

## Rights of women reaffirmed

Critical commitments to promote women's rights made in Beijing ten years ago were reaffirmed in New York in March, together with a call for further action from governments to achieve gender equality.

Women's Affairs Minister Ruth Dyson led a strong New Zealand delegation to the 49th session of the Commission on the Status of Women, which marked the 30th anniversary for the First World Conference of Women in Mexico. The meeting was held at the United Nations Headquarters in New York from 28 February to 11 March 2005.

Members of the delegation were Ministry of Women's Affairs officials Carolyn Risk and Cherie Engelbrecht; an MFAT Post official Andrew Begg; and two members from outside of government - Joy Liddicoat and Dr Gillian Greer.

The size of the delegation reflected the fact that the 49th session of the Commission was a significant meeting for two main reasons.

The first is that it marked the ten year anniversary of the adoption of the Beijing Declaration and Platform for Action (BPFA) that set clear goals for the global advancement of women. The Platform for

Action was adopted at the Fourth World Conference on Women in 1995 held in Beijing. The Commission meeting provided an important opportunity to review progress and identify achievements, gaps and challenges in implementing the Beijing agenda.

Second, the session was an important prelude to a significant United Nations (UN) meeting - scheduled to take place later this year - and the five year reconsideration of the UN's Millennium Declaration and the Millennium Development Goals in order to ensure that gender issues are central to those deliberations.

'Ministerial leadership of the delegation was an important contribution to the continuing work of New Zealand on gender issues within the UN,' said Ministry of Women's Affairs' Strategy Development Leader, Carolyn Risk.

'The Minister's presence reflected the importance attributed to these issues in New Zealand. It also provided an opportunity for her to affirm at the highest level New Zealand's continuing commitments to promoting the interests of women and children and ensuring that such issues are at the forefront of future deliberations by the UN.'

New Zealand was one of the few delegations to contain members from outside of government. This added depth to the skills and expertise, and enhanced the credibility of the delegation.

*Continued on page 3*



▲ Minister of Women's Affairs Ruth Dyson at New Zealand's seat in the General Assembly



▲ At the Commission meeting in New York, from left to right Eileen Kelly, Andrew Begg, Gillian Greer, Carolyn Risk, Margaret Mayman and Cherie Engelbrecht



# Progress in pay and employment equity ...

## April 2005 - New Pay and Employment Equity Unit

Did you know that New Zealand women, on average, still earn only 87.3% of a man's hourly wage? And, last year alone, women working full-time earned approximately \$180 less a week than their male counterparts.

Part of the gap reflects continuing undervaluation of the jobs women are concentrated in. Women and men still tend to work in different jobs, and at different levels. The underlying reality is that women still do more of the work of caring for others and that affects their whole economic life and social position - their lifetime earnings, independence, retirement incomes and all that goes with that.

I am proud of New Zealand's history of addressing equity issues. This Government has a clear commitment to addressing the gender pay gap and systemic inequities in employment. Clearly, it's unacceptable in 2005 for women's work opportunities, rewards and experiences to be affected by gender. I am determined that we will make steady and measurable progress on closing the gaps so women can make their full contribution at work and have the recognition, rewards and respect they deserve. Our work on pay and employment equity complements our work on work-life balance, productivity, and women's labour market participation.

This Government has created the Pay and Employment Equity Unit in the Department of Labour. The Unit, the tripartite Steering Group and a wide range of government agencies are implementing the Government's five year Pay and Employment Equity Action Plan, created in 2004. The Unit is

developing the pay and employment equity audit tool and the gender-neutral job evaluation tool so organisations can identify and make progress on their pay and employment equity issues. The Unit also provides education and advisory services and monitoring.

A key to the pay and employment equity audit process is the input of staff and their unions. They provide a unique perspective on how pay and employment equity affect people and they hold much of the wisdom about the solutions.

The National Library and the Auckland University of Technology are part of the audit piloting process.

Library assistant at the National Library Diana McRae is a PSA delegate on the joint pilot union/employer audit committee. Ms McRae says: 'The audit process is surprisingly straight forward and it is clear what is expected of us. It builds on the information that is already there but has uncovered some surprises. No one really had a clear picture of the whole thing. The audit helps us to build a picture that is more precise and real.'

