

## Progress on women's rights reviewed in New York

In his closing statement at the Fourth World Conference on Women in Beijing, then-United Nations Secretary-General Boutros Boutros-Ghali said *'the movement for gender equality the world over has been one of the defining developments of our time.'*

**H**e went on to say that 'deeply entrenched attitudes and practices perpetuate inequality and discrimination against women, in public and private life, on a daily basis, in all parts of the world...we must all ensure that the decisions reached here will change the world.'

Strong commitments were made by the 189 countries represented at the Conference in 1995, and the adoption of the Beijing Declaration and Platform for Action set clear goals for the advancement of women. It called for the integration of gender perspectives in all policies and programmes and it focused on concrete measures to address the critical areas of concern worldwide.

Fifteen years on, the 54<sup>th</sup> session (March 1-12) of the UN Commission on the Status of Women (CSW) reviewed the implementation by countries of the goals set out in the Platform for Action. MWA Kaihautū Sonya Rimene and policy analyst Lisa Hardie accompanied the head of the New Zealand delegation, Minister of Women's Affairs Hon Pansy Wong to New York. Representatives from the Minister's office and the National Council of Women made up the rest of the delegation.

New Zealand's Country Statement to the Commission covered six key areas. It:

- reaffirmed New Zealand's commitment to the Beijing Declaration and Platform for Action

- brought attention to maternal mortality as a human rights issue
- called on the few non-state Parties who have not joined the Convention on the Elimination of all forms of Discrimination against Women to join without further delay
- urged New Zealand and all UN members to be more forth-coming in addressing violence against women
- urged all State parties to ratify the Convention on the Rights of Persons with Disabilities
- supported the new UN gender entity and called for a swift appointment of the new Under-Secretary General on Gender.

Non-government organisations also send representatives to CSW and, for Mary McIntyre from the Association of Presbyterian Women Aotearoa New Zealand, 2010 was her third attendance.

Mary believes the active participation of NGOs is a critical element in the work of CSW, not least because one of the primary roles of NGOs is advocacy – at international, national and local levels.

'NGOs advocate for those who do not have an opportunity to make their voices heard and who need to know that there are others speaking out for them and working to support them.'

'They were influential in shaping the current global policy framework on women's empowerment and gender equality in the Beijing Declaration and Platform for Action and they continue to play an important role in holding international and national leaders accountable for the commitments they made in that Platform.'

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Departing CE Shenagh Gleisner reflects on her time at MWA. Page 4



The New Zealand delegation L to R: Barbara Arnold (NCW), Lisa Hardie, Sonya Rimene, Toshi Hodliffe (Minister's advisor), Hon Pansy Wong, Ministry of Foreign Affairs' staff Kirsty Graham (Deputy Permanent Representative), Nicola Hill (First Secretary), and Tara Morton (First Secretary).

## FROM THE MINISTER

# Eliminating violence still top of the agenda

This month I represented New Zealand at the Commission on the Status of Women in New York. The experience of speaking to the UN and meeting with representatives of other nations reinforced for me how well New Zealand is regarded internationally when it comes to women's rights.

**‘Raising awareness and the willingness to act – including the willingness to report offences – is a necessary first step towards eliminating violence.’**

That reputation is well-earned – we have gone further than many nations and we need to use our standing to help improve the status of women around the world.

At the same time we must not be complacent either about what still needs to be done, or about those international comparisons, which are not always what they seem.

For example, no one nation should take comfort for looking ‘better’ than another based on the official statistics on violence against women from around the world. That is not just because nobody's statistics make pretty reading – it is also because we know that sexual violence and family violence are under-reported everywhere. Major research published by the Ministry

of Women's Affairs last year showed that in New Zealand only about nine percent of sexual violence cases are reported. Research in other developed countries has come up with similar results.

New Zealand is working to address the reasons behind under-reporting and to better support victims. Raising awareness and the willingness to act – including the willingness to report offences – is a necessary first step towards eliminating violence. We have already seen this trend in family violence reporting on the back of the ‘It's not OK’ campaign, and I believe we will see it in reporting of sexual violence cases as we put in place better ways to support victims, such as authorising police to issue on-the-spot protection orders.

