

# NEW ZEALAND

**FOCUS ON THE RESULTS OF THE SURVEY IN NEW ZEALAND**

**« CITIZENS CALL FOR A GENERAL-EQUAL WORLD : A ROADMAP FOR ACTION »**

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**G**ender equality, or having equal rights and opportunities regardless of gender, is a fundamental human right. It is also the foundation for a healthier, more productive, and more peaceful world.<sup>1</sup> Yet, with just 10 years left to fulfill the 2030 Agenda for Sustainable Development, 2.8 billion girls and women live in countries failing or barely passing on gender equality-related Sustainable Development Goals (SDGs).<sup>2</sup>

The [Generation Equality Forum](#) presents a key moment to accelerate progress on gender equality before 2030. In the lead up to the Forum, a set of six “Action Coalitions” — multi-stakeholder partnerships — are being developed to deliver tangible results on (1) gender-based violence (GBV), (2) economic justice and rights, (3) bodily autonomy and sexual and reproductive health and rights (SRHR), (4) feminist action for climate justice, (5) technology and innovation for gender equality, and (6) feminist movements and leadership.

Achieving the objectives of the Forum will not be possible without the right information and data. The consideration of public opinion is crucial for appropriate, inclusive, and timely policymaking. [Women Deliver](#) thus partnered with [Focus 2030](#) and the [Development Engagement Lab](#) to survey citizens’ attitudes and expectations on the six Action Coalitions in 17 countries.

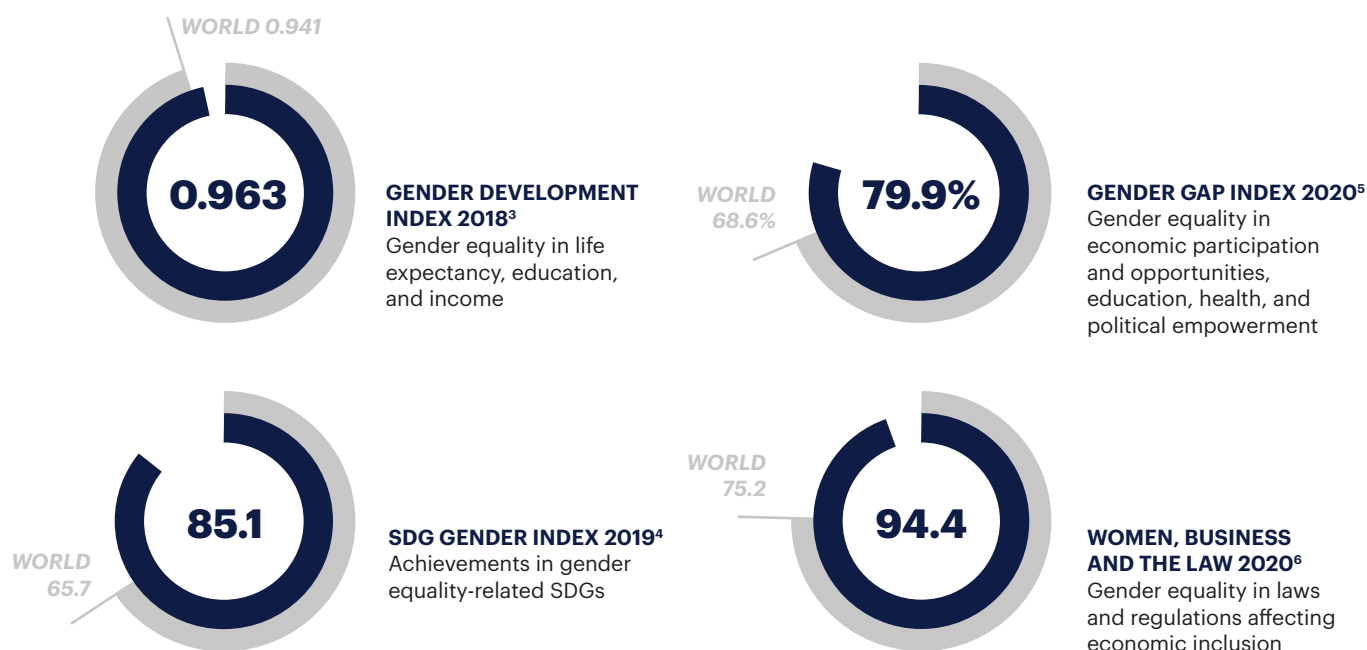
This document presents key results of the survey in New Zealand. It is intended to inform civil society’s actions and orient decision-makers towards gender equality topics that their citizens would like to see more engagement and investments in by governments.

