



pānui

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A publication of the Ministry for Women



LEFT: Anna Spencer, Claire Angliss, Alexandra Hall, Hon Louise Upston, Elizabeth Nahu and Molly Kowalczyk; MIDDLE: Hon Amy Adams, Hon Louise Upston, Mackenzie District mayor Claire Barlow and National Council of Women president Rae Duff; RIGHT: Outgoing Ministry for Women CE Jo Cribb, Lillian Grace of Figure.NZ, Hon Louise Upston and Xero managing director Anna Curzon.

Suffrage events urge New Zealanders to keep focused on equality

Women in New Zealand must keep their eyes on the prize of gender equality, Hon Louise Upston said at two events held in Wellington to commemorate 123 years since women won the right to vote.

New Zealand women must honour the memory of Kate Sheppard and the suffragists by exercising their democratic rights, says Minister for Women Hon Louise Upston.

“Our right to vote was a massive step towards gender equality and should never be taken lightly,” she said at a suffrage celebration at the National Library in September.

“The best way to recognise the significance of the suffragists’ achievement is by engaging and participating in the democratic process today.”

Ms Upston said New Zealanders could be proud of the country’s reputation as a nation that empowers women to lead independent and self-determining lives.

“However, until women have equal rights, equal choice, equal expectations, equal opportunities and are valued equally, our work will continue.”

Ms Upston said that while there were more women working, gaining tertiary qualifications, and studying or working in high growth sectors than ever before, women were still missing out on leadership opportunities.

“We need to encourage more women and girls to train and work in jobs where there is high growth and high demand, in particular science, technology and engineering.

There is potential for New Zealand’s female labour force to fill projected skill shortages in these fields and thereby achieve greater economic independence.”

Ms Upston said Figure.NZ head Lillian Grace and Xero NZ managing director Anna Curzon, who both spoke at the National Library event, were great role models for young women.

“Lillian Grace and Anna Curzon understand the value of knowledge and data in their jobs. They are women who used their skills, talent and drive to get to the top.

“Young women need role models like Lillian and Anna - women who are building on the foundations laid for us by Kate Sheppard.

“When women succeed, New Zealand succeeds.”

Hon Amy Adams, (Minister of Justice, Minister for Courts, Minister of Broadcasting and Minister for Communications), and outgoing Mackenzie District mayor Claire Barlow both shared stories of their own paths into leadership at a separate event held at Parliament.

FROM THE CHIEF EXECUTIVE:

More than women's work

Jo Cribb finished a four-year term as chief executive of the Ministry for Women in September. She reflects on the issues facing New Zealand women – and men.

On September 19 we celebrated 123 years since women were granted the right to vote in New Zealand. We congratulate ourselves on being lucky to live in a country where we take this right for granted, along with many others. We've done well, but we're not done yet.

It has been a great privilege to lead the Ministry for Women for the last four years and work with a wide range of leaders across all sectors who are dedicated to keeping women safe from violence, encouraging female leadership, and ensuring the full use of women's skills. It's been heartening to see an increasing interest in gender equality issues over that time. I have had fewer discussions about why we need a Ministry for Women and more conversations on the major issues affecting Kiwi women and girls, such as the gender pay gap, the rates of family violence and the lack of women in leadership.

This is great, but I am still not seeing the changes we need. I wonder if these issues are still seen as 'women's problems', with the solutions only benefiting women. That would explain why the media often go to a woman for comment on what's perceived to be a 'women's issue', and discussions about gender equality are reserved for female-dominated seminars and conferences. In organisational settings, issues affecting women are passed on to a female executive to sort out. The attitude seems to be, 'let the women handle it because they're the ones who it matters to'. That's not going to get us the progress we need. When we work together to improve the social and economic status of women, everyone benefits.

I'm also concerned that the traditionally most talked-about gender matters at women's conferences – such as breaking the glass ceiling, getting into governance and progressing your management career – are potentially most relevant to professional working women. These are significant issues, but there is an opportunity for us all to broaden the agenda to include a wider range of the lived realities of New Zealand women.



"If we really want to live in a country where women's rights, safety, and contributions to society are maximised, it's time for men to step up again"

It's important to celebrate women in leadership, and to champion the companies that are improving diversity, but we need to add another set of questions to solve that are faced by a greater number of women. How can we support women on low incomes? How can we help young women take their first steps into training and employment? How can we protect women and girls who are affected by family violence? How do we value women's unpaid work? How do we celebrate the contribution of mothers?

We are proud of our suffrage legacy and of the courageous women who led the charge, but we haven't forgotten that men stepped up then too – and in that

particular case, changed the law. What would Kate Sheppard and her suffrage colleagues think if they could see that men still hold the majority of positions of power in New Zealand? Unless men openly engage in gender issues, we are putting a hell of a lot of pressure on the relatively small number of women in senior positions to singlehandedly mentor the next generation of leaders, change policies and disrupt culture.

