

CEDAW Report shows progress and challenges

Often described as an international bill of rights for women, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted in 1979 by the United Nations General Assembly. The Convention provides a basis for realising equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life.

Countries that ratify the Convention commit themselves to undertake a series of measures to end discrimination against, and exploitation of, women. Ratifying countries are also committed to submit national reports, at least every four years, on measures they have taken to comply with their treaty obligations.

The Ministry of Women's Affairs is responsible for preparing the New Zealand Government's report and works with other government agencies, women's

organisations, and other interested individuals and groups on its preparation. New Zealand has just completed its sixth report in relation to its obligations under the Convention.

The sixth report provides the CEDAW Committee with an update on recent successes, legislative and policy changes, as well as highlighting some remaining challenges for New Zealand in relation to women.

Areas where particular progress has been made over the last four years include achievement in education, family policies, health and leadership. However challenges remain in the areas of safety of women and pay and employment equity and although progress has been made in areas such as paid parental leave, there is still some way to go.

You can access the international section on the Ministry's website www.mwa.govt.nz



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Mana Wahine Launch

Milestone for Ministry



Twenty years ago on 6 May 1986 a Labour government delivered on its manifesto commitment to establish a Ministry of Women's Affairs. At the official opening, the then Prime Minister, David Lange, said in the context of achieving equality of opportunity, the Ministry would have three responsibilities:

"It must work the system. It must challenge the system. In the end it must change the system."

He said if there was to be genuine equality between women and men, the Ministry had to "demolish the structure of inequality".

I feel the 20th anniversary of the Ministry is not so much a time to celebrate, but rather to take stock

of how far we have come and how much further we have to go. The first Minister of Women's Affairs, (Dame) Ann Hercus, said that: "We are the only government department working for our own demise." I would love to be the Minister that reported our work was done and the structure of inequality had been demolished. Instead, I believe the best I can hope for is that it happens in my lifetime.

I could only close the doors of the Ministry if I were confident that all government departments would undertake the gender analysis that is needed to break down the barriers that stand in the way of women achieving equality of opportunity; when the names of competent women are placed in front of decision-makers making board appointments; and when New Zealand's special role in the world as a leader on women's issues is able to be taken up by another arm of government with the credibility the Ministry has on the world stage. Although we may be closer to that day now than we were twenty years ago, we still have a long way to go before those three conditions are met.

There have been significant achievements across a broad spectrum of policy over the past

20 years. Many have been quite recent under Labour-led governments. Prime examples are the strides in the provision of affordable quality early childhood education; introducing and extending paid parental leave (this will soon include self-employed parents); and women's high levels of participation in public sector boards.

The Ministry helped to kick-start out-of-school services in the late 1980s when women identified it as a top priority. There have been many significant milestones: the *Domestic Violence Act 1995*, women's health issues such as cervical screening, measuring women's unpaid work, and meeting New Zealand's international obligations, to name just a few.

New Zealand's sixth report to the Commission on the Elimination of All Forms of Discrimination against Women (CEDAW), released in May, provides a snapshot of New Zealand continuing to be a world leader.

And yet the CEDAW report acknowledges that the Ministry's work is needed now as much as ever: when a woman dies at the hands of a violent partner almost every month; when women earn on average 20 percent less than men (Māori and Pacific women are even lower paid); when women predominate in low-paid and often dead-end jobs; when women continue to do the bulk of housework and childcare even when they and their partners are both working full-time.

Like those visionaries 20 years ago, I look forward to the day when the Ministry's work is done and we can truly celebrate a society where women have equal opportunity. Considering the progress of the past two decades it is not an impossible dream.

Hon Lianne Dalziel
Minister of Women's Affairs

Paid Parental Leave for the Self-Employed from 1 July 2006

Self-employed mothers will be eligible for 14 weeks paid parental leave from 1 July 2006 under new legislation passed in May.

The Parental Leave and Employment Protection (Paid Parental Leave for Self-Employed Persons) Amendment Bill has extended paid parental leave to self-employed mothers who have been working an average of 10 hours a week or more during either a six or 12 month period immediately before the birth or adoption of a child. Self-employed mothers will also have the same right as employees to transfer this leave to their eligible partners.

