



Highest percentage of women on state boards

New Zealand now has the highest ever percentage of women on state sector boards and committees.

At the end of 2015 women represented 43.4 percent of state sector boards and committees, an increase on 41.7 percent in 2014. During 2015 women made up 51.4 percent of Ministerial appointments to boards.

In announcing the 2015 stocktake Minister for Women Louise Upston challenged the private sector employers to encourage the next level of leaders.

“Whilst women’s participation on public sector boards and committees has been over 40 percent for the past decade, the private sector still lags behind with women’s representation on boards at only 17 percent.

“Through identifying, supporting and encouraging young women to reach their potential, we will broaden the pipeline

and see more women in higher levels of leadership.

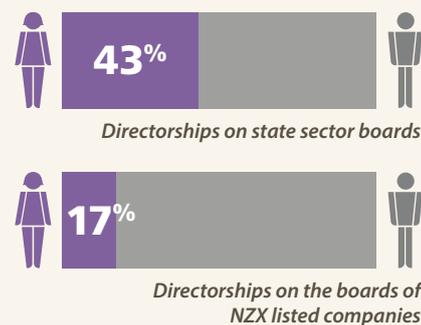
“Having women at the board table isn’t just about numbers. It’s about better decision making, organisational resilience and the economic and productivity gains that come from gender balance in leadership,” Ms Upston said.

The Gender Stocktake of State Sector Boards and Committees is undertaken annually by the Ministry for Women. It counts the Ministerial appointments to state sector boards and committees as at 31 December 2015. The full stocktake is available at www.women.govt.nz.

Women’s presentation on NZSX listed companies (excluding overseas companies) is 17 percent. These companies are required to publish in their Annual Reports

a gender breakdown of their directors and officers (and compare with the previous year). NZX releases this information quarterly here: www.nzx.com/regulation/NZXR/announcements

Percentage of women in governance



Boards to benefit from Future Directors programme

The Institute of Directors’ Future Directors programme is being expanded to the public sector to increase the diversity of boards.

The Future Directors 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).

At the launch of the programme Minister for Women Louise Upston said it would support the Government to achieve its target of 45 percent of women on public

sector boards, and help private sector boards improve their gender balance.

“Diversity in governance is strongly linked to better performance of boards and the companies and institutions they govern,” she said.

A steering group, with members from Institute of Directors and government agencies, will be in charge of implementing, monitoring and evaluating the programme.

Future Directors participants do not have to be members of the Institute of Directors and public sector board participation will be voluntary.

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

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.

FROM THE CHIEF EXECUTIVE:

Growing the number of women directors

Many of our issues are long-term and complex, requiring sustained changes by individuals and organisations. We are pleased when we can see progress and recognise the value of our efforts, and the efforts of our partners.

New Zealand now has the highest ever percentage of women on state sector boards. This is a major milestone and we are keen to see it improve further.

We also want to work with the private sector, which is currently at 17 percent of women directors, to ensure those companies gain the benefits of gender diversity.

I'm excited to announce the Institute of Directors' Future Directors programme is being expanded to public sector boards and committees.

The Future Directors 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.

Sheridan Broadbent, currently on the board of state-owned telecommunications company Kordia, took part in the Future Directors scheme in 2013. She described her year with the

Auckland Airport board as a "sensational opportunity" that gave her unparalleled access and insight into governance.

By giving more directors like Sheridan this experience we hope to grow the number of talented directors and the number of women in governance roles.

This will be my last column as Chief Executive. I am leaving in September to focus on a number of research, policy and community projects I am passionate about both here and internationally.

I am proud to be leaving the Ministry in such a strong position. It is sustainable, relevant and well regarded. In particular, the Ministry's research and policy advice has spearheaded a greater focus on preventing violence against women and we have worked with industry partners to more than double the number of women working in the trades to rebuild Canterbury.

A recruitment process to appoint a new Chief Executive for the Ministry has commenced.

It has been my privilege to work with you and across the public, community and private sectors to raise the profile of critical issues facing women, to find solutions that are practical and to deliver them.



Jo has represented New Zealand women at many national and international meetings.

Ngā mihi

Jo Cribb
CHIEF EXECUTIVE
MINISTRY FOR WOMEN

Government receives pay equity principles

The Joint Working Group on Pay Equity Principles has provided the Government with its recommendations for pay equity principles.

The recommended principles guide the implementation of pay equity for all workplaces, based on a good faith bargaining approach under the Employment Relations Act 2000.

