

TOWARDS AN ACTION PLAN  
FOR NEW ZEALAND WOMEN

Consultation Report

PREPARED AND PUBLISHED BY

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## **EXECUTIVE SUMMARY**

To inform the *Action Plan for New Zealand Women* (the Plan), the Ministry of Women's Affairs, in partnership with the National Council of Women of New Zealand, the Māori Women's Welfare League and PACIFICA, conducted an extensive consultation process to obtain the views of women around New Zealand on priorities for government action to improve the circumstances of women. This input, combined with an analysis and reviews of the status of New Zealand women conducted by the Ministry of Women's Affairs, provided the foundation for the development of the Plan.

### **Consultation process**

In December 2002, the Ministry of Women's Affairs (the Ministry) released a discussion document, *Towards an Action Plan for New Zealand Women*, which included the government's goals, the policy principles guiding the work of the Ministry of Women's Affairs and specific issues affecting Māori women. The document also provided an assessment of women's circumstances in New Zealand against three key inter-related themes, which included a range of topics:

- Economic sustainability – including adequacy of income, access to paid employment and education, and employment outcomes
- Balancing work, family and community – including caring for children and other dependants and building strong communities
- Well-being – experiencing lifelong good physical and mental health, being safe from violence and meeting the special needs of different groups of women.

Against this backdrop, and after the discussion document's release, the Ministry was charged with overseeing a national consultation process to gather women's views for input into the Plan. The discussion document sought public feedback on women's issues and priorities, and possible actions that could improve women's circumstances in New Zealand. The consultation process included:

- formal consultation meetings (20) held by the Ministry of Women's Affairs in partnership with the National Council of Women of New Zealand, the Māori Women's Welfare League and PACIFICA
- meetings (10) between Ministry officials and several interest groups
- focus group meetings (6) with representatives of target groups of women
- public submissions (267) in response to the discussion document.

This report summarises the input received through the consultation process in relation to issues, potential solutions and the range of successful initiatives currently operating in communities.

### **Key issues**

The key issues for women were grouped under the three major topics provided for discussion throughout the consultation process. While the issues articulated are seen to apply to all women at various levels, specific groups of women also identified key issues from their perspective.

#### **Economic sustainability**

Economic sustainability refers to a woman's ability to independently provide for herself and her dependants. This topic included paid work, unpaid work, income, financial circumstances of sole parents, superannuation and education.

In relation to economic sustainability, women considered the following issues to be of particular importance:

- achieving pay equity
- valuing women's unpaid work
- women's ability to choose between prioritising their involvement in the paid workforce and family responsibilities
- addressing the inequities that arise for women as a result of prioritising family and community responsibilities over paid work

- providing support services to women in the paid workforce
- addressing the long-term impact of student loans on female students (in terms of future work patterns, the associated labour market inequity, and financial barriers to starting a family)
- the inadequacy of social welfare assistance, especially for sole parents, and the need to provide more realistic minimum income levels
- the need for women's working patterns to enable them to make private provision for retirement
- fostering women's participation in higher education and developing their skills
- providing resources to enable women's participation in enterprise.

### **Balancing work, family and community**

New Zealand research identifies a growing tension between work commitments and family responsibilities as a major concern for both men and women. With women typically assuming the major responsibility for caring for the family, they are under increasing pressure as more women enter the paid workforce.

The common views from all contributors regarding balancing work, family and community responsibilities follow:

- women continue to bear the major responsibility of raising families – there is a lack of recognition for that role and the fact that this responsibility should be more equitably shared with men
- women's participation in the unpaid workforce is under-valued
- women's constraints when making choices about whether to participate in the paid or unpaid workforce are unrecognised, particularly the financial constraints in relation to unpaid workforce participation, and the lack of services that support paid workforce participation
- there is not enough emphasis on the importance of families/whānau and relationships
- there is an assumption that women want to participate in the paid workforce, and that all women are in a position to choose
- women who choose to work in the voluntary sector need to be recognised for shouldering community responsibilities for those who choose not to undertake voluntary work
- having more women in leadership and decision-making positions would be one means of generating more strategies to balance work, family and community responsibilities.

### **Well-being**

Well-being encompasses the health and social aspects of women's lives. Contributors to the consultation process highlighted the following issues:

- a focus on women's well-being in isolation from that of men may provide an artificial separation and not be in women's overall best interests
- it should not be assumed that all women can achieve well-being, as this may not be the case for women with severe disabilities or those who are severely ill
- the diversity of women in New Zealand must be taken into account in relation to well-being
- there is wide support for a gendered approach to health
- contributors identified a range of focus areas for women's well-being, particularly mental health, sexual and reproductive health, and safety from violence.

## **Key issues for Māori women**

- social equality and economic independence
- service delivery 'by Māori for Māori'
- increasing the number of Māori women in leadership and decision-making positions
- cultural identity
- employment
- participation in the enterprise economy
- safety, particularly from domestic violence
- sexual and reproductive health.

## **Key issues for specific groups of women**

### **Pacific women:**

- recognition of Pacific peoples' family values
- accessibility of the cultural heritage of Pacific communities
- recognising and valuing the role Pacific women play in their families and wider community
- Pacific women's need to participate in all aspects of decision-making and society
- Pacific women's need to be safe from harm.

### **Migrant and refugee women:**

- the effect of the separation of families arising from migration
- the particular circumstances of family members resident in refugee camps
- in the context of the above points, migrant and refugee women's aspirations to reunite families.

### **Women on a low income:**

- affordability and accessibility of services
- the need for lower expectations in relation to participation in full-time paid employment
- the need for greater recognition and value (including financial support) for the other contributions that women make to society.

### **Rural women:**

- the recognition and valuing of the role of rural women in their families and communities
- recognition and valuing the diversity of women
- improving access to resources and services
- protection of the natural environment
- women being safe from harm.

### **Women with disabilities:**

- the need to operationalise the New Zealand Disability Strategy, particularly:
  - Objective 14: Promote the participation of disabled women in order to improve their quality of life
  - Objective 15: Value families, whānau and people that provide ongoing support to women with disabilities.

## **INTRODUCTION**

To improve the circumstances of women in New Zealand, the government asked the Ministry of Women's Affairs to develop an Action Plan for New Zealand Women. The Plan will outline desired outcomes for women and priority actions to achieve these outcomes. To inform the Plan, the Ministry of Women's Affairs, in partnership with the National Council of Women of New Zealand, the Māori Women's Welfare League and PACIFICA, conducted extensive consultations with women across the country to canvass their views.

This report provides a summary of the issues identified through the consultation process. These views, combined with an analysis of the status of women in New Zealand, provided the foundation for the *Action Plan for New Zealand Women*.

## **Consultation process**

### **Submissions**

In December 2002, the Ministry of Women's Affairs (the Ministry) issued a discussion document, *Towards an Action Plan for New Zealand Women*. This document built on earlier consultation processes, particularly:

- Ministry consultation with, and feedback from, women and women's groups and organisations over the last 16 years
- the Ministry's work with other government departments on policy affecting women, their families and their communities
- consultations for the fifth report on the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- consultations with Te Korowai Wāhine (established in 1999).

The discussion document set out the government's goals, the policy principles the Ministry of Women's Affairs uses to guide its work, and specific issues associated with Māori women. The document also assessed women's circumstances in New Zealand society against three key, inter-related themes:

- Economic sustainability – including adequacy of income, access to paid employment and education, and employment outcomes
- Balancing work, family and community – including caring for children and other dependants and building strong communities
- Well-being – experiencing lifelong good physical and mental health, being safe from violence and meeting the special needs of different groups of women.

The discussion document provided a framework for the consultation process. Submissions were invited from women around New Zealand by mid-March 2003 seeking views on:

- a vision for New Zealand women
- key issues relating to:
  - economic sustainability
  - balancing work, family and community
  - well-being
  - Māori women
  - specific groups of women.

The Ministry received 267 written submissions in response to the discussion document. (Appendix 1 provides a list of contributors.)

## **Consultation meetings**

### **Public meetings**

To provide impetus to the consultation process, the Ministry of Women's Affairs, in partnership with the National Council of Women of New Zealand, the Māori Women's Welfare League and

PACIFICA, held a series of consultation meetings around New Zealand. Twenty formal and publicly advertised meetings were facilitated. (Details are provided in Appendix 2.)

### **Other meetings**

In addition to the public meetings, a range of interest groups facilitated meetings independently. These meetings typically resulted in groups presenting submissions informed by their constituents' views. Ministry representatives were invited to participate on a number of occasions.

### **Focus groups**

To ensure the consultation process reflected the views of specific groups of women, the Ministry facilitated a series of focus groups with:

- Māori women
- Pacific women
- migrant women
- women on a low income
- rural women
- women with disabilities.

The views of these specific groups of women, as expressed through all of the consultative mechanisms outlined above, are identified separately in this report. The balance of this document presents the views of women as expressed to the Ministry and Minister of Women's Affairs. The term 'contributors' is used throughout this report in reference to submitters, focus group participants, and consultation meeting participants.

## **A VISION FOR NEW ZEALAND WOMEN**

The consultation process provided a forum through which women could contribute their view of a 'vision for New Zealand women' for the Action Plan. The starting point was a consideration of government goals and the principles used by the Ministry of Women's Affairs to guide policy work (*equity, opportunity and choice, full and active participation, adequate resources, no discrimination, and a society that values women's contribution*). In addition to obtaining the overall views of women, Māori women and specific groups of women were asked to formulate a draft vision statement from their perspective.

### **Government goals**

Overall, women supported the government's goals for achieving sustainable development, which are to:

- strengthen national identity and uphold the principles of the Treaty of Waitangi
- develop an inclusive, innovative economy for the benefit of all
- maintain trust in the government and provide strong social services
- improve New Zealanders' skills
- reduce inequalities in health, education, employment and housing
- protect and enhance New Zealand's environment.

In relation to formulating a vision for New Zealand women, there was general agreement on the inclusion of the following aims:

- the development of a national identity and upholding Treaty of Waitangi principles
- an emphasis on eliminating rather than reducing disparities.

### **Guiding policy principles – Ministry of Women's Affairs**

In the context of the government's goals, the Ministry of Women's Affairs uses a number of principles to guide its work. These principles drew comment from women as detailed below:

#### **Equity**

- a gender equity approach assumes that women and men, and boys and girls, should, where possible, have similar access to resources and experience similar outcomes.