The public health and education sectors and the public service will all be expected to complete an equity audit during the next five years. The audits will provide a sound basis for improving the quality of working life for women and will contribute to the improved productivity that comes when employment decisions are based on merit rather than gender.

Ruth Dyson  
MINISTER OF WOMEN'S AFFAIRS

### DID YOU KNOW?

That New Zealand women, on average, still earn only **87.3%** of a man's hourly wage.

### ✓ ACTION PLAN

*Action Plan for New Zealand Women, Economic Sustainability*  
1.1.1: Implement a plan of action to address the gender pay gap and promote equal pay for work of equal value in the public service, and the public health and education sectors.

Continued on page 1

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The level of attendance - approximately 80 Ministers, over 1800 government delegates from 165 Member States, seven First Ladies and more than 2600 non-governmental representatives from all regions of the world - clearly indicated the huge amount of interest and high expectations related to the ten year review, and the global advancement of women.

The review noted some of the many areas in which women's equality is still not a reality such as continued high rates of violence against women in all parts of the world, the increasing incidence of HIV/AIDS among women and gender inequality in employment.

It was agreed that the full implementation of the Beijing documents was essential to achieving the internationally agreed development goals, including the Millennium Development Goals.

At the end of the second week the Commission adopted ten wide-ranging resolutions on improving women's status, including six new texts. Among the new texts was a resolution recognising the need to integrate a gender perspective in post-disaster recovery and rehabilitation efforts - a direct result of the catastrophic events following the December tsunami and the impact such events have on women.

Unable to formally conclude its session owing to the high level of debate and discussion generated by the numerous resolutions, the Commission has since reconvened and set a meeting date and appointed a Chair for next year's meeting.

For more information on the Ministry's international work, visit the Ministry of Women's Affairs website, [www.mwa.govt.nz](http://www.mwa.govt.nz) under 'international'.

To view resolutions and other outcomes of the 49th Session of the Commission on the Status of Women see the following website, <http://www.un.org/womenwatch/daw/Review/english/49sess.htm> under 'resolutions' or 'overview'.

# New Corporate Support Manager - Martin Sebire

'It has been a full-on start, right from the powhiri on the first day,' says the Ministry of Women's Affairs' latest senior manager Martin Sebire.

'I've been really impressed with the positive and supportive attitude of everybody here at the Ministry and I find it very infectious. Everyone is so focussed on achieving the best outcomes for New Zealand women.'

Martin joined the Ministry on 2 March 2005 in the new role of Corporate Support Manager, which covers all the support functions for the organisation from human resources to IT.

