

Pānui

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The Action Plan for New Zealand Women is here!

The Action Plan for New Zealand Women is now a reality only eighteen months after the launch of the discussion document *Towards an Action Plan for New Zealand Women*.



RIGHT: Ruth Dyson with Tawa College student Lisa Reid and Shenagh Gleisner, Chief Executive, Ministry of Women's Affairs.

Women's Affairs Minister, Ruth Dyson, and Ministry of Women's Affairs Chief Executive, Shenagh Gleisner, celebrated the launch of the *Action Plan for New Zealand Women* with over 300 guests at Parliament on International Women's Day, 8 March.

The Action Plan is a whole-of-government approach to improving women's lives in the workplace, home, community, and as members of New Zealand society.

Speaking at the launch, Ruth Dyson said it was the first time any government had committed itself to an integrated plan to improve women's lives. "It builds on achievements the government has already made. It gives us a vision for the future and provides a framework for action across the whole of government. We now have clear priorities, milestones and ways to monitor overall progress."

Work has been prioritised in three key areas:

- economic sustainability
- work-life balance
- well-being.

"These themes portray a picture of women as contributors to our society and economy, as trailblazers, particularly in the area of work-life balance, and remind us that women are far from being a homogenous group, with many diverse needs still to be met," says Shenagh Gleisner.

"The government has stated the outcomes it wants. Now is the time to make it happen and we each have a part to play."



ABOVE: Elena and her electric violin wowed the guests

For more images from the launch see Action Plan replays, p9.

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Minister of Women's Affairs Hon Ruth Dyson
Chief Executive Shenagh Gleisner

Te Korowai Wāhine

Anne Delamere Laures Park
Melanie Baker Jacqui Te Kani
Merepeka Raukawa-Tait Lyn Harrison

Vision

Aotearoa New Zealand will be an equitable, inclusive and sustainable society where:

- the diverse contributions of all women are valued, and
- all women can achieve their aspirations, and where
- Māori women, as tangata whenua, can progress the aspirations of their whānau, hapū and iwi.

Mission

The Ministry provides quality advice to the Minister of Women's Affairs that contributes to women's equality in Aotearoa New Zealand.

Guiding Principles and Values

The Ministry of Women's Affairs will ensure that in all our activities:

- quality is evident
- we take an inclusive approach
- we are responsive to the aims and aspirations of Māori.

In addition, the Ministry of Women's Affairs will apply the State Sector values of:

- Integrity
- Responsibility
- Respect.

Te Wawata

Kia hapori tōkeke, kia hapori pūmau a Aotearoa, e whai whai mai ai ōna tāngata katoa, ā:

- e uaratia ai te mahi e taea ana e tēnā, e tēnā o te hunga wāhine
- e ea ai ngā tūmanako o ngā wāhine katoa
- e kōkiri ai ngā wāhine Māori, ko rātou nei hoki te tangata whenua, i ngā tūmanako o ō rātou whānau, hapū, iwi.

Te Whāinga Mātāmua

Ko tā te Minitatanga, he tāpae kōrero whaitake tonu ki te Minita Take Wāhine e taurite ai te mana o te hunga wāhine i Aotearoa.

Ngā Mātāpono me ngā Uara

I ā mātou kawenga katoa, ka whai tonu te Minitatanga mō ngā Wāhine:

- kia kitea mārire te pai me te tuawhiti o ngā mahi
- kia uru mai ngā tāngata katoa e tika ana
- kia aro nuitia ngā whāinga me ngā tūmanako o te iwi Māori.

I tua atu i tērā, ka mau tonu te Minitatanga mō ngā Wāhine ki ngā uara o te Rāngai Kāwanatanga, arā:

- kia tōtika, kia pono ngā mahi
- kia noho haepapa ia mō āna mahi
- kia arongia te hā o te tangata.

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Women need Action Plan

I was delighted to launch the *Action Plan for New Zealand Women on International Women's Day. While we have come a long way since being the first in the world to win the right to vote, we still have some way to go.*

Women are concentrated in low-paid jobs, and sometimes earn less than men even when we work in the same professions.

We are more likely to have a post-school qualification, but take much longer to pay back student debt (and incur more interest) because of our lower earnings and childcare responsibilities. We are under-represented in the highly successful Modern Apprenticeships Scheme, and we still occupy fewer than one-third of all senior management positions in New Zealand companies.

Nor have we got the right balance between paid work and the rest of our lives. For Māori, Pacific, rural, ethnic, low-income, older and disabled women, the barriers are frequently greater. As UK pay equity expert Denise Kingsmill said on her recent visit to New Zealand, women have largely broken through the glass ceiling – now we have to deal with the sticky floors.