## FIGURE 1 MILESTONES FOR GENDER EQUALITY IN NEW ZEALAND



<sup>1</sup> This note captures findings of a public perception survey on gender equality for New Zealand. This work is co-led by Women Deliver and Focus 2030. The survey was carried out in 17 countries: Argentina, Australia, Canada, China, Colombia, France, Germany, Great Britain, India, Japan, Kenya, Mexico, New Zealand, South Africa, Switzerland, Tunisia, and the United States of America. It focuses on public perceptions on gender equality and the Generation Equality Forum Action Coalitions. Approximately 1,000 respondents in each country were surveyed in July/August 2020. Demographic data collected included: gender, age, income level, education level, last vote in national elections, and region of residency. In New Zealand, 1,004 respondents were surveyed, including 517 females, 484 males, and 3 respondents who identified “in another way.” Of the 1,004 respondents, 135 were aged 18 to 24, 364 were aged 25 to 44, 243 were aged 45 to 59, and 262 were aged 60 and older. To access additional findings for the 17 surveyed countries, including the full report and survey questionnaire, please visit: <http://womendeliver.org/citizens-call-for-a-gender-equal-world/> and [www.focus2030.org](http://www.focus2030.org)

## FIGURE 2 RESULTS IN KEY GENDER INDICES



### TOPLINE SURVEY FINDINGS

**Three in four surveyed respondents in New Zealand (74 percent) declare that gender equality is “important” to them personally.** The topic appears particularly important to female respondents (80 percent) and college-educated respondents (79 percent), and declared interest decreases with age (from 81 percent of those aged 18 to 24 to 68 percent of those aged 60 and older). Regardless of their place of residence and income level, respondents seem equally concerned about gender equality.<sup>ii</sup>

New Zealand has historically committed to achieving gender parity (Figure 1), and it is one of the best performing countries around the world (Figure 2). For example, it is the sixth country worldwide, and the first in the East Asia and the Pacific region where progress toward gender parity is the most advanced.<sup>7</sup> These commitments are perceived to have produced positive results. For 69 percent of respondents,

gender equality in the country is “better” today than it was 25 years ago. This feeling is slightly more common among male respondents (73 percent) than female (65 percent) and increases with respondents’ income level (from 58 percent among the lowest income quintile of the population to 81 percent among the highest income).

However, **43 percent of respondents believe their government should do “more” to promote equality.** This opinion is more widespread among female respondents (48 percent) than male (36 percent) and among the youngest respondents (52 percent of those aged 18 to 44) than their elders (34 percent of those aged 45 and older). To advance gender equality in New Zealand, **39 percent of surveyed respondents would like the government to “reform laws to promote equality between women and men and end discrimination against women.”** It is the most often cited action across all socioeconomic

<sup>ii</sup> Acknowledging that girls and women belonging to ethnic minorities are often disproportionately affected by gender inequalities, the survey collected information on respondents’ self-identification to particular ethnic groups (Asian, European, Māori, and Other). However, data are not statistically significant for analysis.

groups, except among respondents aged 18 to 24 for whom it would be more important (42 percent, compared to 27 percent of the total population) to “*focus efforts on marginalized women to leave no one behind (for example, ethnic minorities, LGBTQIA+ individuals, women living with disabilities, refugees, and migrants).*” “*Conducting regular reviews of progress in the pursuit of gender equality*” (28 percent) and “*collecting data to research the specific challenges and opportunities for women*” (27 percent) also appear important.

According to 42 percent of respondents (53 percent of female and 31 percent of male), women are not equal to men in the country because they do not share “*unpaid care, domestic work, and parental responsibilities*” equally, and 37 percent think it is because they have “*different employment opportunities*” (43 percent of females and 26 percent of males). The COVID-19 crisis highlights the

urgency to close gender gaps in economic empowerment opportunities. Indeed, 15 percent of surveyed respondents believe inequality between genders will rise as a consequence of the pandemic, and some already notice it: **40 percent of female respondents, compared to 31 percent of male respondents, declare “*their time doing housework has increased*” during this time.**

The pandemic seems to have impacted young women’s economic opportunities more strongly: one in three female respondents aged 18 to 24 declare they could not do “*as many hours of paid work as [they] usually would,*” compared to one in five female respondents aged 25 and older.

According to its [Beijing+25 report](#), New Zealand’s priorities are for all girls and women to be financially secure, fully participate and thrive, and live free from all forms of violence and harassment.<sup>8</sup>

## FINDINGS RELATED TO THE GENERATION EQUALITY ACTION COALITION THEMES

When asked about the three most important areas, out of a list of pre-identified options, their government should focus on to improve equality between women and men, **a majority of respondents cite ending gender-based violence (64 percent) and implementing economic justice and rights (60 percent)**, regardless of their socioeconomic background. The third most commonly identified action is improving women’s participation and leadership in politics and cultural and social movements (40 percent), followed by investing in technology and innovation for gender equality (36 percent) and securing sexual and reproductive health and rights (35 percent). Promoting women’s participation in climate change action is a priority for 13 percent of the population. Female and male respondents agree on the order of priorities.