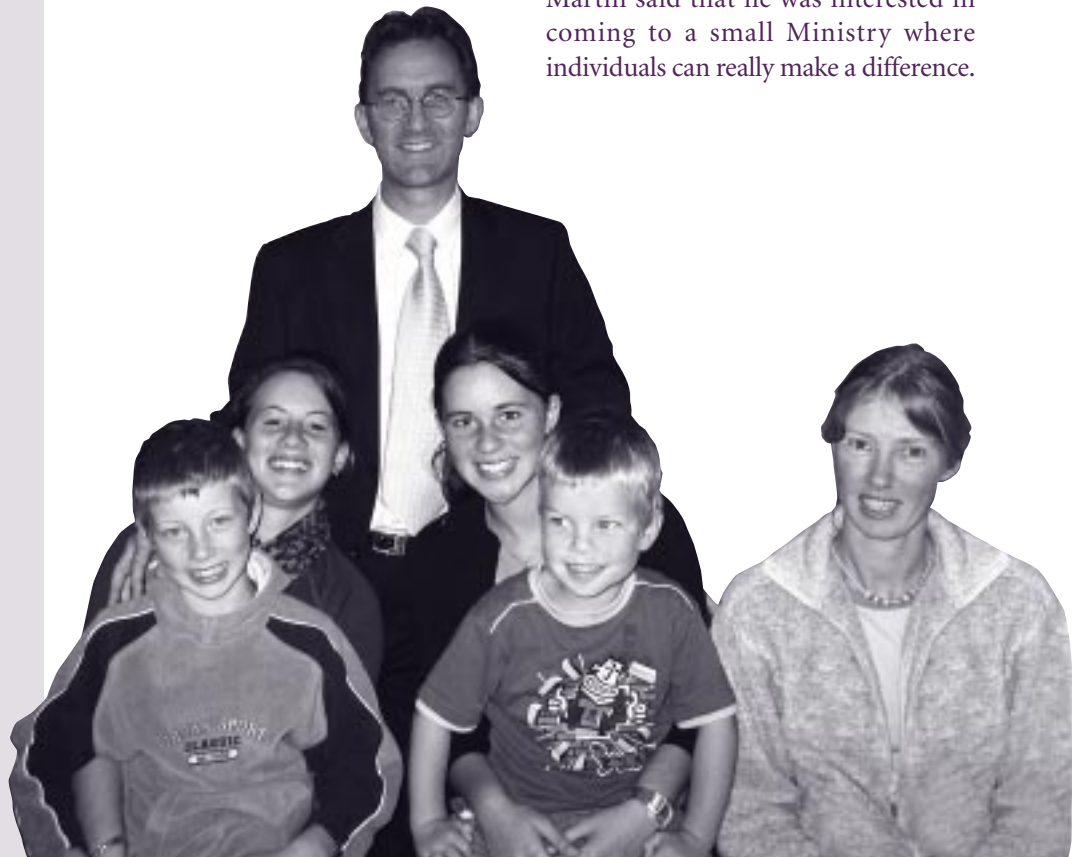
Chief Executive Shenagh Gleisner said: 'Martin impressed me at the powhiri with a fluent speech in te reo Māori. It was also lovely to have his family with us on that day.' Martin's partner and four children - two sons and two daughters aged from four to 18 - joined him for the powhiri.

Martin has a degree in Commerce and Administration from Victoria University, and is also a qualified chartered accountant. He began his government career as a policy analyst with the Housing Corporation and then moved into a range of financial management positions in large government departments including Commerce (now MED), Inland Revenue and Conservation.

His most recent position was at the Historic Places Trust where he was the Corporate Services Manager.

'It is helpful that Martin started his working life in policy analysis, because one of the things we must do is keep making sure that the policy team and corporate team work in a highly collaborative way to achieve our outcomes,' said Shenagh. 'The contribution of every single one of the staff is vital. We are small enough for the whole organisation to be one very strong and creative team.'

Martin said that he was interested in coming to a small Ministry where individuals can really make a difference.



▲ Martin Sebire with his family - Alex, Kahiwa, Teia, Matthew and Audrey

# Carolyn Weston - helping to ensure that the views of women with disabilities are heard

Disabilities haven't stopped Carolyn Weston from making a major contribution to the health and disability sector.

Carolyn was appointed to the Multi-region Health and Disability Ethics Committee in December 2004 after being put forward for the position through the Ministry of Women's Affairs Nominations Service. She said that she finds the work both interesting and stimulating.

'It is important that women from all walks of life are represented on boards and committees to ensure that women's experiences and perspectives are taken into account.'

Born blind, Carolyn has had a close relationship with the blind community since she attended the school for blind children in Auckland at the age of ten. Originally based in Dunedin, Carolyn had to live away from home for seven years to gain an education, which enabled her to participate more in her community.

Over her childhood she experienced a number of fractures and in early adulthood she was advised that she had a congenital brittle bone condition. More recently Carolyn underwent open heart surgery to replace a faulty heart valve which had been deformed at birth.

On returning to Dunedin to live, Carolyn worked for eight years as a

packer at a soap factory. During this time she met Tony Weston. Carolyn and Tony were married in 1976 and have two sons.

Carolyn has been involved in the disability advocacy movement since 1977. She has also been involved in branches of the Association of Blind Citizens NZ and the National Assembly of People with Disabilities (DPA).

During the 1990s, Carolyn was elected to positions on the DPA Executive Committee and the Royal NZ Foundation for the Blind Board of Trustees. She was instrumental in setting up the Disabilities Resource Centre Southland and NZ VIEW (NZ Vision Impaired Empowering Women).

