

Effective sexuality education highly valued by students

Students attending schools that provide effective sexuality education programmes are highly motivated to learn and they value the programmes, a review has found.

The Teaching of Sexuality Education in Years 7 to 13, was released in August by the Education Review Office (ERO), together with an accompanying report *The Teaching of Sexuality Education in Years 7 to 13: Good Practice*.

The report was commissioned by the Ministries of Women's Affairs, Health, and Education and is the result of a review of the quality of sexuality education in 100 schools conducted by ERO last year.

The evaluation gathered information on the following seven areas of the teaching of sexuality education:

- the content of the sexuality education programme
- the use of teaching and learning resources
- the subject and pedagogical knowledge of teachers
- how well schools were meeting the needs of diverse students
- assessment
- student engagement
- school culture.

Women's Affairs Minister Lianne Dalziel said the report found that students were motivated to learn and valued sexuality education highly in an environment where they felt safe to ask questions and where there was a good rapport between teachers and students.

'Schools that provide effective sexuality education programmes share many characteristics including programmes that are regularly updated; well planned with clear direction; use modern and appropriate resources; and have a strong emphasis on a culture of school-wide

respect and effective support networks for students.'

Lianne Dalziel said the review was conducted as a result of the agencies' concern about New Zealand's sexual health statistics amongst young people.

'Internationally, New Zealand has high rates of pregnancy and sexually transmitted infections amongst young people. We believe that improvements in their knowledge, skills, and attitudes will result in more informed decisions by young people about their sexual and reproductive health and will reduce risky behaviour.

'Overseas research tells us that countries with comprehensive sexuality education, social openness in attitudes to discussing sex and sexuality, and accessible, low-cost health care and contraception have better sexual and reproductive health outcomes for their young people.'

Education Minister, Steve Maharey, said no national evaluation of the content and approaches schools were taking to sexuality education had been undertaken since an ERO review in 1996. He welcomed the report saying it was an important indicator of where things were at.

Health Minister, Pete Hodgson, said the review was part of a whole-of-government approach to reduce the number and proportion of teenagers with sexually transmitted infections; reduce the rate of unplanned teenage pregnancies; and improve the ability of teenagers to avoid and/or deal effectively with coercive and other abusive behaviours.

The MWA website contains a link to the report at <http://www.mwa.govt.nz/> or you can go direct to the ERO website <http://ero.govt.nz/ero/publishing.nsf/Content/sex-ed-juno7>

+ ACTION PLAN

Action Plan for New Zealand Women

Well-Being 3.3.1 Sexual and Reproductive Health. 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. Develop a framework for a cross-sector approach to reducing teenage pregnancy.



Protection orders crucial for those at risk

» You will read in *Pānui* that two significant pieces of work commissioned by MWA were made public last month.

Living at the Cutting Edge: Women's Experiences of Protection Orders was released by the University of Waikato. The report reveals the stories of 43 women who have lived through family violence. I would like to pay tribute to their courage in talking of their experiences. One of the things that came over most strongly to me is the damaging impact of subtle psychological violence.

The report makes recommendations about improving the protection orders process. It is evident, however, that protection orders are a crucial safeguard for victims of domestic violence.

The recommendations have been referred to the Taskforce for Action against Violence within Families, of which I am Deputy Chair. It is good that the Taskforce is responsible for reporting back to government on progress because of its broad membership, mandate and reach. Action is needed from so many parts of the community including government and non government agencies, and indeed family and friends. Watch out for the television advertisements starting this month following the launch of the nationwide Campaign for Action on Family Violence.

The second report, *The Teaching of Sexuality Education in Years 7 to 13*, was the result of a review of the quality of sexuality education in New Zealand schools conducted by the Education Review Office. MWA and the Ministries of Health and Education commissioned the review last year due to concern about sexual health statistics amongst our young people.

It is heartening that some schools are teaching sexuality education very well and their good practice has been encapsulated

in *The Teaching of Sexuality Education in Years 7 to 13: Good Practice*. Other schools will hopefully use this guide to assist all young people to make informed decisions about their sexual and reproductive health.

You will also read about our country's sixth report to the United Nations Convention on the Elimination of Discrimination of All Forms of Discrimination against Women (CEDAW).

I was privileged to accompany the Minister to New York where she presented a comprehensive report of the actions we are taking in New Zealand to advance the rights of women. Despite many positives, we know we still have work to do and, indeed, that is what keeps us here at the Ministry so busy! We were pleased to have such effective NGOs who came with us and presented their reports too.