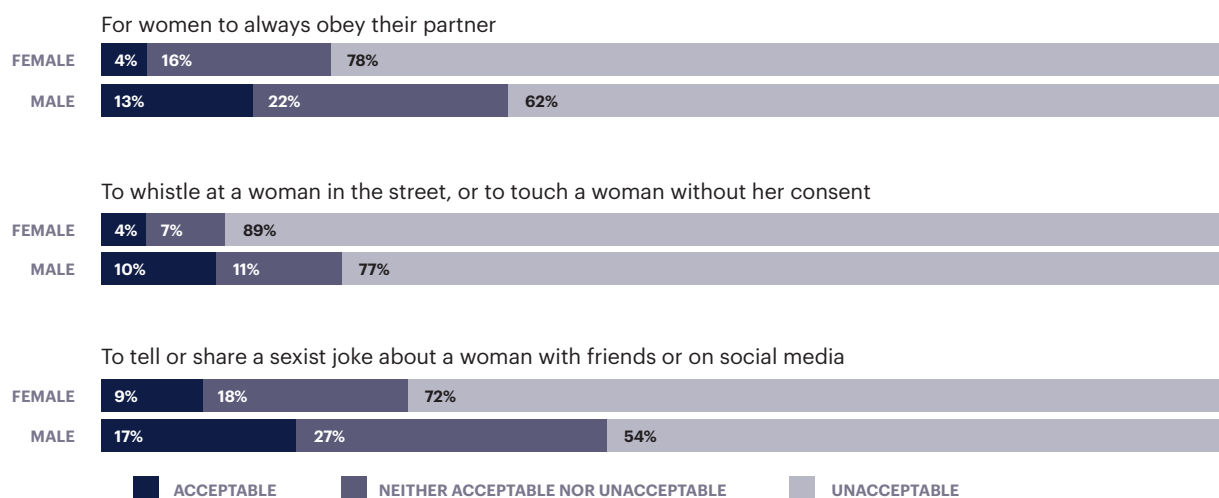
### GENDER-BASED VIOLENCE

For 32 percent of respondents, notwithstanding their gender, age, place of residence, income, or education levels, ending gender-based violence is the first Action Coalition area their government should focus on to improve gender equality. And for 64 percent of respondents, it is one of the top three priority areas. Respondents also largely agree on the first and second actions necessary to address GBV: “**increase accountability for physical and sexual crimes against women**” (62 percent of respondents and 67 percent of female respondents, compared to 57 percent of male) and “*fund programs to support women who have experienced violence*” (44 percent). Despite the general awareness of the unacceptability of GBV, some respondents, and especially males, still hold harmful opinions (Figure 3).

## FIGURE 3 NORMS AROUND GENDER-BASED VIOLENCE



### HOW ACCEPTABLE OR UNACCEPTABLE DO YOU PERSONALLY THINK THE FOLLOWING THINGS ARE:



Deltapoll survey conducted online using the quota method. Results analyzed by Focus 2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in New Zealand. Weighted data - Margin of error: ± 3%. For more information on the methodology: Focus2030.org.

GBV is widespread in New Zealand: one in three women experience physical, emotional, and/or sexual violence from a partner in their lifetime — twice the rate for men.<sup>9</sup> Māori and Pacific Island families are significantly over-represented in family violence statistics, both as victims and perpetrators.<sup>10</sup> There is no law in New Zealand addressing violence against women in a comprehensive manner, including specific provisions for investigation, prosecution, and punishment of perpetrators and protection and support services for survivors.<sup>11</sup> Furthermore, investment in proactive prevention is inadequate: almost 90 percent of the budget attributable to core and specialist service responses to family violence or sexual violence goes to covering costs incurred after the violence occurs.<sup>12</sup> Since 2007, the [“It’s Not OK” campaign](#) has aimed to induce behavior changes to reduce family violence.<sup>13</sup> In 2018, the government formed a joint venture to draft a strategy and action plan in order to eliminate

family and sexual violence,<sup>14</sup> and, in 2019, the [Family Violence Act](#) introduced a specific offense of assaulting a family member.<sup>15</sup>

### ECONOMIC JUSTICE AND RIGHTS

According to **60 percent of respondents, the New Zealand government should focus on securing equal economic rights and opportunities between men and women.** One respondent in four, 31 percent of female and 19 percent of male, consider it the top governmental priority. **According to 52 percent of respondents, and up to 60 percent of female respondents, the realization of economic justice and rights relies on the “achievement of equal pay for women and men.”** The survey reveals that 24 percent of female respondents declare they are “not paid as much as [their] male counterparts where [they] work,” and 22 percent said that they “did not have the same access to promotion

opportunities in [their] jobs as [their] male peers.” It is estimated that women earn, on average, nine percent less than men in the country.<sup>16</sup> In 2020, the government adopted the [Equal Pay Amendment Bill](#),<sup>17</sup> set to support women to take collective action over pay equity disputes, and New Zealand aims to eliminate the gender pay gap by 2028.<sup>18</sup>

For **47 percent of respondents**, improving women’s broader economic opportunities also **requires the “prevention of violence and sexual harassment in the workplace.” One in three respondents also stress the importance of “guaranteeing social protection and decent working conditions for women in low-paying jobs.”** Support for this measure is more pronounced among female respondents (37 percent) than male respondents (28 percent) and increases with age. Although 42 percent of respondents believe gender inequalities in the country stem from the unequal division of “unpaid care, domestic work, and parental

