



NCWNZ Action Item Response Sheet

Please send your responses to National Office email to office@ncwnz.org.nz
and put in the Subject line: *Action Item response: Informing a Draft Gender Equality Strategy*
Date sent: 24 October 2014

Document	Informing a Draft Gender Equality Strategy
Committee/Writer	National Office
Action Item due date	17 December 2014
Website where document can be viewed	NA
Responder, eg Name of Branch, NOS, individual	Christine Cook Zonta District 16 (NZ) Advocacy Chair
Number of people contributing to response	2 – Judy Whitcombe and Christine Cook

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Consultation questions for NCWNZ's gender equality strategy

1. Please identify existing research and statistics that highlight the current state (in addition to those used in NCWNZ's CEDAW and Beijing + 20 reports)

Domestic violence	<p>Police attend a family violence incident every 5.5 minutes</p> <p>There were 95,101 family violence investigations in 2013</p> <p>On average 14 women are killed each year by their partners or ex-partners (http://www.whiteribbon.org.nz)</p> <p>According to WHO 1 in 3 women worldwide experience intimate partner violence or non-partner sexual violence in their lifetime</p> <p>Gender inequality is at the root of all sexual violence in women and girls (The Lancet, Volume 383, Issue 9934, Page 2019, 14 June 2014)</p> <p>According to The Salvation Army, Social policy and Parliamentary Unit there is a continuing increase in recorded and sexual assaults in homes and elsewhere. For the year to 30 June 2013, 60% of all recorded violent and sexual offences occurred in the home...this figure has been consistent for the past three years. Domestic violence appears to account for more than half of all recorded violent offending and during 2013, the extent of this offending remained virtually unchanged from previous years. Since 2010, the rate of reporting has slipped back, although it was stable at around 630 recorded offences per 100,000 of population during 2012 and 2013. (February 2014. P 34)</p>
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	<p>The CEDAW Report (2012) states that it is difficult to obtain an accurate picture of the extent of violence against women in NZ due to its sensitive nature and differences in willingness to report among different groups (P34) poor, variable and hard to locate data is part of the general problem relating to violence against women in NZ. (P 7) the most vulnerable victims of violence are women who are; young, physically disabled, mental health and/or substance abuse issues, over 50 years old, sex workers, and that Maori women experience substantially more domestic and sexual violence than others. (Pgs 3 & 9)When help is available victims of violence encounter financial barriers in accessing legal help, there is a shortage of emergency (safe) housing/accommodation The result of this is that by leaving the perpetrator the victim may be more vulnerable and at risk if they have no safe place to go, are unable to access legal services or support agencies and have no way of supporting themselves and their children. (P 63)</p> <p>The Auckland Coalition for the Safety of Women and Children. <i>Shadow report to CEDAW</i> (2011) outlined how only 9/10% of offences are reported and only 13% result in a conviction. (P. 8)Immigrant women face particularly difficult human rights issues related to escaping violence which is due to most entering the country under the sponsorship of a permanent resident. As non-permanent residents they are not entitled to any emergency or support benefits and returning to the country of origin is often not an option. There is also a risk that their partner may be deported as a result of a violence conviction. Women also appear before the courts without interpretation services, resulting in dangerous and unfair outcomes. (P4)</p> <p>Domestic violence also takes place in the workplace – abusive phone calls, emails, or texts (16%) being stalked at work (16%) and the abusive person physically coming to work (10%). The major impacts on work performance were being late for work (84%) and being distracted, tired or unwell (16%). There is an average of 130 lost working hours for each employee who is a victim. An estimated 111,070 women (7% of all NZ women) in the workplace will experience domestic violence in 2014. (The Impacts of Domestic Violence on Workers and the Workplace Survey. NZ Family Violence Clearing House and Margaret Rayner-Thomas,(2013) report commissioned by the PSA (2014))</p>
Pay equity	<p>The gap between male and female earnings grew between 2008 and 2012 and was maintained during 2013. In December 2008, the average hourly ordinary time wage for females was \$22.71 per hour, 87% of that of males, which stood at \$25.85 per hour. By December 2012, the female average hourly wage had fallen to 86.6% of the male wage and more or less remained there during 2013. At December 2013, the average female ordinary time hourly wage was \$25.92 per hour, while that for males had risen to \$29.85. (The Salvation Army report <i>Striking a Better Balance</i> Feb</p>