The principles were devised in response to a Court of Appeal decision in *Terranova v Service and Food Workers Union and Bartlett*, which held that the Equal Pay Act 1972 required equal pay for work of equal value rather than the same pay for the same work.

Crown Facilitator of the Joint Working Group, Dame Patsy Reddy, said the Working Group was set a challenging task, but approached the process constructively.

"From the outset the Joint Working Group focused on achieving an outcome and worked very well together to develop the recommendations. Pay equity is a very complex issue and I would like to pay tribute to the goodwill and spirit of endeavour that the parties brought to the working group process. The members of the Joint Working Group should be proud of what they have achieved."

The principles have been released as part of the work of the Pay Equity Joint Working Group. Ministers are taking time to formally consider them.

For more information and to read the full recommendations, visit www.ssc.govt.nz/pay-equity-working-group

New Zealand submits 2016 CEDAW report

Minister for Women Louise Upston has submitted the Government's latest report to the United Nations on New Zealand's efforts to eliminate discrimination against women.

New Zealand is required to periodically report on the country's performance under the Convention on the Elimination of All Forms of Discrimination against Women. This is the eighth report New Zealand has provided since ratifying the Convention in 1985.

Ms Upston says the Government has made steady progress in improving outcomes for women and building on the fundamental guarantees provided by CEDAW.

"The report responds to specific issues raised by the Committee, and outlines significant developments in recent years related to women's civil, political and economic rights," says Ms Upston.

"New Zealand women do well on a number of economic indicators, with high participation and completion rates in tertiary education, and high workforce participation and employment rates," says Ms Upston.

"Government agencies have taken concerted action to reduce violence against women."

Ms Upston said the report had been widely consulted on with the New Zealand public and the feedback received had been considered as part of the final report.

"As an active player in the United Nations, we are committed to meeting our

obligations under the human rights treaties that we are signed up to.

"New Zealand has a strong human rights track record, but we welcome opportunities to identify and address areas where there is room for improvement," says Ms Upston.

New Zealand will be asked to appear before the Committee on the Elimination of Discrimination Against Women to be examined on the report and the Committee will then issue concluding observations outlining any concerns and recommendations. The Ministry will continue to keep the International Women's Caucus updated on the progress of the report and the examination process.

The final report is available at www.women.govt.nz



Leading Bay of Plenty Police women

'Leading with what you've got', 'backing yourself' and supporting your colleagues to be successful were among the key messages at the 2016 Bay of Plenty District Police Women's Development Day on 4 May 2016.



The Bay of Plenty District Police Women's Advisory Network hosted over 160 Bay of Plenty-based Police women for a day of professional development, personal reflection and inspiring speakers.

"We're all deeply committed to making a difference through our work. To do that, we rely on one another for both support and leadership – we are all leaders in some way. The Development Day is about sharing our leadership experiences and tools with a focus on developing ourselves and others. We are our own best asset," said Senior Sergeant Nicky Riordan.

"We want our people to be the best that they can be, whatever their chosen field of work in the New Zealand Police. The future of policing relies on our workforce to be engaged, diverse, reflective of the community it serves, high performing and connected to the business. The Development Day is an important component in ensuring that we achieve this in the Bay of Plenty," said Inspector Anaru Pewhairangi.

Ministry for Women principal policy analyst, Helen Potiki, delivered the closing presentation for the day.

"The New Zealand Police is exemplary in its recruitment messaging about what it takes to be an effective police officer. The 'Do you care enough?' campaign appeals to people's sense of empathy. The 'Bring your values with you' call-to-action on the New cops website is about being authentic. This messaging is an important element in increasing gender diversity and encouraging career progression for women in the New Zealand Police," said Helen.

The Ministry for Women congratulates Bay of Plenty District Police on a successful initiative. New Zealand Police and the Ministry for Women have a great working relationship. This allows the organisations to share knowledge and expertise to achieve their respective goals. Ministry Chief Executive Jo Cribb sits on the New Zealand Police Women's Advisory Steering Group and New Zealand Police provides specialist technical advice to the Ministry, when required.

75 years of women in Police

New Zealand Police is currently celebrating 75 years since the first intake of women into Police Training at the Newtown depot in June 1941. It is holding a number of activities to celebrate current women in the New Zealand Police and recognise women who have now retired but who played an integral role in shaping policing in New Zealand. For more information about these events visit police.govt.nz

Karanga: Ngā reo o ngā Wāhine Māori

In 1995, as part of the celebration of Te Tau o Teo Reo Māori, the Ministry of Women's Affairs (now Ministry for Women) arranged for Māori women to be interviewed in Te Reo Māori.