Best wishes

Shenagh Gleisner › Chief Executive

Women tell their stories about family violence

A new report *Living at the Cutting Edge: Women's Experiences of Protection Orders*, commissioned by the Ministry of Women's Affairs, makes recommendations on ways to improve the effectiveness of protection orders and other steps to address family violence.

At the heart of the report are 43 case studies of a diverse group of women who have experienced domestic violence, their experiences of seeking or not seeking protection orders, their experiences of breaches and enforcement of their order, what helped and what hindered them in their challenge to achieve safety and live free from violence. The case studies are based on interviews with the women, and supplemented where possible with documentation such as affidavits and interviews with case study informants such as the women's lawyers.

The report also includes key informant discussions which were conducted throughout the country. Interviewees included women's refuge advocates, police officers, lawyers, social workers and so forth. The authors also undertook a literature review of international and local research on women's experiences of male partner violence and on women's interactions with various agencies that comprise the justice system. This included an analysis of family law cases and existing statistical data.

The report contains more than 40 recommendations on ways to improve the effectiveness of protection orders. The government has referred the report to the Taskforce for Action on Violence within Families and will ask the Taskforce to consider and report on the recommendations within three months.

The report is available at <http://research.waikato.ac.nz/CuttingEdge/> Further information on the government's response to the report and on protection orders is available at www.mwa.govt.nz (see 'What's new').

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ACTION PLAN

Action Plan for New Zealand Women

Well-Being 3.2.2 Crime Reduction Strategy. Improve safety for women, girls and older women by continuing the implementation of the Crime Reduction Strategy. In particular, develop interventions aimed at potential or actual offenders, and potential or actual victims, especially Māori, Pacific peoples, at risk families, and those affected by drugs, alcohol or gambling.

WOMEN ON THE MOVE

Liz Dawson has been appointed an independent member of the Racing Board.

Dr Papaarangi Reid, Māori dean of Auckland University's medical and health sciences faculty, has been named this year's Public Health Champion by the Public Health Association for her work on health issues affecting Māori communities.

For the first time in its 91 years existence, the Napier RSA has a woman on the executive committee. **Rita Kent** has been involved with the RSA for about eight years.

Methven farmer **Jeanette Maxwell** is the first woman to sit on the Mid-Canterbury Federated Farmers board.

Former national rowing representative **Lesley Milne** is NZ Rowing's first female president in the sport's 120-year history.

Michelle Slade has been appointed director of the NZ Commerce and Industry Office (NZCIO) in Taipei. NZCIO is a subsidiary of the Wellington Regional Chamber of Commerce.

The Queenstown Chamber of Commerce has appointed **Christine Clark** as its first female chief executive.

Glenys Coughlan is the new chairwoman of Positively Wellington Tourism.

Healthline provider McKesson New Zealand has appointed **Lesley Clarke** general manager.

Kakahu farmer **Margaret Chapman** is the new national president of Rural Women New Zealand.

Three women have won the University of Otago's top teaching awards. Associate **Professor Katharine Dickinson** of the botany department, **Dr Pat Langhorne**, a senior lecturer in physics, and **Donna Buckingham**, a senior lecturer in law were presented with University of Otago Excellence in Teaching Awards.

Timaru lawyer **Jocelyn Munro** and Hamilton lawyer **Melanie Harland** have been appointed District Court Judges.

Auckland lawyer **Carole Durbin** has been reappointed chair of the Legal Services Agency Board.

Mhyre Oman from the Waikato has been appointed President of Athletics New Zealand.

Retired Dean of Waikato University's School of Education **Professor Noeline Alcorn** has been awarded a University of Waikato Emeritus Professorship.

Vijaya Vaidyanath will take over as Chief Executive of Waitakere City Council next March.

Former Black Ferns captain **Farah Palmer** has been elected as a new independent director of the New Zealand Māori Rugby Board.

Winton Lions Club has its first female president since it was formed in 1964. **Nancy McHugh** presided over her first meeting in July.

SEXUAL VIOLENCE

research project underway

A two-year MWA research project on sexual violence has started.

Sexual violence is significantly under-reported in New Zealand and the likelihood of obtaining a conviction when an assault is reported is not high.

As outlined in the June *Pānui*, the project will investigate how many reports of sexual violence in New Zealand do end up with a successful conviction; look at ways to improve the likelihood of victims making formal complaints, and investigate how victims can best be supported through the criminal justice system.

