

Time to 'get sorted'

FACTS

- Women live longer than men
- As a group, women earn less than men during their working life.

While neither of these facts are new, they do have important implications for women when it comes to planning for retirement. Women's longer life expectancy means that their need for retirement savings is greater; however their lower earning power means they are likely to have less saved.

The earlier women start to think about and plan for their retirement the better. Small changes can make a big difference – either by avoiding or repaying high interest debt, or through regular savings to enjoy the benefits of compound interest.

It's a message the Retirement Commission and Ministry of Women's Affairs hope will be heard and acted on by women.

In October they held a forum with a range of women's organisations in Auckland, Wellington and Christchurch linking via teleconference to discuss retirement issues for women. Fashion designer Trelise Cooper inspired the audience with her personal passion to start a fashion business while juggling family responsibilities. She encouraged women to take control of their finances and make their money work for them.

"The discussion raised a number of practical and feasible measures like financial education at primary and secondary schools, greater participation for women in the paid workforce and access to impartial financial advice," said Diane Anorpong, Ministry of Women's Affairs Senior Policy Analyst.

The Retirement Commission used the forum to launch a 'Get Sorted' checklist to help women achieve financial well-being throughout their lives and prepare for their retirement. The checklist, found on the sorted website, www.sorted.org.nz, goes through nine steps to help women with their financial planning.

"It was great to have women thinking about these issues and taking the information back to their organisations and networks," said Diane.

> Check out the 'Sorted' website, it's packed with helpful information on setting goals, managing debt, saving, investing, student loans and much more.

www.sorted.org.nz



✓ ACTION PLAN

Action Plan for New Zealand Women, Economic Sustainability 1.2.1: Develop a targeted campaign to enhance the provision of financial advice to women, and to improve women's uptake of retirement savings schemes, to assist women in providing for their future and that of their families/whānau.



New insights gained from regional meetings

During the latter half of 2004 I had the privilege of meeting with women and organisations in a range of regions around the country, from Matamata and Tokoroa to Timaru and Greymouth. The meetings were held as a forum for the Ministry to report back to communities on the *Action Plan for New Zealand Women*.

Public meetings are very important because we get to talk face-to-face with people outside of Wellington and we hear the realities of women's lives. We heard a lot that affirmed that our policy programmes were on the right track and that there was faith in the Ministry of Women's Affairs as an organisation that will progress the important issues for women.

We also heard that more explicit value put upon parenting would be positive and that there are ongoing concerns about some areas in the Action Plan, such as student loans and apprenticeships.

Public meetings are just one way we relate to women. Coming to a public meeting is not everyone's cup of tea and there are many other ways whereby we ensure that all groups of women – including younger women, migrant women and many others who tend not to attend meetings – have an opportunity to input directly into policy work as time goes on.

In the near future the Ministry is due to report back to Ministers on the progress in building the strength and capacity of the Ministry. The progress has been excellent during 2004. In December alone we welcomed five new policy analysts. It is an exciting time as we have a much bigger policy team working on a wide range of policies, a stronger reputation and much better connection with networks of women.

This year will continue to be very demanding for us. We will forge ahead with our policy projects and we will keep working on connecting with groups in the community, women and men. We will keep our eyes on the horizon for emerging challenges, remembering that some of the proud achievements of the Ministry in the past are when we were foresighted enough to do that vital foundation work, such as the time use survey. Leading work such as this is the basis of the work-life balance policy programme, which will serve not only women, but men and children too.

Shenagh Gleisner
CHIEF EXECUTIVE

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◀ POLICY ANALYSTS

Mahina Melbourne, Colette Beech, Andrea Evans, Lisa Ramanui & Huia Haeata [not pictured] were welcomed to the Ministry in December.

Review looks at impact of mothers working

Does a child suffer when Mum works? It's an old debate that has gathered momentum as women have increased their participation in the paid workforce.