Her interest in disability issues, especially those affecting women with disabilities, has enabled Carolyn to present papers and ensure that the views of women with disabilities are heard at a national and international level. Involvement with the NZ Medical Council's Complaint Assessment Committees gave Carolyn the opportunity to be nominated by the Ministry of Women's Affairs for a position on the MEC.

For more information about the Nominations Service, check out the Ministry of Women's Affairs website, [www.mwa.govt.nz/nomination\\_service.html](http://www.mwa.govt.nz/nomination_service.html)



## The Multi-region Ethics Committee (MEC)

*The Ministry of Women's Affairs Nominations Service is working to get more women appointed to state sector boards and committees.*

The Multi-region Ethics Committee (MEC) is one such body. Administered by the Ministry of Health, the committee provides independent ethical reviews of national and multi-region health research.

Its main objective is to foster an awareness of ethical principles and practices in the health and disability sector and research community. Members work to facilitate excellence in health research and innovative practice for the well-being of society and to collaborate with researchers to ensure the interests, rights, dignity, welfare, health and well-being of both participants and consumers are protected.

The guiding principle for composition of the committee is to ensure that it has the appropriate expertise, skills, knowledge and perspectives to conduct ethical reviews of the highest quality. There are ten members on the MEC; six women and four men. Carolyn Weston was recently appointed as a consumer representative.

For more information on the MEC check out the Ministry of Health website, <http://www.newhealth.govt.nz/ethicsc committees/committees/multi-region.htm>

## New to the Ministry

Information and Records Advisor Margaret Sissons was welcomed to the Ministry in February and Policy Analyst Margaret Young was welcomed in March.



# Understanding the not-for-profit sector

A joint initiative between the government and the not-for-profit sector aims to develop a clearer picture of not-for-profit sector activities and volunteering in New Zealand.

In October 2004 an advisory committee co-ordinated by the Office for the Community and Voluntary Sector was set up to oversee the Not-for-Profit Data Collection research project.

The project has two main streams. The first stream involves New Zealand becoming a participant in a comparative study by Johns Hopkins University (Baltimore) of the not-for-profit sector in over 40 countries.

The second aspect is the development by Statistics New Zealand of a not-for-profit sector 'satellite account'. This involves collecting and analysing statistical data on the sector and then determining its economic value to the New Zealand economy. Statistics New Zealand will use a variety of sources for data collection, including the annual enterprise survey, population census, the tax system and the Charities Commission.

The project will provide a more in-depth understanding of not-for-profit organisations and volunteering.

The Ministry of Women's Affairs is highly supportive of this project because of the key role that women play in not-for-profit organisations and unpaid work.

'The 1999 Time Use Survey showed us that on average women of all ages do two more hours of unpaid work per day than men and that Māori men and women do more unpaid work outside the home than non-Māori. Determining the economic value of this unpaid work will make it easier to recognise the true contribution that unpaid workers make to families, communities and the New Zealand economy,' said Māhina Melbourne from the Ministry of Women's Affairs.

Advisory Committee Chair, Ken Gordon (Chief Executive of Trust Waikato), says the sector and Government need to understand in more detail how the sector contributes to the economy. 'Community-based organisations provide essential services and support to their communities at a local level, and on a national scale make a huge contribution to our economy and to our social well-being.'

The data collection will be ongoing, with the first data available in 2007. As new data becomes available the picture of the sector will be refined further. For instance, a second Time Use Survey in 2008/09 will be compared to the earlier survey to enable trends in unpaid work and volunteering to be identified.

## ✓ ACTION PLAN

*Action Plan for New Zealand Women, Work-life balance*

**2.2.1: Build understanding of the value of unpaid and voluntary work, particularly time spent caring for dependants, by proposing and gaining support for the development of satellite accounts on household and non-profit organisations.**

## WHY WE DO WHAT WE DO ?

The Ministry has nearly completed its Statement of Intent (SOI) for 2005 - 2008 - the document that sets out what we will do, why we do it, how we will do it and what resources we will need. The SOI is our formal agreement with the Minister and is tabled in Parliament. Developing the SOI is also one of the times we think about what we have to do to make a real difference for New Zealand women.

The SOI will be published on our website later this month and we thought it is useful to share some of the thinking behind the document. Producing the SOI involved all staff through a series of workshops and discussions and as we thought about what was necessary for success, several things became clear.