If we really want to live in a country where women's rights, safety, and contributions to society are maximised, it's time for men to step up again. We all need to look beyond what's happening in our boardrooms and think about the norms that each of us live and act out every day. Let's think hard about the attitudes we are passing on to our children, in terms of unconscious bias and casual sexism. Let's remember all the little tasks mostly performed by women that keep our households and communities ticking over. If we want real change, and a truly gender equal New Zealand, we all need to keep working on it.

Ngā mihi

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

Jo Cribb
CHIEF EXECUTIVE
MINISTRY FOR WOMEN

Trailblazing women recognised at NAWIC Awards

New Zealand's best women working in the construction industry were recognised at the second annual Hays National Association of Women in Construction Excellence (NAWIC) Awards recently.

New Zealand's building boom has seen more women than ever before taking up tools, with the number of women in the construction sector doubling to 17 percent over the last 15 years.

NAWIC president Donna Howell said the awards' 37 finalists highlight the huge variety of successful career paths available to women in the sector.

"The finalists are a truly inspiring group of women who are committed to excellence while giving back to the wider community. They are blazing a trail for other women to follow them into this vibrant and exciting industry."

Lynne Makepeace of Fletcher Construction and Karen Sanderson of Beca were joint winners of the Professional Woman of the Year award.

Ashburton builder Carmen Sutton, who joined the construction industry after tackling lifelong learning difficulties at nearly 40, was named Tradeswoman of the Year thanks to her strategic leadership and outstanding communications skills.

Carmen, now a foreman for McIntosh Builders Ltd, had intensive tutoring to help with dyslexia and other learning issues before she could take on pre-trades training at Aoraki Polytech. Carmen now leads sole-charge building projects and trains apprentices.

"I'm definitely happy with my new career. I just wish I had had the confidence to do it earlier," she says.

Read more of Carmen's story on our website: <http://bit.ly/2c5TeEY>



What's driving New Zealand's gender pay gap?

New research suggests that around two-thirds of the gender pay gap is 'unexplained'.

The Ministry for Women understands the primary contributors to the gender pay gap to be a mixture of 'explained' factors and an 'unexplained' portion.

The explained factors include occupational and industry segregation (female-dominated occupations and industries tend to be lower paid than those dominated by male employees), vertical segregation (where there are a higher proportion of men than women in senior higher-paid positions), and part-time career choices principally based on the amount of unpaid and caring work undertaken by women.

The 'unexplained' portion is generally considered to include unconscious bias, unobservable information not captured in official data sources, and discrimination.

The research, by Associate Professor Gail Pacheco (AUT) and Dr Bill Cochrane (University of Waikato), indicates that roughly two-thirds of the gender pay gap is 'unexplained' when measurable

individual and job characteristics were controlled for (as measured by average hourly earnings using 2012 data).

The 'unexplained' portion of the gap appears to have increased in importance since the last major analysis of New Zealand's gap by Sylvia Dixon in 2000, which estimated that 20 to 60 percent of the gender pay gap was 'unexplained'. The Ministry expects that this increased proportion is due to a reduction over time of the 'explained' factors and is probably partly due to women's increasing level of skills (as measured by qualifications) and time in the workforce relative to men.

The Ministry has commissioned further research (with more recent data) to explore this finding, and also explore the contributors of the gap for different groups of women. This should improve understanding of potential further actions to reduce the gender pay gap.

Increasing monitoring and reporting on diversity is one way to target gender pay

gaps inside organisations. The Ministry for Women is currently working with the State Services Commission (SSC) to address gender pay gap issues in the public service. SSC now asks public service organisations to report on their gender pay gaps and include information on the action they are taking to address them in their four-year strategic plans.

Hon Louise Upston, Minister for Women, said organisations needed to do more to address pay disparities between their male and female staff.

"Closing the gender pay gap requires making conscious, measured and reported efforts to tackle pay differences between men and women," she said.

"It's crucial that private sector leaders, industry organisations and CEOs make sure the women in their workforces are paid fairly."



LEFT - Robyn Baker
RIGHT - Paula Baker

How we help women find State sector board or committee roles

The Ministry for Women takes a proactive role in helping women get appointed to positions on State sector boards or committees. Here's how our Nominations Service can help you find a role.

Through our Nominations Service, the Ministry for Women directly assists appointing government agencies with the recruitment of suitable women for vacancies on State sector boards.

We're always pleased to successfully place great candidates in these roles, but the process is often a lengthy one. If you're on our database (visit women.govt.nz to find out how to sign up), but wondering if you'll ever get the call, take heart from the experience of two recent appointees, Paula Baker of Hamilton and Robyn Baker of Wellington (they're not related). Paula Baker was recently appointed in a public sector role as a lay member of the New Zealand Dietitians Board.