In my address to CSW I challenged New Zealand – and all UN members – to be much more forthcoming and upfront in reporting on violence against women. Through knowing the full extent of the problem before us, we have a greater possibility of addressing the causes of violence against women and stopping the perpetrators in their tracks.

Eliminating violence against women remains at the top of my agenda. One person who strongly shares this vision and whom I want to acknowledge personally is Ministry of Women's Affairs' Chief Executive Shenagh Gleisner.



Hon Pansy Wong

As you know, Shenagh will shortly leave the Ministry after leading it for the past six years. I want to thank Shenagh for her exceptional contribution to the Ministry and wish her well for her future endeavours.

Hon Pansy Wong  
MINISTER OF WOMEN'S AFFAIRS

Mary describes the experience of attending CSW as ‘challenging, exciting, stimulating, and humbling.’

‘To have the opportunity to meet so many men and women who are working with a common cause of gender equality and the empowerment of women is energising and stimulating. It is also exhausting as the pace and content of the programme is demanding.’

The Association of Presbyterian Women has special consultative status as an NGO attending the United Nations. The Ministry of Women's Affairs strongly supports the presence of NGOs at CSW and other international women's forums.



Mary McIntyre,  
Association of  
Presbyterian Women  
Aotearoa New Zealand

## What is CSW?

The Commission on the Status of Women (CSW) is a functional commission of the United Nations Economic and Social Council (ECOSOC), dedicated exclusively to gender equality and advancement of women.

Every year, representatives of Member States gather at United Nations Headquarters in New York to evaluate progress on gender equality, identify challenges, set global standards, and formulate concrete policies to promote gender equality and advancement of women worldwide.

To see more about CSW go to [www.un.org/womenwatch/daw/csw](http://www.un.org/womenwatch/daw/csw)

There is a link to the full Statement to CSW from our website [www.mwa.govt.nz](http://www.mwa.govt.nz)

# Women 'tradies' swap stories

Few young women enter the trades where there are good career opportunities and it is possible to earn-while-you-learn. Looking at how to get more women into trades is one stream of the Ministry's gender pay gap work.

**P**ānui readers will have read last year that this work is to develop policy projects that will contribute to reducing the gap. The gender pay gap represents a waste of women's skills and talent and an undervaluing of their contribution.

One initiative the Ministry has instigated is to bring women working in the trades together in a bid to counteract the feeling of 'aloneness' that can be felt through working in a male-dominated occupation.

This month, Wellington women 'tradies' will gather for their second networking event. The networking started last December when Women's Affairs Minister Pansy Wong hosted a breakfast at Parliament that saw 25 women electricians, builders, plumbers, mechanics and others swap experiences and discuss ways to support women who have chosen a career in the trades.

Mrs Wong said isolation was one of a number of barriers to women staying in the trades and 'this initiative should help overcome that and help women stay and thrive in their chosen career'.

'With the current skill shortage, New Zealand can't afford for the 51 percent of our population who are women to not see trades as being a viable career option.'

One of the women who attended the breakfast, carpenter Cathy Tracey, said it was 'fantastic' to see the women all together telling their stories, and said the event helped the women realise they are not 'the only ones'.

MWA hopes to help get other networks up and running and self-managing in other parts of the country.

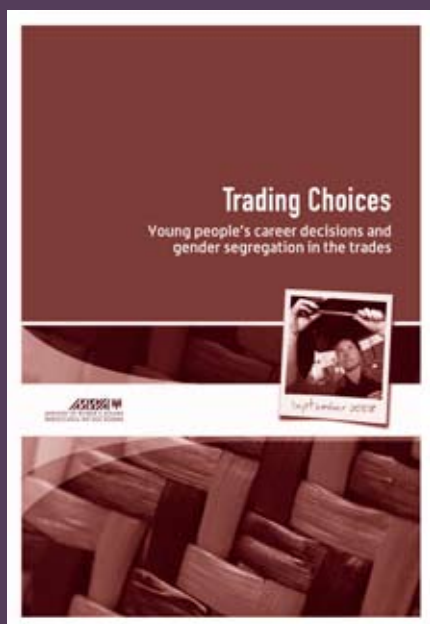
There is more information on our website at [www.mwa.govt.nz/our-work/policy-programme/employment](http://www.mwa.govt.nz/our-work/policy-programme/employment)



Women's Affairs Minister Pansy Wong and Cathy Tracey



Women in Trades breakfast at Parliament



## Closing the gender pay gap

Many jobs remain dominated by either men or women. While 99 percent of all plumbers, builders, and mechanics are men, over 90 percent of people working as caregivers, registered nurses and secretaries are women. Male-dominated jobs tend to be higher paid than female-dominated jobs.