**We must focus:** When we decide what policy we will work on, we continually ask ourselves 'what is going to make the biggest difference for outcomes for women, and how will this best be achieved?' If the work is best done elsewhere then we should support that effort rather than duplicate it. For example, achieving pay and employment equity for women is vital, but it is best done by the Department of Labour as they have a dedicated unit for it. But the Ministry will participate and support as needed. Another example is encouraging women to save for their retirement, which is also very important, but the Retirement Commission is the right organisation to deliver the public education campaign while we focus on policy work. We lead work when there is a gap - a critical issue on which we can make a difference and because no-one else is doing that work.

**We will only achieve by producing the evidence:** The Ministry was established in the wake of the surge of women's consciousness that arose in the 1970s. At that time there was huge support to correct inequities suffered by women, but as the big gains were achieved the sense of urgency has slowly ebbed. Today our evidence and our analysis must be ever more convincing. We cannot give credible policy advice without solid evidence, excellent analysis and being very good at communicating our analysis. Our ability to convince and inspire and persuade will depend upon our ability to show how achieving outcomes for women will contribute to the outcomes that other agencies are working towards.

If you would like to know more about the SOI or any aspect of the Ministry's work, we would be very happy to speak to your group or to provide further information.



# Looking back – moving forward

◀ FRANCES AUSTIN

*When the Ministry turned 19 earlier this month it was its first ‘birthday’ without Frances Austin.*

Frances, who left the Ministry at the end of 2004, had been in senior roles in the organisation for 18 years, beginning as librarian and ending as Strategic Human Resources Manager. For the first ten of those years she managed the library, information services and records, developing it into a respected resource on women’s policy issues.

Looking back Frances says that while the issues that impact on women are enduring and require ongoing attention, there has been progress over that time in many areas - progress that the Ministry has played a significant role in bringing about.

‘In the early days the Ministry was working on cervical screening, employment and pay equity, women’s access to the labour market, matrimonial property, childcare services and violence against women.

‘Those who worked for the Ministry at the time did some really good work, which saw its expression in changes like the Matrimonial Property Act and the reforms to the funding and regulation of early childhood services.’

But the Ministry was also looking much further ahead and doing proactive investigations and groundwork on issues which had not previously been the focus of government - issues like recognition of unpaid work, work/family balance, out of school care, paid parental leave, pay equity and low incomes for women.

Frances said that change often occurs gradually – like the ten years it took to establish the Time Use Survey - and it is easy to forget what has been achieved or to under-estimate the contribution made by the Ministry.

‘The Ministry itself has also constantly undergone incremental changes and has successfully evolved to position itself effectively in the current outcomes-focussed public sector,’ said Frances, who was deeply involved in much of that change as Strategic Human Resources Manager.

‘I have been committed to working with the management team to enable the Ministry to be a successful organisation, within the challenges of its size and budget,’ she said. ‘The Ministry is on a strong course to build on the great work done over the years.’

Frances said she had been proud to be part of an organisation that from its beginning was the main agency to progress issues for Māori women and she paid tribute to those she had the opportunity to meet and work with during her time at the Ministry.

For its part, the Ministry thanks Frances for her contribution and wishes her every success in the future.

**Catherine Davis** who is of Te Rarawa, Te Aupōuri and Ngāti Kuri descent, is one of five people world-wide to be chosen for the United Nations Human Rights Indigenous Fellowship Programme. This month she will leave her home in the far North and travel to Switzerland to begin her research projects under the five month fellowship.

**Janice Shiner** has been appointed Chief Executive for The Tertiary Education Commission. Janice is currently Director General of the Lifelong Learning Directorate in England. She assumes her new role on 11 July this year.

Wellington born **Judith Hanratty** will receive an honorary Doctor of Laws degree from Victoria University this month. Judith played a key role in overhauling the corporate governance structure of one of the world’s largest multinational companies. Last year she retired as Company Secretary and Counsel to the BP board. A Victoria University Law Graduate, Judith has been admitted as a Barrister by the Inner Temple in London, the State of Victoria and the High Courts of New Zealand and Australia.

