



## New directory will assist women and girls with STEM activities

A directory that identifies opportunities for girls to get exposure to science, technology and engineering is now available on the Ministry for Women website.

People with science, technology and engineering qualifications are in demand, yet in New Zealand, women make up just 23 percent of people employed in IT and about 13 percent of people employed as engineers.

The directory identifies initiatives, programmes and associations through which young girls and women can “connect, discover and learn” about science, technology and engineering.

Policy Director Margaret Retter says that encouraging more women into science, technology and engineering-related careers meets demand for skilled workers and provides opportunity for women to secure sustainable, well paid employment.

“Women are particularly under-represented in the highest growth areas such as digital technology and engineering.”

In 2014, for example, 26,580 young women graduated with a degree. Of those, only 345 graduated with a degree in Information Technology and 365 in Engineering.

STEM-related careers are critical to building a more productive and competitive economy. Demand for people with these skills is forecast to remain strong.

Employers are starting to recognise the benefits of greater workplace diversity, but women remain under-represented in the STEM workforce. To build the pipeline, we need to ensure women are training for careers that are in demand.

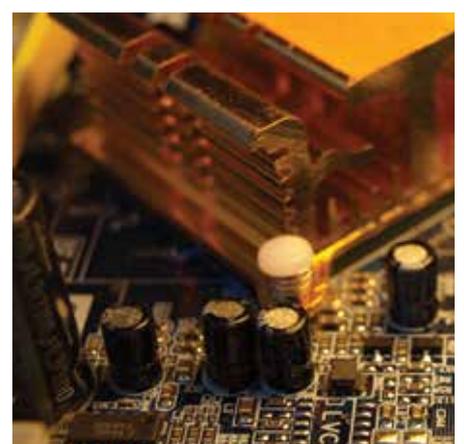
Both technology and engineering jobs feature prominently on the Immigration New Zealand long-term skills shortage list.

The Ministry for Women is working with other agencies to increase the number of girls and women training for careers in these areas.

“We hope that this list of initiatives will assist young women and girls to learn more about what is available in New Zealand,” Margaret said.

“The list is by no means comprehensive; we know there are many more great programmes and initiatives out there and we encourage people to add their initiative to the directory.”

The directory can be found at [www.women.govt.nz](http://www.women.govt.nz). Careers New Zealand also has information on careers in the STEM fields at [www.careers.govt.nz/articles/women-in-stem-where-are-they/](http://www.careers.govt.nz/articles/women-in-stem-where-are-they/)



**Top right photo:**

Left to right: Rahiri Edwards-Hammond, Pahemata Robinson and Tahi Manahi, students at Te Kura Kaupapa Māori o Ngāti Kahungunu o Te Wairoa. They all participated in the Amua Ao programme that sent students to Silicon Valley, San Francisco in July 2016. Amua Ao is a programme run in partnership between Callaghan Innovation and NZQA.

## FROM THE ACTING CHIEF EXECUTIVE:

It has been a wonderful opportunity to serve as the Acting Chief Executive for the Ministry whilst the recruitment for a permanent head is underway. In my usual role at NZ Police I am a strong advocate for diversity, and Police is working hard to ensure its workforce better represents the communities it serves.



*Karen Jones*

Gender equality, women's empowerment and sustainable development are significant issues for all countries.

We were privileged to be able to share New Zealand's story this month at an international sustainable development conference in Singapore. Business and government leaders from across the Asia-Pacific region met to discuss national frameworks for the Sustainable Development Goals.

We are also preparing for the 61st session of the Commission on the Status of Women (CSW). The priority theme is women's economic empowerment in the changing world of work with a particular emerging theme on indigenous women. We will be meeting with non-government organisations in preparation for the CSW sessions.

Closer to home, as we look ahead to 2017 preparations are underway for the new home for the 1893 women's suffrage petition at the National Library in Wellington.

When the free He Tohu exhibition and learning space opens in 2017, visitors will be able to see: He Whakaputanga o te Rangatiratanga o Nu Tirenī – Declaration of Independence of the United Tribes of New Zealand (1835), Te Tiriti o Waitangi – Treaty of Waitangi (1840) and the Women's Suffrage Petition (1893).