It's the first public sector board position for Paula, who has a background in environmental policy and HR. She's been on the Ministry's database for nearly a decade, though has only been actively seeking roles for the last two or three years.

In that time Paula joined the Institute of Directors (IoD) and built up governance experience through roles on not-for-profit boards. She received the IoD Emerging Director award for the Waikato region in 2013.

"I made sure that I kept updating my CV so the Nominations Service always had the most current version, and if I saw opportunities that I was interested in I requested to be put forward for them."

In November, Robyn Baker will begin her term as Chair of the New Zealand National Commission for UNESCO. Robyn, who was made an Officer of the New Zealand Order of Merit for services to education in 2015, has international experience as Deputy Chair of the Australian Council for Education Research and at the Royal Society.

She said she would not have noticed the opportunity without the Nominations Service's help.

"I think it will be a stimulating and challenging role and one that aligns well with my interests and expertise. I deeply appreciate the role the Ministry for Women played in giving me this opportunity."

Nominations Service senior advisor Rachael Manson said that the Ministry is always looking to increase the number of women on our database so that we can provide suitable nominees for as many board roles as possible.

"As there are more than 430 State sector boards, there is a lot of variety in both the types of vacancies which come up, and the skills and expertise appointing agencies are looking for. We receive around 200 requests each year and want to put forward the best candidates for these roles."

To find out more about the Nominations Database, visit women.govt.nz

Women urged to consider trades careers

Being able to learn new skills, earn more money and be your own boss are among the reasons why women should consider careers in trades, says Hon Louise Upston, Minister for Women.

"We need to support our young women to broaden their horizons. A job in building and construction can be both rewarding and lucrative," she said.

Minister Upston made the comments at the opening of the inaugural Women in Trades conference, held in Auckland in early October.

She urged participants to push aside gender stereotypes and encouraged women to consider careers in building and construction.

"It's not about women's jobs or men's jobs – they are just jobs that are in demand, and I want to ensure women have equal opportunities and equal choice in the careers they pursue."

The conference, supported in part by Māori and Pasifika Trades Training (MPTT) Auckland, was hosted by Unitec and the Manukau Institute of Technology. It supported the Government's 'Got a Trade? Got it Made!' campaign, which aims to raise awareness of on-the-job training and career opportunities in New Zealand's trades and service industries.

MPTT Auckland project manager Kirk Sargent said the traditionally male-dominated trades were changing.

"Many of the women who train with us are thriving, and we're finding employers are welcoming diversity in their teams."

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

Kimberly Brown has been appointed as a member of the New Zealand Registered Architects Board.

Alison Barrass has been appointed as a member of the Callaghan Innovation Board.

Sandra Beatie, Aroha Harris and **Gillian Oliver** have been appointed as members of the Archives Council.

Vicky Campbell and **Stella Friedlander** have been reappointed, and **Laila Cooper** and **Paula Baker** have been appointed, as members of the Dietitians Board.

Mary Jane Daly has been appointed as the deputy chair of the Earthquake Commission.

Erin Beeler and **Sarah Graydon** have been appointed as members of the Podiatrists Board.

Helen Walker has been reappointed, and **Dr Adriana Gunder** has been appointed, as members of the Medical Sciences Council.

Dr Rosanne Hawarden, Susan McKenzie and **Megan Campbell** have been reappointed, and **Elizabeth Macaulay** has been appointed, as members of the Medical Radiation Technologists Board.

Andrea Grant has been appointed as a member of the Accreditation Council.

Paula Rose has been reappointed, and **Jan White** and **Nicole Rosie** have been appointed, as members of the WorkSafe New Zealand Board.

Nicole Anderson has been appointed as a member of the Northland Conservation Board.

Dr Zahra Champion has been appointed as a member of the Auckland Conservation Board.

Kate Cherrington has been reappointed, and **Deli Connell** has been appointed, as members of the Waikato Conservation Board.

Anne Mackersey has been reappointed, and **Mawera Karetai** and **Kura Paul-Burke** have been appointed, as members of the Bay of Plenty Conservation Board.

Penelope Shaw has been reappointed, and **Dr Lucy Meagher** and **Marijke Warmenhoven** have been appointed, as members of the East Coast/Hawke's Bay Conservation Board.

Laurel Burdett has been reappointed, and **Annaka Davis** and **Tracky Puklowski** have been appointed, as members of the Tongariro/Taupo Conservation Board.

Vicky Dombroski has been reappointed, and **Liana Poutu** has been appointed, as members of the Taranaki/Whanganui Conservation Board.