Under the legislation, a self-employed person will be entitled to paid parental leave if they are engaged in more than one type of work consecutively, and/or if they have a break of 30 days or less between engagements. Like employees, they will be required to stop working while receiving payments. However, they will be able to maintain a level of oversight of their business during the leave period. It is estimated that 2,173 self-employed parents will apply for paid parental leave each year.

For more information about paid parental leave see Employment Relations on the Department of Labour website: www.ers.dol.govt.nz

Mana Wahine Week 2006

Māori women's success in business was celebrated at the launch of Mana Wahine Week at the National Library in April. Ministry of Women's Affairs (MWA) Chief Executive, Shenagh Gleisner, said this year's theme 'Māori women in business as leaders, challengers and achievers' honoured the huge contribution Māori women make to their communities and the wider New Zealand economy. Mana Wahine Week, celebrated annually by MWA since 1993, recognises the contribution and celebrates the success of Māori women in New Zealand.

Over 100 people from community organisations, business groups and government agencies gathered at the National Library for this year's event. Mabel Wharekawa-Burt, (Ngati Ranginui/Ngaiterangi) a high profile actor, was compere for the evening.

Minister of Women's Affairs, Hon Lianne Dalziel, and Minister of Customs and Youth Affairs, Hon Nanaia Mahuta, applauded Māori women as leading the renaissance in Māori culture and language and taking on the challenges of business and entrepreneurship in growing numbers.

One such example of entrepreneurship, fashion designer, Leiana Rei Perawiti, spoke as a young Māori business woman working in New Zealand. Colleen Tuuta, representing the National Advisory Committee on the Employment of Women (NACEW), launched the organisation's most recent publication encouraging women into self-employment.



Shenagh Gleisner, Chief Executive Ministry of Women's Affairs, Suzanne Snively, PricewaterhouseCoopers, former Chair NACEW, Hon Lianne Dalziel, Minister of Women's Affairs, at Mana Wahine launch.

Women's Affairs on the International Stage

50th meeting of the Commission on the Status of Women

In February this year Carolyn Risk, Acting Chief Executive and Cherie Engelbrecht, Senior Policy Analyst, from the Ministry of Women's Affairs (MWA) attended the 50th meeting of the United Nations' Commission on the Status of Women (CSW) in New York. Carolyn and Cherie were joined by Eileen Kelly, civil society representative and Nicky Hill, First Secretary, at the New Zealand Mission to the United Nations.

Prior to CSW, there was a meeting of representatives of agencies responsible for women's issues and representatives from civil society organisations within the Commonwealth. Carolyn Risk, as a member of the panel on Women in Decision-Making at this meeting, made a presentation on the approach and achievements of the Nomination Service run by MWA.

There was considerable interest in the Nominations Service and the practical lessons the Service has learned on how to make progress in relation to the level of representation of women in governance roles.

This year CSW focused on:

- equal participation of women and men in decision-making processes at all levels



NZ Defence Force working abroad

Photo courtesy of NZ Defence Force

- enhanced participation of women in development.

New Zealand was able to share its experiences and progress and influence the future working of CSW.

Three priority themes for the coming three years were identified during the session. These will be:

- the elimination of all forms of discrimination and violence against the girl child (2007)
- financing for gender equality and the empowerment of women (2008)
- the equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS (2009).

For further information about CSW visit www.un.org/womenwatch/

Mana Wahine Documentary Film Screenings

The Ministry of Women's Affairs was proud to work in partnership with the Wellington City Gallery and Mei Hill to highlight the achievements of Māori women in the film industry by showcasing three indigenous films at the City Gallery, Wellington on 22 and 23 April. The three films showcased were *Georgie Girl*, *Moko Kauae* and *Strange Fruit* (USA).