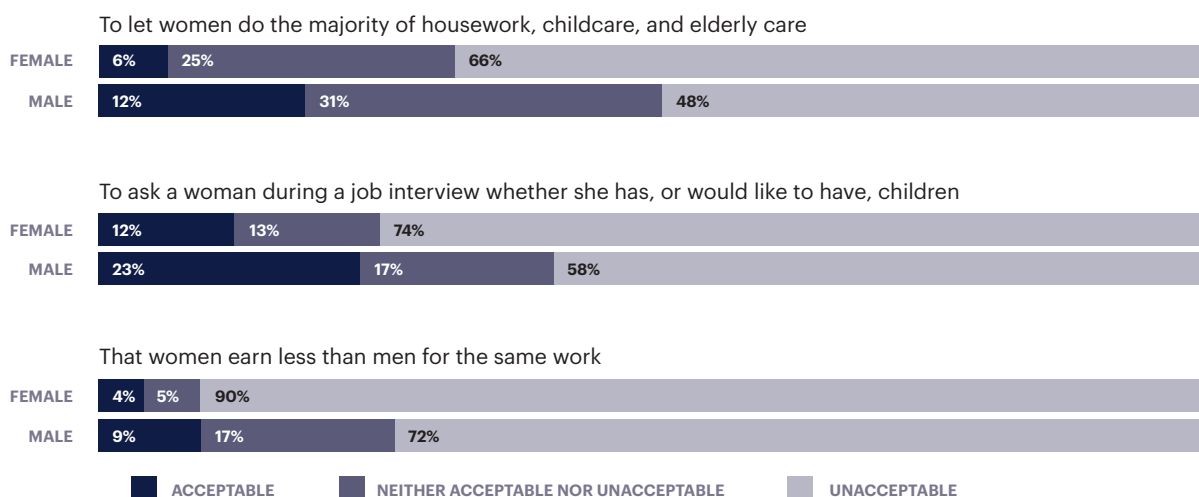
responsibilities” between men and women, only 28 percent believe that to improve women’s broader economic opportunities, the government should “*guarantee parental leave and childcare services.*”

The persistence of unequal economic opportunities between women and men in New Zealand is linked with discriminatory attitudes from the population, especially among men (Figure 4). Indeed, 12 percent of surveyed respondents believe it is “*acceptable*” to let women do the majority of housework, childcare, and elderly care. Women in New Zealand dedicate, on average, 4.3 hours a day to unpaid care and domestic work, compared to 2.5 hours for men.<sup>19</sup> As a result, they have less time available for other activities such as paid work. In addition, 17 percent of respondents think it is “*acceptable*” to ask a woman during a job interview whether she has, or would like to have, children.

## FIGURE 4 OPINIONS ON WOMEN’S ECONOMIC EMPOWERMENT



### HOW ACCEPTABLE OR UNACCEPTABLE DO YOU PERSONALLY THINK THE FOLLOWING THINGS ARE:



Deltapoll survey conducted online using the quota method. Results analyzed by Focus 2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in New Zealand. Weighted data - Margin of error: ± 3%. For more information on the methodology: [Focus2030.org](https://focus2030.org).

