



pānui

April – Paenga-whāwhā 2016

A publication of the Ministry for Women

Workshops encourage flexible work practices

The Ministry for Women is supporting small business owners to get and keep good staff by facilitating workshops on flexible working arrangements.

Workers in New Zealand now have the legislative right to request flexible work practices, which include choices about working hours and place of work.

Growing demand for work/life balance means workers are increasingly seeking alternatives to the 9-5 working day. The message to small business owners is that they will need to respond to this demand if they want to attract and keep the best workers.

Ninety-five percent of businesses in New Zealand are small and medium enterprises and many of them are struggling to respond to staff requests for flexible work.

The Ministry has consulted with industry representatives to better understand the challenges in providing flexible work.

“Flexible work increases employment opportunities for everyone. However, we know women’s talents in the labour

market are underutilised and women are significantly underrepresented across certain high-growth sectors, like engineering and IT,” says Jo Cribb, Chief Executive, Ministry for Women.

“Women’s skills can be better utilised if they have more flexibility about when, where and how they work. In addition, more men working flexibly can enable greater employment choices for women.”

The workshops are a joint initiative between the Chambers of Commerce, industry and trade associations, economic development agencies and government. The first two workshops have been held in Christchurch and Wellington and the third workshop is in Hamilton on 19 May 2016.

The workshops provide practical advice for small business owners. Speakers have shared experiences from small businesses that have successfully introduced flexible work practices to encourage other business owners to take action.



Steve Abley

“We hire great people and part of the reason they want to work for us is that we care about accommodating their changing needs and respect their desire to balance their work and home lives.”

Steve Abley from Abley Transportation Consultants is committed to providing a flexible workplace for his 38 or so staff, who are split over two offices in Christchurch and one in Auckland.

Different types of flexible work

Working from home: A short-term or long-term arrangement where the work location is split between the office and the home.

Flexi-time: An employee works a set number of hours per week or fortnight, which may be varied by agreement from week to week.

Part-time: An employee works a set number of days and/or hours per month.

Condensed hours: An employee compresses their set hours of work into a shorter work week. For example, a 37.5 hour week could be averaged over 4 days at 9.38 hours per day.

Job share: A form of part-time work, where two or more employees work part-time and share the responsibilities for one full-time role between them.

For more information, visit

<http://employment.govt.nz/er/bestpractice/worklife/benefits/index.asp>

Changes to paid parental leave from 1 April 2016

From 1 April changes to New Zealand’s paid parental leave arrangements came into effect. The new provisions extend the length of paid parental leave from 16 weeks to 18 weeks. They extend the eligibility of paid parental leave to a wider range of workers and caregivers, and introduce the concept of “Keep In Touch” hours which employers can use to keep their employees in contact while they are on leave. The changes to the paid parental leave provisions are part of the Employment Standards Legislation Act. For more information: <http://employment.govt.nz/er/holidaysandleave/parentalleave/>

FROM THE CHIEF EXECUTIVE: Creating sustainable futures

It is always a privilege to attend the annual Commission on the Status of Women in New York and share learnings about how we can improve women's lives, both in New Zealand and internationally.

This year I had the pleasure of leading the New Zealand delegation. I was delighted to be among so many people who are dedicated to making progress for women.

The priority theme was women's empowerment and its link to sustainable development. The review theme was elimination and prevention of all forms of violence against women and girls.

International delegations were particularly interested in our recent research into what can keep Māori and Samoan women safe from violence. We discussed the importance of culture in strengthening protective factors for women.

We are currently finalising New Zealand's eighth periodic report on the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The report outlines the progress the Government has made over the reporting period (March 2012 to March 2016) in improving outcomes for women and implementing the articles of CEDAW. It also addresses the 2012 Concluding Observations of the Committee.

The report will be submitted to the United Nations in June 2016. Feedback on the draft report is a critical part of the United Nations process, both into the substantive report and the Voices of New Zealand Women section, which outlines key issues of concern for New Zealand Women.



Jo Cribb at CSW (right) with Jackie Blue and Cynthia Brophy, Human Rights Commission (left) and New Zealand United Nations representatives (back row).