Tuhipo Kereopa (Te Arawa, Ngati Whakaue, Tuhourangi, Ngati Wahiao)

and Te Maari Gardiner (Ngai Te Rangi, Ngati Tuwharetoa) took part in a panel discussion facilitated by Lisa Ramanui (Ministry of Women's Affairs). The panel members shared their experiences about the contemporary issues facing those women who choose to wear the moko kauae (chin moko). Issues discussed included the importance of being a role model for other Māori women, dealing with other people's perceptions and the renaissance of Māori culture in New Zealand society.

work and family

A conference on 'Reconciling work and family: Research and policy perspectives', hosted by the Institute of Policy Studies and the Roy McKenzie Centre for the Study of Families at Victoria University, was held in Wellington on 21 April.

Speakers at the conference included academics, representatives of government departments and the Families Commission, and union and business representatives. Topics included international policies, fathers and work-life balance, families' perspectives on work-life balance and results of recent research projects.

A new piece of research from the Ministry of Social Development was released to coincide with the conference. The Work, Family and Parenting study involved a survey of 1,128 parents about their work preferences, how work and family life affect each other, and how parents balance work and family.

Some key findings about work preferences were:

- around one-third (35 percent) of households where both parents are in paid work would prefer one partner not to be in paid work
- just under half (46 percent) of households where one partner is in paid work would prefer both partners to be in paid work



- a large majority (94 percent) of respondents agreed that housework and childcare should be equally shared when both partners are in full-time work. However, only 32 percent of parents in households where both partners have equally demanding jobs equally share housework. A higher proportion (53 percent) equally shares childcare responsibilities.

The report is available at: <http://www.msd.govt.nz/work-areas/social-research/families-whanau/work-family-and-parenting.html>

ACTION PLAN

Action Plan for New Zealand Women, Work-Life Balance 2.1.1: Enhance women's ability to retain attachment to the paid workforce, and make real and beneficial choices about paid work and family commitments, by developing and promoting options that improve the work-life balance of all New Zealanders.

Research Report on Gender and Labour Markets Released

Research released in February this year by the Department of Labour (DoL) explores the implications on the labour market of the increasing numbers of women relative to men, particularly in the broad 20 to 49 age group in New Zealand. This increase has been going on since the 1980s, with census data indicating in 2001 there were 5 percent more women than men living in New Zealand – an excess of 53,000 women.

DoL's research report, Globalisation, gendered migration and labour markets, suggests this could be due to a number of factors including differential mortality, more New Zealand-born men leaving the country or a higher number of female immigrants.

New Zealand data shows that over the long term more women are either living on their own or are sole parents, female employment has increased and fertility has declined.

The Department's study indicates that recent changes in sex ratios are likely to support continued growth in female employment and women living on their own. It also states that women's increased bargaining power over issues such as childcare may mean that negotiating work-life arrangements with employers becomes more important for men in the future.

For further information or to download a copy of this report visit www.dol.govt.nz/publication-view.asp?ID=210

Zonta Promotes Women in Science

Each year Zonta name an emerging woman scientist – the winner of the award receives their airfare to Europe or to the United States for further study as well as \$10,000 in cash. The applications were sought earlier this year and as this issue of Pānui went to print, the shortlist for the 2006 award was being drawn up. It is expected the recipient will be named within the next few weeks.

For more information on the award contact Sharon Nelson-Kelly on 029 239 4874.

International Women's Day 2006

In March, UNIFEM and Zonta hosted this year's international Women's Day breakfast at parliament. Hon Lianne Dalziel, Minister of Women's Affairs, spoke on issues facing women around the world. She reiterated the importance of supporting and strengthening the international agreements that are the first line of defence for the rights of women everywhere. The Minister drew

attention to the fact New Zealand has a strong policy and legal framework in place to protect women's rights but focus on changes in society's attitudes and behaviour is needed to progress this work. The Minister said that addressing violence against women, closing the gender pay gap and reducing occupational segregation are among the challenges we face.

Latest News on Student Loan Statistics

Statistics released recently show that men are borrowing more than women and that borrowers under 25 years, and those aged 60 years and over, borrowed more than other students.

Until April this year, figures on Student Loan Borrowers only showed borrowing by students up to 2002. These have been now been updated to include students who have borrowed under the Student Loan Scheme in any of the years 1997 to 2004 (inclusive). It is estimated that the number of students who have borrowed under the Scheme is up to about 490,600.