I encourage you to see these important historical documents in their beautiful new home.

Fiona Ross has taken over as Acting Chief Executive from 12 December. Fiona is the Chief Operating Officer at the Treasury and comes with a great deal of experience in economics and policy. She previously worked at the Ministry for Women for two years in the 1990s. I will act in Fiona's substantive role in the Treasury until early 2017.

I have really enjoyed this secondment and have ensured a smooth handover to Fiona.

I would like to wish you a relaxing and peaceful Christmas and New Year.

**Karen Jones**  
**ACTING CHIEF EXECUTIVE**  
**MINISTRY FOR WOMEN**

## Commonwealth Ministerial Meeting

Minister for Women Louise Upston travelled to Apia in September to attend the 11<sup>th</sup> Commonwealth Women's Affairs Ministerial Meeting (11WAMM).

The theme for this year's meeting was 'Gender Equality through Sustainable Development in an Inclusive Commonwealth'.

11WAMM proved a valuable forum in which to discuss Commonwealth initiatives on gender equality and the empowerment of women. New Zealand has endorsed the Commonwealth Secretariat's proposal to focus its gender work on four priority areas for action. These are: women's economic empowerment; women in leadership; ending violence against women and girls; and gender and climate change.

While in Apia, Ms Upston met with Samoan and Commonwealth leaders, providing an opportunity to share New Zealand's work across the Pacific region and to learn from the experiences of other Commonwealth states.

Ms Upston then travelled to Sydney and Canberra for meetings with Australian leaders to discuss women's leadership and economic independence. In particular, Ms Upston sought insights into Australia's efforts to increase the number of women on private sector boards and the leadership pipeline.

The findings and observations from Ms Upston's travel to Samoa and Australia will contribute to the development of the Ministry for Women's work programme.

## SDG 5 in focus at Sustainable Development Forum

"Innovation and collaboration: the key ingredients to delivering on global goals" was the message at the 5th Responsible Business Forum on Sustainable Development in Singapore held from 22 to 24 November 2016.

The forum was held to examine each of the 17 Sustainable Development Goals (SDGs) in depth with case studies and perspectives from businesses, governments, UN agencies, investors and international experts.

Helen Potiki, Policy Director at the Ministry for Women, was a guest panellist for the workshop on SDG 5, Gender Equality and Women's Empowerment.

She discussed how government can collaborate with the business sector to achieve more equitable outcomes for New Zealand women.

"Legislation and policy are not the only ways in which government can

contribute to accelerating gender equality. Government can be practical, innovative and collaborative in its approach. The Ministry for Women's partnership with SMEs to deliver workshops and develop tools for SMEs on flexible work are a good example of this," she told the forum.

The respective roles of government and business were central in discussions on each of the 17 SDGs.

The workshop on SDG 5 was facilitated by Deputy Regional Director, Anna-Karin Jatfors.

"Gender equality is not only an end in and of itself. It is a catalyst and enabler for countries to achieve all the SDGs. There is still a lot of work to do. The panel considered how empowering women across the value chain brings concrete economic and social benefits, not only to women themselves but to business and society at large. Government



**Helen Potiki with Philippine delegates Emmeline Verzosa, Executive Director, Philippine Commission on Women, and Felicitas Argonillo-Reyes, Assistant Secretary, Philippine Board of Investments.**

has a key role to create an enabling policy environment and ensure accountability through implementation, data and investment," she said.

The forum outcome documents can be found at <http://www.responsiblebusiness.com/events/responsible-business-forum-on-sustainable-development-2016/>

# Government accepts recommendations on pay equity

The Government recently released this media statement on the Joint Working Group on Pay Equity (24 November 2016).

The Government will update the Equal Pay Act and amend the Employment Relations Act to implement recommendations of the Joint Working Group on Pay Equity.

This will make it easier for women to file pay equity claims with their employers, rather than having to go through the courts. It will also assist employers in addressing those claims.