The overall objective of our women in trades work is to figure out how to promote the trades as a career option and remove barriers to women in trade training. We are looking across all trades where women are under-represented, and at emerging industries to see how we might prevent occupational segregation from repeating the patterns of history.

MWA commissioned research in 2008 on the factors that influence young people when they are deciding on a career and, in particular, why so few young women enter the trades. The report *Trading Choices: young people's career decisions and gender segregation in the trades* is available on our website at <http://www.mwa.govt.nz/news-and-pubs/publications/trading-choices>

The other current streams of our gender pay gap are: flexible work practices to support women's experience and progression; career pathways for low paid women; and differences in graduate incomes.

# Improving the lives of women in New Zealand

Chief Executive Shenagh Gleisner is leaving the Ministry after six years. In this article she shares her views on the achievements and challenges of leading a small agency with a big job to do.



Thinking back over the last six years, what strikes me is the pleasure it has been to come to work every day. This is because of the compelling, important, and varied work of the Ministry; because of the quality of its people; because of the positive work atmosphere; and also because it has been such a privilege to meet with, and know, so many people who are working to improve the lives of women in New Zealand.

When a CE leaves a small agency there is always speculation about its future, so I am delighted that the government has committed to the Ministry of Women's Affairs.

The government decides what agencies are needed to support its chosen priorities and goals. The task of the CE is to run a highly effective agency. I am proud therefore that over this six year period the Ministry has grown to be such a high performer, and its quality and its reputation – as measured in external reviews – have been sustained over this time. I can, therefore, hand over a stable and vibrant organisation to a fresh Chief Executive.

You never leave a job without asking 'did I make a difference?' Inevitably, I wish I could have achieved much more over my time. There are still such significant gaps and inequities and nothing moves as fast as I would wish dealing with issues where

improvements are often measured in generations, not in years. I will leave with a continuing sense of urgency about the need to improve the status of women, but also with the knowledge that the Ministry is focusing its small resources in areas that are likely to make the most difference. We have, with our Minister, rightly, focused our work on some of the most profound and enduring problems for women and it will take time and persistence to make the necessary changes.

In the last few years, however, we have produced and contributed to some very important and influential work.

**I am proud therefore that over this six year period the Ministry has grown to be such a high performer, and its quality and its reputation – as measured in external reviews – have been sustained over this time.'**

Two major pieces of research, on protection orders and on sexual violence, have the potential to have a powerful and enduring positive influence to reduce violence against women and better support victims.

We were also there from the beginning in establishment of the family violence taskforce and the sexual violence taskforce. The momentum to eliminate violence against women must be maintained.

Another success is the nominations service, which has transformed itself year by year, achieving more and more reach, profile and influence. Of course, the ultimate proof of success is more women in governance positions, which depends on decisions of so many people beyond the Ministry. As with almost all the Ministry's work, success therefore depends on our ability to influence and deliver something of real value to those decision-makers – and to persevere over many years.

There are other important, ongoing elements of our work that spring to mind, including the work undertaken to provide better indicators for progress, the dynamic work programme we have started on the gender pay gap, and the continuing contribution of the international caucus. And there are the partnerships and relationships with NGOs and in the wider state sector, without which we would not be able to achieve what we do.

Despite this progress though, women still do not seem to me to be fully valued and respected in New Zealand or around the world. It is a great regret to me that this is still the case. It is at its most stark with respect to violence. Unless the norms change in society, we may not feel confident that we are getting to the heart of the problem.

“...it has been such a privilege to meet with, and know, so many people who are working to improve the lives of women in New Zealand.”

The challenge of changing norms is one for every one of us.