The project will employ a range of methods to explore the issue for different groups of adult victims including: Māori; Pacific; ethnic, migrant and refugee; those with physical and intellectual disabilities; rural; male, those who know their offender/s.

The two-person project team is led by Denise Lievore. Denise came to MWA from the Crime and Justice Centre at Victoria University where she was a Senior Research Fellow working on a range of applied projects in the justice area, including some on family and domestic violence. Other experience includes field work in Kiribati in the Cook Islands and three years at the Australian Institute of Criminology conducting research on criminal justice responses to adult sexual assault.

The other team member is research assistant Nicole Benkert who recently completed a Masters Degree in International Relations and comes to MWA from the Ministry of Education.

Denise says she has clear ambitions for the project results. These include a better public understanding of what sexual violence is and much greater awareness of the extent of the problem.

'There are misconceptions and myths about sexual violence within the community at large. One result of this work would be to see significant changes to policies and practices within our legal, medical, and other support services in terms of responses to victims. There needs to be a re-thinking around the way those services are delivered and a greater



Project team Denise Lievore (L) and Nicole Benkert (R)

understanding of what the issues are for the victims.'

First of all, however, Denise says, we need to make sure the victims come forward to report the assault.

'For many victims of sexual assault, the fear of disbelief and stigmatisation is a significant barrier to disclosing the offence and seeking help to deal with the aftermath. It would be wonderful if, as a result of this project and the work done by community agencies, victims of sexual assault felt confident to seek help, knowing that they would be believed and treated respectfully.'



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Ministry of Women's Affairs Chief Executive Shenagh Gleisner and Minister of Women's Affairs Lianne Dalziel at CEDAW in New York.

How does CEDAW work?

» **The Convention on the Elimination of Discrimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination.**

The Convention defines discrimination against women as '...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field'.

By accepting the Convention, States commit themselves to undertake a series of measures to end discrimination against women in all forms, including:

- To incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women;
- To establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and
- To ensure elimination of all acts of discrimination against women by persons, organisations or enterprises.

The Convention provides the basis for realising equality between women and men through ensuring women's equal

access to, and equal opportunities in, political and public life – including the right to vote and to stand for election – as well as education, health and enjoyment. States parties agree to take all appropriate measures, including legislation, and temporary special measures, so that women can enjoy all their human rights and fundamental freedoms.

Countries that have ratified or acceded to the Convention are legally bound to put its provisions into practice. They are also committed to submit national reports, at least every four years, on measures they have taken to comply with their treaty obligations.

Family violence raised at CEDAW

» **Family violence in New Zealand was an issue which drew some attention from the United Nations Committee heading the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).**

Minister of Women's Affairs, Lianne Dalziel presented New Zealand's sixth report to the Committee in New York on August 2, accompanied by Women's Affairs Ministry chief executive Shenagh Gleisner, MWA senior policy analyst

Cherie Engelbrecht, and Diane Mara, President of NGO PACIFICA.

Lianne Dalziel said she was pleased to be able to deliver an extremely positive report of New Zealand's actions to advance the rights of women, and did not shy away from the major issue of family violence.

'The Committee was very interested to hear about New Zealand's whole-of-government approach to tackling this shameful issue jointly with the community through NGOs, together with the police, the judiciary, and the Children's and Chief Families' Commissioners. I was

pleased to be able to give the Committee reassurance that initiatives aimed at improving family safety are being delivered as a result of a commitment to a real programme of action'.

Other issues raised by the Committee included the lack of progress in the private sector, in contrast to government, in tackling issues such as women on boards, and pay and employment equity.

You can view more information on this issue on the MWA website at <http://www.mwa.govt.nz/news-and-pubs/media-releases/index.html>

NO

reservation in tackling discrimination

New Zealand had withdrawn its final reservation to a United Nations bill of rights for women, Women's Affairs Minister Lianne Dalziel announced on July 17.

New Zealand was not able to fully comply with the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) until it removed an exemption to the Human Rights Act to allow women to serve in combat in the military. The exemption was removed in Parliament in May.

Speaking to the Ministry of Women's Affairs International Caucus on Women's Issues, Lianne Dalziel said New Zealand had completed the final chapter in its efforts to show we are a credible voice internationally in women's rights and could be very proud of our achievement. She also thanked the Caucus – NGO representatives – for their role in helping to develop New Zealand's sixth report to the 39th session of CEDAW.

