health

That the government:

Abortion

12.1 Review abortion law, with a view to removing abortion from the Crimes Act 1961 and
integrating it into reproductive and sexual healthcare. This would include shifting governmental oversight for abortion from the Ministry of Justice to the Ministry of Health.

12.2 Fund research on abortion care, funding and stigma, with a view to improving health outcomes.

12.3 Publicly respond to ongoing abortion stigma by including abortion in the comprehensive reproductive and sexual health and rights action plan being developed, and launching an anti-stigma campaign.

Health Services for Young Women, Maori, Pasifika, Lesbian and Transgender Women and Rural Women

12.4 Finalise the national sexual and reproductive health action plan, and ensuring it is resourced and endorsed by relevant Ministers.

12.5 Provide resources and leadership to improve consistent access to reproductive and sexual health services, particularly for young people, Maori and Pasifika, sexual orientation and gender identity diverse communities and rural communities.

12.6 Address social determinants contributing to poor sexual and reproductive health outcomes, including high rates of gender-based violence, poverty, discrimination and stigma.

12.7 Promote consistent delivery of the sexuality education curriculum by ensuring adequate support and professional learning and development for teachers and educational leaders, alongside partnerships with parents and the community.

12.8 Standardise reporting on sexual orientations and gender identity, and conducting research into the health and well-being of SOGI communities who face significant health disparities (particularly Maori, Pasifika, disabled and older people).

Pregnancy Autonomy

12.9 Review laws, policies and practices to ensure pregnant women can access health care without stigma and discrimination.

Article 13 Economic and Social Life

Women with Disabilities

That the government:


13.2 The NZ Disability Survey should comprise gender disaggregated data and include statistics on abuse of disabled people.

13.3 Extend independent advocacy programmes to women with disabilities throughout NZ.

13.4 Ensure that legislative reforms be written in terms that make no distinction between disabled and non-disabled people.

13.5 Ensure that throughout the country there are residential facilities suitable for people with disabilities under the age of 65 years, and for those over 65 who are men.

13.6 Tally active and socially aware, as well as for young disabled people requiring respite care.
13.7 Reinstall the link between building modifications and improve accessibility in building regulations.

13.8 Ensure that the Disability Allowance be made available as of right to all disabled people, regardless of employment or marital status, at a realistic, regularly inflation adjusted amount.

Sole Parent

13.9 Undertake urgent research into the reasons for the high levels of poverty and hardship among sole parents, both on and off SPS, and devise effective policies to reduce these levels.

13.10 Undertake an urgent inquiry into how the extremely complex rules now governing the benefit system can be simplified, in order to ensure that it can be fairly administered and sole parents can obtain the financial support required to carry out their important unpaid childcare work sustainably.

13.11 Raise the levels of earnings permissible to beneficiaries before incurring high clawbacks, to ensure these take account of the substantial inflation since they were last altered.

Earthquake

13.12 Provide appropriate funding of mental health and well-being services to meet current and increased requirements after a natural disaster.

Article 14 Rural Women

14.1 All government initiatives should have to pass a rural impact assessment before being passed into legislation.

14.2 The government should fund research in rural areas taking into account the impact on rural women.

14.3 The government should address the issue of access to education, employment and health services for rural women.

Concluding Observations - paragraphs 40-43

That the government:

CO 1 Sign and ratify both the International Convention for the Protection of All Persons from Enforced Disappearance and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

CO 2 Work with civil society to ensure compliance with the SDGs.
### Appendix C

**Summary of Auckland Council strategic commitments and work programmes that align with CEDAW articles**

<table>
<thead>
<tr>
<th>CEDAW Article</th>
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| 3             | Guarantee of Basic Human Rights and Fundamental Freedoms | **Strategic directions**  
The Auckland Plan “belonging and participation” outcome is “Te whai pānga me te whai wāhi atu” all Aucklanders will be part of and contribute to society, access opportunities, and have the chance to develop to their full potential.  
Key focus areas under this theme are:  
- “Foster an inclusive Auckland where everyone belongs”;  
- “Recognise, value and celebrate Auckland’s differences as strengths”.  

Council’s **Thriving Communities Action Plan** supports communities to be connected, resilient and inclusive. The Plan is council’s strategic action plan for community-led development and social change and has six key focus areas:  
1) Facilitate grass-roots action  
2) Strengthen support for the voluntary and community sector  
3) Enable social innovation and social enterprise  
4) Maximise positive socio-economic impacts  
5) Work in a holistic and integrated way  
6) Support staff to be community-centric.  

Council’s **Empowered Communities** approach supports delivery of the Th**ring Communities Action Plan.  
- We have defined an empowered community as one where individuals, whanau and communities have the power and ability to influence decisions, take action and make change happen in their lives and communities.  
  This includes communities of place, interest and identity.  

Council’s **Inclusive Auckland** (diversity and inclusion) framework is our strategic approach to responding to the needs of Auckland’s diverse communities and leveraging the talents and insights of Auckland’s diverse peoples.  
Being inclusive means intentionally addressing issues of access, equity and participation, for our staff and for Aucklanders. The framework has change actions grouped into four areas:  
1) Creating a diverse talented workforce and a strong inclusive culture  
2) Processes, policies, plans and services  
3) Strategic leadership fosters social inclusion  
4) Supporting inclusive governance and representation.  