It's time to look again at the challenges facing women and the best way to address them. That's why our government has developed the *Action Plan for New Zealand Women*.

The Plan builds on our achievements, gives us a vision, and provides a framework for action across the whole of government. It is the first time any government has committed itself to an integrated plan to improve women's lives, with clear priorities, milestones, and ways to monitor our progress.

The paid parental leave scheme – which has just been extended – is an excellent example of the Plan in action. It gives women job and income security. It enables them to take time off work when they have a baby, and improves the well-being of both mother and child.



Other initiatives in the Plan include:

- promoting women's success in enterprise
- helping Māori women gain governance, management and business skills
- improving women's participation in modern apprenticeships
- enhancing opportunities for women with disabilities, particularly in employment
- increasing women's access to financial planning advice and retirement savings schemes
- reducing the impact of student loans on women
- improving family income assistance
- encouraging work-life balance
- addressing pay and employment equity
- greater support for early childhood education, and out of school care and recreation.

To succeed with this ambitious plan, we all need to work together – women in central and local government, business, the state sector, the community and voluntary sector, doing paid and unpaid work. As Minister of Women's Affairs, you have my full support and commitment.

Ruth Dyson
Minister of Women's Affairs

Ruth Dyson's responsibilities have been extended, Prime Minister Helen Clark announced in late February. In her new role as Associate Minister of Labour, Ruth will handle policy issues such as work-life balance and pay and employment equity.

What a great way to start

It is truly a great pleasure to be the Chief Executive of the Ministry of Women's Affairs. It has been a busy time since I started in mid February, particularly with the launch of the *Action Plan for New Zealand Women*.

Ministry staff, assisted by women's groups throughout New Zealand and government agencies, led the development of the Plan. It was a privilege to be able to launch it with the Minister in early March.

The Plan clarifies the results the government wants for women and for New Zealand. We have Cabinet approval to work to achieve these results. This gives us a clear role and mandate.

Other government agencies are also



ABOVE: Shenagh Gleisner, new Chief Executive of the Ministry of Women's Affairs.

implementing parts of the Plan. This is a whole-of-government plan, not just one for the Ministry of Women's Affairs.

This is a small Ministry with a big task and it requires a wide range of groups and organisations working together for successful results. As I have met with different groups over the past month, the goodwill and interest in collaboration has been evident.

For our part, we will be at the forefront of advising government on how best to implement the Action Plan, how to lead, co-ordinate, influence and support policy development across government in order to improve women's lives. I am looking forward to it.



Shenagh Gleisner
Chief Executive

Ministry welcomes new Chief Executive

The Ministry of Women's Affairs welcomed Chief Executive, Shenagh Gleisner, in February.

State Services Commissioner, Michael Wintringham announced Shenagh's appointment in December 2003. "Ms Gleisner has a good combination of service delivery, private sector and central government experience to bring to the Chief Executive's role," Mr Wintringham said.

Shenagh took up a senior advisory position in the State Services Commission in September 2000. In this role, and as Acting Deputy Commissioner at the State Services Commission, she was involved in providing advice to Ministers and supporting improved performance by government departments.

Shenagh has held a number of senior management positions in the health sector and was a Director at KPMG between 1996 and 2000. Earlier she worked as a social worker and family therapist, and in management positions in hospitals and community service organisations in the United Kingdom.

Women's Affairs Minister, Ruth Dyson, noted at the time of the appointment that Shenagh "is well-placed to build the Ministry's capability, improve its reputation and credibility, and work closely with other departments to support and encourage their active participation



ABOVE: Shenagh Gleisner with former Acting Chief Executive Anne Carter.

BELOW: Kaumatua Koro George Tamarapa welcomed Shenagh to the Ministry.



Anne Carter, Acting Chief Executive of the Ministry of Women's Affairs from April 2003 to February 2004, took up her new role as Deputy Secretary Local Government and Community at the Department of Internal Affairs on 1 March.

in policy programmes impacting on women".

Family life is a key focus and support for English born Shenagh; she has seven children. She enjoys keeping fit by playing squash and tramping. Over the summer she joined a group in Vietnam to cycle some of the huge distance between the cities of Hanoi and Ho Chi Minh.

Theme 1: Economic Sustainability

Economic sustainability is the first of the three key themes in the *Action Plan for New Zealand Women*.

Economic sustainability refers to a woman's ability to provide independently for herself and for her dependants. It covers a wide range of income, employment and educational issues.



Why focus on economic sustainability?