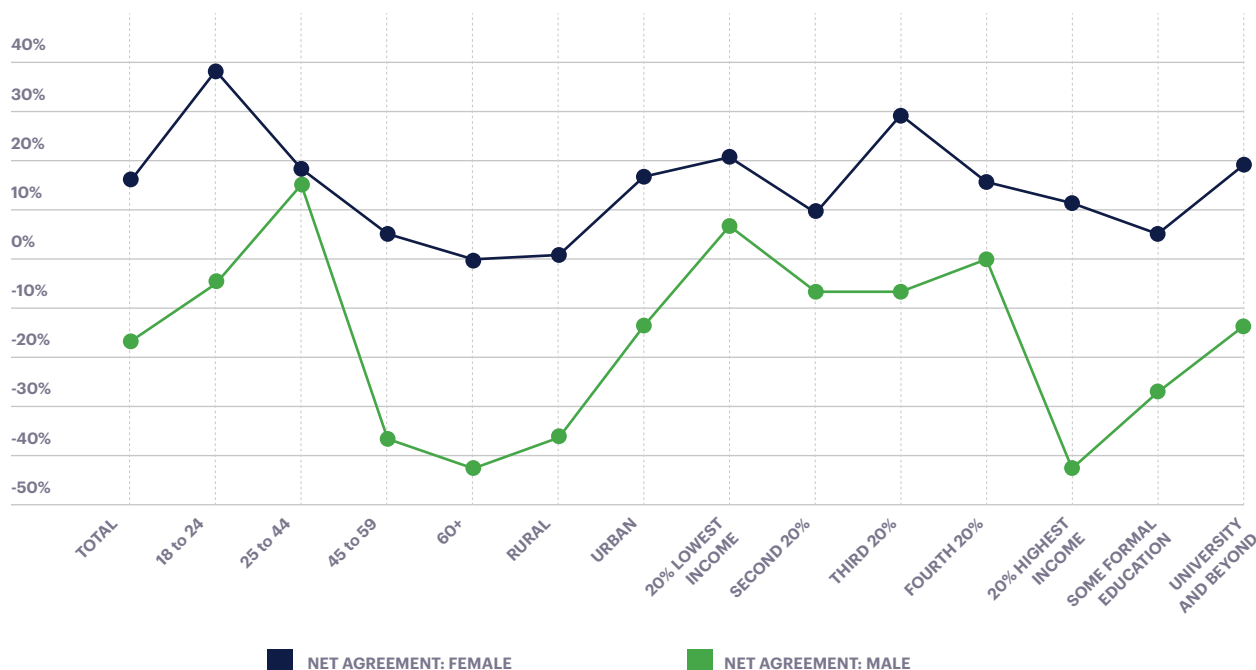
## FEMINIST MOVEMENTS AND LEADERSHIP

When asked about the three most important areas the government should focus on to improve gender equality in New Zealand, **40 percent of respondents identify the improvement of “women’s participation and leadership in politics and cultural and social movements.”** It is the third most commonly cited area across most socioeconomic groups of respondents. To achieve this objective, 32 percent would like the government to “support women’s political leadership and participation” and 29 percent to “achieve equal representation

of women in politics.” One in three female respondents cite this measure, compared to one in four male respondents. Additionally, to increase women’s participation and leadership, 27 percent of respondents, 33 percent of female and 23 percent of male, would like the government to implement measures to “achieve equal representation of women on boards of companies.” However, the possibility of introducing gender quotas to increase women’s representation is highly divisive (Figure 5). Overall, female respondents are in favor of the measure, while male respondents are opposed to it. For both male and female respondents, support decreases with age:

**FIGURE 5 OPINIONS ON GENDER QUOTAS**

**?** *Imposing gender quotas, that is, having a proportion of seats for women in all political decision-making bodies, is a good way to advance gender equality in New Zealand*



The net agreement rate is obtained by subtracting the proportion of respondents who disagreed from the proportion of respondents who agreed. Deltapoll survey conducted online using the quota method. Results analyzed by Focus2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in New Zealand. Weighted data - Margin of error: ± 3%. For more information on the methodology: Focus2030.org.

female respondents aged 60 and older, and male respondents aged 45 and older, do not believe imposing gender quotas is a good way to advance gender equality in New Zealand. For male respondents, support also decreases with income.

New Zealand is one of the leading countries in terms of female political leadership.<sup>20</sup> Despite the absence of gender quotas or special measures,<sup>21</sup> the parliament has had more than 30 percent of female members since 2005, and more than 40 percent since 2017, and it is one of the few countries with an elected female head of government.<sup>22</sup>

New Zealand's response to the COVID-19 pandemic has been internationally recognized, and its efficiency is often associated with its feminist leadership.<sup>23</sup> **Four out of five individuals surveyed believe their government's support people through the COVID-19 pandemic has met the needs of women and men equally**, the highest proportion of the 17 countries included in this survey, and one of the few where male and female respondents agree on this point.

## FIGURE 6 ACTIONS ON TECHNOLOGY AND FOR GENDER EQUALITY



### WHICH ACTIONS, IF ANY, SHOULD YOUR GOVERNMENT TAKE TO PROMOTE THE USE OF TECHNOLOGY AND INNOVATION FOR GENDER EQUALITY IN NEW ZEALAND?

Provide equal opportunities for girls and women to study and work in STEM

53%

Increase safety of digital spaces for girls and women

41%

Address barriers preventing girls and women from accessing, designing, and developing technology

36%

Invest in technology that helps deliver healthcare and other services virtually for girls and women

27%

Improve the use of innovative data collection methods to understand girls' and women's needs and experiences

24%

Don't know

12%

None

11%

Deltapoll survey conducted online using the quota method. Results analyzed by Focus 2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in New Zealand. Weighted data - Margin of error:  $\pm 3\%$ . For more information on the methodology: [Focus2030.org](https://focus2030.org).



## TECHNOLOGY AND INNOVATION FOR GENDER EQUALITY

For 36 percent of respondents, investing in technology and innovation should be a priority action to improve gender equality in the country. This proportion is steady across all socioeconomic categories. They also agree on the three most important actions to be taken to achieve this objective (Figure 6). The most urgent one, **for 53 percent of respondents**, and up to 59 percent of female respondents, is to **“provide equal opportunities for girls and women to study and work in science, technology, engineering, and mathematics (STEM).”** According to 41 percent of respondents, 45 percent of female and 37 percent of male respondents, their government should also **“increase the safety of digital spaces for girls and women.”** Indeed, 28 percent of female respondents declare they feel at risk, or know someone who feels at risk, of online assault or harassment, up to 35 percent of those aged 25 to 44. And 17 percent of male and nine percent of female respondents still think it is **“acceptable”** to tell or share a sexist joke about a woman with friends or on social media. Finally, 36 percent of respondents believe that, in order to promote the use of technology and innovation for gender equality, the government should **“address barriers preventing girls and women from accessing, designing, and developing technology.”** College-educated respondents are particularly supportive of this measure (40 percent, compared to 31 percent of those who received formal schooling but did not go to college), as well as respondents living in urban areas (38 percent, compared to 29 percent of their rural peers).