Dr Esther Dijkstra and **Rama Rewi** have been appointed as members of the Wellington Conservation Board.

Diane Gregory-Hunt and **Susan Thorpe** have been reappointed as members of the Chatham Islands Conservation Board.

Mairangi Reiher has been reappointed as a member of the Nelson/Marlborough Conservation Board.

Paulette Birchfield has been reappointed as a member of the West Coast Tai Poutini Conservation Board.

Paula Smith has been reappointed, and **Joy Paterson** has been appointed, as members of the Canterbury Aoraki Conservation Board.

Dr Anna Thompson has been reappointed, and **Robyn Shanks** has been appointed, as members of the Otago Conservation Board.

Victoria Casey, Una Jagose, Jane Anderson and **Vanessa Bruton** have all been appointed as Queen's Counsel.

Dr Rebecca McLeod has been appointed as a member of the Fiordland Marine Guardians.

Mary Holm has been reappointed, and **Vanessa Stoddart** has been appointed, as member of the Financial Markets Authority Board.

Cathryn Lancaster and **Fiona Pimm** have been appointed as members of the New Zealand Blood Service Board.

Gwyneth Verkerk has been appointed as a member of the National Animal Welfare Advisory Committee.

Dayle Mace has been reappointed, and **Abby Foote** has been appointed, as members of the Museum of New Zealand Te Papa Tongarewa Board.

Kerry Prendergast has been appointed as a member of the New Zealand Film Commission Board.

Hon Luamanuvao Winnie Laban has been appointed as a member of the Arts Council of New Zealand Toi Aotearoa Board.

Silvana Schenone has been appointed as a member of the Takeovers Panel.

Dr Rawinia Higgins has been reappointed, and **Vanessa Clark** has been appointed, as members of the board of Te Reo Whakapuaki Irirangi (Te Māngai Pāho).

Yvette Couch-Lewis has been appointed as a member of the Waste Advisory Board.

Fiona Mules has been appointed as a member of the National Infrastructure Advisory Board.

Jane Taylor has been appointed as Chair of the New Zealand Post Board.

Catriona Doyle and **Soana Moala** have been appointed as Acting District Court Judges.

Helen Cull and **Sally Fitzgerald** have been appointed as Judges of the High Court.

Hon Dame Ellen France has been appointed as a Judge of the Supreme Court.

Suffrage petition crucial part of He Tohu

The opening of a new archive exhibition showcasing New Zealand's suffrage petition has come a step closer.

The exhibition's name, He Tohu, was revealed at a ceremony in August.

He Tohu will feature three important New Zealand constitutional documents: 1835 He Whakaputanga o te Rangatiratanga o Nu Tireni - Declaration of Independence of the United Tribes of New Zealand; 1840 Te Tiriti o Waitangi - Treaty of Waitangi and 1893 Te Petihana Whakamana Pōti Wahine - Women's Suffrage Petition. The exhibition will open in early 2017.

The words 'He Tohu' have a number of meanings, including signs, signatures, marks and symbols.

"The name was chosen because it refers directly to the most obvious and powerful element of the exhibition's three documents, the unique signatures or marks of those who supported them," Minister for Internal Affairs Hon Peter Dunne said at the name's launch.

"The name 'He Tohu' will be used together with a more descriptive statement:



'A declaration. A treaty. A petition', " Mr Dunne said.

"The new exhibition will ensure our fragile and priceless documentary heritage is preserved for future generations and improve access to the documents.

"It will also enhance learning opportunities, especially for students between 10 and 15 years old about the history of these taonga, their ongoing constitutional and cultural significance. I am confident it will promote conversation and understanding about nationhood and who we are," Mr Dunne said.

Māori and Suffrage Petition advisory groups have been working on the exhibition and launch with the Department of Internal Affairs.

An online database holds a searchable, digitised version of the main suffrage petition presented to Parliament. Check it out here: www.nzhistory.net.nz/politics/womens-suffrage/petition

DID YOU KNOW?

There were **13** separate petitions in **1893**, all calling for women's suffrage, which were signed by almost **32,000** women. All **13** petitions were presented to Parliament by Sir John Hall on **11 August 1893**. The 1893 Women's Suffrage Petition held by Archives New Zealand bears **23,853** signatures, although when presented, the petition organisers claimed it had **25,520** signatures.

Call for next royal honours round

Do you know any women who deserve recognition for making outstanding contributions to life in New Zealand? We'd like to encourage you to nominate them for the 2017 Queen's Birthday Honours.

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.

Seventy women received honours in the 2016 Queen's Birthday Honours.

Anyone can nominate a person they think is worthy of a New Zealand Royal Honour at any time. Nominations for the 2017 Queen's Birthday Honours close on Monday December 19.

Find out how to make a nomination here: <http://bit.ly/2bdRgn6>

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