In celebrating the milestone, however, Lianne Dalziel said it was necessary to acknowledge that equality in law and equality in reality are two different things.

'As a nation we still have a way to go to achieve pay and employment equity; to see women participating in all parts of the economy, and in particular in modern apprenticeships, in greater numbers, and to end the terrible scourge of domestic violence.'

ALMOST THE 'real thing'

The Cook Islands presented their very first country report to CEDAW on 3 August and the Ministry of Women's Affairs helped them prepare for what was ahead.

MWA Kaihautū, Sonya Rimene, spent a few days in Rarotonga in July helping the Cook Islands government and NGOs with their presentations to the United Nations Committee in New York. Sonya says the preparation included simulating the 'real thing' through a 'mock committee', one member of whom was a genuine CEDAW committee member.

'The Cook Islands also invited CEDAW committee member Heishoo Shin from Korea, and Fiji's Minister of Women's Affairs Latileta Kiti Makasiale. As the 'committee' we spent two days hearing the presentations from the delegates and questioning them on the appropriate issues. The third day was set aside for evaluating the process.'

Sonya says the presence of an 'expert' like Heishoo Shin was invaluable as she was in a position to ask the questions that were most likely to be posed at the United Nations. The process itself, Sonya says, was most worthwhile as it enabled the Cook Islands' delegates to better prepare and get a 'feel' of what was ahead of them.

'Some of their data and statistics required updating. The questioning highlighted the areas on which they needed to focus and to include more information.'

With a population of approximately 18,000 spread out over many islands, Sonya says some of the issues for women are different to New Zealand's, but one we do share is domestic violence.

'The Cook Islands government is aware there is quite a lot of work to do, in particular around passing legislation which prevents discrimination against women. They are also aware that, like New Zealand, they need to work on changing people's hearts and minds.'

The United Nations' website contains the countries' reports and the Committee's concluding comments <http://www.un.org/womenwatch/daw/cedaw/39sess.htm>



L to R: Sonya Rimene, Heishoo Shin, Latileta Kiti Makasiale
Photo courtesy of the Cook Islands News

Help with Housing



LIZ MORGAN



PAULA SNOWDEN

» **67 percent of Housing New Zealand Corporation's (HNZC) primary applicants, and 67 percent of its primary tenants, are women.**

Demand for HNZC's 68,000 state houses, however, outweighs supply so there is a waiting list, with applicants' position on the list based on need. To ensure those with the highest need are placed as soon as possible, the waiting list is reviewed regularly.

Once an applicant (31 percent are sole mothers) is housed the ongoing relationship is not necessarily confined to one of just landlord/tenant. As Liz Morgan, HNZC Business Manager, Performance and Reporting, explains, there is ongoing support and assistance for families in need.

'We have dedicated tenancy managers who are the main point of contact for our tenants and who can pre-empt issues for families who are struggling.

When tenancy inspections are carried out, it may be evident that a family is in need of help, for example, with budgeting, so we facilitate access to support agencies to work with the family before the problems get worse.'

Liz says if HNZC is not in a position to immediately provide a home to a family, the local office ensures they are receiving

all their social assistance entitlements. In South Auckland, she says, HNZC provides integrated services with Work and Income to address housing, income and employment needs. One of the aims of this initiative is to sustain tenancies in the private sector. HNZC also works closely with private sector landlords and other social housing providers, with one initiative involving the setting up of joint waiting lists.

There are also a number of elderly women living on their own in state houses which, because of their size, may be better suited for families. Where possible, Liz says, HNZC tries to better utilise the houses through a transfer.

'Where elderly women are living in the bigger houses, we try to free up the house for a family. We work closely with the tenant and other agencies in an attempt to relocate the women to areas where there is support for them.'

Ninety-one percent of HNZC tenants pay income-related rent and the Corporation works with the other nine percent to try and get them into their own home. This could be through the provision of a 'Welcome Home Loan'.

Paula Snowden, HNZC General Manager, Housing Innovations, says the Welcome Home Loan offers a 'second chance'. The loan helps people with modest incomes, who are outside standard lending criteria, to get a home loan with little or no deposit.

'For women re-entering the housing market after a relationship break-up, particularly where they are the primary caregiver and their income is modest, Welcome Home Loans offer them another chance to purchase their own home.

'HNZC is not the lender but provides lenders' mortgage insurance to participating banks, building societies and other lending institutions.'