"The Government has accepted the recommendations of the Joint Working Group, which set out principles for raising and resolving pay equity claims through bargaining," State Services Minister Paula Bennett says.

The Joint Working Group reported back earlier this year with a number of recommendations, including:

- Principles to provide guidance to employers and employees in identifying, assessing and resolving pay equity claims.
- A process for employers and employees to follow to address pay equity, including

a bargaining process based on the Employment Relations Act framework.

"I would like to thank the union and employer representatives on the Joint Working Group for their hard work and commitment to what is a very important issue," Mrs Bennett says.

Workplace Relations and Safety Minister Michael Woodhouse says the Government has also decided to supplement the Joint Working Group's recommendations to clarify how to choose an appropriate job for comparison when making a pay equity claim.

"This was an area the Joint Working Group was not able to agree on. However, the Government believes this needs to be addressed to ensure the process is clear and effectively addresses pay equity claims for all parties.

"This is a major step forward for achieving pay equity in New Zealand and reflects the Government's commitment to working New Zealanders," Mr Woodhouse says.

Ms Upston says it is important that gender doesn't affect what people are paid.

"Occupations shouldn't be lower paid just because women make up most of the employees," she says.

"The Government's response today means that employees and employers can resolve concerns about unequal pay in good faith.

"In addition, there will be a pathway for resolving issues, as happens with other employment matters, including mediation and ultimately the Employment Relations Authority.

"These changes show we are heading in the right direction when it comes to closing the gender pay gap, of which pay equity is one component, and goes a long way towards achieving real, meaningful results for all women," Ms Upston says.

Changes to the Equal Pay Act 1972 and the Employment Relations Act 2000 are needed to implement the changes. The Government expects to introduce a Bill next year.

## Council to advise on employment issues

Minister for Women Louise Upston has announced a reformed National Advisory Council on the Employment of Women ('the Council'), which will address key issues facing women in work.

The Council is a group of highly experienced business people who will tackle the ongoing barriers to women's full participation in the workforce.

The new Council has the skills, knowledge and practical experience and will be key influencers and leaders of genuine and sustainable change for women in the workplace.

Ms Upston acknowledged and thanked all past Council members who served on the previous advisory council known as NACEW for their contributions to New Zealand women's employment.

The members of the new Council are:

- Traci Houpapa (Chair), Chair of Landcorp and Federation of Māori Authorities
- Norah Barlow, former Chief Executive of aged-care providers Summerset Holdings Ltd
- Dr Andrew Cleland, Chief Executive of the Royal Society of New Zealand

and former Chief Executive of the Institution of Professional Engineers New Zealand

- Tagaloatele Peggy Fairbairn-Dunlop, Professor of Pacific Studies at the Auckland University of Technology
- Theresa Gattung, co-founder of My Food Bag and former Chief Executive of Telecom
- Kerry Prendergast, Chair of the Environmental Protection Agency and former Mayor of Wellington
- Mark Verbiest, Chair of Spark
- Katherine Rich, representative for Business New Zealand and Chief Executive of the Food and Grocery Council.

The aim of the Council is to drive genuine and sustainable change for women in the workplace, and ensure their skills are fully utilised. It will focus on five critical areas preventing women from reaching their potential at work.



**Council Chair Traci Houpapa and Minister for Women Louise Upston.**

The new focus areas are flexible working, women returning to work, access to childcare, leadership progression, and employment opportunities for women in high growth areas.

The Council has met in 2016 and will meet quarterly in 2017.

# Safer Sooner: Increased safety for women

On 14 September 2016, the Government announced changes to the law resulting from its review of family violence laws.

The key changes are to ensure victim safety, earlier and more effective interventions, a focus on changing perpetrator behaviour, better risk identification and better recognition of the characteristics of family violence.

“There are certain changes, that I expect will be of particular benefit to women,” said Louise Upston, Minister for Women.

“The three new offences of strangulation, coercion to marry and assault on a family member will strengthen perpetrator accountability in areas where women are particularly vulnerable. The reforms have been informed by what we know works for women including early intervention and effective system response.