Girls and women are largely under-represented in STEM fields of study and work in New Zealand. At the tertiary education level, they only represent 26 percent of students enrolled in information and communication technologies programs and 27 percent of

engineering, manufacturing, and construction programs students.<sup>24</sup> This translates to even larger gender gaps in the workforce: women make up 23 percent of people employed in information technology jobs and 13 percent of engineers.<sup>25</sup> Recent initiatives to promote women’s participation include the [Diversity in Science Statement](#)<sup>26</sup> and the [STEM Directory](#) (2016) that identifies opportunities for girls and women to get exposure to STEM.<sup>27</sup>

## BODILY AUTONOMY AND SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

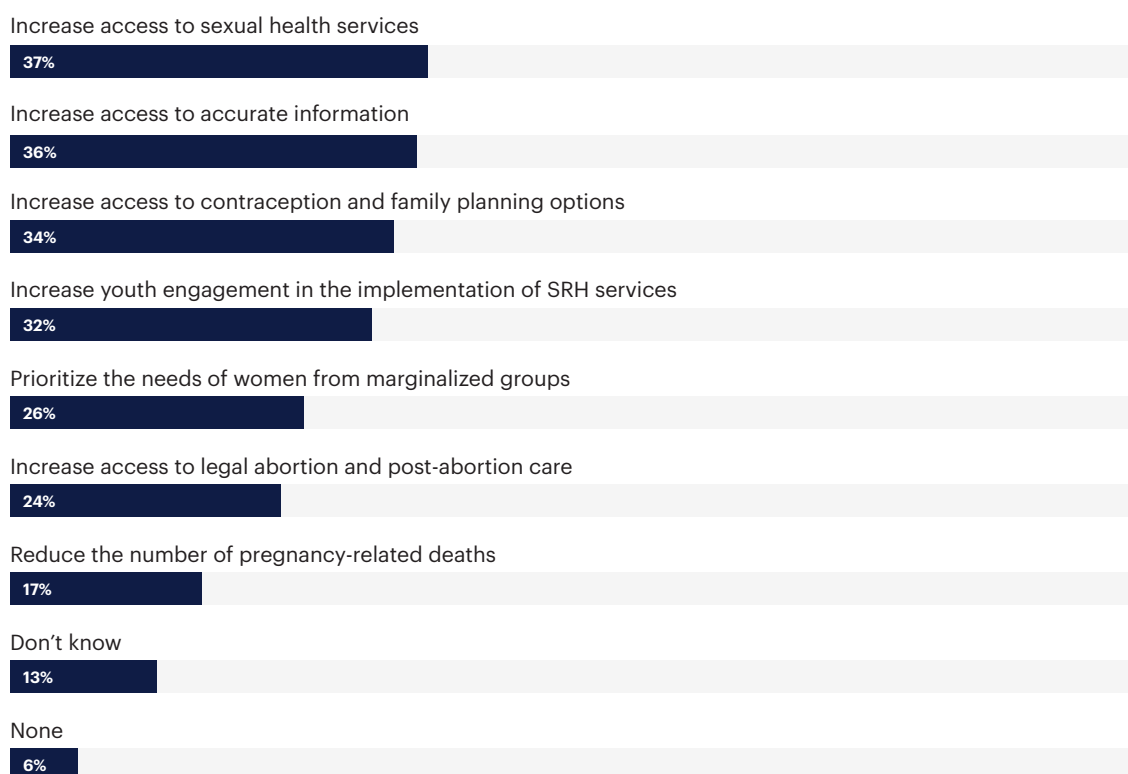
For 16 percent of New Zealanders, one of the reasons why women are not equal to men in the country is because they **“cannot exercise the same level of control over their bodies (for example, accessing contraception or delaying childbirth).”** In order to improve gender equality between men and women, 35 percent of respondents believe the government should focus on securing women’s SRHR. The younger the respondents, the more they support governmental investments in this area.

To improve women’s SRHR, respondents believe their **government should increase access to “sexual health services” (37 percent), “accurate information” (36 percent), “contraception and family planning options” (34 percent), and “increase youth engagement in the implementation of sexual and reproductive health services” (32 percent)** (Figure 7). This order of priorities is mostly the same across all socioeconomic groups. However, **the younger the female respondent, the more likely they are to call for better access to sexual health services** (from 45 percent of those aged 18 to 24 to 32 percent of those aged 60 and older). In addition, while 24 percent of respondents believe the government should **“increase access to legal abortion and post-abortion care,”** this proportion rises to 36 percent of those aged 18 to 24 (37 percent of female respondents and 32 percent of males of

## FIGURE 7 OPINIONS ON SRHR



### WHICH ACTIONS, IF ANY, SHOULD YOUR GOVERNMENT TAKE TO IMPROVE WOMEN'S SRHR IN NEW ZEALAND?



Deltapoll survey conducted online using the quota method. Results analyzed by Focus2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in New Zealand. Weighted data - Margin of error:  $\pm$  3%. For more information on the methodology: Focus2030.org.

this age group). Twenty-one percent of female respondents aged 18 to 24 report ever having “difficulty accessing [their] chosen method of contraception” (compared with 10 percent of all female respondents).