Paula says in the nearly four years the scheme has been available, HNZC has insured just over 2,800 loans, with the average size of the loan in 2006/2007 amounting to \$168,000.

Buying a house, Paula says, 'can look too hard when you have not done it before and don't know others who have done it'. A free programme provided by HNZC around the country helps first home buyers negotiate the process of buying a house. The Home Ownership Education Course has in the last year assisted 4,600 people with issues such as budgeting and goal setting; getting a loan; home insurance and maintenance; and re-financing and selling.

HNZC also helps women with emergency housing. Houses are identified from the current stock and allocated to community groups including Women's Refuges. At present, there are 45 houses being used for the purposes of Refuge and related services.

CRITERIA FOR ELIGIBILITY FOR A WELCOME HOME LOAN

Maximum income

- You can have a maximum household income (including other income assistance provided by government along with personal income) of up to \$85,000 per annum if it is for one or two borrowers.
- You can have a maximum household income of \$120,000 if it is for three or more borrowers.

Maximum amount that you could borrow with a Welcome Home Loan

- You could borrow up to \$200,000 for two or more borrowers or \$280,000 for three or more borrowers.

Other criteria

- The Welcome Home Loan is for owner-occupied properties only. It is not for rental properties.
- Borrowers must not own any other houses.

- Borrowers may need to pay fees such as an application fee and a Lender's Mortgage Insurance premium fee of one percent of the loan amount, but in most cases these can be built into the home loan.

For more information visit
www.welcomelomeloan.co.nz,
 or call 0508 935 266

WOMEN ON BOARDS

ENID LEIGHTON > GOVERNANCE ROLES

Member, Lotteries Community Facilities Distribution Committee
Director, Eastern Bay of Plenty Primary Health Organisation
Member, Te Rūnanga o Ngāti Awa

Enid Leighton is an incredibly busy person. She is general manager of Ngāti Awa Social and Health Services (NASH) in Whakatane. NASH is a large Māori-led organisation that provides a wide range of health, social, employment and housing services.

Enid is also managing director of Adventure Solutionz, an outdoor pursuits centre run by NASH which provides adventure packages to the corporate sector as well as to schools and other service providers.

Enid, who was made a companion of the Queens Service Order (QSO) for public service in 2003, has many years of community involvement. She is a former trustee of the Bay of Plenty Community Trust and a former director of the Bay of Plenty Health Board. She also acted as chief negotiator for WAI79, a land claim made to the Waitangi Tribunal on behalf of her whanau in 1994. The claim was successfully settled in 2004.

MWA: We're not sure when you would get spare time! What drives you?

I grew up in a family that has always been very involved in the community and the local marae. My father was a marae chairman and he put a lot of energy into the marae. My mother, who is 83, still does active duty as a kuia for another local marae, attending tangi and performing karakia.

As a Māori I have a sense of responsibility to Māori – if you have skills and capabilities then it's important to put those back into the Māori community. What drives me is that here in Ngāti Awa we need to improve the health and well-being of Māori. There are obvious disparities and the solutions have to come from within.

MWA: Adventure Solutionz is an unusual initiative for NASH to get involved in. Why did you set it up?

NASH identified a need for a local, outdoor facility to motivate young people and help them reconnect with their peer group. We wanted to offer adventure therapy as part of our services. We started off by building a high ropes course and then a confidence course, then we added other buildings and a conference area, café and offices. The centre provides a large rental income for us – it's used for things like conferences and weddings and it stands on its own two feet.

It's really about building an independent economic base. Iwi providers are having to become more creative about alternative funding options – they can't rely on the government for all their services. Creativity doesn't come from the government, it comes from the ground. Building a facility like this is new and innovative in terms of health and social services. It's cutting a fine line in terms of the core business, but government funding is limited.

MWA: How did you get on to the Lotteries committee? What skills do you need?

The Community Facilities Fund provides grants to build or improve community facilities. The projects have to help strengthen communities. It's about what I call the bricks and mortar of community service.

I've had experience of applying for grants, and I know the issues that many organisations have to grapple with, particularly small ones. I've also been involved in giving out grants.



ENID LEIGHTON

FOR MORE INFORMATION

About the Nominations Service, check out the Ministry of Women's Affairs website: www.mwa.govt.nz/women-on-boards

+ 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.

I was a trustee of the Bay Of Plenty Community Trust for four years, and I've sat on small philanthropic trusts for Māori organisations.