Although women's participation in the paid workforce has increased, it is still characterised by part-time work, low pay and marked occupational segregation. Growing numbers of women are holding multiple jobs.

If women are to sustain a reasonable standard of living and provide for, or help provide for the future of their families and whānau, they require access to a good level of income and the skills and knowledge that will help them maximise their financial resources.

What the Action Plan says

To improve the economic independence of women, the government will:

- increase women's earnings through pay and employment equity initiatives, initially in the state sector
- improve and increase women's participation in employment through extensions to paid parental leave and improved access to early childhood education and care
- provide additional support for low income families with children through major reforms to social assistance
- increase women's ability to provide for the future by improving access to financial planning advice and increasing women's uptake of retirement savings schemes
- reduce the impact of student loan debt for women
- improve the success of women, particularly Māori women, in enterprise by encouraging more women to access development funding, and by identifying new opportunities to grow business
- achieve greater gender balance in decision-making in the economic sector by increasing the number of women participating in leadership roles.

Women's low participation in Modern Apprenticeships scheme

Action Plan for New Zealand Women

Economic Sustainability 1.1.3 Participation in employment: Explore ways to increase women's participation in Modern Apprenticeships in industries where women are not well represented.

There are currently over 6,000 Modern Apprentices in New Zealand working in 30 different industries and businesses – but only 7 per cent of them are female.

A report released in December 2003, *Modern Apprenticeships: Training for the boys?* suggests the unequal participation reflects strong traditional imbalances in many industries.

The low participation of women in Modern Apprenticeships results from factors like entrenched gender barriers in some of the participating industries, young women choosing educational pathways into tertiary study instead of trades work, and parental stereotypes that apprenticeships are for non-academic young men.



Attracting women to the plumbing industry is part of a new recruitment taskforce established by Master Plumbers, Gasfitters and Drainlayers to counter the dwindling numbers of professionals in the trade. The emphasis is on trying to encourage young women to consider the

industry. "The traditionally male industries don't need to be traditionally male anymore," says training manager Doug Wilson.

The Tertiary Education Commission will work with Industry Training Organisations to improve gender and ethnic participation in Modern Apprenticeships, particularly in trade related areas.

A copy of *Modern Apprenticeships: Training for the boys?* can be found on the Human Rights Commission website www.hrc.co.nz

More information about the Modern Apprenticeships Scheme can be found at www.modern-apprenticeships.govt.nz

Businesswomen focus of inter-agency steering group

Research indicates that the number of female employers and women in self-employment has doubled over the last 30 years. With women setting up businesses in New Zealand at three times the rate of men and increasing their participation in the workforce, women are playing an increasingly important role in New Zealand's economy.

The Ministry of Women's Affairs is working alongside the Ministry of Economic Development to establish the Women in Enterprise Steering Group which aims to enhance sustainable business growth among businesses owned and operated by women.

A knowledge sharing meeting, held in late February with representatives from a range of government departments, provided an opportunity to discuss issues facing women in business.

The Steering Group will provide a means for departments advising government on business growth policy options to share information, analysis and research, and focus key policy initiatives to assist women in enterprise grow their businesses.

Improving women's success in business improves women's economic independence and benefits the New Zealand economy.

Action Plan for New Zealand Women

Economic Sustainability 1.3.1 Women in Enterprise:

Establish a cross-departmental steering group to identify success factors for small and medium-sized enterprises, to enhance sustainable business growth among businesses owned and operated by women, particularly Māori women, in growth sectors that include the creative industries.

Theme 2: Work-life balance

Women have always played a central role in building and shaping communities, and typically assume the major responsibility for caring for family. However, as more women have entered the paid workforce, the challenges of balancing work, family and community commitments have increased.