Helping to change the attitudes that allow us to tolerate violence will be one of the challenges for the new Chief Executive. Another will be managing the smallest government department in a way that ensures we continue to work on the most important areas that will drive the most change for women – and resisting the temptation to try to cover everything. With that comes the need to continually ask ‘are we using the most effective types of interventions to influence and shape the work of the public sector and others?’ To increase the impact of our work, we need others to be doing it with and for us!

Looking forward, I would like to mention three issues that I think will be debated within the Ministry and with you over the coming years.

I have noticed how often women that I meet with want me to include men in the deliberations. I have seen how often the policy areas we are working on require the engagement of men to contribute in all sorts of ways to achieving our goals. After all, these are gender issues – involving men as well as women – and the solutions will require the involvement of both. I wonder if the involvement of men in achieving gender equality will increase?

I have noticed how the framing of the debate around gender issues has moved from a deficit model more to

an opportunity model. The rhetoric has shifted from women requiring protection and special treatment, towards women as confident contributors to government and society outcomes in a way that is not always fully recognised. This is not black and white: rights and contribution will always stand together. The success of the feminist movement over the past 30 or 40 years is that overt discrimination has largely been eliminated and people – young people in particular – no longer feel discriminated against (even when there is evidence that they are!) Achieving the last 10 or 20 percent of change will be harder and may require different approaches and different ways of engagement which resonate with younger people’s expectations and experience. Is the balance right and how will shifts continue?

Thirdly, I have increasingly come to see that it would be advantageous for the Ministry to engage and collaborate much more strongly with other population agencies because we have similar goals and strategies in relation to mainstream agencies. We are often trying to improve the lives of women who are disadvantaged in multiple ways and who identify most strongly with a community that is the major focus of another population agency. And we are often aware the skills of women need to be much more visible, as is the case for example with Māori or Pacific or ethnic or older people. My question is, will the inclusion of a diversity lens strengthen or weaken the striving for improved status of women?

I retain an ongoing concern for the improvement of women’s lives, for the sake of them, for their families and whānau and for New Zealand. I do not know yet what I will do and where I will do it after I hand over the reins. I hope I have the same sense of joy and satisfaction that I have had over the past six years.

Thank you to all of you who have done so much, and will continue to do so much more.



Shenagh Gleisner



# WOMEN ON THE MOVE

Congratulations to all the women who received an honour in the **2010 New Year Honours List**. The full list can be seen at [www.dpmc.govt.nz/honours/lists/index.asp](http://www.dpmc.govt.nz/honours/lists/index.asp)

Media commentator and broadcaster **Kim Hill** has been appointed to the Advisory Committee on Official Statistics (ACOS).

**Judge Caren Fox**, Ngāti Porou and Rongowhakaata, is the new Deputy Chief Judge of the Māori Land Court.

**Lance Corporal Deborah Kendon** is the first ever New Zealand Defence Force Reservist of the Year (2009). The new award recognises the contribution made by New Zealand Defence men and women who hold down full-time jobs and volunteer as part-time soldiers.

Director of Training and Development Services for the Brief Interventions for Harmful Behaviours Unit at the University of Auckland, **Barbara Docherty**, has been appointed to the Alcohol Advisory Council (ALAC).

New panel members on the Human Rights Review Tribunal are **Dr Susan (Huhana) Hickey**; **Wendy Gilchrist**; **Selma Scott**; and **Moana Sinclair**.

**Leigh Pearson**, a self-employed government relations and communications advisor, has been appointed to the Broadcasting Standards Authority.

Auckland City Mission Head **Diane Robertson** has been appointed a member of the Housing Shareholders' Advisory Group. The Advisory Group will make recommendations on the best and fairest way of providing state housing services to those most in need in the highest priority areas.

**Dr Avis Glaze** is on the five-member independent technical advisory group that will support the implementation of National Standards in reading, writing, and maths in primary and intermediate schools.

# 'Snapshot' on women's progress

Women in New Zealand are living longer, gaining more qualifications, and are earning more than ever before.

These are some of the findings in *Indicators for Change: Tracking the progress of New Zealand women 2009*, a recent report published by MWA that provides a snapshot of the current social and economic status of women in New Zealand.

...the report would provide policy-makers with a clearer understanding of the areas where changes may be necessary for improvements to occur.'