A recently released literature review commissioned by the Ministry of Women's Affairs, which examined local and international research into the impacts of maternal employment and early childhood education on children's outcomes, concludes that maternal employment in itself has no significant effect on children.

The crucial issue is the quality of the early childhood education experience which generally removes any negative effects and may in fact increase the positive effects of maternal employment for young children.

The review acknowledges that maternal employment and the early childhood education experience are two separate influencing factors, and it is the combination of the two, along with other life experiences, which influence children's outcomes.

It highlights the importance of high quality interaction with adults, in particular an increased role of fathers in parenting, as having a positive effect on the child's development.

The review will be used to inform policies and practices being developed as part of the government's Work-Life Balance Project.

A copy of *Influences of maternal employment and early childhood education on young children's cognitive and behavioural outcomes* can be found on the Ministry's website, www.mwa.govt.nz under 'publications'.

> DID YOU KNOW THAT IN NEW ZEALAND

- 47 percent of mothers with a child under five were employed in 2001
- 63 percent of children were enrolled in early childhood education in July 2003
- 27 percent of children in non-maternal care were in informal care and 87 percent were in formal care (some children were in multiple services).

One in three

A recent Auckland University research study revealed a third of New Zealand women had been shoved, kicked, beaten or sexually assaulted by their partners during their life.

Women's Affairs Minister Ruth Dyson expressed concern about the findings. "Any violence against women is completely unacceptable. This study will help us understand the nature and extent of the problem," she said.

The study comes on top of a report released in August by the National Collective of Independent Women's Refuges Inc which highlighted areas of concern with the implementation of the Domestic Violence Act.

"Fifty years ago we couldn't even have a debate about family violence. Now we are having that debate and gathering the information we need to understand and address the range of factors that



lead to violence – so that we can protect and help the victims of violence," Ruth Dyson said.

As part of that process, the Ministry of Women's Affairs is gaining a better understanding of the complex factors that influence the level of violence and looking at ways in which the effectiveness of the Domestic Violence Act could be improved, in line with recommendations in the Women's Refuge report.

This includes work to obtain and analyse domestic violence data from the Police and the Ministry of Justice, and analyse case studies to improve our understanding of Police practice in relation to breaches of protection orders. The Ministry will also undertake a literature review of effective approaches to reducing the incidence and impact of domestic violence.

The Ministry is aiming for work to be completed by mid 2005.

Campaign targets sexually active teens

Meet Hubba Joe. He's the face of the Ministry of Health's new youth sexual health campaign designed to encourage sexually active young people (15 – 19 years) to use a condom to protect themselves from sexually transmitted infections.

The statistics on sexually transmitted infections (STIs) in New Zealand make for alarming reading. Over the past five years the number of confirmed chlamydia and gonorrhoea cases diagnosed at sexual health clinics has increased by 65.5 percent and 57 percent respectively. Young people remain at high risk of STIs; 65 percent of chlamydia, gonorrhoea, genital herpes and genital warts diagnoses at sexual health clinics were for those 25 years-of-age and under.

Launching the campaign in November 2004, Health Minister Annette King said that while teenage sex was an uncomfortable topic for some, it was important to be realistic about the situation. "Sexually active young people must be given the information and tools to protect themselves from STIs," Minister King said.