PACIFICA’s new President **Diane Mara** took over the mantle from Jean Miteara. Diane continues PACIFICA’s contribution to the Women’s Economic Well-being Project which nurtures the contributions meaningful to Pacific peoples.

**Maggie Bayfield** continues to help strengthen rural communities in her new role as Executive Officer for Rural Women New Zealand.

Christchurch woman **Sarah Astor** has been appointed to the board of ASURE NZ Ltd.

**Glenys Coughlan-Dunlop** of Wellington, and **Lorraine Stephenson** of Dannevirke, have been appointed to the Biosecurity Ministerial Advisory Committee.

**Julie Rickman** of Hamilton has been appointed to the Accounting Standards Review Board.

# Violence against women and children under the spotlight

*On 7 March 2005, Steve Chadwick MP chaired an 'Open Hearing into the Prevention of Violence Against Women and Children' at Parliament.*

The hearing was held by the New Zealand Parliamentarians' Group on Population and Development (NZPPD) and aimed to provide a stock-take of programmes and initiatives on preventing/reducing violence against women and children.

A wide range of government and non-government organisations made submissions and many of these highlighted the need for culture change. Dr Emma Davies of the Auckland University of Technology, for instance, concluded that there is a need for long-term sustainable solutions which embed non-violence in all aspects of society. She stated that later interventions to address family violence mean little without effective long-term deliberation.

The Ministry's submission outlined its role in providing policy advice aimed at reducing the incidence and impact of violence on women and its recommended priority actions. The importance of a culture change in attitudes towards

violence was emphasised, as was the need for a sound evidence base from which to effect this change. The submission also discussed the need to monitor the effectiveness of strategies in reducing domestic violence. The immediate safety of women in violent relationships and preventing further deaths were identified as high priority action areas.

As a result of the hearing NZPPD will formulate a plan of action to ensure that New Zealand meets its commitments in this area under international agreements such as the 1979 UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The report on the hearing will be available in May 2005.

## ✓ ACTION PLAN

*Action Plan for New Zealand Women, Well-being 3.2.1: Improve the safety and well-being of women, particularly in relation to spouse/partner abuse, child abuse/neglect and elder abuse/neglect, through ongoing implementation and reporting on the progress of Te Rito.*

## Mana Wahine - celebrating leaders, challengers and achievers



▲ Karanga: Ngā Reo o ngā Wāhine Māori

*In April of each year, the Ministry of Women's Affairs promotes and celebrates the contribution that Māori women make to society.*

The Ministry launched Mana Wahine Week this year by celebrating ten years since the release of the 'Karanga - Ngā Reo o ngā Wāhine Māori' (Voices of Māori Women).

The Karanga project consists of 13 audio programmes of 29 Māori women speaking about aspects of Te Reo Māori including: women and leadership; storytelling; the language and custom of karanga; Māori language immersion schools; modern music composition; and writer and publishers.

Karanga was the Ministry's project to celebrate Te Tau o Te Reo Māori: the Year of the Māori Language in 1995. The

Karanga project is about promoting Māori women as speakers and protectors of Te Reo Māori. Karanga has proven to be a valuable resource for Māori broadcasting, language learners and teachers. As well as the educational value, the recorded voices of the Māori women are a unique and precious treasure for society in general. Since the recording of the tapes, sadly a number of the kuia have passed away.

Mīria Simpson, Ngāti Awa, a renowned linguist said: 'We need our language, to preserve our identity.

Ka kore te reo, ehara i te tangata.

he mea noa iho...

He reo tō tēnā manu, tō tēnā kakarehe, tō ētehi ngārara.

He reo kē anō tō tēnā momo tangata, to tēnā momo tangata o ngā whenua maha o te ao. Kei tōna reo tōna wairua, tōna mana.'

Mana Wahine Week is a series of national and local events that the Ministry has celebrated annually since 1993. That year was both International Year of Indigenous People and Women's Suffrage Centennial Year and the event began (as 'Māori women's week') as part of the celebrations for the former to recognise the contribution and celebrate the success of Māori women in New Zealand.

Mana Wahine week is celebrated each year with a wide range of activities organised by community groups, iwi and hapu as well as those organised by the Ministry of Women's Affairs. The theme for this year's Mana Wahine Week was 'celebrating Māori women's leadership'.