The report updates the first Indicators Report released in 2008 and shows not a lot of change over the year. Over a longer period of time, however, as the report is periodically updated, it will offer time-series data that can track progress for women, and help identify areas where more work may be needed. The indicators used measure a range of outcomes that relate to the government's high-level goals for women. These are:

Goal	Indicators
Women have the opportunity to develop and use their skills and talents	<ul style="list-style-type: none"> <li>Educational attainment</li> <li>Participation in tertiary education</li> <li>Participation in modern apprenticeships</li> <li>Median hourly earnings</li> <li>Weekly income</li> <li>Representation of women in leadership</li> <li>Joblessness</li> </ul>
Women are healthy, empowered, resilient and safe	<ul style="list-style-type: none"> <li>Criminal victimisation</li> <li>Concern about crime</li> <li>Health expectancy</li> <li>Self-reported health status</li> <li>Access to health services</li> </ul>
Society recognises caring as integral to economic and social success	<ul style="list-style-type: none"> <li>Satisfaction with work-life balance</li> <li>Total work time</li> <li>Access to early childhood education</li> </ul>

MWA policy analyst, Lisa Hardie, said measurement alone would not lead to improvement in outcomes but it was hoped that the report would provide policy-makers with a clearer understanding of the areas where changes may be necessary for improvements to occur.

'The report focuses on some areas where some women are not doing so well, includes some areas that are significant for women but are not included in other monitoring reports, and provides a 'gender angle' that complements and expands on monitoring from other reports.'

*Indicators for change: Tracking the progress of New Zealand women 2009* is available on the Ministry's website at [www.mwa.govt.nz/news-and-pubs/publications/indicators-for-change-2009-1](http://www.mwa.govt.nz/news-and-pubs/publications/indicators-for-change-2009-1)

## WOMEN ON BOARDS

# Traci Houpapa

Elected Chair, FoMA: 2010

Trustee, Foundation 2020: 2007 – present

Director, Pemberton Construction Limited: 2007 – present

Director, Waikato/Bay of Plenty Netball Franchise Limited: 2007 – present

Director, Strada Incorporation Limited: 2007 – present

Trustee, Puwaha ki Te Ao Trust: 2001 – present

Committee of Management member, Te Urunga B2 Incorporation: 1998 – present

Crown Appointee, Guardians Establishment Committee.

Member, National Executive, Māori Women's Welfare League representing Waiariki

Traci Houpapa



## First woman to head FoMA

Traci Houpapa is the first woman to chair the Federation of Māori Authorities (FoMA) since its inception nearly 30 years ago.

The 43-year-old company director, Waikato Maniapoto, Taranaki, Tuwharetoa, had been on the Federation's executive for only 12 months before her election to chair in February.

FoMA is New Zealand's largest Māori business network representing around 150 trusts, incorporations, boards, rūnanga, and Māori-owned businesses. Established in 1987, it has an executive of 11 members and advocates on behalf of its members across all industry sectors to advance Māori economic development. Traci is the Tainui delegate. She also co-owns THS & Associates Ltd, a Hamilton-based company that specialises in strategic and business planning and organisational development.

### Q: How did FoMA come about?

**A:** The founding mothers and fathers of FoMA saw the need for Māori interests in land assets and activities to be represented at government and national levels.

They wanted to be part of the decision-making and saw that if we were serious about Aotearoa New Zealand and where we were heading, we would be working together. That vision is still relevant now.

FoMA was initially primarily a private-sector focused organisation but that has changed with the emergence of post-settlement iwi authorities and more Māori-owned businesses. As the Māori nation and economy grows, that is reflected in the Federation and its work.

### Q: How does it feel to be the Chair?

**A:** When I was approached I canvassed the membership to see whether the organisation was ready for a woman chair and unreservedly the membership said yes. With that support I felt confident about being nominated and I was elected. There are presently three women and seven men on the executive.

I am patently aware I am in this position because of the efforts of a number of other strong Māori women leaders – and equally strong Māori male leaders. I am also aware of the expectation and responsibility placed upon me, as well as to our current members and every other man or woman after us.