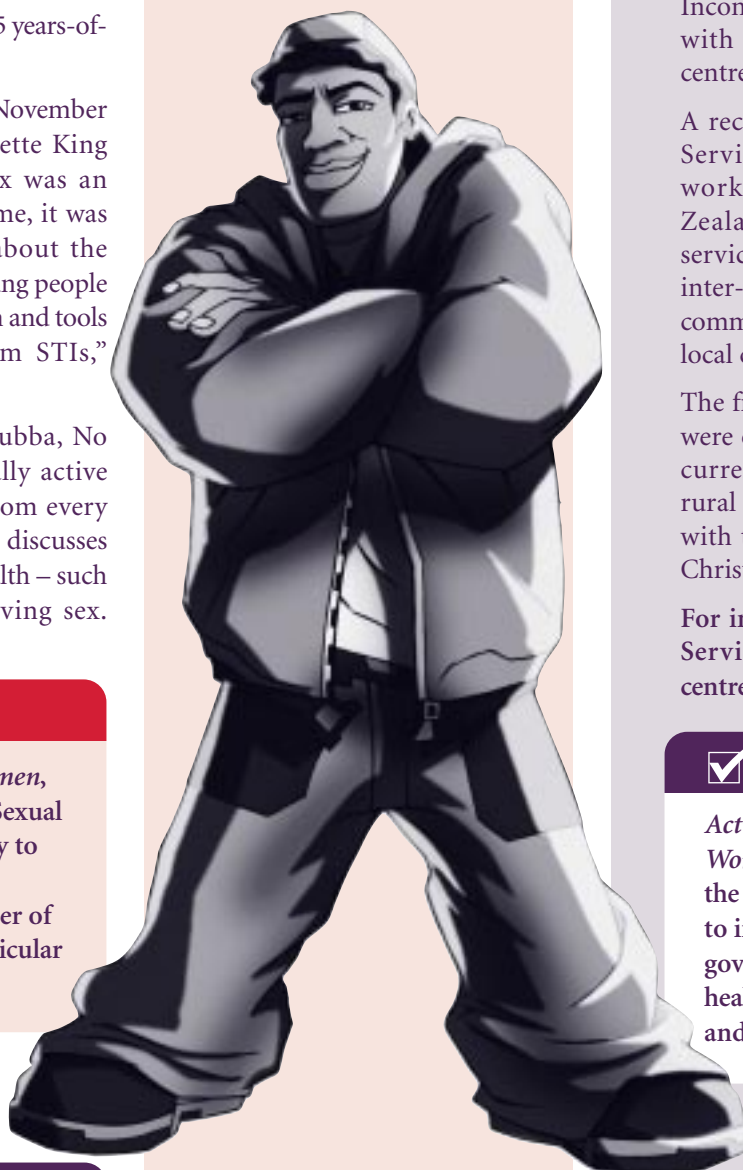
While the campaign, No Rubba, No Hubba Hubba, urges sexually active young people to use a condom every time, campaign material also discusses the wider issues of sexual health – such as the consequences of having sex.

Young people are encouraged to think carefully about the sexual decisions they make.

The safer sex public health campaign, developed as part of the government's Sexual and Reproductive Health Strategy, runs from 22 November 2004 to the end of February 2005.

For more information about the No Rubba, No Hubba Hubba campaign visit

**WWW.
hubba.co.nz**



Government services in the heartland

For many rural residents the long drive to a major centre was a significant barrier to accessing government services – like talking to their case manager at Work and Income, or finding out about their Child Support obligations.

The establishment of 32 Heartland Service centres throughout the country means that these services, and many more, are now available closer to home.

Heartland Services was designed as a "one-stop shop" to ensure that government services were accessible to residents in rural areas. Up to 22 government departments – from ACC and Inland Revenue to Housing New Zealand and Work and Income – participate in the service with representatives visiting the centres regularly.

A recent evaluation of Heartland Services shows the initiative is working well, with rural New Zealanders' improved access to services owing much to improved inter-agency collaboration and the commitment and resourcefulness of local co-ordinators.

The first Heartland Service centres were opened in 2001 and there are currently 32 centres operating in rural regions from Kaitiāia to Gore, with two urban centres opened in Christchurch and Whangarei.

For information about Heartland Services or to find your nearest centre visit www.heartlands.govt.nz

✓ ACTION PLAN

Action Plan for New Zealand Women, Well-being 3.3.1: Implement the Sexual and Reproductive Health Strategy to reduce the incidence of sexually transmitted infections and number of unwanted pregnancies with a particular focus on teenage pregnancies.

