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

Community Development and Safety Committee
OPEN MINUTE ITEM ATTACHMENTS

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Note: The attachments contained within this document are for consideration and should not be construed as Council policy unless and until adopted. Should Councillors require further information relating to any reports, please contact the relevant manager, Chairperson or Deputy Chairperson.
Auckland Council
Community Development & Safety Committee

Dr Jackie Blue
Equal Employment Opportunities Commissioner
CEDAW - Convention on the Elimination of All Forms of Discrimination Against Women

• New Zealand ratified CEDAW in 1985 and is obliged to report to the UN CEDAW Committee periodically. Last reviewed in 2012

• CEDAW Committee takes into account reports by Government, NGOs and the HRC
Questions to address

- Which area of discrimination against women concerns you the most at the moment?
- Given persisting inequalities by Pasifika, Māori and other women what is your view on TSM?
- What changes in leadership culture needed to wider representation of diversity in leadership, including rainbow and transgender communities and disability and accessibility?
- The Treasury has recently reported on gender auditing. What are your views, including how it might take into account the intersectional challenges such as those faced by disabled women and trans women?
Key points HRC submission 2018

- Gender based violence
- Employment
- Women in Leadership
- Health
- Data collection
- Exploitation and Trafficking
- Gender budgeting

Which area of discrimination against women concerns you the most at the moment?
Gender based violence

- Cross party accord to develop FV strategies
- 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 evaluated
- Ensure that women with disabilities, Māori, and ethnic minorities are consulted in the formation of any domestic violence work programme
- Ensure domestic violence services align with kaupapa Māori and that Māori are included in developing the family violence prevention service design
- Ensure all domestic violence related services are inclusive and accessible, and that they are developed in consultation with disabled women
- 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
- 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

- **Royal Commission into the Family Court/Invitation Special Rapporteur for VAW**
- **Resource FV Clearinghouse to continue data summaries**
Gender based violence

Two additional recommendations:

• Royal Commission into the Family Court/Invitation Special Rapporteur for VAW

• Resource FV Clearinghouse to continue data summaries
Employment & Pay

Tracking Equality at Work 2018

Women and in particular disabled women, young Māori and Pasifika women (under 25 years) struggle with all or some of the employment and pay labour market metrics.

http://tracking-equality.hrc.co.nz/
Employment Recommendations

- Incorporate the principle of equal pay for equal value in legislation that will allow women in low paid female-dominated occupations to make claims against their employers
- 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
- Enact legislation that requires companies with more than 100 workers to publicly report on their gender pay and bonus gap annually
- Paid parental leave for men in their own right
- Sexual harassment in the workplace
  - Central body Worksafe coordinates and implements a register (workplace/perpetrator) and investigates. Provides support. Links to SH policies and training
Women in Leadership

- Women in senior management in the private sector is going backwards
- Women directors on NZX publicly listed boards is increasing only very slowly
- The 45% target of women directors on state sector boards has been reached
Women in Leadership

- Prioritise and fund affordable, high-quality childcare to ensure women with children can remain in the workforce and progress to senior roles
- Increase targets for women sector boards to 50% (almost there)
- Implement an initial target for NZX publicly listed boards of 30% women
- Encourage NZX to introduce mandatory gender/diversity policies, and include a requirement to disclose how the policy will be implemented (currently comply or explain)
- Act on previous CEDAW recommendations regarding temporary special measures
Given persisting inequalities by Pasifika, Māori and other women what is your view on TSM?
What changes in leadership culture needed to wider representation of diversity in leadership, including rainbow and transgender communities and disability and accessibility?
Gender Budgeting

• 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

• Amend the Public Finance Act 1989 to introduce gender budgeting in the Government’s budgetary and financial process

_The Treasury has recently reported on gender auditing. What are your views, including how it might take into account the intersectional challenges such as those faced by disabled women and trans women?_
Community Development and Safety Committee

Gender Issues raised by the Convention on the Elimination of Discrimination against Women
Context

CEDAW – ‘International bill of rights for women’

Comprehensive goals covering economic, social, health, legal and education issues; marriage and family life; and political and public life

1985 – NZ ratified CEDAW

2018 - report to United Nations

2015 – Pacific Women’s Watch sought Council’s support for City for CEDAW programme
Key points in report

Council’s commitment to gender issues is part of our strong commitment to diversity, inclusion, belonging and participation

Since 2015:
- refreshed Auckland Plan
- Inclusive Auckland framework
- Thriving Communities Action Plan
- Empowered communities approach

Appendix C – maps Council’s commitments and work programmes to CEDAW goals

Governing Body, Local Boards and ELT have oversight of this work

NZ Treasury is starting to look at gender budgeting
Recommendations

That the Community Development and Safety Committee:

- 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;

- Note that council has strategic commitments guiding work programmes which align with some of the CEDAW articles and goals;

- Agree to receive progress updates to this committee every two years on work programmes which align with CEDAW goals.