“Changes to Protection Orders will increase women’s and children’s safety. Access to Protection Orders will be easier, others will be able to apply on behalf of victims and the rights of children will be better provided for. In addition, a wider range of programmes will be able to be ordered when Protection Orders are imposed. This addresses behaviour change,” she said.

For more information about the Safer Sooner reforms, go to

<https://www.beehive.govt.nz/sites/all/files/Safer%20Sooner%20Summary%20Document.pdf>

## Women leaders recognised

The Ministry for Women congratulates women who were recognised in the Westpac Women of Influence Awards and the NEXT Woman of the Year Awards



*Congratulations to the Westpac Women of Influence award winners.  
Photo credit: Women of Influence, Fairfax Media*

The Westpac Supreme Award winner was Helen Robinson, and the awards were given over the following categories:

**Arts and culture:** Gaylene Preston

**Board and management:** Helen Robinson

**Business enterprise:** Lisa King

**Community and not-for-profit:** Catriona Williams

**Diversity:** Sue Kedgley

**Global:** Lyn Provost

**Science and innovation:** Dr Michelle Dickinson

**Public policy:** Naomi Ferguson

**Rural:** Mavis Mullins

**Young leader:** Alexia Hilbertidou

The NEXT Woman of the Year 2016 winner was Billie Jordan who was also the winner in the Arts & Culture category.

The category winners were:

**Sport:** Trina Tamati

**Business:** Victoria Ransom

**Community:** Dale Nirvani Pfeifer

**Education:** Anne Gaze

**Health and science:** Merryn Gott

Congratulations to all of these award winners.

## Nominate for Queen’s Birthday Honours 2017

Nominations for the Queen’s Birthday Honours 2017 are due to the Honours Unit by 19 December 2016.

The New Zealand Royal Honours system recognises people who have provided service and those who have achieved at the highest level. Candidates must have made a significant contribution to their local community, their region, New Zealand as a whole and/or internationally.

Anyone can nominate a person they think is worthy of a New Zealand Royal Honour at any time. Further information on nominating a person is at <http://www.dpmc.govt.nz/honours/nominations/faq>

We encourage you to pass on this information to your networks, encourage them to nominate women they know and increase the recognition of outstanding women in New Zealand.

## Future Directors in the state sector

The Ministry is continuing to work with state sector boards on the implementation of the Future Directors programme.

The programme identifies talented candidates with potential to succeed in governance roles, and provides them with opportunities to observe and participate in board discussions for a 12-month period (without voting rights).

The Future Directors programme was set up in March 2013 by Sir Stephen Tindall, Michael Stiassny of the Institute of Directors and Des Hunt of the NZ Shareholders Association, to help widen New Zealand’s director pool.

The programme was extended into the state sector in early 2016. The programme provides boards with the benefits that a fresh mind can bring, such as new perspectives on social media, technology changes, sustainability and diversity.

Appointing agencies will manage the number and the rate of take-up of the candidate appointments to their boards as part of their current board appointment processes.

For more information, visit <http://women.govt.nz/leadership/all-about-boards/future-directors>

# WOMEN ON THE MOVE

These appointments have been sourced from the Ministry for Women's Nominations Service. We are always keen to hear of women who have been appointed to leadership roles. Email us at [info@women.govt.nz](mailto:info@women.govt.nz) if you have appointments you would like to share.

The Ministry for Women manages a steady demand for women engaged in leadership work and those aspiring to begin their governance careers. In the New Year, the Ministry will be launching a new process for women to sign up and update their details with our Nominations Service database. We will keep you updated on progress. In the interim, visit [women.govt.nz](http://women.govt.nz) if you are interested in being nominated for vacancies on state sector boards.

## Public sector roles

**Sally Fitzgerald** has been appointed as a High Court Judge.

**Robyn Baker** has been appointed as Chair, **Materoa Dodd** and **Dr Cheryl Stephens** have been appointed and **Trish Carter** has been reappointed as members of the National Commission for UNESCO.

**Frances Russell** has been appointed as a member of the National Animal Welfare Advisory Committee.

**Sarah Burke**, **Debbie Monahan** and **Kendra Ross** have been appointed as members of the CERT (Computer Emergency Response Team) Establishment Advisory Board.