Contributors strongly supported the principles of equity. However, women also expressed significant levels of concern about the terms 'where possible' and 'similar', noting that equity should be aimed for at all times and in all circumstances. There was a strong call to have the term 'where possible' removed from the principle. It was also noted that the principle appeared to be attempting to 'bring women up to the level of men' rather than developing women to their full potential and celebrating their successes.

There was also some support for a greater degree of specificity, redefining the term equity as equality of opportunity and outcome. This is also consistent with the terminology used by the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

#### **Opportunity and choice**

- being able to choose a life path and having the opportunity to pursue it.

Contributors strongly supported the principles of opportunity and choice. Some contributors sought greater recognition of, and value attached to, the choices women make to raise children.

#### **Full and active participation**

- to ensure that all women are able to participate in society as they choose and are not limited or constrained by discrimination (either direct or indirect), lack of opportunity or lack of adequate support.

Contributors strongly supported the principle of full and active participation. It was noted that there needs to be a greater emphasis on removing barriers to women's full and active participation in

society. It was also noted that people need to change their attitudes, as there is a perception that women raising children (rather than undertaking paid work) are not participating in society.

### **Adequate resources**

- resources can include money, adequate time, education, health care, and support. All women should have adequate resources that are not linked to their dependency on another person.

Contributors overwhelmingly supported the principle of adequate resources. Additional comments were made around the theme of financial dependence. Some contributors noted that in modern society women and men are in partnership with each other. This was particularly the case when women raise children and their partners are responsible for earning income. In these cases, contributors rejected the implication that raising children made women 'dependent' on their partner. Other contributors supported addressing poverty and achieving financial independence for women.

### **No discrimination**

- guaranteed through the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993. This incorporates both direct discrimination and discrimination through structures or systems. For some groups of women – Māori, Pacific and immigrant women, and women with disabilities for example – the discrimination can be twofold as they may experience discrimination both for being a woman and for their ethnicity or disability.

Contributors strongly supported the principle of no discrimination. Some stated that despite the statutory protection, discrimination occurs in relation to particular ethnic and/or other disadvantaged groups and in all sectors (for example in relation to employment status, pay equity and health care, where it was said that women's reproductive health appears to be the government's only female-specific health concern). Several contributors believed that anti-discrimination measures needed to be strengthened.

### **A society that values women's contribution**

- value and recognition need to occur at individual, family/whānau, community and national levels. This needs to incorporate the contribution women make through unpaid work and voluntary work and the value of the paid work women also do.

Contributors overwhelmingly supported the principle of a society that values women's contribution. There were wide-ranging comments on this principle centred on valuing the important contribution of women raising families, including:

- women need to be valued for what they do, rather than being pressured to do something deemed more valuable
- women's contribution to raising families should be valued in economic and social terms
- women should have the freedom to make choices and should value the choices they make.

### **In summary**

Women from all groups expressed support for inclusion of the following elements in a vision for New Zealand women:

- participating in all levels of society
- achieving equality
- being enabled to exercise choice about their life-path
- fulfilling their expectations and potential.

Māori women and women with different ethnic backgrounds, rural women, low-income women and women with disabilities expressed similar views, although they often focused on different aspects depending on the particular population group to which they belonged. The vision statements expressed by each specific group are provided later in this report.

## **ECONOMIC SUSTAINABILITY**

Economic sustainability refers to a woman's ability to independently provide for herself and her dependants. The wide range of income, employment and educational issues canvassed has been summarised for inclusion in this report. The report also includes suggested government and community solutions to issues and examples of successful initiatives operating within the communities of contributors. One hundred and sixty-seven contributors proposed strategies to address the issues associated with economic sustainability. Women aged 41-50 significantly influenced the overall outcome of the consultation process. This age group accounted for 77 per cent of the responses.

### **Issues**

- achieving pay equity
- valuing women's unpaid work
- women's ability to choose between prioritising their involvement in the paid workforce and their family responsibilities
- addressing the inequities that arise for women as a result of prioritising family and community responsibilities over paid work
- providing support services to women in the paid workforce
- addressing the long-term impact of student loans on female students (in terms of future work patterns, the associated labour market inequity, and financial barriers to starting a family)
- the inadequacy of social welfare assistance, especially for sole parents, and the need to provide more realistic minimum income levels
- the need for women's working patterns to enable them to make private provision for retirement
- fostering women's participation in higher education and developing their skills
- providing resources to enable women's participation in enterprise.

### **Economic circumstances**

In considering the issues associated with economic sustainability, many contributors referred to women's economic circumstances. There was a significant level of concern that excessive numbers of women and children live in poverty with little hope of achieving economic independence and financial security. Contributors also referred to the inadequacy of social assistance provided to beneficiaries, with particular concern for those likely to remain long-term beneficiaries, including sole parents and women with disabilities. For these groups, achieving long-term financial security, including adequately providing for retirement, was not considered possible. It was also noted that perverse incentives exist within the social assistance regime, with benefit abatement rates providing a disincentive for beneficiaries to undertake paid work to supplement their benefit.

Contributors considered poverty a concern for families. Specifically, it was expressed that, in the absence of two incomes, many families would be living in poverty and that the economic demand for both parents to be in paid work placed excessive strain on overall family well-being.

### **Education and skills**

Contributors noted that fostering women's participation in higher education and skill development is critical to their future economic autonomy. Particular reference was made to a perceived tendency for women to be under-represented in post-graduate tertiary studies and in areas of study that lead to higher incomes such as engineering, medicine (excluding nursing), and some sciences. Contributors indicated a range of factors contributing to this, including:

- the relationship of occupations such as nursing and teaching with women's nurturing qualities
- traditional attitudes and expectations that influence women's and girls' occupational aspirations
- institutional barriers, such as the lack of female tertiary staff and students in, for example, engineering and science faculties.

There was also a significant body of opinion that training and skills development should be geared towards 'real training for real jobs'. Some contributors viewed government-funded training programmes as 'time fillers' rather than opportunities to train for work.

Many contributors stated that women acquire many skills through unpaid work, but these skills and experiences are not recognised or valued in the labour market.

## **Student loans**

Within the context of tertiary education, there were also high levels of concern about the long-term and inequitable impact of the Student Loan Scheme on women. Two key issues were:

- the effect on women's long-term financial position and security
- the effect on women's reproductive health.

In terms of financial position and security, several compounding factors were perceived to impact inequitably on women. Aligned with the tendency for women to pursue training for traditionally female-dominated occupations, and the associated lower level of income those occupations attract, contributors noted that women take relatively longer to repay student debt. This is when training for occupations such as nursing is for a similar or longer duration than training for male-dominated occupations. It is similarly exacerbated when the trainee meets the training costs for those occupations (such as nursing), but the future employer meets the training costs in some male-dominated occupations (such as policing).

Contributors also noted the impact of women's future working patterns on their debt repayment period. It was noted that women, in response to family and community responsibilities, tend to move more fluidly between paid and unpaid work. As a result of periods dedicated to unpaid work, women incur both greater levels of compounding interest and longer debt repayment terms. Alongside future pay inequity, these factors were considered to significantly affect women's ability to service student loans.

In the longer term, these effects were seen to disadvantage women in terms of their ability to accumulate reserves to purchase a home or make private provision for retirement. Students in particular noted that they were the only segment of the population that had to borrow to meet their basic physiological needs. There was a commonly held opinion that these financial impacts on female students were significant in their decision to delay childbirth until they were more financially secure.

## **Pay equity**

One of the most consistently expressed concerns regarding women's economic sustainability was with respect to pay equity. Contributors consistently stated that women have yet to achieve pay equity, and noted that this relates to: equal pay for work of equal value; like conditions between similar occupations typically filled by men and those typically filled by women; and equal opportunities in the workplace. Contributors supported the government's inclusion of pay equity on its current policy agenda.

## **Workplace equality**

There was a significant body of opinion that there is a need for greater efforts to achieve workplace equality for women. Several issues were raised within this context. The most common problem was the need to provide support for women who, by choice or from need, balance paid work with family and community responsibilities. Contributors noted that these women have particular needs that demand, for example, flexible working arrangements and access to affordable, quality childcare. Contributors raising these issues had mixed views as to whether this level of support should be driven by the government or individual employers.

A further set of issues associated with workplace equality centred around women's career progression. Contributors commented that the 'glass ceiling' continues to exist and is manifested in the under-representation of women in management and decision-making roles. This was seen to impact both on women aspiring to higher level positions, and on the wider female workforce, which is lacking in women managers to mentor other women, nurture their careers and bring women's perspectives and interests into the wider management decisions that define an organisation's working environment.

It was also noted that women are not afforded the same terms and conditions of employment as men. This was raised within the context of women being more likely than men to hold one (or more) part-time positions. There was a perception that part-time terms and conditions (especially pay rates, leave conditions, access to employer superannuation schemes and the impact of the secondary taxation regime on women holding multiple part-time positions) are not, even on a pro rata basis, as advantageous as full-time terms and conditions, so women are disproportionately disadvantaged.

### **Casualised labour**

There was a high level of concern about women, through economic need, being forced into casualised jobs. This concern was expressed most strongly by tertiary students, who noted that their extreme financial circumstances demanded participation in the casualised workforce and that this had consequential impacts on their ability to maintain and complete their studies.

### **Women in business**

Many contributors expressed a view that women possess inherent talents for enterprise, but their ability to enter into business is constrained by lack of access to business finance and other business services. There was a strong call for interventions that would encourage women to participate in the enterprise economy.

### **Valuing women's contributions to families and communities**

There was a strong emphasis on the importance of family values to the social fabric of the country. Contributors noted that women take principal responsibility for caring for families and make significant contributions to their wider communities. It was felt that it is women who ensure New Zealand's social sustainability. However, there was also a significant body of opinion that these contributions are under-recognised and under-valued. Contributors argued that the country's social sustainability is as important as its economy, and in many cases argued that women's contributions should not only be recognised and valued, but also rewarded.

Overall, contributors reflected that the choice of participating in the paid or the unpaid workforce should rest with individual women. However, economic necessity often precluded this choice. It was felt that women should be supported to allow them to make this choice, with access to adequate resources to enable them to prioritise family commitments, or access to adequate services to enable them to prioritise paid work commitments.