- For debt incurred up to and including 2002, the mean loan balance was \$12,280.
- For debt incurred up to and including 2004, the overall mean loan balance had risen to \$13,120.
- By 31 March 2005, approximately one-sixth (16 percent) of student loan borrowers had fully paid back their loans. Males and females still had the same rate of full repayment.
- At the end of 2002, the median loan balance held by men was \$8,680, compared with \$7,860 for women. By the end of 2004, this had increased to \$8,750 for men and \$8,140 for women.
- The new information showed 1.2 percent of male borrowers owed \$70,000 and over compared with 0.6 percent of female borrowers.

Students who took out a loan between 1997 and 2003, and advised Inland Revenue they were overseas in 2004, had an average balance of \$22,640. This was \$11,790 more than those borrowers assumed to be residing in New Zealand.

For further information look under student loans at www.stats.govt.nz

OECD Development Centre database charts discrimination against women

To help governments choose policies that will be effective in assisting economic growth, the Organisation for Economic Co-operation and Development (OECD) has created a Gender, Institutions and Development Database (GID).

Compiled from various sources, the database provides current evidence on the socio-economic status of women across 162 countries. It uses coding of comparative data on institutional variables, household behaviour and social norms to measure levels of discrimination.

By identifying cultural and traditional practices that discriminate against women, it highlights the need for institutional and legal reforms. Examples of this might be forced

marriages or restrictions on ownership rights for women. This tool is the first of its kind which provides an overview of gender-related variables in determining and analysing obstacles to gender equality and economic development.

This new database shows deeply rooted social norms and traditions are still harming women's economic opportunities in many countries around the world. The OECD reports that more funding for development will be effective only if the causes of discrimination are dealt with. For example, new classrooms will make no difference for gender equality if girls are simply not allowed to enter them.

To find out more about the database visit www.oecd.org/dev/institutions/GIDdatabase

New Zealand Census of Women's Participation 2006

The 2006 New Zealand Census of Women's Participation in Governance and Professional Life was released in March by Equal Employment Opportunities Commissioner Dr Judy McGregor.

The Census is a bench-marking tool that provides an objective analysis of the position of New Zealand women and for international comparisons to be made. The high profile of a few individual women in senior positions – such as the Prime Minister, the Chief Justice and Speaker of the House of Representatives – does not reflect the status generally of women in professions or those in other areas of New Zealand public life.

The Census shows a mixed picture. In the public sector women are making good progress. Women's representation on statutory boards is at 41 percent, in line with the Government's target of 50 percent by 2010. However, it also shows that just 7 percent of the directors on the boards of the major companies in New Zealand are women, moving from 5 percent in the first Census in 2004.

Dr Judy McGregor and Dr Susan Fontaine point to the need for public agencies to properly disaggregate data by gender and ethnicity. Very few of the data sets used in compiling the report provided ethnicity data.

The Census includes discussion of strategies to improve the representation and participation of women in decision-making and public life and promotes an agenda for change. Women are consumers, customers, employees, employers, managers and investors. The Census asks the question: 'why are they also not directors of companies for the ultimate benefit of the New Zealand economy?'

For further information visit www.hrc.co.nz/index.php?p=44860



Courtesy of Ministry of Research, Science & Technology

Women in Modern Apprenticeships

The Modern Apprenticeship scheme provides young people with work-based training towards nationally-recognised qualifications. Since Modern Apprenticeships were introduced in 2000, the number of apprentices has grown steadily to over 8000. The Government has also announced plans to expand the scheme further to 11,000 places by the end of 2007, as a way to address skill shortages and equip young people with skills and qualifications.

In December 2005, women made up only 8 percent of Modern Apprenticeships. The majority of apprenticeships are in industries such as building and construction, engineering, and motor engineering, where few women have traditionally worked. Māori and Pacific people are also under-represented. Māori make up 14 percent of modern apprentices and Pacific peoples represent just over 2 percent.

The low participation of women has prompted concerns that the scheme may reinforce stereotypical ideas about gender roles in employment.



Photo courtesy of NZ Defence Force

Differences in the occupations where men and women generally work contribute to women's lower average pay levels, so it is important that young people's career choices are not restricted by gender stereotypes.