	<p>2014. p. 47)</p> <p>According to the CEDAW report the gender pay gap has widened to 28.5% between the highest hourly rate (European man) and the lowest (Pacific women).</p>
Women in leadership	<p>65% of New Zealand Boards have no female representation at all and of the 35% of NZ boards estimated to have female representation, 23% have only one female director, 11% have two female directors and a mere 1% have three female directors. 57% of the NZSX top 100 companies have no female representation at director level, and women make up a mere 9.3% of directors (58 directorships held by 45 women out of a total of 622 directorships). 60% of women at executive level are in roles that will not likely be on the pathway to the top job. (The NZ Institute of Chartered Accountants, <i>Women on Boards</i>, 2010)</p> <p>NZ's GDP could increase by 10% if we were to close the gap between male and female employment rates. (25 Percent, <i>strengthening the talent pipeline</i>, Goldman Sachs, <i>Closing the Gender Gap: Plenty of Potential Economic Upside</i>. 2011)</p> <p>The Ministry of Women's affairs has set the following indicator, the percentage of appointees to boards of the top 100 companies on the NZSX who are women will climb from 9% to at least 10% by 2015. Appointees to state sector boards who are women will increase from 41% to 45% by 2015.(CEDAW)</p>
Personal finances	
Health and welfare	
Other	

2. Tell us what gender equality would look like in each of these areas.

Domestic violence	
Pay equity	
Women in leadership	
Personal finances	
Health and welfare	
Other	

3. What needs to happen to get from our current state to gender equality? What are the top three changes - policies, legislation, public action, attitudinal or behaviour change needed for each area. Why?

Domestic violence	<p>Workplace Entitlements such as paid leave and safety policies could reduce the impact of family violence in the workplace. (The Impacts of Domestic Violence on Workers and the Workplace Survey. NZ Family Violence Clearing House and Margaret Rayner-Thomas, (2013) report commissioned by the PSA. 2014)</p> <p>Employment is a key pathway out of domestic violence. Staying in employment is critical to reducing the effects of violence because security of employment enables those affected to maintain domestic and economic stability in order to re-build their lives. (<i>Productivity Gains for Workplace Protection of Victims of Domestic Violence</i>. Kahui, Ku and Snively. March 2014, commissioned by the PSA)</p> <p>Making it easier for victims of violence to report it to police.</p> <p>More qualitative research on violence against women is needed– (At a briefing at Police Headquarters on 13 November the new RCVS (Recorded Crime Victim Statistics) were introduced which will give more information about victims of crime. These statistics will provide new information about victims and a more complete picture of who is affected by crime in New Zealand. They will provide the age, gender and ethnicity of victims and the relationship between the victim and the offender. RCVS will be published on the Statistics NZ website www.stats.govt.nz.)</p> <p>More cross government information sharing e.g. ACC, Police, MSD</p>
Pay equity	<p>Stop job sizing where positions are made part-time for women or given less status and pay. For example when management positions are turned into supervisory roles.</p> <p>Attitudinal change is needed by men and women - that jobs/professions that are largely feminised are not inferior with lower pay, women need to be educated to be more assertive in contract bargaining & not accept less pay.</p> <p>Solo parent beneficiaries being required to take part-time work, often for low pay, rather than being paid to care for their children.</p>
Women in leadership	<p>Paid childcare and parental leave for men and women. The Economist Intelligence Unit's Global Index, defines Economic opportunity as a set of laws, regulations, practices, customs and attitudes that allow women to participate in the workforce under conditions roughly equal to those of</p>

men, whether as wage-earning employees or as owners of a business. Sweden has the promotion of women's and girl's rights as a central part of their governments work and the objective of Swedish gender policy is that women and men, girls and boys, must have equal opportunities and equal rights. Further to this the Swedish International Development Cooperation Agency has moved from an exclusive focus on women to focus on women and men and the relationship between them – a gender approach where Swedish municipalities are obliged to provide day care for children until aged 12 whose parents are working or studying. In Finland where women comprise 40 percent of the parliament, they have nationally mandated maternity and day care benefits enabling women to have job security and contribute as equal partners in society. (2012)