### **Government and community solutions**

#### **Partnerships to achieve community level economic development**

There was a significant body of opinion that believed the government and communities needed to work more closely together to achieve sustainable economic development at the community level. Contributors proposed two key strategies: first, that the government recognise and resource partnership arrangements with non-government organisations and iwi or Māori groups; and secondly, that the government focuses its economic development efforts on community-level economic development. Within this context, contributors particularly noted the adverse community-level impact of some government decisions, for example factory closures as a result of a lack of tax incentives for off-shore companies to maintain New Zealand based operations.

#### **Service delivery**

Contributors consistently advocated for more appropriate and responsive service delivery across a range of government services. The key solutions proposed revolved around front-line service delivery. Contributors considered that front-line staff need to be better informed about client entitlements to the services they deliver (with particular references made to WINZ and StudyLink staff), and more sensitive and responsive in the delivery of services. As some discussions centred around the responsiveness of StudyLink and student loan disputes, contributors proposed a 'Student Ombudsperson' be established. There was also a call from Māori contributors for more emphasis on 'by Māori for Māori' service delivery.

## **Access to information**

There was a strong view that women's economic circumstances would be enhanced by their improved access to information about economic opportunities and income related entitlements. Proposals included media campaigns, mentoring and business networking, and greater access to information from both the public and private sectors.

## **Taxation regime**

Across a range of issues, contributors put forward proposals that would have implications for the taxation regime. These proposals were geared towards a more equitable distribution of wealth and included:

- no or very low taxation rates for very low-income earners
- higher marginal taxation rates for high-income earners
- incentives, including tax rebates or credits for unpaid work
- full tax deductibility for childcare costs
- reviewing the secondary taxation regime to provide for secondary tax to become applicable only after the first 40 hours of work per week (regardless of how many part-time jobs an individual held)
- scope to register relationships as partnerships for taxation purposes to enable income splitting between wage earning and non-wage earning partners.

## **Universal basic income**

A universal basic income (UBI) was considered a means of providing a level of financial security to all New Zealanders. Given their financial circumstances women would disproportionately benefit from a UBI. Proposals ranged from supporting wide-ranging public debate to implementing a UBI.

## **Family benefits**

There was a high level of support for the reintroduction of the Family Benefit, to be paid to the principal caregiver of qualifying children. Some contributors supporting the Family Benefit also recommended that it should be able to be capitalised for home deposit assistance.

## **Benefit regime**

There were high levels of support for changes to the social assistance benefit regime. It was considered that beneficiaries, particularly long-term beneficiaries, are not able to maintain an adequate standard of living or achieve financial security. Specific proposals included:

- increasing benefit levels to reflect the cost of living
- improving processes to ensure beneficiaries' full access to benefit entitlements
- reviewing the benefit abatement rates so the benefit regime encourages rather than discourages participation in the part-time paid workforce
- removing benefit stand-down requirements and providing relocation assistance to support women leaving situations of domestic abuse.

## **Life skills training**

Some contributors emphasised the link between women's economic and social circumstances. It was argued that mothers living in poverty may be ill equipped to provide their children with the necessary social skills to break the cycle of poverty, and that training in budgeting and money management, parenting skills and more general life skills should be provided through schools.

## **Matrimonial property**

Some contributors considered women to be economically disadvantaged when matrimonial property is split between spouses terminating their relationship. These contributors proposed that children should be considered as a unit (or units) in the distribution of matrimonial property.

## **Education and skills**

Central to the proposed solutions associated with education and skills was ensuring universal accessibility of education and skills development to all women. Contributors consistently advocated removing or reducing tertiary fees. There were also some calls for universal access to student allowances. Several contributors commented on the under-representation of women in some occupational groups, and recommended an increased emphasis on, and in some cases gender based quotas for, apprenticeship schemes. In addition, they suggested broadening the eligibility criteria for training incentive allowances.

## **Student loans**

The Student Loan Scheme was widely commented on. In most cases, the central issue was that student loans create financial barriers to the accessibility of higher education and have long-term impacts on women's financial security.

Almost all contributors commenting on student loans advocated strategies to reduce student debt. Specific proposals included:

- removing student loans and returning to a fully funded higher education system
- bonding students to New Zealand based work for a specified period. In this context, contributors made repeated reference to the effect of student loans on graduates' decisions to leave New Zealand, and the subsequent impact on New Zealand's overall skills profile and economic growth
- recognising the different working patterns of women, which arise principally as a result of women responding to family responsibilities, by stopping interest accumulating on loans while women take time out of the paid workforce to bear and raise children.

## **Transition to the paid workforce**

There was some support for more investment in supporting women's transition to the paid workforce. Specific proposals were associated with supported employment for women with disabilities and transition assistance for beneficiaries entering the paid workforce.

## **Pay equity**

Pay equity was a high priority for contributors. Contributors noted, and appreciated, the return of pay equity to the policy agenda and existing equal pay legislation, but expressed significant concern that pay equity was still not being achieved. Specific proposals centred around:

- reviewing existing legislation, with specific attention to legislative compliance. Contributors considered compliance should be driven by the results of monitoring rather than by the court, as court-driven interventions were a costly and time-consuming means of achieving statutory rights
- the public sector demonstrating leadership in implementing pay equity and being subject to pay equity audits
- developing processes to establish pay relativity between the public and private sectors
- establishing a pay equity authority.

## **Workplace equality**

Contributors put forward several proposals to address issues associated with workplace equality, including:

- promoting women's participation in emerging industry, particularly information and communications technology and biotechnology

- ensuring more effective representation of women in leadership and decision-making positions
- supporting the private sector to provide family-friendly workplaces, with a particular focus on flexible working arrangements and affordable, quality childcare
- providing services to enable women to choose to undertake paid work, with a particular focus on subsidised childcare
- extending paid parental leave to all women (particularly those who are self-employed), and extending the term to up to 12 months
- promoting and providing benefits to encourage access to employer savings schemes
- providing for the transferability of terms and conditions between employers
- protecting employment continuity and terms and conditions when services are contracted out, specifically work won under contestable contracts should (in some contributors' view) protect the employment of the existing workforce with successful tenderers being required to retain staff already servicing the contract
- promoting the unionisation of female-dominated occupations and multi-employer collective bargaining
- promoting a government review of casualised labour.

## **Women in business**

Encouraging women's participation in the enterprise economy was seen as one means of achieving economic sustainability. Solutions proposed included:

- providing easier access to business finance
- encouraging business networking and mentoring.

## **Unpaid work**

Solutions to unpaid work issues centred around recognising and rewarding, in economic terms, women's contribution as the custodians of society's social fabric. Proposals included:

- a carer's allowance, similar to the UBI, paid to principal caregivers not participating in the paid workforce
- establishing an economic value for unpaid family and community related work, and rewarding those who participate in this type of work through tax credits or a 'credit card', which would enable the value of unpaid work to be drawn down on through the social assistance regime. There was also some support for including the economic value of unpaid family and community related work in the National Accounts
- establishing a post-compulsory qualification that recognises the skills acquired in raising children and participating in community work
- provision of respite care for those caring for elderly people and people with disabilities
- requirements for (particularly non-government) organisations to record and value voluntary contributions to their operations, and report on the value of these contributions in their annual reports.

## **Successful initiatives**

Contributors identified a wide range of existing and successful initiatives operating within their communities of interest.

## **Education and skills development initiatives**

- scholarship programmes for young women, with particular reference to those offered by Zonta, Women's Centres, Altrusa and Business and Professional Women (BPW)
- career motivational talks at school
- free training and educational opportunities, ranging from free tuition at the Southland Institute of Technology and some courses at Te Whare Wānanga o Aotearoa, computer training at some community libraries and courses run through Women's Resource Centres
- educational initiatives responding to women's other responsibilities, including Christchurch Polytechnic (which offers classes from 9 am to 2 pm and has a crèche), student support services at Wintec, and Stepping Stones for Women (which is a free mobilised and personalised

- employment and training scheme)
- school-business networks, specifically the Franklin Research, Education Employment and Enterprise (FREE) which provides a network for bringing local schools and businesses together to promote research, education and training in the horticulture and tourism industries
- second chance education, including the New Horizons for Women Trust, the Eastern Institute of Technology in Taradale, He Huarahi Tamariki, and Teen Parent Education at Kaiapoi High School
- educational initiatives promoting cultural retention, including Kohanga Reo, Kura Kaupapa Māori, wānanga and the Diploma for Early Childhood Education (Pasifika)
- initiatives focused on parenting and wider social skills, including Plunket's Tots and Toddlers programme, Playcentre training, Family Start and Parents as First Teachers (PAFT).

### **Employment support initiatives**

- supporting women and girls into and in employment, including Dress for Success, Out of School Care and Recreation (OSCAR) and paid parental leave
- promoting women into leadership positions.

### **Business initiatives**

- initiatives celebrating women in business, including the Māori Women's Business Awards
- business networks and business mentoring initiatives, including those delivered by the Māori Women's Welfare League, Business New Zealand mentoring service, Otago Southland Employers Association, Angel Fund and MAF Sustainable Farming Fund (which has funded Women in Farming)
- business development agencies, including the Pacific Business Trust
- field days for farming women.

### **Personal development initiatives**

- increase participation in initiatives that promote leadership, self-esteem and self-confidence, particularly YWCA courses.

### **Community initiatives**

- church based groups providing regular activities and programmes for young people, including careers advice
- Supergrans, providing a range of opportunities for older women, including computer skills and budgeting advice
- community based training programmes run through Rural Education Activities Programmes (REAP)
- information dissemination on local opportunities, especially through community radio stations, newspapers and fono.

### **Financial advice initiatives**

- initiatives promoting women's awareness of retirement savings, including work undertaken by the Office of the Retirement Commissioner, the Youth Enterprise Trust and Women in Super
- budgeting advice available through a range of providers.

## WORK-LIFE BALANCE

Repeatedly, New Zealand research has identified the tension of trying to balance work and family responsibilities as a major concern for both women and men.<sup>1</sup> With increasing numbers of women entering the paid workforce, the challenges of work-life balance commitments increase.

