











New Zealand

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
92.5	70.0	N/A

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for New Zealand due to an insufficient number of responses received from this economy during data collection.

For New Zealand, data refer to the legal frameworks and supportive frameworks that are applicable to the main business city (Auckland). The scores for New Zealand are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	100.0	100.0	100.0	100.0	75.0	100.0	75.0	100.0	100.0
Supportive frameworks score	100.0	66.7	100.0	50.0	100.0	33.3	100.0	33.3	66.7	50.0
Expert opinions score	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

In summary, the **WBL 2.0 legal frameworks score** for New Zealand (92.5 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, laws affecting women’s pay, constraints related to marriage, laws affecting childcare, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, New Zealand obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for New Zealand is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, New Zealand may wish to consider introducing legislation on femicide.

The **WBL 2.0 supportive frameworks score** for New Zealand (70.0 out of 100.0) is higher than the global average (39.5) and higher than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women’s safety, supportive frameworks affecting women’s decisions to work, supportive frameworks related to marriage and supportive frameworks affecting childcare, New Zealand obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for New Zealand is on the indicator measuring supportive frameworks affecting women’s work after having children. To improve on the Parenthood indicator, New Zealand may wish to consider putting incentives in place to encourage fathers to take paternity leave on the birth of a child and publishing sex-disaggregated data on unpaid care work.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Family Violence Act, Secs. 9(2)(a)-(c), 9(4), 11, and Part 4; Crimes Act 1961, Secs. 128(4) and 194A
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Employment Relations Act, Secs. 108, 123, and 128; Human Rights Act, Secs. 62(3)(a)(b)(g)(j), 92I, and 92M; Harmful Digital Communications Act, Sec. 22
Is there legislation on child marriage?	Yes	Marriage Act, Secs. 17, 18, 58, and 60; Family Proceedings Act, Sec. 31(1)(a)(ia)-(ic)
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Sec. 3 and 4(1)
Can a woman choose where to live in the same way as a man?	Yes	Domicile Act, Sec. 5
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Citizenship Act, Secs. 6 and 7
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Human Rights Act 1993, Secs. 21 and 22
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Human Rights Act 1993, Secs. 21 and 22
Does the law allow employees to request flexible work?	Yes	Employment Relations (Flexible Working Arrangements) Amendment Act 2007, Sec. 69AA
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Equal Pay Act 1972, Secs. 2, 2AAC and 2A; Equal Pay Amendment Act 2020
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage		
Can a woman be “head of household” or “head of family” in the same way as a man?	Yes	Property (Relationships) Act, Sec. 1N
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Property (Relationships) Act, Sec. 1N
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Proceedings Act, Sec. 37
Does a woman have the same rights to remarry as a man?	Yes	Family Proceedings Act, Sec. 43
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Parental Leave and Employment Protection Act 1987, Sec. 9
Are leave benefits for mothers paid solely by the government?	Yes	Parental Leave and Employment Protection Act 1987, Sec. 71Q
Is there paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Parental Leave and Employment Protection Act 1987, Sec. 49
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Education and Training Act 2020, Secs. 10, 15 and 636; Education (Early Childhood Services) Regulations 2008, Sec. 3; Licensing Criteria for Center-Based Education and Care Services 2008; Official Website of New Zealand Government

Does the law establish any form of support to families for childcare services?	Yes	Social Security Regulations 2018, Secs. 30-37; Official Government Work and Income Website
Does the law establish any form of support to non-state childcare providers?	Yes	Education and Training Act 2020, Sec. 548; Official Website of the Ministry of Education
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Education (Early Childhood Services) Regulations 2008, Secs. 3, 44, 47 and Schedule 1-2; Licensing Criteria for Early Childhood Education and Care Centers 2008, Regulation 47
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Property (Relationships) Act, Sec. 49; Companies Act, Sec. 11
Does the law prohibit discrimination in access to credit based on gender?	Yes	Human Rights Act, Arts. 21(1)(a) and 44
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	Government Procurement Rules, Rule 18A
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Property (Relationships) Act, Sec. 8(1), 9 and 19
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Administration Act, Sec. 78
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Administration Act, Secs. 77 and 77C
Does the law provide for the valuation of nonmonetary contributions?	Yes	Property (Relationships) Act, Secs. 15, 15A and 18
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	New Zealand Superannuation and Retirement Income Act 2001, Sec. 7(1)
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Parental Leave and Employment Protection Act 1987, Sec. 44

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Preventing and Responding to Sexual Harassment at Work - Advice for Businesses; Model Sexual Harassment Policy; Sexual Abuse Assessment and Treatment Service; Accident Compensation Corporation (ACC); Training on Sexual Violence
Are there special procedures for cases of sexual harassment?	Yes	Employment Relations Act, Secs. 114 and 116-118; Human Rights Act, Secs. 76, 77, 79, 79A, 80 and 92F; Evidence Act, Sec. 95; Harmful Digital Communications Act, Secs. 8 and 11; NetSafe
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Te Puna Aonui
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Budget 2023; Te Puna Aonui
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	License application procedures

Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Government Website on Discrimination When Hiring; Pre-Employment Guideline of the Human Rights Commission
Has the government published guidelines on flexible work arrangements?	Yes	Government Website on Flexible Working Arrangements
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Human Rights Act, Arts. 21 and 76; Human Rights Commission Website
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Stats NZ: Household Labor Force Survey 2023
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Family Court Rules, Part 5; Family Dispute Resolution Act 2013
Are there specialized family courts?	Yes	Family Court
Is legal aid available for family law disputes?	Yes	Ministry of Justice
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Inland Revenue: Paid Prenatal Leave Application
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Government Website Education Counts
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Government Work and Income Website
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	ECE Funding Handbook; RS7: Early Childhood Funding Return Form
Has the government published any reports on quality of childcare services within the last 3 years?	Yes	Official Website of the Education Review Office
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	New Zealand Growth Capital Partners (NZGCP)
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Land Transfer Act, Sec. 47
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	Stats New Zealand
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located



Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

Yes [Work and Income website, Complaint page](#)