Gender issues raised by the Convention on the Elimination of Discrimination against Women
## Appendix C

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| 7 Political and Public Life | States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right: (a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies; (b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government. | **Elected members**  
Women make up 52% of Aucklanders. At the 2016 elections 41% of all candidates and 49% of elected candidates were women. Currently 33% of governing body members and 53% of all local board members are women. This compares favourably with the rest of New Zealand’s local government entities.  
In the 2016 local government elections, the Love Auckland campaign resulted in increased voter turnout and increased numbers of voters from communities that are less likely to vote. Council is preparing for the 2019 elections with a Voter Participation project which aims to continue this improvement and ensure people from across all of Auckland’s different communities are aware of the opportunity to stand for election.  
**Council Controlled Organisations (CCO) Boards**  
In 2017, Council’s CCO Board appointment policy was reviewed and a strengthened statement about the importance of diversity on boards was included. Council is working with Ministry of Women; Ministry of Pacific Peoples, Treasury, and Department of Internal Affairs to develop a strong pipeline of diverse talented applications for appointment to boards.  
**Other**  
Council partnered with the State Services Commission and other government agencies to co-ordinate the inaugural Auckland Women in Public Sector Leadership summit in Oct 2017. Over 600 women from across the wider public sector attended and heard from a diverse range of women leaders.  
Council’s own International Women’s day celebration in 2018 attracted over 400 women to hear Dame Patsy Reddy, our Governor General, and a panel of senior women leaders from across the council group speak about their leadership journey.  
Council is part of the Champions for Change network – a network of CEs and Chairs of Boards of private and public sector organisations committed to leading change around diversity and inclusion. |
| 11 Employment | States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular: | Women currently make up 60% of Auckland Council’s total workforce and 30% of our senior leaders. In the wider State Sector, women make up 60% of the total workforce and 48% of Tier 3 management and above.  
One of Council’s goals in the Inclusive Auckland (Diversity and inclusion) framework is to better reflect the make-up of Auckland’s working population in our senior leadership team. We have a number of actions underway to achieve this goal, including reviewing our recruitment and talent attraction processes; implementing a comprehensive flexible |
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<td>working policy; Inclusive Leadership training for all people leaders; and a womens leadership development programme which will be piloted in FY19.</td>
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<td>Council’s Māori employment strategy MAHI (Measures and Actions for High Impact) has developed a Māori leadership and capability development program, reflecting Te Ao Māori principles, values and experiences. Women make up the majority of the leadership cohort for the first pilot of this programme.</td>
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<td></td>
<td><strong>Equal Pay</strong></td>
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<td>Council’s monitoring of gender pay parity across our workforce has not identified significant differences in pay for male and female staff doing the same roles. We continue to monitor this. In 2017 Council received a Bronze award in the Emerging category at the YMCA Gender Pay awards. The primary gender pay issue for council relates to the lack of women in senior leadership levels – we have outlined above the steps we are taking to address this. In 2017 Council committed to implementing the Living Wage and started a phased roll-out to affected staff in September of that year. As many of our lower paid workers are women, this will have a positive impact on gender pay parity.</td>
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<tr>
<td>12 Health</td>
<td>States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.</td>
<td>Council provides community facilities to support community health initiatives run by District Health Boards and other agencies. These include health checks, breast screening, breast feeding support groups and health child groups.</td>
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<td></td>
<td>Council supports the Ministry of Health with the Community Action on Youth and Drugs (CAYAD) programme to reduce the harm young people experience from alcohol and other drugs.</td>
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<tr>
<td>13 Economic and Social Benefits</td>
<td>States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights.</td>
<td>Council has many work programmes that support women to participate in economic and social life. Below are some examples:</td>
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<tr>
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<td>Council supports the WISE collective project, an initiative of the Auckland Regional Migrants Trust and the Auckland Resettled Community Coalition. The WISE Project supports refugee background women to develop the necessary knowledge, skills, confidence and resources to start-up or contribute to activities for generating income for their families. More than 600 women have engaged with the WISE Collective Project since its inception, and from 18 different countries.</td>
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<tr>
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<td>ATEED offers support to new business people via links to service providers specialising in training and supporting businesses and people, including the “Starting Off Right” programme and Local Area Business Advisors. ATEED support ethnically diverse and migrant-owned business owners, many of whom are women, in some town centres.</td>
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<td>Auckland Transport is conducting research on embracing gender equality in Auckland’s transport system. Women have significantly different travel needs and patterns to men, including higher safety concerns and more complicated travel patterns. Women tend to walk and use public transport more, but have less transport choice due to a myriad of safety and design issues. Council’s recreational centres consider women’s particular cultural needs - for example three aquatic centres offer women's only swimming sessions which supports Muslim women to participate. Auckland Council is a partner in the Housing First initiative, with government and other agencies. This initiative has placed 89 Children and 221 Adults with families (many of whom are women) into safe, secure and permanent housing. 27% of people helped into housing are in the family category, with 17% being single women. Council consults and engages with Aucklanders frequently. Starting in FY19 we will measure the reach of our engagement practices by age, gender, ethnicity and compare this to Auckland’s demographic make-up. This will help us to identify gaps and areas for improvement.</td>
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<tr>
<td>16</td>
<td>Marriage and Family Life</td>
<td>States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women: Council was a key partner in developing a multi sector action plan to prevent family, whanau and sexual violence. Following completion of the plan in 2015, Council worked with family violence sector agencies on a 3 year collective impact project, identifying preventative factors in communities. Central government agencies have incorporated this work into their family violence action plan led by the Ministry of Social Development. Council committed to ensuring we have processes and policies and training internally for staff who are victims of family and sexual violence.</td>
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