

## Women's Policy

### Vision

The Greens Party envisions a world where:

- There is equality between genders.
- All people enjoy their fundamental human rights and freedoms without discrimination on the basis of gender
- Needs and experiences that are specific or common to women are given as much recognition and respect as are the needs and experiences of men.
- Intersectional relationships between gender and other factors (including ethnicity, disability, and class) are recognised, so that all women are included and valued and fully participate in our diverse communities.

### Key Principles

1. Acknowledging and honouring Te Tiriti o Waitangi and the decolonisation of gender relations and supporting the leadership of wāhine Māori are essential steps towards equality.
2. Our current economic and social structures discriminate against women, both actively and implicitly, and must be transformed.
3. Women are a diverse group and require tailored programmes and policies to achieve equality.
4. Women offer important perspectives, and our economy and society serves people more effectively when there is equal gender representation in leadership and decision-making roles. Structural barriers to women's participation in economic and social leadership must be addressed.
5. Women should receive equal pay for work of equal value.
6. Women's unpaid work should be recognised and accounted for in our economy.
7. Women undertake the majority of family caring work. They should be supported to combine caregiving and paid work.

8. Women's sovereignty over their own bodies should be protected and enhanced and their specific health needs addressed.
9. Women must be safe from gender-based violence, and their freedom must not be restricted by the threat of violence.

## Specific Policy Points

### 1 Participation and Representation of Women

Women are not equally represented in positions of leadership and influence in our society. The life experiences of women are less likely to be reflected in the development of Government programs and priorities, which disadvantages women.

#### *Policy Positions*

- 1.1 Ensure that the needs of marginalized women are identified, with input from affected communities, and prioritized in government policies.
- 1.2 Retain the requirement for all legislation and government policy to include a gender analysis.
- 1.3 Reconcile Aotearoa New Zealand law with international agreements to which it is signatory, including the Convention on the Elimination of All Forms of Discrimination Against Women (see also our [Human Rights Policy](#)).
- 1.4 Ensure is sufficiently resourced to provide robust policy advice across government.
- 1.5 Develop a national action plan towards gender equality based on wide consultation with a variety of women, and ensure government priorities reflect the plan.
- 1.6 Ensure gender equality in the public sector, including through setting targets for the percentage of women to be employed in senior management roles.
- 1.7 Support private sector initiatives for the representation of women.
- 1.8 Promote public awareness initiatives on gender equality.

### 2. Women in the Workforce

Women are over-represented in lower income brackets. Women in the workforce still experience gender bias and discrimination. Pay equity is a particular issue for women with caring responsibilities, including women returning to paid work after parental leave. Women who experience other forms of discrimination (such as that based on ethnicity, age, or disability) face multiple barriers to employment and advancement.

### *Policy Positions*

- 2.1 Ensure fair processes for resolving pay equity claims.
- 2.2 Support measures to achieve pay equity and ensure pay equity in the public service.
- 2.3 Legislate for working conditions that enable people to care for themselves and their dependants, recognising that people have responsibilities outside of work.
- 2.4 Promote better enforcement of existing employment protections, including the right to request flexible working arrangements, the right to paid breastfeeding breaks and the right to take additional unpaid sick leave during pregnancy.
- 2.5 Raise the minimum wage (see our [Workforce](#) Policy for details), recognising that women are more likely to be paid the minimum wage for sustained periods of time.
- 2.6 Enable collective bargaining processes to respond to employment issues faced by women and to promote equitable pay and working conditions.
- 2.7 Tailor workforce gender equity initiatives to address all forms of discrimination.

See our [Income Support](#) and [Workforce](#) policies for more information.

### **3. [Valuing care work](#)**

Women are more likely to undertake unpaid work, particularly work caring for children and older family members. The historical and present undervaluing of this work is a major factor in gender inequity. The Green Party affirms that care work is essential to our society.

### *Policy Positions*

- 3.1 Regularly measure the gender split of unpaid work and include the value of unpaid work in our national economic statistics.
- 3.2 Maintain 26 weeks of paid parental leave (see our [Workforce](#) Policy).
- 3.3 Introduce a Carer's Leave for those caring for dependent, immediate family members (see our [Workforce](#) Policy).
- 3.4 Establish a universal child benefit (see our [Children's](#) policy).
- 3.5 Ensure our income support system recognises the value of caring work, and enables everyone to live in dignity and participate fully in society (see our [Income Support](#) Policy)

#### 4. Education of Women and Girls

Empowerment through quality education helps girls and women to fulfil their potential. The barriers that prevent women from participating equitably at all levels of education in New Zealand must be addressed.

##### *Policy Positions*

- 4.1 Ensure all girls and women, including mothers, are able to receive an education that meets their aspirations and enables them to find meaningful work.
- 4.2 Ensure that educational institutions encourage girls and women to pursue the full range of subjects and career paths that they are interested in.
- 4.3 Assist the creation of a supportive and encouraging learning environment for girls and women, where they can feel an integral and valued part of their community.