Women aged 41-50 significantly influenced the overall outcome of the consultation process. This age group accounted for approximately 80 per cent of the responses. The common views from all contributors regarding balancing work, family and community responsibilities follow:

- women continue to bear the major responsibility of raising families – there is a lack of recognition for that role and the fact that this responsibility should be more equitably shared with men
- women's participation in the unpaid workforce is under-valued
- women's constraints when making choices about whether to participate in the paid or unpaid workforce are unrecognised, particularly the financial constraints in relation to unpaid workforce participation, and the lack of services that support paid workforce participation
- there is not enough emphasis on the importance of families and relationships
- there is an assumption that women want to participate in the paid workforce, and that all women are in a position to choose
- women who choose to work in the voluntary sector need to be recognised for shouldering community responsibilities for those who choose not to undertake voluntary work
- having more women in leadership and decision-making positions would be one means of generating more strategies to balance work, family and community responsibilities.

### Issues

Many contributors stated that society has excessively high expectations of women, yet, at the same time, does not recognise or value the unpaid work undertaken by women. Within this context, contributors expressed the need for society, and women themselves, to lower their expectations, and for the choices women make to be respected.

The majority of contributors noted that, while achieving a balance between work, family and community responsibilities was difficult, they used specific strategies to achieve some form of balance.

Of principal importance to these contributors was the need to prioritise their commitments clearly. In many cases contributors prioritised family first, and their personal or professional aspirations (which were often unattainable) second. It was also notable that several respondents stated that due to family and work responsibilities they had reduced the level of voluntary work they were prepared to do in their communities.

Contributors noted the importance of supportive partners, families and wider networks with whom family responsibilities could be shared. In addition, a range of community sector organisations providing support services (particularly Plunket and PAFT) were seen to provide invaluable assistance, as were employers who provided flexible working arrangements.

Contributors noted that women facing multiple responsibilities are adept at planning and prioritising, effective time managers, and able to multitask. However, despite these abilities, there was a consensus that responding to multiple responsibilities requires hard, and often unrecognised and unrewarded, work. This was seen to be even more so for single mothers and women with disabilities.

Several contributors stated they were unable to balance the multiple responsibilities of work, family and community. These contributors noted the barriers to achieving this balance included:

- overly high expectations from their families and wider society
- a lack of shared responsibility for raising their families

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<sup>1</sup> Anne Else (1996) *False Economy*. Auckland: Tandem Press. (a summary of research on this issue)

- financial constraints that limited their choices.

## **Government and community solutions**

### **Attitudes**

Contributors raised several points related to attitudinal change that, if it occurred, would make achieving a work-life balance easier, including:

- overcoming gender stereotyping – a work-life balance should be an aspiration of the wider society, not just women
- shifting men’s attitudes so they expect to share more equitably in community and family responsibilities, for example by implementing parenting programmes for men
- lowering society’s expectations of women
- recognising, valuing and rewarding women’s unpaid contributions to their families and communities
- educating women not to accept inequality
- improving the dissemination of information about services available to support women
- promoting an attitudinal change to the excessive expectations society has of women.

### **Government policy and processes**

Contributors proposed that the government, with respect to government policy and processes:

- advance the Department of Labour’s work on the work-life balance
- establish an inter-departmental group to monitor progress on the women’s Action Plan.

### **Work related support**

Contributors identified options to support working women. While some of these options are specific to the paid workforce, some relate equally to the unpaid workforce. Options included:

- access to affordable, quality childcare, including subsidised or state-funded childcare, childcare tax deductibility, providers offering longer hours for childcare, and incentives for employers to provide on-site childcare facilities (this was the most frequently raised issue by all contributors)
- flexible working arrangements, including options for working from home, job sharing, a shorter working week, and more flexible leave provisions
- pay equity to ensure women’s choices about participating in the paid workforce are not driven by pay inequality
- extending the eligibility for paid parental leave to self-employed women (particularly farmers and contract workers)
- financially recognising the work women undertake in their families and communities
- employers recognising that the skills women acquire through unpaid work can be imported into the workplace.

### **Family related support**

Contributors identified options to support women in their role as principal caregivers. In addition to the options identified above (for example, changes to childcare arrangements), contributors suggested:

- incentives for women to care for children at home, which would tangibly recognise the role of mothers, and would assist in their achieving a better work-life balance
- rewarding behaviours that lead to stable families rather than ‘propping up poor life choices’
- a wider range of funded activities for children
- valuing support provided by community organisations, provision for more visits from support service workers and for more whānau workers, and more secure, ongoing funding for these organisations
- recognising and valuing diverse family structures more explicitly (with particular reference made to recognising lesbian relationships in policy development)
- greater financial security, including introducing a universal basic income, and ensuring high enough income levels so women can purchase additional home help

- better access to transportation
- improving access to affordable, quality childcare, including state-funded childcare, subsidies for childcare, and full tax deductibility of childcare costs
- promoting shared responsibilities within families, including funding parenting programmes
- focusing more specifically on family well-being and relationships/whanaungatanga.

### **Paid employment**

- provide incentives (or regulate for) employers to provide family-friendly workplaces and flexible working arrangements and leave provisions
- promote a shorter working week
- extend the eligibility criteria for paid parental leave to all women, and increase the paid parental leave term
- provide more flexible training and skills development opportunities for women returning to the paid workforce, and a three-year universal entitlement for women to access free tertiary education
- strengthen the equal employment opportunities provisions of the State Sector Act 1988 and enforce equal employment opportunities requirements.

### **Income**

- enforce pay equity
- provide more flexibility across benefits and entitlements
- provide income relief, including reintroducing the Family Benefit and introducing a UBI and relief for large families.

### **Unpaid work and voluntary sector**

- provide more funding for voluntary sector organisations delivering social services
- recognise that work and family responsibilities decrease the availability of volunteer workers
- recognise, value and financially reward voluntary workers.

### **Personal support**

Contributors also noted a few options for support directed to their own individual needs and development, including:

- availability of role models, mentors and women's networks to support them as individuals
- encourage women to participate in sport and recreational activities to develop more healthy lifestyles
- access to free training and skills development, particularly for those re-entering the workforce following time out to raise families.

### **Successful initiatives**

Contributors identified a range of successful initiatives in communities helping women balance family and other responsibilities. Most contributors identified access to quality childcare arrangements and flexible employment conditions as key successful initiatives, although the providers of these services were not always identified. However, several specific providers, programmes and services were identified as successful initiatives.

### **Initiatives for carers and families**

- Plunket 'time-out for mums'
- Playcentre 'baby sitter roster'
- OSCAR
- rest home occupational therapy, which provides carers with respite
- Mahi-a-whānau provided by the Māori Women's Welfare League
- free concert programmes offered by the Christchurch City Council
- Parent Aid
- Take-a-Kid-Fishing in Waitara
- Biodiversity programmes replanting native trees
- marae based wānanga

- Niue pre-school.

### **Work and business related initiatives**

- paid parental leave
- equal employment opportunities
- Black Pearl Awards.

### **Personal assistance initiatives**

- counselling and communication skills offered in Māori boarding schools
- counselling offered through Plunket and the Cannons Creek Fanau Centre
- social workers in schools
- Zonta scholarships
- the mentoring programme offered through the Southland Employers Association
- the Dorothy Hodgkins Fellowship, which offers three-year research funding
- the Angel Fund, which provides interest-free loans to women who need social assistance
- leadership resources through PACIFICA
- published information on activities and services available in Christchurch.

### **Provider initiatives**

- the Māori Women's Welfare League
- the St John's Ambulance
- the Presbyterian Support Services
- the Salvation Army
- Plunket
- Women's Resource Centres
- the Matamata Women's Club
- the YWCA.

## **WELL-BEING**

Well-being and good health are fundamental for a productive workforce and for enjoying life and social interaction: poor health and social outcomes often correlate to poor economic status. The consultation process set out to gather women's views on a range of health and social issues, proposed solutions and successful initiatives. Women aged 41-50 significantly influenced the overall outcome of the consultation process. This age group accounted for approximately 60 per cent of the responses identifying well-being issues and 81 per cent of the responses identifying strategies to enhance women's well-being.

### **Issues**

A broad range of health and other social issues as well as economic, personal, and structural or societal issues were canvassed. The issues identified here are priority issues that were supported by the greatest numbers of contributors. Priority issues for specific groups of women are identified in the following section. Economic issues raised have been reported in the earlier section on economic sustainability.

#### **Health issues**

- mental health
- sexual and reproductive health
- protecting all women's right to make independent health care choices, including medication decisions, and identifying the relationship of this with a perceived lack of observance of health ethics by some health professionals
- a full assessment of adverse environmental impacts on health.

#### **Other social issues**

- addressing New Zealand's high incidence of family violence, and keeping women safe from all forms of harm
- improving access to affordable and quality housing
- improving access to support through the justice system, with particular reference to women's access to legal aid
- improving participation and achievement in all levels of education
- improving access to employment opportunities
- providing greater levels of support, including social and financial support, to single mothers.

#### **Personal issues**

- significant numbers of women having poor life and parenting skills, which was believed to be an inherited issue, arising from intergenerational cycles of disadvantage
- low levels of self-esteem
- a lack of identity, which was closely linked to the erosion of some women's cultural base.

#### **Structural or societal issues**

- the perception that for women, New Zealand can be an exclusive rather than an inclusive society
- a lack of recognition of the diversity of women
- protecting women's human rights
- improving information about, and access to, resources and services available to support women
- women, including the specific groups of women, need engagement with government.

### **Government and community solutions**

Contributors were asked to identify actions that the government and the community could take to address women's well-being. Actions identified for these priority issues are outlined below.

## **Mental health**

- inclusion of gender analysis in the development of mental health policy, and delivery of gender sensitive mental health services
- educating service providers on how to interact with people with intellectual disabilities
- provision for support for caregivers of the mentally unwell.

## **Sexual and reproductive health**

- gender sensitive service delivery
- lowering the age for free breast screening
- establishing a National Breast Feeding Committee to develop and implement a breast feeding strategy
- extended hospital stays for maternity patients
- ensuring consistency of sexuality education in schools by developing agreed standards for sexuality education and initiating Education Review Office reviews of sexuality education
- publicly funded media campaigns on sexual and reproductive health
- free sexual health services for youth, including free condoms
- continuing implementation of the Gisborne Cervical Screening Inquiry Report recommendations
- free screening for sexually transmitted infections
- legislation to resolve issues of foetal alcohol syndrome
- amending the Contraception, Sterilisation, and Abortion Act 1977 to streamline certification procedures
- retaining laws against prostitution
- eliminating any practices of genital mutilation in New Zealand.

