



NCWNZ Action Item Response Sheet

Please send your responses to Judith Sutherland copied to National Office

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Subject: **Action Item response: Discrimination: Enabling a Fair Go for all**

Date sent: 29 Jan 2015

Document	Discrimination: Enabling a Fair Go for All
Committee Writer	Public Issues Rosemary Du Plessis and Judith Sutherland
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Website where document can be viewed	NA
Responder, eg Name of Branch, NOM, individual	Christine Cook, Advocacy Chair, Zonta District 16
Number of people contributing to response	3

National Plan of Action for All New Zealanders - Theme "Enabling a Fair Go for All"

The Human Rights Commission (HRC) is seeking advice on a component of the National Action Plan for all New Zealanders: **Discrimination: Enabling a Fair Go for All**. This aspect of the plan focuses on issues relating to inequalities and discrimination in New Zealand.

Background

The Human Rights Commission is the lead agency for the coordination and development of the National Plan of Action for the Promotion and Protection of Human Rights (NPA) - a requirement of the Human Rights Act 1993. A theme within the NPA is 'Enabling a Fair Go for all. It focuses on issues raised in respect of inequalities and discrimination in New Zealand and actions that will lead to improved economic, social and cultural well being for individuals, families and communities.

The Human Rights Commission is required to develop the NPA in consultation with the state sector, local government, Iwi and civil society. For this reason it seeks feedback from NCWNZ on actions agreed to by the NZ Government directed at reducing inequalities and discrimination, and on proposed indicators of progress in this field.

Attached is summary from the Human Rights Commission on **Enabling a Fair Go for All** that highlights the desired outcome, the actions agreed to by the NZ Government and indicators that could inform policy and evaluate progress. It may be useful when discussing the questions above.



What the Government has agreed to include in “Enabling a Fair Go for All”

The following action areas were identified:

1. National plans focusing on disparities and discrimination: *Two*

Step up the implementation of current national plans for addressing the challenges, disparities and discrimination in health, education, employment, pay/salary and gender equality especially for vulnerable and marginalised groups that including Māori, Pacific, ethnic and disabled people.

2. Participation: *Four*

Strengthen efforts to secure Māori political participation at the national level and increasing Māori participation in local governance; Implement effective measures to achieve the aim of increasing the participation of women in governance in the public sector and private sector by; Set targets for increasing Māori participation in policing, the judiciary and the penal system.

3. Structural discrimination: *Three*

Address structural discrimination across all sectors, in particular health; housing; education; and justice sector with a focus on Māori and Pacific people in the criminal justice system, including root causes of high rates of the incarceration.

4. Child Poverty: *One*

Reduce child poverty and establish indicators to measure child poverty; take into account all the recommendations of the Advisory Group of Experts on solutions to child poverty.

5. Rights of migrants, refugees and asylum seekers: *Five*

Address existing challenges to the rights of migrants, refugees, asylum seekers and their families; use administrative detention of migrants, refugees, asylum seekers only in exceptional circumstances; ensure that genuine asylum seekers are not discriminated against.

Actions that were not in the Universal Periodic Review process but need to be considered are:

1. Implement the Disability Action Plan 2014-2018
2. Accelerate the rebuild and compensation process in the aftermath of the earthquakes ensuring economic and social rights are engaged in the process

Questions

1. How would you prioritise these agreed actions? (1 = most important, 5 = least important)
Please list any **other actions** that you think should be included and indicate their priority.

See numbers on previous page. The list is comprehensive but could include – education/awareness raising of wider society on the strengths of diversity.

2. What needs to be done for these actions to be successful?

For Child Poverty – support for those with children who are on benefits, provision of school lunches (see Campbell Live 24 February – hungry children can't learn)

Raising the minimum wage and establishing wage parity between men and women. While we have free childcare provision and paid maternity leave, many young women are starting their careers repaying student loans. This makes their wages even lower than their male counterparts and means it takes longer to pay loans off.

Address the “working poor” situation that has developed in NZ.

Build stronger communities and have greater engagement with new arrivals (refugees and migrants) to increase their participation in NZ society.

3. Are you involved in work in any of these action areas? If so, please indicate what work you do and, if this is appropriate, the organisations who work with you.

Zonta International is a leading global organisation of professionals working together to empower women. Zonta, internationally and in NZ also advocates for gender equality and provides educational awards and scholarships for young women. Zonta actively runs a campaign called – Zonta says No to Violence Against Women – and this involves collaboration with other organisations such as Shakti, The White Ribbon Trust, NZ Women's Refuge, UN Women, NCWNZ.

4. Are there any population groups that you consider are particularly vulnerable to inequality and discrimination?

New migrants and refugees, Pasifika families.

Under, or uneducated, people. (Low literacy and numeracy)

Mentally/physically disabled.

Females, especially if they belong to any of the groups above!

5. A monitoring group will be set up to assess progress in this field. Who should be represented on this monitoring group? (e.g. particular organisations or individuals with community connections or expertise relevant to this monitoring group)

Red Cross/Refugee Services, ACE (Adult and Community Education), CAB (Citizens Advice), Community Law, MSD, EEO Trust, Chamber of Commerce, Salvation Army, Office of Ethnic Affairs.

6. How could the proposed indicators be improved? Are there other indicators which should be included?

The indicators proposed are most comprehensive. However, the machinery and staffing required to put the measures in place and then monitor them could be well beyond the capabilities of HRC. Phased implementation may be required.

People need greater access to adult education courses including numeracy and literacy, English Language (ESOL), and work-ready courses/support that lead to paid employment.