Quotas set for board membership have proved effective in some countries. According to Allyson Zimmerman in the Catalyst Blog, *Take 5: Questioning Quotas*, Norway, France and Spain have set quotas of 40 percent, and Belgium and Italy 33 percent. In 2012, Denmark introduced a flexi-quota system where companies set their own target and publicly disclose their policies to increase women board directors, and their progress against targets. France with 7.2 percent board director seats in 2004 passed its quota legislation in 2010 and by 2012 this had risen to 16.6 percent. In Norway publicly traded companies have come from 9 percent in 2003 to 40 percent in 2012 and companies that can't maintain at least 40 percent face dissolution by court order. The UK has adopted a voluntary process for achieving 25 percent of representation of women in FTSE100 companies by 2015 and between 2010 and 2012 this has grown from 10.5 percent to 17.3 percent but quotas may still be introduced. According to Zimmerman, companies that didn't set woman board director targets for 2013 to 2015 received a personal letter from Prime Minister David Cameron requesting that they do so. (2013)

Increased accountability and reporting for companies about their gender policies. In Australia the ASX-listed companies are required to report against a number of measurable factors and explain if they do not have a gender diversity plan. In April 2013 the government also introduced stricter gender reporting obligations for non-public companies with over 100 employees. (From The Committee for Economic Development of Australia (CEDA) report, *Women in Leadership, Understanding the Gender Gap*, 2013).

Address the demands of senior level jobs as often women & men with family responsibilities feel the price is too high to take a promotion. e.g. increased travel, long hours. Also, greater attention to work-life balance for men and women to prevent employees deliberately seeking part-time or junior roles so they can balance their family responsibilities. According to McKinsey & Co in *Women Matter*, there is a correlation between the representation of women at the top and both the overall employment rate of women and the number of hours they work relative to men.

	<p>(2012).</p> <p>Attitudinal change is needed by men and women. According to McKinsey & Co in <i>Women Matter</i>, again, young women may start work with high ambitions but frequently turn down advancement opportunities because of commitments outside work, risk aversion to positions that demand new skills, a desire to stay in roles that they feel provide personal meaning and a reluctance to promote themselves. This results in a disproportionate number of women systematically failing to reach middle and senior management roles and women becoming increasingly underrepresented as they move higher up the organisation. (2012)</p> <p>Businesses signing up to the 'Women's Empowerment Principles'.</p>
Personal finances	
Health and welfare	
Other	

4. How would we measure gender equality progress?

Domestic violence	<p>Decrease in crime statistics against women.</p> <p>The costs of – healthcare, ACC, lost productivity in relation to violence against women.</p>
Pay equity	<p>Comparisons of pay rates for jobs of equal status.</p> <p>Less women and children below the poverty line.</p>
Women in leadership	<p>Representation on boards, local and central government.</p> <p>Number of CEOs, business owners, entrepreneurs.</p>
Personal finances	
Health and welfare	
Other	

What other comment would you like to make?

I believe that all the areas you have identified for comment are interrelated and often inseparable from each other e.g. domestic violence and healthcare, pay equity, personal finances and women in leadership. This makes contributing to every section from a research base extremely complex and for this reason we have chosen to comment mainly on two topics - domestic violence and women in leadership.

CEDA's *Women in Leadership* survey identified the key barriers to equality of opportunity as; the failure of meritocracy due to unconscious bias, ingrained beliefs and traditions, including the way we organise work and the persistence of stereotypical gender roles; workplace culture; the cost of childcare; and the lack of mentoring and role models. The persistence of traditional gender roles, along with the perception of these roles by the media, continue to hold women's careers back. I agree with the author Sarah-Jane Derby that these barriers must be addressed to ensure that we narrow the gender gap.

Please tell us if you have a specific interest in the strategy development, or expertise in any relevant area that you're happy to share to support the document.

Zonta is interested in participating in the strategy development.