The interviews were recorded, and portraits of the women involved were taken. In 2005/6 the project was updated and the tapes converted into DVDs. The tapes and DVDs were widely distributed to libraries, schools and interested individuals.

In 2014 the Ministry held a ceremony to return the original framed photos to the whānau of the women featured. This was

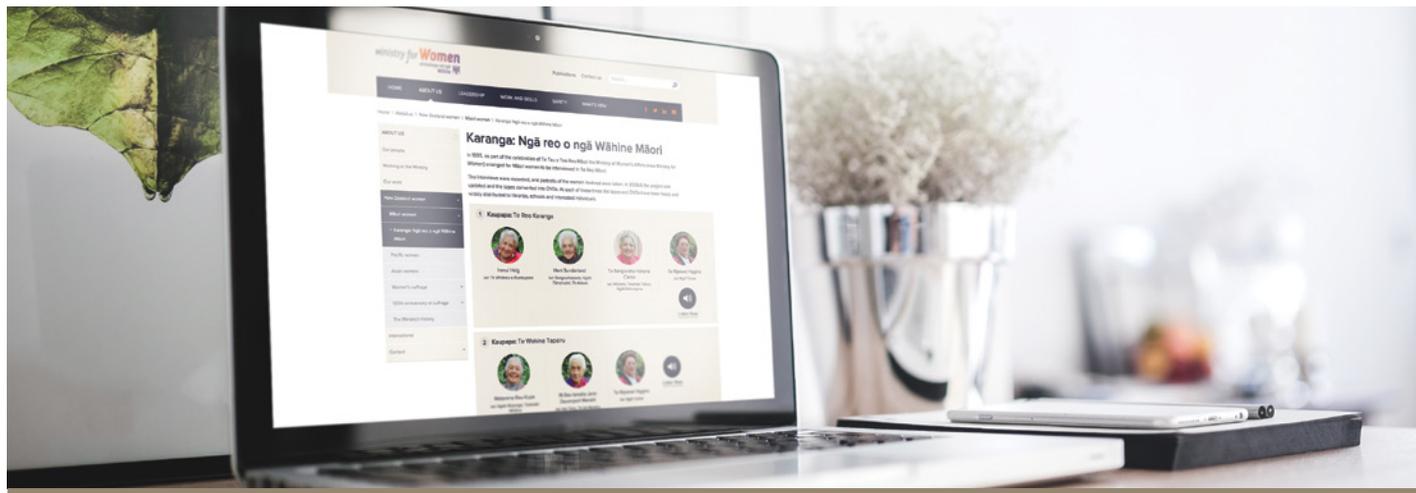
a special occasion, especially as some of the women have since passed away.

The interviews have now been digitised and uploaded to the Ministry's website.

The Ministry's aim is to recognise the contribution of these women to New Zealand's history and ensure the interviews are available to a wider audience.

The Karanga: Ngā reo o ngā Wāhine Māori resources have been shared recently as part of initiatives for Te Wiki o te Reo Māori – Māori Language Week.

To listen to the interviews, please visit women.govt.nz/about/new-zealand-women/Māri-women/karanga



Search for community leaders

The search is on for the best people to shape our cities, towns and regions. If you are interested in standing at the local elections, nominations must be received between 15 July and 12 August 2016.

The Ministry for Women has partnered with Local Government New Zealand to encourage women to get more involved in this year's local elections and to think about what they can offer their local community trust, health board, community board or council.

Statistics New Zealand figures show approximately a third of local council representatives are women.

How to get involved

- If you are interested in standing for a role in the local elections, you will need to fill out an official nomination form, and send it to your council's electoral officer.
- You will need two people to nominate you. You can't nominate yourself,

and those who nominate you must be over 18 years old and enrolled to vote in the area you're planning to stand.

- You must be a New Zealand citizen.
- You must consent to your nomination going forward.
- You'll need to pay a \$200 deposit, which may be refunded depending on election results.
- Nominations have to be received between 15 July and 12 August 2016. For more information, visit <http://www.lgnz.co.nz/vote2016/candidates/>

Talk to the women you know with the capacity and capability to successfully represent their communities and encourage them to consider standing for election.

The local elections voting papers will be delivered between 16 and 21 September and the voting period ends at midday on Saturday 8 October 2016.