## **Choice of medication and ethics**

- implementing the Code of Rights, particularly in relation to informed consent.

## **Family violence**

- resourcing the implementation of domestic violence guidelines for early intervention health services
- increasing resources to Women's Refuge and Rape Crisis and increasing support for women leaving situations of domestic violence
- ensuring the implementation and monitoring of *Te Rito: New Zealand Family Violence Prevention Strategy*
- encouraging more balanced media reporting about violence against women. Particular reference was made to media coverage of a homicide that was characterised as 'a botched sex attack'
- repealing section 59 of the Crimes Act 1961 (domestic discipline of children).

## **Housing**

- developing a policy to address secure and adequate housing for older people and to plan for changes in housing supply requirements due to an ageing population
- support for women facing eviction through the Tenancy Tribunal
- assistance for low-income earners to enable single women to achieve home ownership through access to co-operative housing schemes
- reintroducing the Advance for Major Home Repairs programme
- investigating the introduction of a home equity conversion scheme to provide superannuitants access to low interest loans to maintain their properties
- reviewing the criteria for access to state houses.

## **Access to the justice system**

- acting on the Law Commission's recommendations in Women's Access to Legal Services (1999)
- providing easier access to legal aid for civil matters.

## **Parenting and life skills**

- implementing a positive parenting information campaign, in conjunction with repealing section

59 of the Crimes Act 1961 (domestic discipline of children)

- funding parenting and life skills programmes
- increasing funding to community organisations that provide parenting support
- continuing education for pregnant teenagers.

## **Human rights**

- human rights education through the compulsory schooling sector
- extension of the Human Rights Act 1993 to include gender identity as a grounds against which discrimination is prohibited
- establishing an Equity Commission alongside the Human Rights Commission.

## **Access to services and resources**

- improving the quality and accessibility of information about services available to support women.

## **Successful initiatives**

In addition to a wide range of initiatives, successful services, programmes and providers included:

- Whānau-Toko-I-te-Ora and Mahi-a-Whānau delivered by the Māori Women's Welfare League
- PACIFICA
- Shakti
- Salvation Army
- Project K mentoring
- Zonta
- Life Education Trust
- Angel Fund
- Women's Refuge
- Women's Resource Centres
- YWCA
- Wellington People's Centre
- unions, including the NZEI, PPTA and NZCTU
- Schools for teenage parents
- School's Out, a lesbian, gay, bisexual and transgender programme run at Wellington High
- Outward Bound
- Age Concern's elder abuse and home visiting programmes
- Marching Grannies
- Older Women's Network
- Agender NZ, a national support group for transgender people
- Eugene Moore's training for the Army, NZ Customs Service, Police and Australian Military Forces, aimed at overcoming homophobia and transphobia of staff in those organisations
- DARE life education
- Family Start
- PAFT
- Birthright and SWAP, which offer family camps at low cost
- Plunket
- pilot project on the West Coast providing telephone access to trained nurses for medical emergencies
- breast and cervical screening
- Sisters in Health in Auckland
- ARLA, which provides literacy and other learning skills to assist people with obtaining driver licences.

## **MĀORI WOMEN**

The Treaty of Waitangi has a unique place in New Zealand society and underpins the relationship between Māori and the Crown. This special relationship and a consideration of the inequalities that exist between Māori women and other women, and between Māori women and Māori men, prompted the Ministry to obtain Māori women's specific aspirations and priorities.

### **Vision**

There was a general consensus that the vision statement for New Zealand women needed to reflect more explicitly Māori women's unique roles and rights as tangata whenua, aims and aspirations, and circumstances and needs.

Māori women articulated a vision of a society where:

*The well-being of Māori women and their whānau is achieved through their spiritual, physical, cultural, social and economic development and where women have the opportunity and autonomy to achieve their potential and life expectations.*

Within this context, Māori women focused on a society where:

- Māori women have equality with other women and with Māori men, with a particular focus on pay equity
- Māori women participate fully in society, with a key focus on participation in education and decision-making in the workforce, government and wider society
- the special role of Māori women in society is recognised and valued, consistent with the Treaty of Waitangi
- Māori women are empowered
- the government works in genuine partnership with Māori women
- mothers, and particularly sole mothers, are supported by their families, friends, community and wider society
- Māori women electing to be principal caregivers are recognised and rewarded for their contribution to society
- Māori women are safe from physical harm.

### **Priorities**

Seventy-five Māori contributors identified priority issues for Māori women. Across these contributors, the resounding priorities were health, education and housing, with high levels of support for focusing on whānau development. Other issues included:

- social equality, with specific reference to overcoming intergenerational cycles of disadvantage
- economic independence
- service delivery, with a strong call for service delivery 'by Māori for Māori'
- increasing the numbers of Māori women in leadership and decision-making positions
- building cultural identity and Māori women's self-confidence and self-esteem
- employment
- encouraging Māori women's participation in business
- safety
- sexual and reproductive health.

### **Māori Women and economic sustainability**

Fifty contributors identifying as Māori made specific comment on issues associated with economic sustainability. These comments were closely aligned to the issues raised by women generally, with a key focus on Māori women attaining economic independence.

### **Issues**

- the loss of cultural identity affecting Māori women's economic circumstances

- personal pride and self-esteem having positive effects on (particularly educational) achievement
- the government recognising and utilising the skills of the Māori Women's Welfare League, particularly as a mechanism for ensuring Māori women's input into policy development.

### **Government and community solutions**

- partnership based relationships between Māori women and the government
- 'by Māori for Māori' service delivery
- encouraging Māori women's participation in the enterprise economy
- ensuring the accessibility of, and encouraging Māori women's participation in, tertiary education.

### **Māori women and work- life balance**

Forty-one contributors identifying as Māori responded that achieving work-life balance is extremely difficult, and indicated that personal or professional aspirations are often a lower priority than other responsibilities. Contributors typically referred to the need to exercise sound time management skills, prioritise effectively and have whānau support. There was also a strongly articulated view that voluntary workers are instrumental in supporting women to meet a range of responsibilities, and that more voluntary workers would be beneficial.

### **Issues**

- greater sharing of family and community responsibilities
- there is not enough emphasis on the importance of whānau and whanaungatanga
- greater levels of support and resources for the voluntary sector and organisations contributing to whānau, hapū and iwi development to reduce the burden on individual Māori women
- valuing and rewarding Māori women's unpaid work to reduce the economic drivers for them to focus on paid work
- the need to increase earnings (including higher hourly rates and study allowances) to allow Māori women to undertake less paid work and have more time to meet other responsibilities
- increased and more flexible leave provisions enabling women in the paid workforce to better respond to family responsibilities
- enhancing access to social services, particularly affordable, quality childcare.

### **Government and community solutions**

- financially recognising, through credits in the tax system, women's voluntary work
- increasing incentives for women to choose to work in the home, and a greater overall focus on whanaungatanga
- encouraging participation in the voluntary sector, including instilling children with a sense of community responsibility by requiring some contribution by them to voluntary groups during school hours
- more funding for community and women's organisations
- incentives for employers to institute flexible work arrangements and family-friendly workplaces, and to recognise the skills acquired through unpaid work
- extending paid parental leave
- enforcing pay equity requirements
- state run or subsidised early childhood education
- improving the availability of information on social and other services to support women and families
- parenting programmes and programmes to increase men's sharing of family responsibilities
- more support for sole parents.

### **Māori women and well-being**

Forty-four contributors identifying as Māori commented on well-being issues. These were grouped into three broad areas: social well-being, cultural and personal well-being, and societal issues.

## Issues

### Social well-being

- safety, particularly the high levels of domestic and whānau violence Māori women experience
- health, particularly the high costs of accessing health services, Māori women's smoking rates, and a perceived disregard for health ethics by some health professionals
- education, particularly the need to improve Māori women's participation and achievement in all levels of education
- social services, particularly the need to improve Māori women's access.

Contributors also identified a range of other social well-being issues, most notably support for single mothers, access to the justice system and affordable housing.

### Cultural and personal well-being

- the impact of lost cultural identity on well-being
- the need for Māori women to be provided the opportunity to participate in ways that are appropriate to them
- lack of self-esteem and motivation
- multiple roles compromising women's well-being.

### Societal issues

- male-dominated decision-making
- discrimination
- non-Māori paternalism.

### Government and community solutions

- improving the quality of engagement between government and Māori
- increased funding for, and accessibility of, services delivered 'by Māori for Māori'
- increased funding for other community organisations delivering social services
- promoting more Māori women into leadership and decision-making positions, including positions on government-appointed bodies
- sharpening the policy focus on whānau well-being
- free and quality education
- longer hospital stays for maternity patients
- enhancing apprenticeship schemes and requiring six-month compulsory military training
- state-funded support for retired people to assist with caregiving.

### Barriers for Māori women

Sixty-nine Māori contributors identified barriers that need to be removed to increase Māori women's participation in society, and provided advice on how the government could help to remove those barriers. The strongest view was that the key barriers to Māori women's participation in society are low levels of self-confidence and self-esteem. Other key areas were:

- lack of partnership between Māori women and the government
- lack of autonomy over their own affairs
- inequality and racism
- traditional cultural barriers to full participation in society, including expectations that they are principally responsible for family obligations
- lack of financial independence
- barriers to Māori women's participation in education, including financial barriers to tertiary education and less than positive educational environments
- under-representation of Māori women in leadership and decision-making positions
- discrimination, in terms of both racial and gender discrimination. Some contributors considered a male-dominated Māori culture was a form of gender discrimination
- lack of understanding or consideration of Māori women's unique needs and aspirations
- restricted access to appropriate services and information.

## **Reducing barriers for Māori women**

- ensure Māori women's representation in all government portfolios and decision-making positions
- establish a partnership policy and plan with the Ministry of Women's Affairs to ensure a fair allocation of resources to Māori women
- introduce parallel development systems and ensure Māori women's unique needs and aspirations are recognised and catered for in government interventions
- remove tax related barriers to financial independence, address benefit dependency, and focus on the Māori economic resource base
- educate the public on Māori women's needs and aspirations, and ensure Māori women are fully consulted in the development of policies that affect them.