Obviously working at a national level is different, but the principles are still the same.

MWA: You have two children (aged 15 and 8) and your mother also lives with you. How do you fit everything in?

You have to have a supportive whānau. I have a very supportive partner, Joseph, who provides a lot of spiritual and cultural support. My daughters are very independent and are doing very well at the local schools. Hopefully they're also learning about the importance of giving to others.

I'm lucky to have great staff who are very good at their jobs, and are capable of continuing when I'm out of town. I do like to sit down with a glass of wine and watch The Living Channel, but I can only dream about what they do on TV – I don't have time to do it myself.

in brief

» He Kōrero mō Aotearoa- On the Road with Te Reo

Te Wiki o te Reo Māori – Māori Language Week – was held during the week 23-29 July. New Zealand has been celebrating Māori Language Week for over 30 years and this year's theme was 'Tourism' or 'Tāpoi'. A booklet published for Māori Language Week 2007 contains a selection of vocabulary, simple phrases, and an insight into the structure and grammar of te reo Māori. *He Kōrero mō Aotearoa – On the Road with Te Reo* is designed to help New Zealanders and visitors feel comfortable with the use of te reo Māori. It is available from Te Taura Whiri i te Reo Māori (the Māori Language Commission) at \$4.00 a copy.

Go to www.koreromaori.co.nz Practise your te reo in time for National Māori Language Day on 14 September. Kia kaha ake!

» Dates to mark

- 19 September is Women's Suffrage Day;
- 15 October is World Rural Women's Day;
- 25 November is the International Day for the Elimination of Violence against Women (White Ribbon Day).

MWA's theme for Suffrage Day 2007 is 'Use your vote!' We want to encourage women to vote in the upcoming local body elections. Voting day is 13 October, so please make sure you vote, and support your local women candidates.

You can view more information about these significant days on the MWA website <http://www.mwa.govt.nz/women-in-nz/annual-events.html> There is also information about White Ribbon Day and activities planned on the Families Commission website: <http://www.familiescommission.govt.nz/white-ribbon.php>

Twenty years of parental leave

July 10 was the 20th birthday of New Zealand's Parental Leave and Employment Protection Act. The law allows women and their spouse or partner to take leave from work to care for newborn or adopted children while protecting their right to return to work. In 2002, paid parental leave was introduced and, on 1 July this year, the maximum weekly parental leave payment increased by nearly \$20 per week to \$391.28. **Further information on parental leave is available from the Department of Labour's website www.ers.dol.govt.nz or by telephoning 0800 20 90 20.**

1 July also saw....

The implementation of Kiwisaver (as at 10 August, the Inland Revenue Department had received 92,000 enrolments); 20 hours free early childhood education (ECE); and the final roll-out of cheaper doctors' visits and prescriptions. **For more information on these, go to <http://www.beehive.govt.nz/Print/PrintFeature.aspx?id=44>**

Managing mayhem

Managing Mayhem, Work-Life Balance Issues in New Zealand explores the reality of what work-life balance means in Aotearoa-New Zealand. Edited by Marilyn Waring and Christa Fouché, the book looks at the hidden issues for, among others, Māori, Chinese, and Pacific women; women who are unpaid caregivers; older women parenting for the second time; and it examines the experiences of men. **The book is available from Dunmore Publishing, tel: 04 472 2705 or books@dunmore.co.nz**

Bread decision will benefit babies

A lack of folate in their diet can lead to pregnant women giving birth to babies with neural tube defects such as spina bifida and hydrocephalus. In June, Food Safety Minister Annette King announced a joint New Zealand and Australian decision to proceed with mandatory fortification of bread with folic acid in an attempt to reduce the numbers of children born with neural tube defects. Australia will fortify its flour directly, while New Zealand will add the folic acid during the bread-making process.

Pay and employment equity case studies

The Pay and Employment Equity Unit has published its first case study on a pay and employment equity review. As part of the Government's Pay and Employment Equity Plan of Action, pay and employment equity reviews have been completed in 12 Public Service departments.

The Education Review Office's review stories have been told in summary and longer versions which can be accessed on the website <http://www.dol.govt.nz/servicesPayAndEmploymentEquity/resources/case-studies/ero.asp>

The two versions are also available in hardcopy from the Pay and Employment Equity Unit, email equity@dol.govt.nz. The State Services Commission's and the Department of Labour's case studies will be available soon.