Claire Barlow

Claire Barlow never thought of herself as a risk-taker or the sort of person to put her hand up for difficult roles. But a desire to help her community overruled any self-doubt when she decided to stand for local government.

Read more about Claire Barlow, Mayor of Mackenzie District, at <http://women.govt.nz/inspiring-women/claire-barlow>



Claire Barlow, Mayor of Mackenzie District

WOMEN ON THE MOVE

These appointments have been sourced from the Ministry for Women. The Ministry manages a steady demand for women engaged in leadership work and those aspiring to begin their governance careers. We are always keen to hear of women who have been appointed to leadership roles. Email info@women.govt.nz if you have appointments you would like to share.

Public sector roles

Beatrice Faumuina has been appointed as Trade Commissioner and Consul General, New York.

Gabrielle Hervey has been appointed as a member of the Nelson Marlborough Institute of Technology Council.

Aimee Kaio has been appointed as a member of the Southern Institute of Technology Council.

Pamela Jefferies has been appointed as a member of the Universal College of Learning Council.

Pamela Andrews has been appointed as the chair of the Real Estate Agents Disciplinary Tribunal.

Catherine Sandelin has been appointed as a member of the Real Estate Agents Disciplinary Tribunal.

Dr Rachael Ka'ai-Mahuta has been appointed as a member of the Library and Information Advisory Commission (LIAC).

Janice Fredric has been appointed as a director of the Maritime New Zealand Board.

June Jelas has been appointed as an Acting District Court Judge for Manukau.

Katrina Casey has been appointed as Acting Chief Executive and Secretary for Education.

Marina Vaha has been appointed as a member of the Lottery Auckland Community Committee.

Wendy Tozer has been reappointed as a member of the Lottery Bay of Plenty/Gisborne Community Committee.

Christine Korako has been reappointed as a member of the Lottery Canterbury/Kaikoura Community Committee.

Diana Petersen JP, MNZM and **Sarah Mulcahy** have been reappointed as members of the Lottery Hawke's Bay Community Committee.

Ruth Rainey JP has been reappointed as a member of the Lottery Manawatu/Whanganui Community Committee.

Gwen Te Pania-Palmer and **Darlene Lang Gent** have been reappointed as members of the Lottery Northland Community Committee.

Fran Wilde has been appointed as a member of the New Zealand Transport Agency.

Beverley Evans has been reappointed as a member of the Lottery Otago/Southland Community Committee.

Lynn Bublitz has been reappointed as a member of the Lottery Taranaki Community Committee.

Josie Adlam has been appointed as a member of the Lottery Wellington/Wairarapa Community Committee.

Alison McAlpine and **Viveyan Tuhimata-Weke** have been reappointed as members of the Lottery West Coast/Nelson-Marlborough Community Committee.

Heather Tanguay JP has been reappointed and **Nicole Anderson** has been appointed as members of the Lottery Marae Heritage and Facilities Committee.

Margaret (Elsie) McKee has been appointed as a member of the Lottery National Community Committee and of the Lottery Outdoor Safety Committee.

Philippa Fourie has been appointed as presiding member and **Vivienne Shaw** has been appointed as a member of the Lottery World War One Commemorations, Environment and Heritage Committee.

Fiona Leonard has been appointed as the Chief Parliamentary Counsel.

Angela Roberts, Cathy Dewes, Clare Wells, Frances Nelson, Judith Nelson, Kararina Cribb, Lorraine Kerr, Louise Green, Sally King and **Sandy Pasley** have been appointed as members of the Education Funding Systems Review Advisory Group.

Jennifer Kerr has been reappointed as a member of the New Zealand Trade and Enterprise (NZTE) Board.

Dame Paula Rebstock has been reappointed as the chair and **Dame Diane Robertson** has been reappointed as a member of the Vulnerable Children's Board.

Catherine Cooney has been appointed as the chair and **Rahera Ohia QSM** and **Ngaroma Tahana** have been appointed as members of the combined Bay of Plenty Polytechnic and Waiariki Institute of Technology Council.

Sue Suckling has been reappointed as the chair and **Kate McGrath** and **Frances Valintine** have been appointed as members of the Callaghan Innovation Board.

Nanette Moreau has been appointed as the Electricity and Gas Complaints Commissioner.

Joan Withers has been reappointed as the chair of Television New Zealand (TVNZ).