The Human Rights Commission has set up a reference group of tradespeople, educators, trade unionists and others to work on a strategy to improve the diversity of the Modern Apprenticeships scheme. More information about the Commission's work can be found at www.neon.org.nz/eoissues/modernapprenticeships

The Commission is interested in hearing from young women undertaking Modern Apprenticeships. If you would like to get involved, please contact Jack Byrne at jackb@hrc.co.nz

✓ ACTION PLAN

Action Plan for New Zealand Women, Economic Sustainability 1.1.3: Explore ways to increase women's participation in Modern Apprenticeships in industries where women are not well represented.

RWNZ Awards

Women who have played an outstanding role working for their rural communities were honoured with a new Achievement Award established to mark the 80th anniversary of Rural Women New Zealand (RWNZ). The recipients were honoured in their own communities and presented with their awards by the Governor-General, Dame Silvia Cartwright, at a function held at Government House on 15 March 2006.

The winners of the RWNZ 80th anniversary achievement awards were:
Lorna Anderson of Otautau, Southland



▲ pictured (l to r) Sherrill Dackers (RWNZ National President), Hon Lianne Dalziel, Her Excellency Dame Silvia Cartwright, Hon Damien O'Connor (Minister of Rural Affairs), Amy Jones, June Haultain, Lorna Anderson, Jocelyn Fannin, Ngaire Ericksen, Joyce Wyllie, Rene Martin and Tom Lambie (Judge of the Achievement Awards).

Amy Jones of Fairlie, Canterbury
Joyce Wyllie of Collingwood, Golden Bay
Jocelyn Fannin, Taihape

Ngaire Ericksen, Tauranga
June Haltain, Hamilton
Rene Martin, Great Barrier Island



▲ Dr Judith Aitken

Dr Judith Aitken Awarded Distinguished Alumni Award

Former Chief Executive of the Ministry of Women’s Affairs and leading educationalist Dr Judith Aitken has been awarded a Distinguished Alumni Award by the University of Auckland. Judith was the Chief Executive of the Ministry of Women’s Affairs from 1988 to 1991 followed by a significant lead role as Chief Review Officer with the Education Review Office (ERO). In 1997 she received a QSO for services to education and in 1999 was named New Zealander of the Year by the National Business Review.

First Chairwoman for Wellington’s Free Ambulance

For the first time in its 127-year history, the Wellington Free Ambulance will have a chairwoman, Andrea Pettett. Andrea, the Chief Executive of the New Zealand IT Cluster, spent four years as head of the General Practitioners’ Association.

Rural Women Welcome in a new Executive Officer

Noeline Holt has been appointed Executive Officer of Rural Women New Zealand (RWNZ). Noeline took up the position in February this year and says she is looking forward to the challenges it will offer. She has a strong background with NGOs, including her recent position as Manager of the Public Health Association of New Zealand. Noeline feels particularly passionate about retaining services to sustainable rural communities.

Profile from the Nominations Services database

Many Strings to her bow

Pauline Winter is a woman of many talents – her interests and involvement with the community are spread across many different sectors.



▲ Pauline Winter

Pauline is of Māori (Taranaki / Te Atiawa) and Samoan descent and was born and lives in Auckland. She was recently appointed as the new chair of the National Advisory Council on the Employment of Women (NACEW) and has had a number of public speaking appointments, both nationally and internationally.

Other strings to her bow include her roles as Executive Director of the Pasifika Education Centre, as member of the Auckland District Police’s Pacific Peoples Advisory Group and Chair of Pacific Business Trust. Pauline is also a board member of the Legal Services Agency, the Auckland Festival Trust, a member of the Government Innovation and Advisory Board and a council member of UNITEC Auckland.

Somehow, amongst all of this, Pauline finds time to run her own consultancy business (INTERPACIFIC LTD) and offers governance training, management support, mentoring and strategic planning for private and public sector organisations and individuals.

Three years ago Pauline was appointed to the position of Deputy Chief Commissioner for the Transport Accident Investigation Commission (TAIC). TAIC is the New Zealand Crown Entity responsible for independent investigation into significant aviation, rail, and marine accidents and incidents.