✓ ACTION PLAN

Action Plan for New Zealand Women, Well-being 3.1.2: Expand the number of Heartland Services to improve availability of government services, including health and justice, to rural women and regional communities.

Getting down to business

The Ministries of Women's Affairs and Economic Development are currently considering ways that government can better support women in business.

New Zealand businesswomen are a growing feature of the small and medium enterprise (SME) landscape. A recent Ministry of Economic Development report, *SMEs in New Zealand – Structure & Dynamics*, shows that the number of female employers and female self-employed has doubled over the last 30 years. Māori women in business remain significantly under-represented amongst the self-employed, however the number of Māori businesswomen is growing at a faster rate than Māori males.

While there is a growing number of very successful businesswomen, businesses owned by women tend to start small, remain small and generate lower incomes. Some women start up their own business as a way of balancing work and family commitments, but find that they also end up 'working the night shift'.

Businesswomen interviewed by Women's Affairs commented on the expectations that they would still be the primary caregiver for their children and run the household. Māori women commented on spreading themselves too thinly and having to wear many hats in other areas.

Business networks, management capability and role models appear to be particularly important success factors.

✓ ACTION PLAN

Action Plan for New Zealand Women, Economic Sustainability 1.3.1: Identify success factors for small and medium-sized enterprises to enhance sustainable business growth among businesses owned and operated by women, including Māori women.

Mixed picture for women in leadership

Women's participation in leadership positions has been the topic of several studies recently.

Women are still outnumbered three-to-one in managerial power positions in Australasia according to a study commissioned by recruitment company Hudson as part of a series discussing workplace issues.

The study also shows that while New Zealand women fare better than Australian women in relation to the gender pay gap, men still dominate managerial jobs in both countries and women remain clustered in clerical and service areas.

It's a different picture for women in Britain – according to the latest survey of British workers, the gender gap in the office is narrowing. More women are at work than ever before and there is greater female influence at senior management level, as well as in the boardroom.

Over the last five years results show that the number of women directors has risen from less than one-in-10 to one-in-seven.

The figures also show that more women are breaking through the so-called 'glass ceiling' and creating a 'boardroom greenhouse effect' as companies warm to the idea of women in management roles.

Figures compiled by the Inter-Parliamentary Union rank New Zealand 18th in the world for the number of women involved in politics with women making up 28.3 percent of MPs. Leading the way is Rwanda – the African country ranks number one with almost half of its parliamentarians being women (48.8%) ahead of traditional leader Sweden. Australia ranks 24th with 24.7 percent.



2005 big year for international work

Celebrating our diversity

Together we grow, Te ranga tahi, is this year's focus for events held on or around 21 March to celebrate the International Day of the Elimination of Racial Discrimination.

The theme reflects the objectives of the *New Zealand Diversity Action Programme* which was adopted by a community leaders' forum at Parliament in August 2004.

Race Relations Day, Te Rā, Whanaungatanga, will be celebrated with a wide range of activities and cultural events around the country, both to celebrate New Zealand's diversity and to reflect on the challenges we face as a nation.

A national programme of multi-ethnic festivals will be organised by Ethnic Councils and local authorities.

For more information visit www.hrc.co.nz/rrd05 or call on freephone 0800 496 877.



▲ Race Relations Day promotional material

In many countries women are not accorded the same rights and freedoms as men. Women are often denied the basic rights that form part of everyday life in New Zealand – things like freedom of movement, access to education and participation in decision-making processes.

What can we do about it? New Zealand participates in a number of international meetings to advance the status of women worldwide where its role is to act as a guardian of the values that promote and protect the interests and well-being of women, and promote and support the adoption and implementation of policies and programmes that promote and protect the interests and well-being of women.

The Ministry of Women's Affairs is responsible for managing New Zealand's international obligations in relation to women.

2005 is a significant year for the Ministry's international work.

In March, Women's Affairs Minister Ruth Dyson will attend the 49th session of the United Nations Commission on the Status of Women. The session will commemorate the 30th anniversary of the First World Conference of Women in Mexico.