Thank you to all of the individuals and organisations who took the time to send us feedback on the report. Your feedback has been invaluable to the preparation of this report.

Ngā mihi

A handwritten signature in black ink, appearing to read 'Jo Cribb'.

Jo Cribb
CHIEF EXECUTIVE, MINISTRY FOR WOMEN

Sustainable development focus at CSW

New Zealand's National Statement at the United Nations Commission on the Status of Women (CSW) recognised that women and girls have a crucial role to play in realising sustainable development for this generation and the next.

"Women continue to play a pivotal role in the political, social and economic life of New Zealand. Our legacy of gender equality relies on our ability to do better for all New Zealand women, now and into the future," said Jo Cribb, Ministry Chief Executive, who led the New Zealand delegation.

This theme of the 60th session of CSW, held from 14–26 March, was 'women's empowerment and its link to sustainable development'.

Dr Jo Cribb spoke at a side event with counterparts from Liechtenstein, Norway, Australia, Canada and Sweden on Violence Against Women.

"Violence occurs in all communities, it's prevalent but there are some very important links with education and employment that will assist countries to take a system approach to addressing violence against women," Jo said.

The New Zealand NGO delegation attended many of the NGO-led side events and spoke at a number of them. The Government and NGO delegations met regularly throughout the two-week session to share insights on their respective engagements.

A key forum at CSW is the negotiations of the agreed conclusions. The formal negotiations consist of daily, facilitated dialogue between UN member states in order to reach a set of Agreed

Conclusions by the end of the session. Helen Potiki, Principal Policy Analyst at the Ministry, was New Zealand's lead negotiator.

"New Zealand is a well-regarded contributor to the discussion. We focus not only on the content and substance of the document but also aiding the process by supporting other like-minded states and the UN protocols of negotiations," said Helen.

The Agreed Conclusions can be found on the UN Women website.

CSW is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. Each year, in March, member States come together at the United Nations to engage in high-level discussion, and share good practice and ideas about increasing the status of women across the world.



The 2016 New Zealand delegation at the Commission on the Status of Women.

Encouraging conversations on healthy relationships

The Ministry for Women's report, *A malu i 'aiga, e malu fo'i i fafo: Protection for the family, protection for all*, encourages Samoan communities to think about how they can keep women and girls free from violence.

Minister for Women, Hon Louise Upston released the report last year in partnership with the Ministry for Pacific Peoples and with support from the Ministry of Social Development, at Auckland University of Technology in South Auckland.

"Samoan communities have told us that Samoan culture has a key role in combating violence against women. Their traditional values and practices are steeped in ensuring that women and girls are safe," said Ms Upston.

The report shares, from the perspective of Samoan people, what works to keep Samoan women and girls safe, including how best to promote healthy relationships and respectful behaviours within Samoan families.

The report found that Samoan youth, in particular, find open discussion and education about violence prevention and education very useful.

"If we can have these conversations with youth, to create healthy and respectful relationships within families, it will support healthy and respectful relationships outside of the families, meaning healthier communities for all," Ms Upston said.

"Government agencies will now know more about how to prevent violence against Samoan women and girls. Policy, services and community actions will be more effective in keeping Samoan women and girls safe, but more importantly, prevent violence from occurring in the first place," Ms Upston said.

The report contributes to New Zealand's evidence base about cultural attitudes to violence prevention. Previous research has shown there is limited information for some population groups, including for Pacific women.

The Ministry's 2013 report, *Current Thinking on Primary Prevention of Violence Against Women*, identified more information was needed on other culturally diverse understandings of what works to prevent violence against women.

Minister Upston is on the Government's Ministerial Group on Family Violence and Sexual Violence, which is committed to reducing family violence, better support of victims and holding offenders to account.

To access the full report, visit women.govt.nz



Members of the advisory group Reverend Elama Maea (member), Hon Louise Upston, Maiava Carmel Peteru (researcher) and Dr Tamasailau Suaalii-Sauni (member).

International Women's Day celebrated

Women across New Zealand took the opportunity to celebrate International Women's Day on 8 March 2016.