**Dale Karauria** has been appointed and **Vanessa Stoddart** has been reappointed as members of the Tertiary Education Commission Board.

**Karen Wilson** has been appointed as a member of the Auckland Conservation Board.

**Raewyn Moss** has been appointed as a member of the Wellington Conservation Board.

**Amelia Taylor** has been reappointed as a member of the Nelson Marlborough Conservation Board.

**Dr Benita Wakefield** has been appointed as a member of the Canterbury Aoraki Conservation Board.

**Sandra Hardie** has been appointed as a member of the Chartered Professional Engineers Council.

**Dr Karen Poutasi** has been appointed as a member of the Government Inquiry into Havelock North Drinking-Water.

**Geraldine Baumann** has been reappointed as Deputy Chair, and **Susan Roberts** and **Nicola Wills** have been appointed as members of the Electricity Industry Rulings Panel.

**Mary Chamberlain** has been appointed and **Linda Aumua** has been reappointed as members of the New Zealand Qualifications Authority.

**Dr Monique Faleafa** and **Catherine Abel-Pattinson** have been reappointed as members of the Health Promotion Agency Board.

**Lynn Middleton** has been appointed as a member of the Government Superannuation Appeals Board.

**Paula Rose** has been appointed, and **Dianne Wepa** and **Michelle Derrett** have been reappointed, as members of the Social Workers Registration Board.

**Ngatepaeru Masters** has been appointed as a health practitioner member of the Midwifery Council of New Zealand.

**Anne-Marie Bouchier**, **Heather Simpson**, **Carolyn Henwood** and **Dale Clarkson** have been appointed as Acting District Court Judges.

**Elizabeth Cunningham** has been appointed as a member of the Environment Canterbury Council.

**Karen Rolleston** and **Dr Linda Sissons** have been appointed as members of the Education New Zealand Board.

**Ainsley McLaren** has been appointed as a member of the Financial Markets Authority.

**Dr Cynthia Bennett** has been appointed, and **Faye Sumner** has been reappointed, as members of the New Zealand Artificial Limb Service Board.

**Annette Morgan** has been appointed as a health practitioner member of the Optometrists and Dispensing Opticians Board.

**Emeline Afeaki-Mafle'o** has been appointed as a member of the Families Commission (operating as Superu) Board.

**Jane Lancaster** has been appointed as a member of the Food Standards Australia and New Zealand Board.

**Alicia Wright** has been appointed as Chief Electoral Officer, and **Kristy McDonald QC** has been appointed as Deputy Chair, of the Electoral Commission.

**Charisma Rangipunga** has been appointed as Deputy Chair, and **Hinerangi Edwards** has been appointed as a member, of the Te Taura Whiri i te Reo Māori Board.

**Paulette Tamati-Elliffe** and **Adrienne Staples** have been appointed and **Jenni Vernon** and **Merata Kawharu** have been reappointed to the New Zealand Geographic Board.

**Vicky Nalder** has been appointed Chair and **Belinda Greer** and **Adina Thorn** have been appointed to the Cadastral Surveyor Licensing Board.

**Iona Holsted** has been appointed as Secretary for Education and Chief Executive of the Ministry of Education.

## Private, Industry, Local Government and Community Sector Roles

**Kiriwaitangi Rei** has been appointed as a future director on the Auckland Airport Board.

**Nadine Tereora**, **Ana-Marie Lockyer**, **Susan Basile** and **Suzanne Wolton** have been appointed as members of the Financial Services Council Board.

**Debbie Birch** has been appointed as a member of the Independent Assessment Board to oversee the Local Government Excellence Programme.

**Professor Jan Thomas** has been appointed as Vice-Chancellor of Massey University.

**Sue Suckling** has been appointed as Chair of the Jade Software Board.

**Vanessa Stoddart** has been appointed as an independent director on the Heartland Bank Board.

**Louise Bond** has been appointed as President of the Communications Agencies Association of New Zealand (CAANZ) Executive Board.