## **Developing the government's relationship with Māori women**

- public education on the Treaty of Waitangi
- sustainable development strategies between iwi, hapū and the government
- a greater focus on social and economic equality
- recognising Māori-driven indicators of wellness, including hauora, taha wairua and hinengaro
- more recognition of, and funding for, locally initiated development projects
- a greater level of government engagement with the Māori Women's Welfare League
- more Māori women on government-appointed bodies
- more effective dissemination of information to Māori women.

## **Effective initiatives and organisations**

- Māori practice models
- marae based service delivery
- 'by Māori for Māori' service delivery, including Māori health providers and Māori educational institutions (Te Kohanga Reo, Kura Kaupapa Māori, wānanga and Māori boarding schools)
- educational initiatives, including Kohanga Reo, Māori language schools, wānanga, the Huntly Māori campus, on-campus support for Māori women, second chance education and culturally effective teachers
- health initiatives, including Māori health providers, He Oranga Poutama delivered by Sport and Recreation New Zealand, and the Patient Rights Advocacy Service in the Waikato
- training programmes delivered by the YWCA in Christchurch
- the Māori Women's Welfare League programmes delivered by the League, including Mahi-a-Whānau, and business initiatives delivered by Māori Women's Development Inc (MWDI)
- Mana Wāhine programmes
- mentoring programmes, particularly those delivered by the YWCA
- Women's Refuge.

Contributors also commented that mainstream observance of partnership, protection and participation principles is instrumental in the delivery of effective services to Māori.

## **SPECIFIC GROUPS OF WOMEN**

### **Vision statements**

#### **Pacific women**

*Women achieve their goals and look towards the future with self-respect and confidence.*

*Pacific women take control of their own destinies and have a strong influence over the future development of their families.*

*Opportunity, choice, participation and equity exist for Pacific women and their families.*

Within this context, Pacific women focused on a society where:

- Pacific peoples' family values are recognised and respected
- the cultural heritage of Pacific communities is accessible
- the role Pacific women play in their families and wider community is recognised and valued
- Pacific women participate in all aspects of decision-making and society
- Pacific women are safe from harm.

#### **Migrant and refugee women**

*Women have rights of equal opportunities and participate more actively in the running of New Zealand society.*

Migrant and refugee women also noted the effect of the separation of families arising from migration, and the particular circumstances of family members resident in refugee camps. Within this context, migrant and refugee women focused on their aspirations to reunite families.

#### **Low-income women**

*All women are able to choose to participate fully in society.*

Within this context, low-income women focused on a society where:

- services are affordable and accessible
- there is a lower expectation of participating in full-time paid employment, and greater recognition is placed on the other contributions that women make to society.

#### **Rural women**

*Women participate fully in the life and decision-making processes in the home, community and country, and achieve equity.*

Within this context, rural women focused on a society where:

- the role of rural women in their families and communities is recognised and valued
- the diversity of women is recognised and valued
- resources and services are more accessible
- the natural environment is protected
- women are safe from harm.

#### **Women with disabilities**

*All women have equal access to, and participate in, all levels of society.*

Within this context, women with disabilities focused on operationalising the New Zealand Disability Strategy, promoting the participation of disabled women in order to improve their quality of life, and valuing families, whānau and people who provide ongoing support to women with disabilities.

## **Economic sustainability**

Women with different ethnic backgrounds, rural women, low-income women and women with disabilities expressed similar views, emphasising different aspects depending on the particular population group to which they belonged. A summary of these views is presented below:

### **Pacific women**

#### **Issues**

Thirteen contributors identifying as Pacific women made specific comment on issues associated with economic sustainability. These comments were closely aligned to the overall issues raised.

Reference was made to the negative impact of losing one's cultural identity, and the potential for high self-esteem to affect Pacific women's economic circumstances positively. In addition, Pacific contributors raised issues associated with:

- information dissemination, particularly careers information and information showcasing successful Pacific women in business
- the impact of the taxation regime on large, low-income families.

#### **Government and community solutions**

Twelve contributors identifying as Pacific women commented on strategies to address issues of economic sustainability. Proposals put forward by Pacific women were aligned with the overall proposals above, but emphasised:

- the need for better quality research, including research about the differences between different Pacific cultures, and how Pacific women access and use existing education and economic development programmes
- support for community based economic development and educational organisations
- better access to information, including promoting role models and mentoring programmes
- providing greater income assistance for women in the home, including proposals for a basic wage, Family Benefit and childcare support
- reviewing the impact of the taxation regime on large families, particularly those with low incomes
- promoting the appointment of Pacific women to leadership and decision-making positions
- providing free education.

### **Migrant and refugee women**

#### **Issues**

Four identifiably migrant or refugee women commented on issues associated with economic sustainability. The issues raised by these contributors included:

- the skills and qualifications gained in these women's countries of origin often not being transferable to New Zealand
- the above point combined with migrant or refugee women's husbands often being unemployed, resulting in women being forced to undertake casualised jobs (with many of these jobs paying below the minimum wage)
- the need for special assistance to help them gain skills for the New Zealand labour market (such as English language skills)
- the lack of extended family structures to support them in balancing work and family commitments.

#### **Government and community solutions**

Five identifiably migrant or refugee contributors commented on strategies to address issues of economic sustainability. Proposals from these contributors focused on:

- reducing the cost of education, particularly tertiary education
- easing access to work permits for migrant women who have been abandoned but are without residential status
- recognising and funding voluntary work, particularly the work of interpreters

- resourcing partnerships between the government and community organisations to ensure migrant and refugee interests are considered on an ongoing basis.

## **Low-income women**

### **Issues**

Nine contributors who were identifiably representing, or were, low-income women made specific comment on issues associated with economic sustainability. These contributors' comments focused on:

- the particular challenges faced by female offenders, in prison and on release, in terms of poor literacy and numeracy skills affecting their income-earning ability, an inability to access affordable childcare, and financial difficulties when re-establishing households
- inadequate benefit levels provided under the social assistance regime. Aligned to this, comments were also made about the disincentives existing within the social assistance regime, including the benefit abatement rate and the domestic purposes benefit being an incentive for partners to live separately
- the importance of education and skills development
- women outside the paid workforce needing additional support to facilitate their re-entry into that workforce
- vulnerability in the workplace. Particular concerns were the prospect of losing their jobs which constrained their ability to raise family and cultural needs with employers, and their vulnerability to casual work
- being particularly affected by the costs of working, including the costs of childcare, public transport and education
- being unable to make private provision for retirement.

### **Government and community solutions**

Eight contributors who were identifiably representing, or were, low-income women commented specifically on strategies to address issues of economic sustainability. Proposals from these contributors focused on:

- increasing women's real income levels, including reviewing benefit abatement rates, providing subsidies for childcare and providing a universal basic income
- improving access to services, particularly free education and training opportunities, and benefits and entitlements improving employment opportunities, including extending the eligibility criteria for training incentive allowances to include those on the unemployment benefit and those undertaking voluntary work, supported employment and career development support.

## **Rural women**

### **Issues**

Fourteen contributors who were identifiably from rural locations commented specifically on issues associated with economic sustainability. The issues raised by these contributors were closely aligned to the overall issues outlined above. In addition, they raised the following specific issues:

- education, training and affordable social services are less accessible to women living in rural circumstances
- the rural school bus service places particular stresses on rural women and children, both in terms of the time required to drive children to and from the bus stop limiting the amount of time women have available for work (on the farm), and the excessive length of the school day for young children required to travel to school
- under-funding of rural schools requiring parents to fundraise to meet school funding requirements, limiting the time those parents have available to work
- employment opportunities in rural areas being limited to lower paid work
- the compliance burden of the regulatory regime for small business
- the need for across-government co-ordination of efforts in rural communities.

### **Government and community solutions**

Eleven contributors who were identifiably from rural locations commented specifically on strategies to address issues associated with economic sustainability. These contributors focused on strategies to:

- increase the accessibility of educational opportunities and skills development to rural communities, including more flexible funding arrangements for rural schools, more support for sole charge schools, tax relief for rural workers sending children to boarding school, and universal access to student allowances including pro rata allowances for part-time study
- distribute the nation's wealth more equitably, including lowering tax rates on low incomes, increasing marginal rates and reinstating a universal family benefit.

## **Women with disabilities**

### **Issues**

Ten contributors who were identifiably representing, or were, women with disabilities, commented specifically on the issues associated with economic sustainability. While these contributors' views were not inconsistent with the overall issues raised, they focused more sharply on:

- a desire for an inclusive society enabling the full and active participation of women with disabilities, and positioning them to achieve economic sustainability
- societal barriers and attitudes fostering stereotypical attitudes about women with disabilities being one of the key factors contributing to the labour market discrimination experienced by women with disabilities
- a perceived over-representation of women with disabilities in low-income brackets, in part due to the high numbers of women with disabilities whose income is derived from social assistance benefits. Within this context, contributors noted the inadequacy of social assistance provided to women with disabilities, with particular reference to the hidden costs of being disabled and the higher likelihood of life-long benefit dependency. These factors were seen to limit women with disabilities' capacity to save, become home owners or make private provision for retirement
- the benefit abatement rate discourages rather than encourages participation in the paid workforce
- a desire for the opportunity to participate in the paid workforce, including more accessible education and training and supported employment.

### **Government and community solutions**

Six contributors who were identifiably representing, or were, women with disabilities, commented on strategies to address issues associated with economic sustainability. Proposals from these contributors focused on removing disabling barriers to the full participation of disabled women, including:

- access to free education, including support for transportation to educational institutions, special equipment and personal support requirements (such as note takers) and accessible buildings and environs
- supported employment.

## **Work-life Balance**

### **Pacific women**

#### **Issues**

Ten contributors identifying as Pacific women considered that achieving a work-life balance is difficult, mainly due to the high expectations that families and communities have of Pacific women. However, contributors also noted the need for family and community support, and the importance of incorporating traditional values into everyday life. Personal and professional aspirations were considered secondary to family responsibilities. Responses focused on:

- increasing societal acceptance that participation in the paid workforce should be a choice rather than an expectation
- increasing collective responsibility for family and community obligations
- higher income levels to enable women to choose their priorities and to purchase support
- improving information about, and use of, support services
- improving access to affordable, quality childcare and funded activities for children
- more flexible employment practices, including working conditions and employer recognition of skills acquired through unpaid work
- extended paid parental leave
- more Pacific women in leadership and decision-making positions, and for those women to be nominated by the Pacific community rather than by the government.