The Minister for Women, Hon Louise Upston, hosted an event organised by UN Women and Zonta International at Parliament for over 250 guests.

"International Women's Day is an opportunity for everyone to reflect on how far we've come, and where we need to focus our efforts to ensure we continue to improve the lives of all women, now and into the future," she said.

Minister Upston said there were many indicators that showed New Zealand was on its way to gender equality, such as more women working, gaining tertiary qualifications and studying or working in high growth sectors than ever before.

"However, we need to ensure our successes translate into better outcomes, particularly when thinking about the gender pay gap and women in leadership."

Keynote speaker Dame Silvia Cartwright reflected on women's progress in New Zealand and the legal framework that we have

in place to ensure gender equality. She told guests that social attitudes and practices are much harder to change. She reflected that we all have a duty and obligation to do our best to support women in our own communities to achieve.

Dame Silvia was the first woman in New Zealand appointed as a High Court judge. In 1987 and 1988, Dame Silvia chaired the Commission of Inquiry into the Treatment of Cervical Cancer and Other Related Matters at National Women's Hospital (the Cartwright Inquiry). She was made a Dame Commander of the Order of the British Empire in 1989 and Principal Companion of the New Zealand Order of Merit in 2001 and received the Queen's Service Order in 2006.

After completing her tenure as Governor-General in August 2006, Dame Silvia was a trial judge on the United Nations Tribunal investigating war crimes in Cambodia from 2006 to 2014. She is an advisor on the United Nations Human Rights Council investigation into war crimes and human rights abuses in Sri Lanka.

Celebrating 50 years of SROW

Today we have an abundance of valuable information on women in New Zealand but it wasn't always that way.

Fifty years ago the Society for Research on Women in New Zealand (Inc) (SROW) was one of the first groups to systematically collect information on women in New Zealand.

In May, former members will meet in Wellington to celebrate the organisation and its contribution to policies and legislation.

SROW was founded in May 1966 following lectures run by the Linden Playcentre on The Changing Role of Women. The choice of theme arose from a Voice of America programme on "The Potential of Women".

Speakers from Wellington presented on topics including: women's role in perspective, women at work, women at leisure and women's contribution to society.

From starting in a classroom at Tawa College, the audience swelled to fill the College Assembly Hall. The final speaker, Dr W B Sutch, challenged the audience to raise the education and status of women to take their place in the modern world.

From that challenge a group of women called a meeting at Wellington Girls' College in May 1966 and SROW was founded, led by Margaret Shields and Mary Mowbray.

The Society's aims were to: examine the attitudes of individuals, groups and the community to the education and employment of girls and women; publicise the findings; and endeavour to bring about the desired changes.

Branches were established in Christchurch, Auckland, Dunedin and Waikato. In two and a half years SROW members undertook a survey of 5,400 women in the four main urban areas. *Urban Women*, the write up of the results, was published in 1972. (This was one of the first times findings were based on a representative sample of women taken from across New Zealand.)

While the information from this survey was being analysed, branches also did smaller studies. Over 40 years, more than 70 projects were completed. While the interviewing was voluntary, funding was later granted to help with the analysis and report writing.

SROW was wound up in 2006 and remaining funds passed to the New Horizons for Women Trust for research awards.

For more information on the SROW meeting, contact Mary Mowbray at trevandmary55@gmail.com. Copies of the SROW reports are available from the National Library of New Zealand catalogue.



The 2006 wind-up of SROW with the original members including Hon Margaret Shields (at far left) and Mary Mowbray (on far right).

Urban Women (1972)

This was the first time that statistics had been gathered on women across New Zealand. It shows that 80 percent of women surveyed were born

in New Zealand and 47 percent of the women surveyed were working. Life expectancy for women was 77 years, compared to 72 years for men.

Looking at governance roles? We can help

There's no shortage of reasons why the Ministry of Women wants to see more women on boards. If you're keen to get some governance experience, or extend the skills you already have, our website is full of resources to help.

Canterbury dairy farmer Jessie Chan-Dorman, who has built up a solid governance portfolio, says women who are interested in joining a board need to put in the "hard yards".