**Michele Embling** has been appointed as Chair of the PwC New Zealand Board.

**Karen Price** and **Melissa Clark-Reynolds** have been appointed as independent directors on the Jasmox Board.

**Debbie Hockley** has been elected President of New Zealand Cricket.

## Stay connected

We offer *Pānui* in an e-newsletter form. If you would prefer to receive *Pānui* in this format, please email [info@women.govt.nz](mailto:info@women.govt.nz) or register your email via Connect with us on [www.women.govt.nz](http://www.women.govt.nz).

You can also follow us on:

 [Ministry for Women](http://www.ministryforwomen.govt.nz)

 [twitter.com/women\\_nz](https://twitter.com/women_nz)

 Facebook ([Women of New Zealand](https://www.facebook.com/WomenofNewZealand))

## Highest number of women in local government

The results of the local elections, held in October 2016, show an increase in the number of women elected members but a decrease in the number of women mayors.

Preliminary analysis of elected members completed by Local Government New Zealand shows the percentage of women members at just over 37 percent, an improvement on 33 percent from 2013, and the highest proportion ever achieved.

Out of the 3,183 candidates running for council or community board positions, only 885 were women (27 percent).

The final results show that out of the city and district councils 18 percent of mayors are women, 12 mayors out of 67 councils in total. This compares with 13 women mayors in 2013.

None of the chairs of the seven regional councils, are women.

Local Government New Zealand says a rise in voters in cities has compensated for a drop in rural and provincial areas in this year's local elections to bring turnout slightly above 2013 levels.

Preliminary results excluding special votes show national turnout at 41.8 percent, above 2013's 41.3 percent, driven largely by increases in Auckland and Wellington.

A full analysis of the results will be carried out by the Department of Internal Affairs in 2017. The analysis of previous elections can be found at <https://www.dia.govt.nz/Services-Local-Elections-Index#three>

## Royal Society announces new Fellows

The 19 new Fellows, New Zealand's top researchers and scholars, include a majority of females – 10 out of 19.

The group also includes the first female mathematician to be made a Fellow, Professor Hinke Osinga from the University of Auckland.

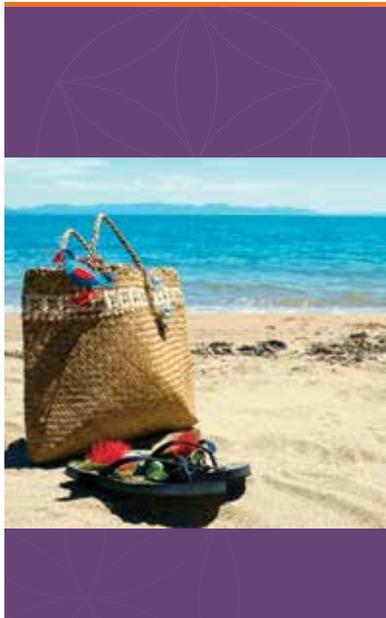
"The Society seeks to increase the diversity of its Fellowship," says Academy Chairperson Distinguished Professor Gaven Martin FRSNZ, who is also a Vice President of the Society.

"University academics, men and people of European descent have been over-represented in our Fellowship selections to date. We sought to address this by encouraging a more diverse pool of excellent candidates for nomination to Fellowship. We updated selection criteria and ran workshops on bias to ensure no one was disadvantaged. We are especially pleased that this approach has resulted in a more diverse group of new Fellows – selected entirely on merit – which is more representative of our community of researchers and scholars.

"The Society will build on this and continue to seek best practice to ensure diversity within all of its activities," he said.

The Society is also contributing to a national working group for diversity and equity issues for the New Zealand research community.

The full list of the Royal Society Fellows can be found at <http://www.royalsociety.org.nz/2016/10/26/diverse-range-of-top-researchers-and-scholars-elected-as-fellows/>



*Meri Kirihimete me ngā mihi o  
te tau hou ki a koutou katoa.*

*A very Merry Christmas and  
Happy New Year to all  
Pānui readers.*

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The viewpoints expressed in Pānui do not necessarily reflect the views of the Ministry for Women.

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