Susan Begg has been appointed as a member of the Australian Competition and Consumer Commission as a cross-agency appointment.

Faye Sumner and **Samantha Sharif** have been appointed as members of the Standards Approvals Board.

Katie Bhreatnach has been appointed as a member of the Te Wānanga o Aotearoa Council.

Private, industry, local government and community sector roles

Stephanie Gasperini has been appointed as the Director of the Better by Design programme of New Zealand Trade and Enterprise (NZTE).

Nicky Page has been appointed as the Director of the City of Literature enterprise of Dunedin City Council.

Pamela Wood has been appointed as Associate Professor School of Nursing, Eastern Institute of Technology (EIT).

Kim Connolly-Stone has been appointed as a director of the New Zealand Technology Industry Association (NZTech) Board.

Susan Houston has been appointed as the Executive Director of the New Zealand Defence Industry Association (NZDIA).

Francesca Lipscombe has been appointed as the General Manager of Environmental Choice.

Andrea Nelson has been appointed as the NZ Operations General Manager for the Rugby League World Cup 2017 (RLWC2017).

Frances Turner has been appointed as the Executive Director Royal New Zealand Ballet (RNZB).

Rachel Taulelei has been reappointed as a Director of Aotearoa Fisheries Ltd.

Erin Jackson has been reappointed as a member of The Arts Centre of Christchurch Board.

Julia Raue has been appointed as Non-Executive Director of Southern Cross Medical Care Society.

Hannah Buchanan has been appointed as a Non-Executive Director of CORE Education Ltd.

Suffrage petition to feature in exhibition

The 1893 women's suffrage petition will be part of a new exhibition on New Zealand's constitutional documents, due to open at the National Library of New Zealand in Wellington in early 2017.

The new exhibition will enable greater access to our three most important constitutional documents: the 1835 Declaration of Independence of the Northern Chiefs/He Whakaputanga o te Rangatiratanga o Nu Tireni; the 1840 Treaty of Waitangi /Te Tiriti o Waitangi; and the 1893 women's suffrage petition.

A Women's Suffrage Petition Advisory Group is advising on the content and exhibition associated with the 1893



Archive Exhibition Project – concept design of the exhibition area with interactive features.

women's suffrage petition. This group is chaired by Vanisa Dhiru and comprises representatives of New Zealand's women's organisations.

The new exhibition will improve access to the documents while ensuring our fragile documentary heritage is preserved for future generations.

The three documents need the highest level of conservation. The Declaration is written on three sides of two pieces of paper, the Treaty is made up of nine different documents – two on parchment (processed animal skin) and seven on paper, and the women's suffrage petition is more than 500 sheets of paper, all glued together to form one continuous 274 metre-long roll.

The documents will be displayed in a large space, using modern conservation technology and educational tools, with extended opening hours for visitors to six days per week. The exhibition will be designed with interactive areas, particularly for young people and school tours.

For more information, visit dia.govt.nz/Archive-Exhibition-Project

Women of influence 2016

The New Zealand Women of Influence programme, presented by Fairfax Media and Westpac, recognises women from all walks of life who make a difference to everyday Kiwis – those who are working towards change every day – in their workplace, community or among peers.

Now in its fourth year, the programme aims to increase the visibility of women's leadership in the country, highlighting the important contribution women make in creating a bold and diverse future for New Zealand.

The awards recognise women who have committed time and energy to help and encourage other women in 10 categories: Board and Management, Business Enterprise, Innovation, Young Leader, Arts and Culture, Public Policy, Community and not-for-profit, Diversity, Global and Rural.

The finalists for Women of Influence will be announced on 22 August 2016 and the gala dinner will be held on 12 October. For more information, visit www.stuff.co.nz/national/women-of-influence

Queen's 90th Birthday Honours

Congratulations to the women recognised in the Queen's 90th Birthday Honours list, particularly to our two new dames:

Dame Justice Ellen France, of Wellington, for her services to the judiciary.

Dame Karen Sewell, of Wellington, for services to education.

The full list of the Queen's 90th Birthday Honours list can be viewed at www.dpmc.govt.nz/honours/lists/qb2016-list

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 available at www.dpmc.govt.nz/honours/nominations/faq

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For all database enquiries including new subscriptions, updates and/or amendments, email: info@women.govt.nz

For feedback, ideas and editorial enquiries, contact: The Editor, *Pānui*, Ministry for Women, PO Box 10 049, Wellington 6011, New Zealand or email: info@women.govt.nz

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