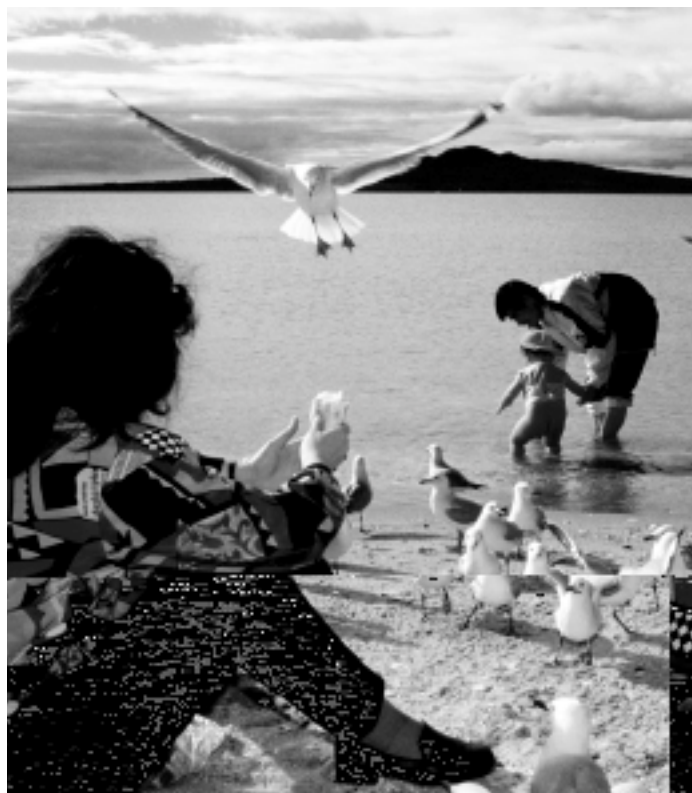
Why focus on work-life balance?

The need to achieve work-life balance emerged strongly during consultation on the Ministry's discussion document, *Towards an Action Plan for New Zealand Women*, and was raised particularly by Māori women and Pacific women. Women emphasised their need for opportunity and choice in relation to participation in paid work and the many other roles they fulfil.



Results from the Time Use Survey held in 1998-99, have shown that while women have increased their participation in the paid workforce, they continue to carry the major responsibility for unpaid work. On average, 70 per cent of women's work time is unpaid, compared with 40 per cent of men's work time.

Improvements in work-life balance achieve economic and social benefits for men, women, families/whānau and communities, which improve New Zealand's economic prospects and social environment.



What the Action Plan says

Government actions to achieve greater work-life balance for New Zealand families include:

- identifying innovative ways to encourage a balance between paid work and life outside work
- giving recognition to the importance and value of unpaid work
- improving access to quality childcare to help women enter or re-enter the paid workforce and retain workplace attachment
- extending access to paid parental leave.

have your say

Women are being asked to give their views and ideas on what currently helps them balance their lives by contributing to the New Zealand Work-life Balance Project.

Following a round of consultation with organisations throughout the country, the project organisers now want individuals and organisations to put their thoughts and ideas in writing.

Women should register their views as soon as possible. The opinions and ideas of everyone who contributes will help government and other organisations shape practical initiatives that support work-life balance.

A report will be available around May 2004. The Work-life Balance Project is not about telling people how to run their lives: it is about understanding how New Zealanders and organisations see the issue and finding solutions that work – that help people participate in work as well as the other things that matter to them.

Women need to be able to make choices that create space for what is important in life including family, community activities, arts and cultural pursuits or sport.

A discussion pack and response form is available on the Work-life Balance Project website at www.worklife.govt.nz

The pack provides a starting point for discussion. It includes an outline of some of the key issues affecting women, case studies and some suggested questions for discussion. Now is the time to have your say.

The Work-life Balance Project team can also be contacted by email at: worklife@dol.govt.nz or by post: The Work-life Balance Project, PO Box 3705, Wellington.

GOVERNMENT EXTENDS PAID PARENTAL LEAVE SCHEME

More new parents will be eligible for paid parental leave under extensions to the scheme announced by the Prime Minister and Women's Affairs Minister Ruth Dyson in early March.

Paid parental leave, introduced in July 2002, is a government-funded payment for birth mothers, their partners and adoptive parents when they take parental leave from their job.

The leave period will be extended from 12 to 14 weeks, phased in over two years. Eligible parents will get 13 weeks of paid parental leave from 1 December 2004, and 14 weeks from 1 December 2005.

Parents will also be eligible for paid parental leave if they have been in the same job for at least six months, rather than a year as at present.

Latest figures confirm that 19,000 parents accessed paid parental leave in its first year. A further 3,400 women are expected to benefit from the extensions to the scheme.

Further work will be carried out this year on the feasibility of extending paid parental leave to self-employed parents.

A recent evaluation of the paid parental leave scheme shows it has been a success. A copy of the evaluation report can be seen at www.ers.dol.govt.nz/parentalleave/evaluation.html

Theme 3: Well-being



Personal well-being combines health and social factors with a focus on improving access to services, preventing violence against women and addressing physical and mental health issues specifically affecting women.

Why focus on well-being?

Throughout the consultation process, women placed a strong emphasis on health. Another area highlighted was the lack of access to services, particularly for women with disabilities and those living in rural communities.

Health inequalities for women include obesity (particularly for Pacific women), and smoking (particularly for Māori women). Women, in particular Māori women, are more likely than men to experience violence and sexual assault.