#### **Government and community solutions**

- state-funded parenting programmes
- income relief for large families
- enforcement of pay equity
- access to support and income relief for those caring for dependants at home
- improved information about, access to, and funding for, social services, including housing, and improved interface with WINZ
- subsidised childcare
- more flexible study options, including study from home and apprenticeship schemes.

### **Migrant and refugee women**

#### **Issues/Government and community solutions**

One contributor who was identifiably a migrant or refugee worker responded to the questions associated with work-life balance. This contributor considered that women need to align their priorities with their family needs by, for example, encouraging their children to become interested in their mothers' community work. This contributor also considered there was a need for the public to be educated on, and to support, women's roles.

### **Low-income women**

#### **Issues**

Eight contributors, who were identifiably low-income women, stated that their financial circumstances precluded their achievement of personal or professional aspirations. They also noted that their families have high expectations of them, and that they prioritise family responsibilities over work or community responsibilities. These contributors focused on:

- greater financial security
- access to affordable childcare (including support and childcare for children aged over 14 with disabilities)
- financial rewards for voluntary work
- financial incentives for work within the home
- greater input from their families.

#### **Government and community solutions**

- providing state-funded childcare
- providing more funding for support services, such as Plunket and midwifery services
- focusing WINZ case workers on the long-term unemployed, and reduce their case load so they can provide intensive and more effective support to their clients
- promoting shared responsibility for families.

## **Rural women**

### **Issues**

Eight contributors who were identifiably from rural locations noted that achieving such a balance was becoming increasingly difficult, in part due to the changing nature of rural communities, and in part due to societal demands and expectations. Specific issues included:

- additional challenges due to isolation from services and networks which invariably compromise personal aspirations
- increasing financial pressure to be involved in the paid workforce (including as self-employed farmers) resulting in rural women's lower participation in voluntary work in rural communities
- the value of work undertaken by rural women not being recognised, for example one woman considered to be 'not working' when responsible for administering a \$2 million farm
- inaccessibility of childcare in rural locations meaning children are taken to work on the farm.

### **Government and community solutions**

- greater accessibility to support services and childcare
- less societal emphasis on paid workforce participation
- recognition and financial reward for the services of volunteers
- family-friendly workplaces
- greater sharing of family responsibilities
- improved access to transportation and communications
- improving rural women's working conditions, including ensuring an equitable entitlement to paid parental leave for women working on farms, tax incentives for businesses providing family-friendly workplaces, and more flexible work arrangements and leave provisions
- tax incentives for employers to release staff on full pay to participate in voluntary work
- subsidised childcare costs, including allowances for a family carer
- encouraging women to participate in sport and recreational activities to develop more healthy lifestyles
- educational resources and opportunities for women transitioning back to the paid workforce
- realistic funding for community and voluntary sector agencies
- reducing the time burden involved in resource management applications, as it was considered rural women are disproportionately high participants in resource management processes.

## **Women with disabilities**

### **Issues**

Contributors who were identifiably representing, or were, women with disabilities noted that, contrary to popular opinion, women with disabilities participate in society just like other women, and are not simply the passive recipients of care. They stated that achieving a work-life balance takes hard work and demands that their personal aspirations are secondary to other responsibilities. These contributors suggested the following measures to improve their circumstances:

### **Government and community solutions**

- more flexibility in the disability allowance
- broadening the criteria for Specialist Education Services (SES)
- reintroducing the Family Benefit
- greater access to affordable, quality childcare, including care for children with disabilities aged over 14
- offering incentives to employers who employ part-time or job-share workers
- more funding for community services, such as Plunket and PAFT.

## **Well-being**

### **Pacific women**

#### **Issues**

Thirteen contributors identifying as Pacific commented on the main well-being issues facing women.

- significant responsibility for overall family well-being and allocating limited resources within large families
- care and isolation of elderly people
- a need to focus on strengthening the family unit and cultural values
- support for single mothers
- the impact of gambling
- income pressures, which demand older Pacific people assume care-giving roles
- information about, and access to, social services
- lack of recognition of, and treatment for, mental illness
- lack of recognition, and use, of services to support people with disabilities
- sexual and reproductive health
- health ethics
- violence within the home
- employment opportunities
- housing for large families
- male-dominated decision-making
- media racism.

#### **Government and community solutions**

- income relief for low-income families with dependants
- increasing the funding for, and availability of, Pacific services providing appropriate and accessible care for Pacific women
- improved information on, and access to, services and support available for caregivers
- affordable, quality childcare
- retention of laws against prostitution, as Pacific women need employment in 'real jobs'
- increasing the length of hospital stays for maternity patients.

### **Migrant and refugee women**

#### **Issues**

Five contributors who were identifiably migrant or refugee women commented on the main well-being issues facing women.

- access to education
- English language literacy
- access to social services
- mental health, including access to support for those with mental illnesses
- safety from harm
- the breakdown of family units as a result of family members living in refugee camps
- lack of recognition and acceptance of cultural values and practices
- erosion of cultural values and practices
- discrimination.

#### **Government and community solutions**

- review the Refugee Family Reunification Quota as some ethnic groups consider it does not meet their communities' needs
- within the context of the family reunification policy, dedicated New Zealand Immigration Service officials working directly with refugee families
- bi-lingual teachers to ensure both English language literacy and maintenance of first languages
- a wider acceptance among public officials and the wider community of ethnic specific values and practices

- consider an inquiry into (principally farm dwelling) ethnic women being prevented from having external contact by their husbands.

## **Low-income women**

### **Issues**

Eight contributors who were identifiably low-income women commented on the main well-being issues facing women.

- access to free health care
- discrimination against people with disabilities
- access to quality housing
- wider educational opportunities, including adult education and upskilling
- family violence
- access to information on available support services
- racism and sexism.

### **Government and community solutions**

- support for access to special education
- reduced class sizes
- ensuring all schools have access to social workers
- legislation against smacking children
- advance work to ensure low-income women have access to adequate retirement income.

## **Rural women**

### **Issues**

Fourteen contributors who were identifiably from rural locations commented on the main well-being issues facing women, including:

- lack of services and infrastructure in rural communities
- education, including improved distance education
- a range of health issues, with particular references to public health, mental health, sexual and reproductive health, and the distance of rural women from health professionals and specialists
- housing supply in rural communities
- violence towards women
- gender discrimination
- lack of self-esteem and assertiveness.

### **Government and community solutions**

- improving the infrastructure in rural communities, including public transportation, parks, street lighting, roading and footpaths
- legislation to prevent water suppliers shutting off residential water supply
- increasing funding for rural schools
- mobile health clinics or assistance for travel to health professionals
- lowering the age for free breast screening
- gender sensitive services for women with acute health related problems (including alcohol and drug related and mental health problems), which allow for children to reside with the mother during treatment
- government home mortgages for low-income women
- halting proposals to legislate for free access to privately owned land.

## **Women with disabilities**

### **Issues**

Eleven contributors who were identifiably representing, or were, women with disabilities, commented on the main well-being issues facing women.

- discrimination
- the lack of human rights protection

- the need to remove disabling barriers from society
- freedom of choice over health care, particularly the sexual and reproductive health of women with intellectual disabilities
- safety from family and carer violence, and safety from other forms of harm
- mental health
- access to sporting activities
- access to affordable and appropriate housing
- support for disabled parents
- equitable access to services and resources.

### **Government and community solutions**

- initiating a disability awareness campaign, with the view to building a more inclusive society
- educating service providers, including medical professionals and public transport workers, about how to interact with people with disabilities
- encouraging and promoting empowerment, choice and self-determination among women with disabilities
- ensuring the full implementation of the New Zealand Disability Strategy
- reviewing the Ministry's gender analysis framework, to ensure it is inclusive of women with disabilities
- passing legislation to prevent employers exploiting women who are trying to remain in the workforce
- recognising arthritis as a major health issue, and conducting research accordingly
- longer hospital stays for maternity patients
- inclusion of gender analysis in the development of mental health policy and delivery of gender sensitive services
- increasing the health budget in relation to serious illness and decreasing surgical waiting lists
- more funding for Plunket
- ensuring advocacy and redress for harm caused by professionals
- reviewing prostitution laws to make it criminal for men to purchase sex from women and children
- reviewing the criteria for SES eligibility to ensure SES services are available to all those in need
- assistance to attend parenting and life skills programmes
- greater access to home help
- reviewing the basic wage.

## APPENDIX 1: CONTRIBUTORS

The organisations and individuals who made written submissions on the discussion document, *Towards an Action Plan for New Zealand Women*, which was circulated for public comment between December 2002 and March 2003, and who gave permission for their names to be released are listed below.

### Submissions:

Type	Details may not be released	Details may be released	Total
Individual	15	115	130
Organisation	7	130	137
<b>Total</b>	<b>22</b>	<b>245</b>	<b>267</b>

## Organisations and groups

Written submissions were made by 137 organisations (at national and branch level) and groups, of whom 130 gave permission for their identities to be made public.