Pauline had not worked before in the area of transport and says she finds the work both interesting and rewarding. The Commission’s principal purpose is to determine the circumstances and causes of accidents and incidents with a view to avoiding similar occurrences

in the future, rather than to ascribe blame to any person.

Pauline says the main challenge for the Commission is to understand causation in accidents and how to influence change through regulation or practices to minimise a repeat occurrence and ensure ongoing public safety. Pauline enjoys her role and says she finds the Commission’s contribution to the travelling public in New Zealand and participation in international transport safety particularly stimulating and satisfying.

Pauline’s family is grown up and she is now able to take time to build on her career and interests. The Nominations Service, Pauline reiterates, has played a major part in her career and the opportunities she has taken up.

✓ ACTION PLAN

Action Plan for New Zealand Women, Economic Sustainability 1.4.1: Improve women’s participation in leadership and decision-making roles by monitoring women’s representation and participation at senior levels in business and the education sector, and by providing nominations to government boards with an economic focus.

NZ Federation of Ethnic Councils Regional Meetings

Four local meetings for ethnic women are being hosted by the Federation of Ethnic Councils in the Wellington region, leading up to a regional meeting on 10 June. The New Zealand Federation of Ethnic Councils (NZFEC) is an incorporated, non-government body, which acts as an umbrella organisation for the ethnic communities of New Zealand. The NZFEC provides an opportunity for people from all segments of New Zealand's diverse society to address the challenges facing our multicultural communities. For more information on the Federation and its upcoming meeting visit www.nzfec.org.nz

International Conference on Feminist Economics

The 15th Annual Conference on Feminist Economics will be held in Sydney, Australia from 7 to 9 July 2006. The International Association for Feminist Economists (IAFFE) organises one conference a year. The Conference provides an open forum for the exchange of ideas and the dissemination of research relevant to feminist inquiry of economic issues and to educate economists and others on feminist points of view on economic issues. Ministry of Women's Affairs Senior Policy Analyst, Josephine Tiro and Dr 'Ana Hau' alofa'ia Koloto will give a presentation on the Pasifika Women's Economic Well-being study, which was commissioned by MWA and launched in February. For further information on this year's conference visit www.iaffe.org

South Korea elects its first Woman Prime Minister

South Korea elected its very first woman prime minister, Han Myeongsook, in April. On that same day New Zealand Governor-General, Dame Silvia Cartwright, received an honorary doctorate from Ewha Women's University, at which the new prime minister had studied. Ewha Women's University was founded 118 years ago and is the largest institution of its kind in the world. Dame Silvia was in South Korea on a state visit and addressed students, academics and media as part of her acceptance speech. She focused on her experiences in a male-dominated profession, appropriate on the day when Han Myeongsook was elected as the country's new prime minister. The Governor-General spoke on how education had transformed her life and how, unlike her mother and grandmother, she had been able to study. She said it had not always been easy for her or the pioneering women who went before her.

A Woman's Place

Recent figures from the Inter-Parliamentary Union show a record number of women serving in parliaments around the world. However, women still only account for just over 16 percent of all politicians. IPU Secretary-General, Anders Johnsson, says 'Women account for roughly half the world's population. They remain dramatically under-represented in national parliaments and other levels of governments.' New Zealand has twice the average number of women MPs, with women making up 32 percent of Parliament.

2006 SOI released

The Ministry has recently released its Statement of Intent (SOI) for 2006-2009.

The SOI is the Ministry's formal agreement with the Minister and sets out the work programme for the next 12 months, plus priorities for the next three years.

'The SOI shows how we will contribute to government goals and improving outcomes over the next three years, and how we will assess whether we have achieved what we have set out to achieve,' says Chief Executive, Shenagh Gleisner.

'We will contribute to New Zealand's economic transformation through building on women's success in business, working towards pay and employment equity, reducing occupational segregation, and nominating capable women for statutory government boards.'

The SOI is available on the web: www.mwa.govt.nz/news-and-pubs/publications/soi-general/soi-2006-2009.html