WHAT THE ACTION PLAN SAYS

To improve the quality of life of New Zealand women, the government will:

- improve the co-ordination and provision of government services, particularly in rural areas, including access to health and justice services
- reduce the incidence and impact of violence on women and children
- improve women's health, particularly sexual and reproductive health, and mental health
- implement targeted initiatives to prevent and reduce obesity, smoking and unplanned pregnancies
- achieve greater gender balance in decision-making in the health and social sectors by increasing the number of women participating in leadership roles.

Improving women's participation in governance



Dr Sue Crengle

The *Action Plan for New Zealand Women* sets out a commitment by government to improve women's participation in leadership and decision-making.

The Ministry of Women's Affairs Nominations Service provides nominations of appropriately qualified women to a range of government boards – including those with a focus on well-being.

Dr Sue Crengle's numerous governance and research roles reflect her extensive and broad background in the health sector which

ranges from working as a General Practitioner to senior academic positions in Māori health research and lecturing.

Sue, of Kai Tahu, Kati Mamoe and Waitaha descent, is currently a member of the National Invasive Cervical Cancer Audit Management Team, a member of the Ngāti Whatua o Orakei Health Services Board, and a member of the Māori Cardiovascular Disease Advisory Group.

"I have been fortunate to have had the opportunity to be educated and work in an area that I love. I feel that I have a responsibility to use my skills and experience to ensure women and Māori have a voice on governance bodies," says Sue.

"It's interesting and I always learn something from being associated with an organisation – most of the time it's rewarding.

"I really encourage those women who are interested in participating in governance to put themselves forward. There are still far fewer women represented than should be," she says.

"I have been fortunate to have had the opportunity to be educated and work in an area that I love. I feel that I have a responsibility to use my skills and experience to ensure women and Māori have a voice on governance bodies."

Dr Sue Crengle

BreastScreen Aotearoa programme extended from 1 July

Minister of Health, Annette King, announced in February a major extension to the BreastScreen Aotearoa (BSA) programme. The age of women eligible to participate in the programme has been extended to include women aged 45 to 70. The programme was set up in 1998 to cover women aged 50 to 64.

"The extension represents a 66 per cent increase in the number of women eligible for screening and could potentially save another 32 lives a year," said Ms King.

The use of the BSA mobile mammography services will be extended to include women at high risk of developing breast cancer and who are unable to access a fixed mammography site in their community. This is good news for the rural community.

The extension will be rolled out progressively from 1 July 2004.

Each year approximately 2,200 New Zealand women develop breast cancer and 640 die from the disease. Breast cancer is the leading cause of cancer deaths for females in New Zealand.

For more information about BreastScreen Aotearoa visit www.healthywomen.org.nz

Small Business Day series touring New Zealand

The Small Business Day series was launched in Wellington in February. Twenty-four small business events, organised by the Ministry of Economic Development, will take place throughout the country from March until May.

With 97 per cent of companies in New Zealand falling into the small-to-medium business category, the series aims to grow existing relationships and build new ones between government and the small business sector, and provide information and education to people in, or thinking of starting, a business.

Speaking at the launch in Wellington, Minister for Small Business, John Tamihere thanked small businesses for their success. "You are the heart of our economy up and down the country."

"Government is actively trying to understand the special and widely varied characteristics of small business, so that we can deliver initiatives that accurately target and meet their needs."

The Small Business Day series features inspirational speakers, mentoring sessions, expos and much more. The series is open to everyone with an interest in small business.

To find out more about what's happening in your area, visit www.smallbusiness.med.govt.nz

Action Plan replays



ABOVE: Hon Margaret Wilson.



ABOVE from left: Dame Miriam Dell and Mary Sinclair caught up with Judith Aitken – one of several former Chief Executives of the Ministry of Women's Affairs to attend the launch.



ABOVE: Barbershop quartet Eventime entertained guests.



ABOVE: Tawa College students Mary Woolston and Lisa Reid with Kitty Bennett, Māori Women's Welfare League National President (left), Minister Ruth Dyson (centre) and Shenagh Gleisner.



Over 300 guests from a wide range of organisations and groups attended the launch.

Women's leadership and services acknowledged in New Year Honours list

The 2004 New Year Honours list recognised 80 women for their leadership and services in a range of areas from the legal profession to journalism, the film industry and women's health.

Among those to receive one of the top awards, the Distinguished Companion of the New Zealand Order of Merit, were Anne Delamere and Deirdre Milne.