#### 5. Women and the Media

A free flow of information is an essential ingredient of open and democratic societies. The Green Party believes that there can be no full freedom of the press until women have an equal voice in news-gathering and dissemination processes.

##### *Policy Positions*

- 5.1 Explore regulations to ensure positive representation of women in New Zealand media.
- 5.2 Develop a national campaign on the importance of equality between men and women in a democratic society and which addresses negative stereotypes of men and women.
- 5.3 Introduce legislation to establish a monitoring and reporting function by the Ministry for Women on the representation of women in New Zealand media.
- 5.4 Implement measures, such as awareness campaigns in schools, to prevent incidence of cyberbullying notably targeting teenage girls.

#### 6. Wāhine Māori

The Green Party acknowledges the strength and energy of wāhine Māori and recognises their contribution to society. The Green Party also recognises that wāhine Māori, in particular, have suffered from the effects of colonisation which has undermined their leadership, spirituality, knowledge and rights. See also our [Kaupapa Māori](#) policy.

### *Policy Positions*

- 6.1 Work with wāhine Māori to design and implement programmes and policies to reduce existing social and economic disparities between Māori and non-Māori women.
- 6.2 Ensure government priorities and policies recognise the particular needs and support the leadership and wellbeing of wāhine Māori.
- 6.3 Remove structural barriers to the leadership aspirations of wāhine Māori.
- 6.4 Resource a series of nationwide hui open to all wāhine Māori to discuss and determine their priorities and needs for the future.

## **7. Violence Against Women**

The Green Party's aim is that women live without fear of violence. The causes of violence against women are complex.

All women may experience violence regardless of their status but the likelihood of experiencing violence and ability to access appropriate support and find safety are significantly different for different groups of women. The Green Party is committed to ensuring responses to violence against women, including sexual and intimate partner violence, will meet the needs of all women.

See our [Justice](#) Policy for more information.

## **8. Sexual and Reproductive Health**

The Green Party recognises that sexual and reproductive services are a crucial part of quality health care. We affirm everyone's right to make the best decisions for their own circumstances.

### *Policy Positions*

- 8.1 Ensure a range of affordable contraception options are accessible through the public health system throughout Aotearoa New Zealand.
- 8.2 Ensure Family Planning Clinics are resourced to provide quality services nationwide.
- 8.3 Provide accessible and age-appropriate education about sexual health, consent, and contraception, including:
  - a) Ensuring that options are presented in an understandable and culturally appropriate manner, with support from independent advocates or translators where necessary.
  - b) Ensuring that those who are competent to make informed decisions on their sexual and reproductive rights have the freedom to do so.

- 8.4 Ensure screening for relationship violence or other coercion as part of all sexual and reproductive health care services.
- 8.5 Prevent coercion either for or against abortion, including in counselling and medical services, and support informed and accessible choices about whether to continue a pregnancy.
- 8.6 Protect the freedom to have an abortion, by:
  - a) Legislating to protect the right to have an abortion.
  - b) Recognising that late-term abortions after 20 weeks' gestation occur only in exceptional circumstances and that medical professionals are invariably involved in supporting pregnant people to make their decisions, and ensuring that sufficient mental health support is also available to the pregnant person and their family.
  - c) Ensuring that abortion is regulated as a health care service and equally available and accessible to every woman in Aotearoa New Zealand.
  - d) Supporting measures to minimise waiting times for abortion services.
- 8.7 Protect the freedom to choose to continue a pregnancy, by:
  - a) Providing increased support to vulnerable pregnant women so they feel they can continue with their pregnancy if this is their preferred option.
  - b) Ensuring women are not penalised financially for choosing to keep their child (see our [Income Support](#) policy).
  - c) Ensuring that the use of antenatal screening is an individual choice, and ensuring that parents are fully informed about the available and potential support for families and people living with disabilities (see our [Disability](#) policy).
- 8.8 Fund and strategically respond to research into causes of infertility, in order to protect fertility.
- 8.9 Provide a clear mechanism for parenthood through surrogacy, including prohibiting commercial surrogacy, but supporting actual cost reimbursement in altruistic surrogacy situations.
- 8.10 Support equal criteria for lesbian and heterosexual women in assessments of their suitability and eligibility for parenting and adoption.
- 8.11 Review the legislative framework for adoption with the principles of this policy in mind.

## 9. Sex work

### *Policy Positions*

- 9.1 Continue to support sex work being legal and regulated under civil rather than criminal law.
- 9.2 Continue to support legislation and policy initiatives that:
  - a) Protect minors and those forced to work in prostitution, while criminalising clients who have sex with prostitutes aged under 18.
  - b) Improve the health and safety of people working in the sex industry.
  - c) Protect the safety of street prostitutes.