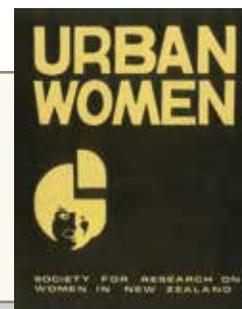
"If you want to build your way up to commercial governance there are small stepping stones you can take, like being on a school Board of Trustees," she says.

"There are some really good non-profit roles that help you gain governance experience, too. But you need to be careful to focus your efforts."

Your work (and life) experience to date will have an impact on the path you take. It may mean you start with not-for-profit boards through sports, arts or community-based positions, or working with a start-up or emerging business. Or you could take the executive approach – bring your management experience and skills to board level. Taking a leadership role in your professional association or your profession's registration or disciplinary bodies is another way into governance.

If you're not sure where to begin, an honest appraisal of your skills and experience is a good place to start. If there are gaps, look at how you can fill them. Can you take on a project or secondment at work? Can you take a course or have some formal governance training?

To find out more, visit women.govt.nz/our-work/women-leadership/all-about-boards/preparing-board-role



WOMEN ON THE MOVE

These appointments have been sourced from the Ministry for Women's Nominations Service. The Ministry for Women manages a steady demand for women engaged in leadership work and those aspiring to begin their governance careers.

If you are interested in finding out more, visit women.govt.nz.

We are always keen to hear of women who have been appointed to leadership roles. Email us on info@women.govt.nz if you have appointments you would like to share.

Public sector roles

Donna Buckingham and **Helen McQueen** have been appointed members of the Law Commission.

Vanessa Clark has been appointed as a member of the Board of the Māori Broadcasting Funding Agency, Te Māngai Pāho.

Emma Parsons has been appointed as acting District Court Judge with a Family Court warrant.

Sonia McConnachie has been appointed as deputy convenor, and **Alaina Teki-Clark**, **Ele Ludemann**, **Adrienne Pierce** and **Sharon Henderson** members of the Small Business Development Group (SBDG).

Lisa Fong has been appointed as Acting Director of the Government Communications Security Bureau (GCSB).

Una Jagose has been appointed as Solicitor-General.

Dr Nicola Mutch has been appointed as Director of Communications, Southern District Health Board.

Andrea Manuel has been appointed as acting District Court Judge with a Family Court warrant.

Dame Diane Robertson has been appointed as chair of the Data Futures Partnership Working Group.

Lillian Grace has been appointed as a member of the Data Futures Partnership Working Group.

Professor Miriam Lips has been appointed as a member of the Data Futures Partnership Working Group.

Professor Rhema Vaithianathan has been appointed as a member of the Data Futures Partnership Working Group.

Fran Wilde has been appointed as chair of the Remuneration Authority.

Brigitte Windley has been appointed as Dunedin Coroner.

Bronwyn Yates has been appointed as a member of the Northland Polytechnic (NorthTec) Council.

Jenn Bestwick has been appointed chair, **Janie Annear** has been appointed deputy chair and **Elizabeth Hopkins** has been appointed a member of the combined Christchurch Institute of Technology (CPIT) and Aoraki Polytechnic Council.

Catherine Savage has been appointed as chair of the Guardians of New Zealand Superannuation Board.

Dr Helen Anderson has been appointed as a member of the Antarctica New Zealand Board.

Sharon Hunter has been appointed as a member of the Antarctica New Zealand Board.

Emeritus Professor Carolyn Burns has been appointed as a member of the Marsden Fund Council, and convenor Ecology, Evolution and Behaviour Panel.

Kate Davenport has been appointed as President and **Gillian Ferguson**, **Waikaremoana Waitoki** and **Janet Peters** have been appointed as members of the Film and Literature Board of Review.

Dame Patsy Reddy and **Dame Therese Walsh** have been appointed as members of the Victoria University of Wellington Council.

Lyn Lim, **Judith Thompson** and **Susan Turner** have been appointed as members of the Auckland University of Technology Council.

Emeline Afeaki-Mafle'o has been appointed as a member of the Unitec Institute of Technology Council.