Anne Delamere, a retired social worker, received her award for services to Māori. Anne accepted the honour on behalf of all the Māori women who work hard for their communities. Anne has had a long association with the Ministry of Women's Affairs. She is currently a member of Te Korowai Wāhine, a Māori advisory group to the Chief Executive.

Auckland lawyer **Deirdre Milne** was honoured for her services to women and the community. Deirdre was a founding member of the Women's Electoral Lobby and the National Organisation for Women, and is a former trustee of the Women's Refuge Foundation. She has also been involved in ethics committees.

A full list of New Zealanders to receive recognition in the 2004 New Year Honours list can be found at www.gg.govt.nz/honours/newyear.asp



RIGHT: Te Riria Whatarau-Proctor

Ministry farewells long – time staff member

When she joined the Ministry in April 1986, Te Riria (Lydia) Whatarau-Proctor thought she would “stay for two years to learn the system” and ended up staying for 17 years before she retired at the end of 2003.

As the Ministry's Māori Communications and Liaison Officer, Te Riria played an important role in connecting the Ministry with Māori communities, gathering information from Māori women to inform the Ministry's policy advice.

One of the highlights for Te Riria was the opportunity to profile Māori women in the community through events like Mana Wāhine week, the Ministry's Karahipi Wāhine Māori women's scholarship and by providing advice and recommendations on the appointment of Māori women to statutory boards and bodies.

“Mana Wāhine has been a successful vehicle for profiling Māori women from a range of different walks of life with different skills. It gave us an opportunity to provide young Māori women with mentors and role models and show them some of the things that they can aspire to.”

Wāhine Pakari, a training programme developed by the Ministry in the early 1990s, the Putea Pounamu scheme and Runanga Kuia Hui, a gathering of kuia from around the country to share stories and ideas, are among other highlights of her 17 years with the Ministry.

But it doesn't stop here! “I'm excited to get back into the community,” Te Riria says, “and I'm excited about the next generation of leaders that is starting to emerge.”

48th Session of the United Nations Commission on the Status of Women

The 48th session of the Commission on the Status of Women (CSW) was held 1-12 March in New York. The session focussed on the role of men and boys in achieving gender equality, and women's equal participation in conflict prevention, management and conflict resolution in post-conflict peace-building.

A New Zealand delegation, made up of representatives from the Ministry of Women's Affairs, Business and Professional Women and the Association of Presbyterian Women attended the meeting and participated in discussion focussing on the critical role men and boys have in achieving gender equality. Agreed

conclusions were adopted by the Commission on this theme. They provide guidance to governments and other stakeholders such as United Nations agencies, international financial institutions, the private sector, and non-governmental organisations, on engaging men and boys to achieve gender equality. The agreed conclusions focus on achieving attitudinal and behavioural change, primarily through various forms of education and leadership, in the areas of the family, workplace, policy-making, the media, caring responsibilities, HIV/AIDS, and violence.

More information about the 48th session of CSW can be found at www.un.org/womenwatch/daw/csw/48sess.htm

TOP WOMEN

Anne Carter, former Acting Chief Executive of the Ministry of Women's Affairs, joined the Department of Internal Affairs as Deputy Secretary Local Government and Community in early March.

Jane O'Loughlin, National Radio transport reporter, is the joint winner of the 2003 Myers Media scholarship enabling her to travel overseas to research and prepare material about congestion charges in Scandinavia and the United Kingdom.

Joanne Morris, a Wellington barrister and former Law Commissioner, has been appointed chair of the Broadcasting Standards Authority.

Dame Judith Mayhew Jones was named New Zealander of the Year in the UK at the annual Waitangi Day dinner in London. She was the first woman to be elected Provost of Kings College, Cambridge.

Leanne Gibson, IT Customer Services Manager at the Ministry of Social Development, received the Ria McBride Public Service Management Award.

Dr Marilyn Waring has been appointed to the Reserve Bank Board.

Moana Maniapoto won the Grand Prize at the International Songwriting Competition for her song 'Moko'. She is the first non-American to win the award and was up against 11,000 entrants from 60 countries.

Congratulations to **Fran Walsh**, **Phillippa Boyens** and **Ngila Dickson** for their success at the Oscars and to **Keisha Castle-Hughes** for her Best Actress Oscar nomination.

Future Leaders programme thriving

Erina Rangi is just one of the success stories in the past year from the Future Leaders Programme.