Abortion Law Reform Association, National  
Altrusa International Inc of Mana  
Angel Fund, Christchurch  
Arthritis New Zealand, National Office  
Association for Women in Sciences  
Association of Presbyterian Women, Parish and Community Department  
Association of University Staff of New Zealand  
Auckland Professionals  
Auckland Regional Public Health Service  
Auckland Women's Centre  
Auckland Women's Health Council, Auckland  
Birthright Inc, Christchurch  
Business and Professional Women, Hibiscus Coast  
Business and Professional Women, Huntly and Districts  
Business and Professional Women, Tokoroa  
Business New Zealand  
Centre for Midwifery and Women's Health Research, AUT  
Christchurch Ethiopian Association Inc, Christchurch  
Coalition for Equal Value Equal Pay  
Country Women's Institute, Marlborough Federation  
Department of Corrections, Policy Group, Wellington  
Disabled Persons Assembly, Māori with Disabilities  
Disabled Persons Assembly, New Zealand  
Disabled Persons Assembly, Southland  
Epsom Girls' Grammar, Committee  
Ethnic women  
Family Planning Association, National Office  
Federation of Women's Health Councils  
Green Party of Aotearoa  
IHC Advocacy Services  
Institute of Chartered Accountants of New Zealand, Wellington Women's Group  
Kitchen Table Women's University, Levin  
Labour Party – Women's Group, Dunedin North  
Lincoln University, women students and staff  
Lorna Kanavatoa's Niuean Group  
Māori Women's Welfare League Consultation, Gisborne  
Māori Women's Welfare League, Christchurch  
Māori Women's Welfare League, Hamilton  
Māori Women's Welfare League, Ikaroa  
Māori Women's Welfare League, Kawatiri  
Māori Women's Welfare League, Marton  
Māori Women's Welfare League, Otautahi  
Māori Women's Welfare League, Papaitaha  
Māori Women's Welfare League, Pounamu  
Māori Women's Welfare League, Rakau Te Kura  
Māori Women's Welfare League, Rata  
Māori Women's Welfare League, Tairāwhiti, Whakatipu Wāhine  
Māori Women's Welfare League, Taumutu  
Māori Women's Welfare League, Te Puna  
Māori Women's Welfare League, Waitakere  
Maxim Institute  
Mental Health Foundation of New Zealand, Wellington Office  
National Council of Women of New Zealand, National Office  
National Council of Women of New Zealand, Christchurch  
National Council of Women of New Zealand, Dunedin  
National Council of Women of New Zealand, Hamilton  
National Council of Women of New Zealand, Hibiscus Coast  
National Council of Women of New Zealand, Invercargill  
National Council of Women of New Zealand, Manawatu  
National Council of Women of New Zealand, Manukau  
National Council of Women of New Zealand, Masterton  
National Council of Women of New Zealand, Nelson  
National Council of Women of New Zealand, Wellington  
National Council of Women of New Zealand, Westland  
National Council of Women of New Zealand, Whangarei  
National Spiritual Assembly of the Baha'is of New Zealand, National Office  
Nelson Women's and Children's Refuge Services, Nelson  
New Zealand Council of Trade Unions, Women's Council  
New Zealand Country Women's Institute  
New Zealand Federation of Graduate Women, North Shore  
New Zealand Home Health Association Inc  
New Zealand Labour Party, Kirk Branch  
New Zealand Labour Party, Mt Albert Women's Branch  
New Zealand Police, National Women's Consultative Committee and EEO Liaison Officers' Network  
New Zealand University Students' Association, tertiary women's focus group  
Niue Foundation  
Niue women of St James Niue Presbyterian Church  
NZCOM Nelson Region, Nelson  
NZEI-Te Riu Roa  
Office for Disability Issues  
Pacific Women's Watch, Auckland

**PACIFICA**

**Papuni-Papuni Information Centre, Hamilton**  
**Parent to Parent New Zealand, National Office**  
**Parents and Therapists who Work with Women**  
**Parents Centre**  
**Patients' Rights Advocacy**  
**Patients' Rights Advocacy, Waikato**  
**Plunket Society, Counties Manukau**  
**Porirua City Youth Council, Porirua**  
**Presbyterian Support, National**  
**Ratonga Rauhi Trust, Māori Women's Welfare League, Te Rau Aroha**  
**Royal New Zealand Plunket Society, National Office**  
**Rural Women New Zealand**  
**Salvation Army NCW Co-ordination Council, Wellington**  
**Service and Food Workers Union**  
**Shakti Asian Women's Centre Inc**  
**Somali Concern Refugee and Migrant Organisation, Auckland**  
**Soroptimist International of Westland, Westland**  
**Sport and Recreation New Zealand, National Office**  
**St James Church and Community Social Justice Group**  
**Taitokerau Regional Council, Tohoraha**  
**Taranaki Multi-Ethnic Council, Taranaki**  
**Tauranga Women's Refuge, staff and volunteers**  
**Te Korowai Aroha o Ngati Whatuna Inc**  
**Te Puawai Tapu**  
**United Nations Development Fund for Women**  
**Well Women's Nursing Service, Auckland**  
**Wellington East Girls College Students**  
**Wellington International Filipino Society**  
**Wellington Niue Island Association Inc Society, Wellington**  
**Wellsford/Warkworth Women's Resource Centre, Warkworth**  
**Women aged 25-29 (meeting of five women)**  
**Women in IT, Christchurch**  
**Women in Super**  
**Women Inventors' Group of Wellington, Wellington**  
**Women with intellectual disabilities – meeting of 18 women facilitated by IHC Advocacy & Self Advocacy Service**  
**Women's Refuge**  
**Women's Alcohol and Drug Services, Otago Health Board**  
**Women's Consultative Groups**  
**Women's Health Action**  
**Women's Health Collective, Palmerston North**  
**Working Women's Resource Centre**

**YWCA Rotorua Inc**

**YWCA, Christchurch**  
**Zonta Club of Dunedin, Dunedin**  
**Zonta Club, Auckland West**  
**Zonta Club, Manawatu**  
**Zonta International, District 16**  
**Zonta, Status of Women Committee, Mana area.**

## Individuals

Written submissions were made by 130 individuals. 115 gave permission for their names to be made public, although only 108 provided their names.

Aileen Margaret Davies	Elsbeth Preddey	Mel McKenzie
Alexis Stuart	Fiona Johnstone	Melissa Manawaiti
Alison Hopkins	Glenys Adams	Merle Oliver
Amama Thornley	Heather Tate	Milly Barton
Angela Tutty	Helen Clifton	Mona Townson
Angelique Mottram	Helen Gillespie	Muriel Clark
Annabel Markham	Helen Hirst	Natalie Shannon
Anne Grace	Helen Keen	Pat Coggen
Aroha H Reriti-Crofts	Hora Oti	Patricia Middleton
Aroha Pirere	Huia Kingi	Patsy Gordon
Ashley Apihaka Te-Atawhai Matehe	Huia Taumata	Pip Jamieson
Aureole Blanche Retter	J C Crawcourt	Prue Hyman
Averil Demetriades	J L Hoare	Putiputi N P Wi Kohika
Barbara Anne Warren	Jean	Radha Sahar
Barbara Chapple	Jean Drage	Rae Frampton
Barbara Darby	Jennifer Waitai-Rapana	Raewyn Stone
Barbara Greer	Jenny Bothwell	Rangitapui Hotene-Clarke
Barbara Moana	Josie O'Connor	Rangomaiwahine Higgins
Beryl Paine Anne Cassidy	Joy Lewis	Ratau Turner
Bim Wairepo	K Meyson	Sam Utai
Brenda Kaye	Katarina Katipo	Sandy Pokaia
Bunna Pakete	Kate Coolahan	Sarah Barge
C McIntosh	Kath Adams	Shelley Sha
Carol Nelson	Kathleen Kennard	Sue
Carolyn Weston	Kathleen O'Brien	Sue Bright
Catherine Inewanga	Kay Bullock	Sue Peoples
Celia Briar	Kim Albrecht	Sue Zimmerman
Cheryl Sims	Laura and Jordon Pascoe	Susan Tahī Te Huia
Christina Loughton	Lisa Jack	Suzanne George
Christina Reymer	Lisa Stone	T Martell
Christine Te Aroha Waitai- Rapana	Margaret Christensen	Tanya Jeffcoat
Colleen Mary Taylor	Margaret Drummond	Te Kore Ratu
Dawn Helen Mills	Maria Godinet-Watts	Te Oho Mauri McClutchie
Deborah Hager	Mary Burn	Trish Burborough
Del Panney	Mary Dally	Virginia Rose Burns
Elizabeth Shirley Harris	Maryann Rangihuna	
	Megan Morris	

## APPENDIX 2: PUBLICLY ADVERTISED CONSULTATION MEETINGS

The publicly advertised meetings that informed the consultation process are listed below. This list does not include those meetings advertised independently of the Ministry of Women's Affairs.

Date (2003)	Organisation	Venue	Comments
5 February	Association of Women in Science, Otago	Dunedin: Otago University	
12 February	National Council of Women	Greymouth: Catholic Parish Centre St	Hon Ruth Dyson, Minister of Women's Affairs, attended.
14 February	National Council of Women	Invercargill: Lindisfarne Methodist Centre	Hon Ruth Dyson, Minister of Women's Affairs, attended.
17 February	Women's Health Action Trust	Auckland: seminar room, 27 Gillies Avenue	Meeting focused on the health and well-being aspects of the Action Plan.
18 February	National Council of Women	Oamaru: Keith Andrews Room, Union Church	
18 February	National Council of Women	Christchurch: St Albans Shirley Club	Hon Ruth Dyson, Minister of Women's Affairs, attended.
20 February	National Council of Women	Whangarei: YWCA	
20 February	Māori Women's Welfare League	Kaitaia: Far North Reap	Meeting cancelled.
25 February	National Council of Women	Masterton: Town Hall	
26 February	National Council of Women	Manukau: The Gallery, Civic Centre	Hon Ruth Dyson, Minister of Women's Affairs, attended.
28 February	National Council of Women	Nelson: Tasman District Council	
3 March	PACIFICA	Wellington: Ministry of Women's Affairs	Hon Ruth Dyson, Minister of Women's Affairs, attended.
3 March	Pacific Women's Watch (New Zealand) Inc	Auckland: St David's Presbyterian Church Centre	
4 March	National Council of Women	Wellington: Connolly Hall	Hon Marian Hobbs attended.
8 March	National Council of Women	Hamilton: Westpac Trust Cricket Pavilion	Hon Ruth Dyson, Minister of Women's Affairs, and Dianne Yates attended.
11 March	National Council of Women	Palmerston North: City Council Chambers	Hon Ruth Dyson, Minister of Women's Affairs, attended.
12 March	Māori Women's Welfare League	Marton: Turakina Māori Girls College	Hon Ruth Dyson, Minister of Women's Affairs, attended.
12 March	National Council of Women	Dunedin: Salvation Army Fortress	Hon Ruth Dyson, Minister of Women's Affairs, attended.
13 March	The Niue Foundation	Auckland: NIU Premises	Meeting was open to Niuean women and their supporters.
13 March	New Plymouth District Council	New Plymouth: District Council Chambers	
15 March	Māori Women's Welfare League	Christchurch: Te Rangimarie Centre	Hon Ruth Dyson, Minister of Women's Affairs, attended.