Elizabeth Richards has been appointed as chair and **Nicola Taylor**, **Erin Jackson**, **Robyn Scott-Vincent**, **Dr Bronwyn Smits** and **Dr Peggy Fairbairn-Dunlop** have been appointed members of the Winston Churchill Memorial Trust Board.

Private, industry, local government and community sector roles

Els Kamphof has been appointed as Group Executive Wholesale Banking for Rabobank.

Caroline Laband has been appointed as a Partner of DLA Piper.

Gisella Carr has been appointed as Chief Executive of World of WearableArt (WOW).

Lisa Jacobs has been appointed Chief Executive of the Anthony Harper law firm.

Katie Mills has been appointed as General Manager Marketing and Communications for Opus International Consultants (Opus).

Judith Swales has been appointed as Managing Director Oceania for the Fonterra Co-operative Group

Liz Coutts has been appointed as chair of the Ports of Auckland Board.

Louise Parkin has been appointed as General Manager of the Nikau Foundation.

Jodie King has been appointed as Chief People Officer for Air New Zealand.

Kirsten Mason has been appointed as General Manager of Orchestra Wellington.

Jenny Cameron has been appointed as Chief Executive of the Electricity Retailers' Association of New Zealand (ERANZ).

Frances Bengé has been appointed as Chief Executive of Cure Kids.

Dr Frances Hughes has been appointed the Chief Executive Officer of the International Council of Nurses.

Lynn McKenzie has been appointed as Chief Executive of the National Council of Women of New Zealand.

New Governor-General

The Queen, on the recommendation of the Prime Minister of New Zealand, has approved the appointment of Dame Patsy Reddy as the next Governor-General of New Zealand.

Dame Patsy will serve in succession to Lieutenant General The Right Honourable Sir Jerry Mateparae, who will complete his term on 31 August 2016.

Dame Patsy Reddy will take office as Governor-General at a ceremony on Wednesday 14 September 2016.

Women in Air Force celebrate 75th anniversary

Women who served with the Women's Auxiliary Air Force, the Women's Royal New Zealand Air Force and the Royal New Zealand Air Force met at Ohakea on Saturday 5 March to celebrate the 75th anniversary of women serving in the Air Force.

The activities included the opportunity to view the Air Force's new and upgraded facilities and aircraft, meet with currently serving personnel, and a formal dinner and commemorative service.

In April 1941, the first women entered service in support of the Royal New Zealand Air Force during WWII. Initially, they were given no formal training or uniform and had to find their own accommodation. However, they quickly proved their capability and, by the war's end, members of the Women's Auxiliary Air Force (WAAF) could be found in 39 different Air Force trades.

These trailblazing WAFs paved the way for thousands more women to serve in an ever increasing variety of roles, challenging the existing boundaries of opportunities within the Service.

Air Commodore Tony Davies used his opening speech at celebrations to outline gender equality goals.

Women made up 17 percent of Air Force staff but there had been large increases in the number of females taking up more senior positions, he said.

He said they are committed to boosting the number of women in the Air Force, including senior positions.

"Many women have never considered the Air Force as a career choice, and that is one of the things the Air Force is hoping to change.

"I look forward to the day when we have female air commodores, and our chief of Air Force is a woman," he said.

Leading by example

As the first Māori woman to become a pilot in the New Zealand Air Force, Angela Swann-Cronin hasn't so much crashed through the glass ceiling as soared above it.

Now flying regional routes for Air New Zealand, Angela has figured out how to balance her love of learning and discovery with the needs of her young family. Read Angela's story at <http://women.govt.nz/inspiring-women/angela-swann-cronin>



Angela Swann-Cronin with her family

New Year Honours 2017

Congratulations to the women who were recognised in the 2016 New Year Honours. If you know someone who is worthy of a nomination, now is the time to submit your nomination for the New Year Honours 2017.

Nominations for the New Year Honours 2017 are due to the Honours Unit by 24 May 2016.

The New Zealand Honours system gives recognition to people who have provided service and to 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 Honour at any time. Further information is available 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.

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