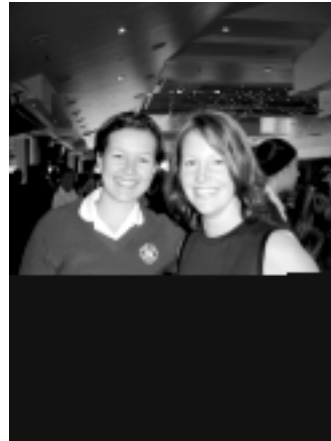
As well as passing her NCEA subjects, Erina is now the choreographer for Westlake Girls Stage Challenge. She had to convince the school that taking part in this event would be worthwhile so she has developed her lobbying skills by effectively writing a successful proposal to the Principal.

Thirteen young women passed NCEA last year from the Future Leaders programme which has delighted the co-ordinator, Adele Lendich.

"Only about half of these students would probably have passed without the support they have had from the programme" she said. "So, we are delighted with the results and also with the number of the young women who received school awards – we were as pleased as the parents and the girls."

Many of the Future Leaders students have had outstanding opportunities during the year. There are many examples of success stories such as Jean Evile who took part in a Spirit of New Zealand trip and came back brimming with confidence. She has now been voted as House Captain at McAuley Girls High School. Another story involves Chlayne Barrett who was voted Most Valued Player at the recent North Island water polo championships.

A large contingent of students and mentors attended an International



Tomina Apiti and her mentor Angela Moore were part of the Future Leaders group that attended the recent International Women's Day breakfast.

Women's Day breakfast in Auckland and appreciated the opportunity to hear from Judge Karina Williams.

The evaluation of the pilot programme for Future Leaders has now been completed and the YWCA is very pleased to see that the main goals for the programme are being met. All the stakeholders gave Future Leaders a very high satisfaction ranking.

However, as Adele Lendich says, the most important aspect of the

programme is that the young women taking part are achieving at a higher level and gaining from their involvement in a wide variety of ways. This is quite clearly being realised.

The results of the evaluation show that mentored students feel they have changed positively as a result of the programme, have modified their behaviour and are achieving better at school.

Another 20 mentors are about to begin training in Auckland shortly and another intake of students from Tamaki College is about to start. Carmel College now has 12 students on the programme and the new relationships with their mentors are up and running.

Future Leaders was launched in August 2002 as an innovative "community parenting" initiative for young women who show leadership skills, but may not have the resources to reach their full potential. For further information about the programme visit www.akywca.org.nz

International Women's Day

Monday 8 March was celebrated around the world as International Women's Day. This day is a time to reflect on progress made for women, to call for change and to celebrate acts of courage and determination by ordinary women who have played an extraordinary role in the history of women's rights.

Since its beginning in 1911, International

Women's Day has maintained its focus on the original issues of pay, work conditions and political rights for women.

International Women's Day provided the ideal occasion on which to launch the *Action Plan for New Zealand Women* and to celebrate government's commitment through this whole-of-government initiative, to improving women's lives.

'Pacific Woman of the Year' award

The 'Pacific Woman of the Year' award recognises the pioneering feats of Pacific women. The inaugural award was presented to Anae Si'anau Ostler, the first Pacific broadcaster on New Zealand airwaves, the first Pacific social worker in New Zealand, and the first Pacific appointee to manage the editorial and translation team for the Department of Education. Anae also worked with James K. Baxter and Samoan writer, Albert Wendt, to translate their works. The 'Pacific Woman of the Year' award was created by Soutlon House Publishing.

Prostitution Law Reform Committee announced

An 11 person Prostitution Law Reform Committee was announced at the end of 2003. The role of the committee is to assess the current state of the prostitution industry, including an estimation of its size. The committee will then reassess the industry in three to five years time to consider any issues, particularly those that might need to be addressed through legislative amendments. The committee includes three representatives of the Prostitutes Collective, two industry representatives, and nominees made by the Ministry of Women's Affairs, Minister of Police, United Future leader Peter Dunne, Ministry of Health, and Local Government.

Stopping violence a job for everyone

Los Angeles' deputy city attorney Alana Bowman spoke at the Zonta International Women's Day breakfast in Palmerston North. Her job is to bring prosecution cases before the law. A depressing number of these are about men hurting women. Her message for those attending the breakfast was that women will be bashed, beaten and killed by men until society decides this stupidity has to stop. And stopping it is a job for every person.