In 2020, the government amended the 1977 [Abortion Act](#) to decriminalize the practice and make it available on demand during the first 20 weeks of pregnancy.<sup>28</sup> A number of contraceptives are subsidized, making them free with a prescription,<sup>29</sup> and five percent of married or in-union women have an unmet need for family planning, compared to 11 percent at the world level.<sup>30</sup> The number of teenage

pregnancies in New Zealand decreased from 29 births per 1,000 adolescents aged 15 to 19 in 2008 to 19 in 2018.<sup>31</sup> Sexual and reproductive health visits are free for people under 22,<sup>32</sup> and sexuality education in schools is compulsory up until year 10 (students aged 14/15 years old).<sup>33</sup> However, it is inconsistently implemented across schools and does not reach many pupils. In addition, Māori and Pacific peoples, low-income communities, and LGBTQIA+ people experience disparities in SRH outcomes, such as higher rates of unintended pregnancy, sexually transmitted infections, cervical cancer, gynaecological cancers, and sexual violence.<sup>34</sup>

## FEMINIST ACTION FOR CLIMATE JUSTICE

New Zealand's geographic, demographic, and economic characteristics make it vulnerable to climate hazards.<sup>35</sup> One in three respondents believe "climate change and the environment" is one of the most important issues facing the country at the present time. Yet, a minority believes their government should focus on "promoting women's participation in climate change action" to improve gender equality. Only 13 percent of respondents cite this area among the top three priority issues.

To promote women's efforts to respond to climate change, **39 percent of respondents believe the government should "promote the training and hiring of women in jobs related**

**to climate change"** (Figure 8). This appears particularly important to female respondents (44 percent, compared to 34 percent of male) and college-educated respondents (43 percent, compared to 34 percent of those who received formal education but did not attend university). Support for this measure also decreases with age (from 50 percent of those aged 18 to 24 to 33 percent of those aged 60 and more). An additional 33 percent of respondents stress the importance of "increasing girls' and women's participation in the development of solutions to tackle climate change."

New Zealand is a party to the 1992 [United Nations Framework Convention on Climate Change](#) and ratified the [Kyoto Protocol](#) in 2002 and the [Paris Agreement](#) in 2016. During the 25th Convention of Parties (COP25) in Madrid

## FIGURE 8 FEMINIST ACTIONS FOR CLIMATE JUSTICE



### WHICH ACTIONS, IF ANY, SHOULD YOUR GOVERNMENT TAKE TO PROMOTE WOMEN'S EFFORTS TO RESPOND TO CLIMATE CHANGE IN NEW ZEALAND?

Promote the training and hiring of women in jobs related to climate change

39%

Increase girls' and women's participation in the development of solutions to tackle climate change

33%

Address girls' and women's needs in climate change and natural disaster response

22%

Increase funding for women-led organizations that are working to fight climate change

22%

None

22%

Don't know

19%

Protect girls and women forced to migrate due to climate change

17%

Deltapoll survey conducted online using the quota method. Results analyzed by Focus2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in New Zealand. Weighted data - Margin of error: ± 3%. For more information on the methodology: Focus2030.org.

in 2019, 60 percent of New Zealand delegates were women.<sup>36</sup> During the COP24 in Bonn in 2018, the New Zealand Delegation was the only one comprising an Indigenous youth group.<sup>37</sup> Its first [National Climate Change Risk Assessment](#) recognizes that the ability to adapt to climate change is affected by socioeconomic factors, including gender.<sup>38</sup> The [Office of the Māori Climate Commissioner](#), established in 2018, provides the government with Māori-focused research and advice on climate change.<sup>39</sup>

### FINANCING FOR GENDER EQUALITY

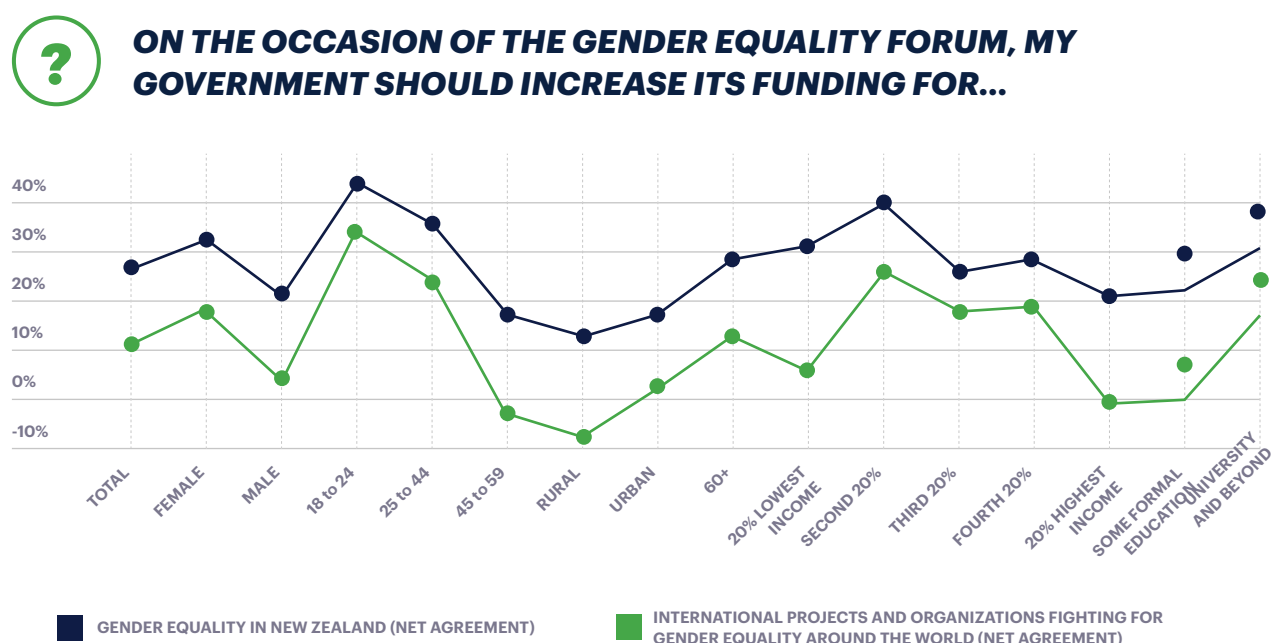
When asked about the most important issues facing their country at the present time, respondents rank “inequality between women and men” after “the economy,” “global diseases and pandemics,” “health,” and “climate change and the environment.” Yet, the survey reveals