## The Janus Women's Convention 2005

All New Zealand women are welcome to attend the Janus Women's Convention 2005 on Queen's Birthday weekend from 3-6 June. This year's theme 'Titiro whakamuri, Haere whakamua: Looking Back, Moving Forward' will mark the 30th anniversary of the event which will give women participants the chance to offer their view on things that are important to them in the home and at work. The focus will be on progress made for and by women over the last 30 years and on the importance of environmental sustainability, and peace. The forum will explore the circumstances of young women in society today, and aims to identify achievable policy objectives to accommodate the changing needs of women and men in today's world.

Trustee of this year's convention, the Honourable Margaret Shields said: 'The conference will address many issues that are fundamental for New Zealand, aligning the achievements and aspirations of women with the country's social and economic development, and setting a path for the next 30 years.'

Inspirational key note speakers include Dr Gro Brundtland, former Prime Minister of Norway and former Chair of the World Commission of Environment and Development (the Brundtland Commission), and New Zealand born lawyer and human rights advocate, Moira Rayner from the Australian Council for Equal Opportunity in Employment.

Other women role models participating in the conference are Wellington Mayor, Kerry Prendergast; Chief Executive, Telecom New Zealand, Theresa Gattung; the Governor General Dame Silvia Cartwright; and Dame Cath Tizard.

The New Zealand Women's Convention: Learn from the Past, Look to the Future, was last held 30 years ago in Wellington, during International Women's Year in 1975. To register or for programme details visit [www.womensconvention.telecom.co.nz](http://www.womensconvention.telecom.co.nz)

## December Tsunami's toll on Women

Startling figures show that the December tsunami may have killed up to four times as many women as men. Research gathered by Oxfam International shows it killed more women than men in the worst affected districts. Eighty percent of deaths were female in the worst affected village, Kuala Cangko.

In Aceh Besar district, of 676 survivors only 189 were women. Male survivors outnumbered women survivors by a ratio of almost 3:1. In the four villages in North Aceh district, out of 366 deaths, 284 were female: women accounted for 77 percent (more than three-quarters) of deaths in these villages. When the tsunami hit, many women were swept away from the shoreline while waiting for the men to return from fishing. Women lost their lives in their attempts to save their children and elderly relatives. In agricultural areas, many men were working away from their families at home and survived. Many women and young children drowned struggling against the strength of the tsunami. A comprehensive study has not yet been completed, but in many of the areas where Oxfam is working, more women were killed by the tsunami than men and in many communities, the number of female deaths were significantly higher than that among males. Oxfam is calling on governments, donors and NGOs to act immediately to address the complex range of issues stemming from the tsunami. At the recent meeting of the United Nations Commission on the Status of Women the significance of this catastrophe and its impact on women was reflected in the passing of a resolution stressing the need to integrate a gender perspective in post-disaster recovery and rehabilitation efforts. To view the Oxfam report on 'The tsunami's impact on women', visit the Oxfam website at:

<http://www.oxfam.org.nz/latestnews/oxfamapersonline.htm>

## Seventh Young Māori Leaders Conference 2005

Young Māori with leadership potential will gather in Wellington in June for the Seventh Young Māori Leaders' Conference 2005 (YMLC). The conference, aimed at Māori aged 20-40, allows young Māori to learn about developing the capacity to innovate, trade, develop resources and to lead from the front. The focus this year is on leadership and social innovation, iwi, hapū and whānau development, new pattern changing approaches to social issues, the politics of mana Māori, strategic planning, community relations and language acquisition. Organisations can benefit from new skills, perspectives and networks across all sectors and employers are urged to consider young Māori for the course who show leadership potential or who will be expected to assume leadership roles in the next two decades. YMLC is a continuation of the March 2005 Hui Taumata (Māori Economic Summit) Conference where Professor Mason Durie called for higher expectations in the quality and skills of Māori leaders. YMLC began in 1939 with the most recent conference held in 2003. To register and for programme details visit [www.firstfound.org](http://www.firstfound.org) or email [ymlc2005@firstfound.org](mailto:ymlc2005@firstfound.org)