2003 Global Entrepreneurship Monitor results released

The number of women engaged in entrepreneurial activity compared to men has slipped over the past three years, according to the latest Global Entrepreneurship Monitor (GEM) report. Latest figures show that women comprise 37 per cent of entrepreneurs in the country – compared to 43 per cent in 2001. Despite the widening gender gap, New Zealand women entrepreneurs still ranked highly compared to other countries. A copy of the report is available from www.gem.unitec.ac.nz

Taking a walk in someone else's shoes

March 21 is recognised around the world as the United Nations' International Day for the Elimination of Racial Discrimination and has been observed in New Zealand for the past 35 years, the last two years as Race Relations Day. This year the Human Rights Commission encouraged New Zealanders to "take a walk in someone else's shoes: hikoitia ngā tapuwae o te hunga ko" – encouraging people to look at issues from the perspective of others, and in doing so, learning about other cultures in order to develop greater understanding, respect and appreciation. A range of events took place throughout the country ranging from a refugee and migrant expo in Auckland and a workshop on Scottish and Māori instrumental music in Rotorua, to a festival of food, dance and art in Christchurch and a photo exhibition in Porirua.

NZ children missing out on the basics

Many New Zealand children are missing out on the basics of adequate food, housing, clothing and health care, according to Children's Commissioner Dr Cindy Kiro. Dr Kiro says the reality is that 16 per cent of households with children have an annual income of \$20,000 or less. She says the United Nations has highlighted four major areas of concern for this country, including youth suicide, unplanned early pregnancy, youth alcohol misuse and youth mental health.

First female Anglican Bishop retires

The world's first female Anglican Bishop, the Rt Rev Dr Penny Jamieson, Bishop of Dunedin, has announced she will retire at the end of June. English-born Dr Jamieson was installed at St Paul's Cathedral, Dunedin on June 30 1990. It was considered an historic leap forward for women's ministry worldwide. Since

Resources

Copies of the *Action Plan for New Zealand Women, Towards an Action Plan for New Zealand Women: Consultation report* and the promotional brochure included with this issue of *Pānui* are available on the Ministry of Women's Affairs website www.mwa.govt.nz under 'publications' or by contacting the Ministry on (04) 915 7112.

The *Retirement Income Report 2003* advises on government retirement income policies. The 2003 Periodic Report Group considered ways to improve private provision for retirement income. The report is available at www.treasury.govt.nz/prg/#report

Woman2woman contains case studies, tips and resources to help women achieve their dreams, whether they work for someone else or have their own business. Copies of the book can be ordered from www.westpactrust.co.nz/olcontent/olcontent.nsf/Content/Women+in+business

Mama Rules: A fresh look at Pacific women's leadership was developed from two workshops where participants were encouraged to reflect on and talk about their stories and experiences of leadership. Produced by Sam Uta'i (2003).

Modern Apprenticeships: Training for the boys?: an equal opportunities discussion paper for the Human Rights Commission provides recommendations for improving the gender and ethnic balance of participants based on an analysis of the Modern Apprenticeships Scheme. A copy of the report can be found at www.hrc.co.nz/hrc/worddocs/Modern%20Apprenticeships%20Final%20version-25Nov03.doc

Evaluation of the implementation of paid parental leave evaluates the first year of the scheme. The research obtained information on the implementation and experiences of paid parental leave recipients. A copy of the report can be found at www.ers.dol.govt.nz/parentalleave/evaluation.html

What's coming up?

Entries for the Her Business Businesswoman of the Year Awards close on 16 April. The awards recognise the accomplishments of women-owned businesses, acknowledge the positive difference women are making to the community and encourage women to follow their dreams in their chosen career through entrepreneurship and business ownership. For further information see www.herbusinessgroup.com

Montana's Gisborne winery will exhibit the work of women artists from throughout the country during the Queen's Birthday weekend exhibition 'Women's Work'. The artworks, a range of paint, sculpture and mixed media, will be displayed among the plant and machinery of the winery from 4 - 7 June.

The Family Planning Association is hosting a conference in Wellington 29 - 31 October 2004. The theme is 'Sex Matters'. The conference will aim to examine current critical sexual and reproductive health issues.

The Social Policy, Research and Evaluation Conference will be held in Wellington 25 - 26 November 2004. The conference, 'What Works?', will bring together key people who are researching, developing, implementing and evaluating social policy.

The 9th Interdisciplinary Congress on Women will be held in Seoul 19 - 24 June 2005. The theme is 'Women's Worlds 2005: Embracing the Earth east - west/north - south'. For more information and details on submitting a proposal visit www.ww05.org

FEEDBACK / IDEAS

We welcome your feedback and any ideas for the Ministry's newsletter.

Our e-mail address is mwa@mwa.govt.nz

LETTERS TO THE EDITOR - These are invited. Please forward to: **The Editor, Pānui, Ministry of Women's Affairs, PO Box 10-049, Wellington, e-mail mwa@mwa.govt.nz**

The Ministry reserves the right to decide whether letters will be published.

The viewpoints expressed in Pānui do not necessarily reflect the views of the Ministry of Women's Affairs.