It also marks the 10 year anniversary of the adoption of the Beijing Platform for Action 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 session will provide an opportunity to review progress in implementing the Beijing Platform for Action and share experiences in relation to achieving its goals.

During 2005, the Ministry of Women's Affairs will also be preparing New Zealand's sixth report to the United Nations Convention of the Elimination of All Forms of Discrimination Against Women (CEDAW) Committee reporting against New Zealand's obligations. CEDAW is the primary international instrument relating to women's rights. As one of the early signatories, New Zealand is one of the few countries which will have prepared six reports.

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New Zealand last reported to the CEDAW Committee in February 2002.

The United Nations Major Event, marking the 60th anniversary of the establishment of the United Nations, is scheduled for September. The Major Event will have a wide focus including looking at the United Nations structure and processes and considering a number of significant international conventions and agreements; in particular the Millennium Goals agreed in 2000 and will review the implementation of the goals set out in the Beijing Platform for Action.

More information about the work the Ministry is doing in the international arena visit the Ministry of Women's Affairs website, www.mwa.govt.nz under 'international'.

Women's contribution recognised in New Year Honours

The New Year Honours list recognised the contribution to New Zealand society of sixty-one women. Honours were awarded in a wide range of areas, from services to medicine, science and health, to children's literature, music and speech therapy.

Former Tauranga Girl's College Principal and Deputy Mayor, Dr Mary Drayton, is among five people awarded New Zealand's second highest honour – Distinguished Companion of the New Zealand Order of Merit – in the 2005 New Year Honours for services to education and local body affairs.

The woman who introduced the idea of disabled parking spaces to New Zealand, Alexia Pickering, became a Companion of the New Zealand Order of Merit for her services to persons with disabilities.

Anne Todd-Lambie, Esther Cowley-Malcolm and Dr Gill Greer were among a number of women who became Officers of the New Zealand Order of Merit – including Olympic

Gold medalists Sarah Ulmer, Caroline Evers-Swindell and Georgina Evers-Swindell.

Anne Todd-Lambie was honoured for her services to women. PACIFICA Auckland President Esther Cowley-Malcolm received her award for services to Pacific Island families. Dr Greer was honoured for her services to family planning and literature.

Other women who were honoured in this year's Honours list include Rural Women of New Zealand Immediate Past President, Ellen Ramsay, for community service, Dr Patricia Harris of Palmerston North for services to science, Jennifer Ludlam of Christchurch for services to the theatre, Tracey Richardson of Napier for services to persons with Cystic Fibrosis, Judi Strid of Auckland for services to women's health and Margaret Currie who works voluntarily with prison inmates in Mongolia.

A full list of the New Year Honours can be found at www.gg.govt.nz/honours/newyear.asp

Ainsley Gardiner, Aio Films filmmaker, recently won an award from the American Film Institute for her short film *Two Cars, One Night*; which is also down to the last 11 finalists for an Academy award. Ainsley's short film *Tama Tu* has just been accepted to be shown at the Sundance festival.

Annabel Young, former National MP, has been appointed as Chief Executive of Federated Farmers.

Carmen Knowler and **Janet Pereira**, of Dunedin, received a Winston Churchill Memorial Trust Award. Ms Knowler, a Dunedin City Council employee, received her award for research on drains. Ms Pereira's award was for research on the impact of exams on students in Western Samoa.

Christine Low, of Christchurch, was elected as the National President of

the National Council of Women of New Zealand (NCWNZ) at the NCWNZ National Conference in September.

Inspector **Janet Hope**, Rodney's police area commander, received an award from the Australasian Council of Women and Policing for her proven leadership skills and abilities, and for having made a real difference to women in the New Zealand Police. Ms Hope was also awarded the Queens Service Medal for Public Services in the New Year Honours.

Jo Meyers took over as Editor of the *Manawatu Standard* in October. Ms Meyers is the Palmerston North newspaper's first female editor.