### Q: What will your style bring to FoMA?

**A:** As the new chair, which is for an indefinite term, I am keen to see FoMA representing members' interests at government and decision-making tables in a way that translates in real bottom line results. We have got a great executive whose contribution, skill, and experience make my role easier. We are at a great starting point for the next decade.

MWA Kaihautū Sonya Rimene says the appointment of someone of Traci's calibre to head such a large organisation is significant for many reasons including that it represents a new breed of young, strong, talented, and skilled Māori women and men leaders coming through the ranks.

'Traci not only runs a business full-time, she sits on many boards and is on the National Executive of the Māori Women's Welfare League. Her skills, abilities, and integrity allow her to traverse many worlds including young, elderly, and tribal to make good decisions while not losing her identity.'

## International Women's Day

International Women's Day (IWD) is celebrated on 8 March every year. The United Nations theme for 2010 is *Equal rights, Equal opportunities: Progress for all*.

IWD is a major day of global celebration for the economic, political and social achievements of women past, present and future. IWD was honoured for the first time in 1911 so next year will see the IWD Global Centenary. On 19 March 1911, more than one million women and men attended rallies campaigning for women's rights to work, vote, be trained, hold public office, and to end discrimination.



**International  
Women's Day**

## Race Relations Day

This year's theme for Race Relations Day on Sunday, 21 March, is 'It's About Us – Whānau'. The Race Relations Commission encourages workplaces, organisations, schools, and neighbourhoods to hold an event or activity to promote positive race relations during the month of March. More information, plus a copy of the Human Rights Commission's *Statement on Race Relations*, is available on the Commission's website at [www.hrc.co.nz](http://www.hrc.co.nz)

## Help for carers

Carers New Zealand, the New Zealand Carers Alliance, the Ministry of Social Development and other government agencies have worked together to develop a new resource for carers. *A Guide for Carers – He Aratohu mā ngā Kaitiaki* provides information for carers on financial help, help at home, needs assessment, where to go for equipment and modifications, and what their rights are. The guide is free and can be obtained by calling 0800 777 797 or at [www.carers.net.nz](http://www.carers.net.nz)

## Disability Support Network

A new network is being launched this month for disability support services providers. The *New Zealand Disability Support Network* is an incorporated society of members, represented by a Board of Governance. Full membership is available to not-for-profit and for-profit organisations that provide support services to people with disabilities through contacts with government. More information is available at [www.nzdsn.org.nz](http://www.nzdsn.org.nz)

## HPV Vaccinations start

The first round of Human Papillomavirus (HPV) vaccinations for 2010 is being carried out at North Otago schools this month.

The vaccination aims to reduce cervical cancer by protecting girls against HPV infection. Girls and young women born from 1 January, 1990 are eligible to participate in the immunisation programme.

Since September 2008, family doctors, practice nurses, and health clinics have been offering the vaccine to young women born in 1990 and 1991 and younger girls who have left school. This year, it will be offered through school-based programmes for girls in Years 8 to 13, and for girls aged 12 to 18 from their doctor, practice nurse or health clinic.

From 2011 and onwards, the vaccine will be offered through school programmes for Year 8 girls and to 12-year old girls from their doctor, practice nurse, or health clinic.

## Mothers' labour force participation report

A new report on women's labour force participation is now on our website. The report uses 2006 Census data and focuses primarily on mothers' participation in the labour force. It examines the impact that qualifications, marital status, and the number and age of children have on women's labour force participation, and the changes in participation rates between the 2001 Census and 2006 Census.

Key findings show that, for women with dependent children, the two main factors influencing labour force participation were the mother's qualifications and the age of her youngest child. Mothers with a post-school qualification had a higher participation rate than mothers with school qualifications or no qualifications. The participation of mothers was also higher as the age of their youngest child increased.

Other results show that:

- older mothers had higher participation rates than younger mothers
- the participation rate for partnered mothers was higher than that of sole mothers
- the participation of mothers was lower when they had a higher number of dependent children.

The report is available at [www.mwa.govt.nz/news-and-pubs/publications/mothers-labour-force-participation](http://www.mwa.govt.nz/news-and-pubs/publications/mothers-labour-force-participation)

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MINISTRY OF WOMEN'S AFFAIRS  
MINITATANGA MŌ NGĀ WĀHINE

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