that **45 percent of respondents in New Zealand are in favor of the government increasing its funding for gender equality in the country.**

This measure is especially popular among the youngest respondents and decreases with age (from 54 percent of those aged 18 to 24 compare to 36 percent of those aged 60 and more). In 2020, New Zealand’s Treasury denied a proposal of the Ministry for Women to introduce a gender lens in the national budget.<sup>40</sup> Yet, **22 percent of respondents believe that the government should “consider the needs and interests of girls and women when developing government spending budgets.”**

Respondents also support the country’s commitments to promote gender equality in its foreign aid, although less unanimously (Figure 9). Indeed, **43 percent “agree” that achieving gender equality is essential to end**

**FIGURE 9 NET SUPPORT FOR INCREASED GENDER EQUALITY FUNDING**



The net agreement rate is obtained by subtracting the proportion of respondents who disagreed from the proportion of respondents who agreed. Deltapoll survey conducted online using the quota method. Results analyzed by Focus2030. Survey conducted between July 24, 2020 and August 3, 2020 among a representative sample of 1,004 adults in New Zealand. Weighted data - Margin of error: ± 3%. For more information on the methodology: [Focus2030.org](https://www.focus2030.org).

**poverty in all countries, and 37 percent think the government should increase its funding for international projects and organizations fighting for gender equality around the world.** However, while female respondents of all age groups and all income quintiles are mostly supportive of this measure, male respondents aged 45 and older, and those belonging to the highest income quintile of the population disagree. Within its international cooperation, New Zealand aims to improve gender equality and women's empowerment in Pacific countries by examining progress made in the [2012 Pacific Leaders Gender Equality Declaration](#).<sup>41</sup> It is a member of the OECD's Development Assistance Committee (DAC), making it one of the largest providers of aid. In 2018, the country committed 49 percent of its

bilateral allocable aid to gender equality and women's empowerment as either a principal or significant objective, compared to the DAC average of 42 percent.<sup>42</sup>

## RECOMMENDATIONS

- ➔ **Promote men’s engagement, and in particular men aged 45 and older, in efforts toward gender equality.** This includes public communications campaigns to change gender norms and relevant programmatic efforts. The survey revealed that although most male respondents think gender equality is important, they remain more likely than female respondents to support harmful gender norms.
- ➔ **Close gender gaps in economic opportunities. In particular, mandate equal pay for work of equal value and require companies to disclose the salaries of their male and female employees.** In addition, promote the participation of women in male-dominated sectors of the economy, and improve the valuation of female-dominated occupations. Ensure domestic and care responsibilities do not preclude women who want to work to do so.
- ➔ **Increase accountability for perpetrators of all forms of gender-based violence** by adequately funding the new strategy and action plan to eliminate family and sexual violence and including targets and benchmarks to continuously monitor and evaluate efforts. Adopt an intersectional approach in designing measures to prevent gender-based violence, paying special attention to Māori women and men.
- ➔ **Introduce legislation addressing violence against women** in a comprehensive manner, including specific provisions for investigation, prosecution, and punishment of perpetrators and protection and support services for survivors. A focus on online harassment should also be included.
- ➔ **Promote the training and hiring of girls and women in STEM-related jobs.** Ensure they have the same opportunities to study and work in sectors related to new technologies and climate change mitigation, such as clean energies.
- ➔ **Provide adequate support and resources to help schools implement the 2015 Ministry of Education sexuality education guidelines, and standardize comprehensive sexuality education across schools,** in line with the United Nations’ revised international technical guidance on comprehensive sexuality education. Continue to address the health disparities in accessing sexual and reproductive health services between different ethnic groups, as well as for low-income families and LGBTQIA+ individuals.
- ➔ **Introduce a gender lens to national budgeting processes** in order to address the differentiated needs of genders, in line with the New Zealand Ministry of Women’s proposal.
- ➔ **Commit to sustained official development assistance dedicated to gender equality,** with a particular focus on funding for women’s movements and women-focused civil society organizations.

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