82 year old **Marie Bell** became one of the oldest PhD graduates from Wellington's Victoria University in December. Ms Bell interviewed New

Zealand Parents' Centre pioneers for her doctorate and found they still believed in the liberal ideas they championed 50 years ago, such as the importance of play and understanding young children.

Hon **Margaret Wilson** will become New Zealand's first Speaker of the House of Representatives (Parliament) in March when she takes over from Jonathan Hunt.

Olga Nikora, of Christchurch, is the 2004 New Zealand winner of the Jane M. Klausman Women in Business Scholarship. The Scholarships are awarded to Zonta women pursuing an undergraduate degree in business who are planning careers in business management and who have demonstrated outstanding potential in the field.

Research confirms diversity of New Zealand families

A report released in December by the Ministry of Social Development provides a detailed picture of how the New Zealand family has changed in recent decades. The report, *Patterns of family formation and change in New Zealand*, found that:

- the age at which women first marry has increased
- the number of couples who separate has increased – about one woman in three separates within 20 years of marriage
- the age at which women have their first child has been steadily rising; intervals between births have also been increasing
- due to increasing rates of separation and childbirth outside marriage, rates of sole parenthood have risen significantly in recent decades
- around a fifth of women have spent some time living in a blended family (those that include children from a prior union of one or both partners)
- children are staying at home longer – girls leave home at a younger age than boys.

A full copy of the report can be found on the Ministry of Social Development website, www.msd.govt.nz/work-areas/social-research/patterns-family-formation-nz.html

New population website

Information about current and emerging population issues in New Zealand is available on a new website, www.population.govt.nz For planners and policy analysts the website has tools and resources for using and understanding demographic data. Links to such areas as disability, migration and health, frequently asked questions and a glossary of population terms make the site of general interest too.

Increase of women in Modern Apprenticeships

Over 7,000 young people are now in Modern Apprenticeships. “It’s particularly pleasing that over 500 of the 7,088 Modern Apprentices are female, with the number of female apprentices growing twice as fast as the number of male apprentices,” said Associate Education (Tertiary) Minister Steve Maharey. “It’s also encouraging that we now have more than 1,000 Māori Modern Apprentices, over 14 percent of the total number.” Established in 2001, the Modern Apprenticeship programme provides 16 – 21 year olds with opportunities to earn money while receiving on-the-job training that will lead to a nationally recognised qualification in their field.

Want to know what’s going on in Māoridom?

If you want to know what’s going on in Māoridom, check out www.tpk.govt.nz/news/events - Te Puni Kōkiri’s online Māori events calendar.

Te Puni Kōkiri is keen to reflect the positive happenings in Māoridom so that more New Zealanders can appreciate and hopefully participate in the dynamic movement that is occurring in all spheres of achievement; cultural, spiritual, academic, scientific and sporting.

The events calendar includes dates and contact details for major events such as the Tamariki Sports and Cultural Day, Māori Sports Awards, Te Matatini National Festival (24 – 27 February) and the Hui Taumata 2005 (1 – 3 March).

Anyone involved in Māori events – or events where there is likely to be wide Māori interest – is encouraged to submit their listings to Te Puni Kōkiri for inclusion in the calendar.

New Zealanders working long hours

A survey by the International Labour Organisation shows that New Zealanders spend the second longest number of hours at work, after the Japanese. In New Zealand, 21.3 percent of staff work more than 50 hours a week compared to 28.1 percent in Japan, 15.5 percent in Britain and 1.4 percent in the Netherlands.

The report finds that in general, people working longer hours live in countries where there are fewer regulations on working time.

STOP PRESS

Women's groups and individual women in Indonesia have been playing a significant role in dealing with the aftermath and consequences of the Boxing Day earthquake and tsunami that devastated countries and killed thousands.

For more information and reports on the impact of the events on women, in particular, check out the international section on the Ministry of Women's Affairs website, www.mwa.govt.nz