

## 2017 Gender pay gap reduces

In September, Stats NZ released new figures showing the gender pay gap was 9.4 percent in the June 2017 quarter, down from 12 percent in the June 2016 quarter.

Renee Graham, Ministry for Women Chief Executive, says the decrease was very encouraging, but there is still more employers can do to understand and address their gender pay gaps.

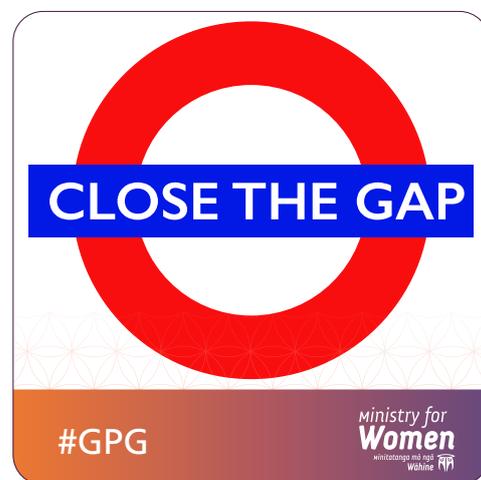
“We will continue to lead discussions on the drivers of the gender pay gap and show best practice example of employers taking action.”

This is New Zealand’s smallest gender pay gap in five years and, according to Stats NZ, was because women’s hourly pay rose at a faster pace than men’s in the past year.

The decrease from 12 percent last year is the biggest drop in the gender pay gap since Stats NZ started the series in 1998.

Increases in median hourly earnings for women in four occupation groups (community and personal services, clerical and administration, sales, and machinery operator and driver) played a major part in the 4.6 percent (\$1.02 per hour) rise in women’s earnings. Three out of four of these occupation groups have a higher proportion of women.

Community and personal services include occupations, such as: personal and child carers, health workers, education aides, and hospitality workers. The recent agreement to lift pay for aged-care workers came into effect on 1 July 2017, so is not reflected in these figures.



## Ministry for Women’s website now Shielded

We’re proud that the Ministry for Women’s website now contains the Women’s Refuge Shielded Site.

Technology has extended the reach of abusers with an abusive partner sometimes able to use a phone’s GPS location, a victim’s email or banking passwords, or web history to keep tabs on them – making it harder than ever for those looking for help, to find it.

With Shielded Site, domestic violence victims can access a shielded portal

through which they can contact Women’s Refuge, find out how to make a plan to safely escape, learn how to stay safe online and get answers to questions about what comes next – all without fear of it showing up in their browser history.

“It’s a simple piece of code that anyone can add to their website,” says Helen Potiki, Ministry for Women Policy

Director, “And we encourage everyone to join us and businesses including ASB, Countdown, and The Warehouse to include the Women’s Refuge Shield Site on their own website.”

For more information head to [www.shielded.co.nz](http://www.shielded.co.nz).

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# Celebrating 124 years of women's suffrage in New Zealand

Women around New Zealand took part in celebrations for Suffrage Day 2017 and encouraged more progress for women and girls in New Zealand.



*Vanisa Dhiru, President of National Council of Women.*

In Wellington, we recreated an 1893 suffrage meeting at the National Library – now home to the 1893 Suffrage Petition as part of the He Tohu exhibition. This involved actors in Edwardian costumes re-enacting the discussions of a suffrage meeting followed by a lively discussion on how much had changed since the Petition was signed.

Ministry for Women Chief Executive Renee Graham said that it's important to demonstrate to young people what attitudes were like at the time, where we've progressed to, and encourage more change.

"The women's suffrage campaign in New Zealand was the result of many actions by many people over a sustained period. Many of the issues we are working on are the same – we need to keep the discussion going and encourage more action," she said.

In Auckland, Global Women organisation hosted the 1 Day for Change conference at the Viaduct Events Centre in Auckland. Around 240 of the country's senior women leaders are members of Global Women, who collaborate to promote diverse, flexible and inclusive workplaces to businesses as a successful strategy for growth. The day brought together the country's biggest businesses to push for greater diversity.



*The 'Suffragists' address the crowd.*



*A class from St Mary's College with the Suffragists.*



*A robust and lively discussion occurred afterwards about how much had changed since 1893.*

# International Women's Caucus

On 21 November 2017, the Ministry hosted the International Women's Caucus. The Caucus consists of government agencies, NGOs, and individuals involved in international gender issues. It provides an effective forum to consult and collaborate with stakeholders on our work programme, to distribute information, and coordinate participation in international events.

The meeting focused on the United Nations' 62nd session of the Commission on the Status of Women (CSW62), the principal global policy making body dedicated exclusively to gender equality, to be held in New York in March 2018. The theme for CSW62 is rural women and will offer an opportunity to share our domestic learnings and gain a better understanding of international best practice in improving the lives of rural women. New Zealand is traditionally represented by a strong civil society delegation at CSW and we look forward to working closely with NGOs in the months ahead.

The Caucus actively participate in the reporting process for New Zealand's international gender commitments. Most recently, the Ministry welcomed the submission of two alternate reports to the Committee on the Elimination of Discrimination Against Women (CEDAW).

The National Council of Women of New Zealand led preparation of the first report on behalf of their members and member NGOs, and the second report was prepared by Pacific Women's Watch (New Zealand) in consultation with a number of other NGOs, including Te Ropu Wahine Māori Toko i te Ora – Māori Women's Welfare League, Shakti Community Council Inc. and Women's Health Action Trust.

We support the ongoing engagement of civil society in the CEDAW process. New Zealand has a strong human rights track record and the Caucus is a valuable forum in which to identify and address areas where there is room for improvement.

## What else is happening with our partners?

Gender Equal NZ was launched in early September, led by the **National Council of Women**, Gender Equal NZ is a nationwide movement toward true gender equality for all New Zealanders. The aim is for all New Zealanders to have the freedom to determine their own future – free of gender stereotypes and constraints. Gender Equal NZ is focussed on four areas: economic independence, safety and health, education, and influence and decision making. For more information head to [genderequal.nz](http://genderequal.nz)

**Champions for Change** has recently launched a new flexible work toolkit featuring case studies, factsheets, and advice on how and why employers should embrace flexible work. Check it out at [flexibility.championsforchange.nz](http://flexibility.championsforchange.nz)

The **Zonta Science Award**, a post-doctoral Award for New Zealand women scientists is looking for its next recipient. The Award is aimed at an emerging scientist and preference is given to a woman within seven years of obtaining PhD, and working or studying within STEM. The winner receives \$15,000 cash, \$3,000 towards overseas travel and a commemorative medal. Further information and online application forms are available at [www.zontascience.org.nz](http://www.zontascience.org.nz). Applications close on Monday 5 February 2018.

## Ministry represented at APEC WEF

In late September, Helen Potiki, one of the Ministry's Policy Directors, represented New Zealand at the annual APEC Women and the Economy Forum (WEF) held in Viet Nam. This year's theme was 'enhancing women's economic inclusion and empowerment in the changing world'.

The Ministry shared New Zealand's achievements in improving women's economic empowerment, in particular, the work on the gender pay gap, getting more women and girls into STEM education, and supporting women into leadership and governance roles.

We also presented on women and leadership at a side event hosted by Japan. This was received well and brought visibility to the work New Zealand is doing. Japan presented research at the side event which highlighted New Zealand as a world leader in this area.

Bilateral meetings were also held with officials from Chinese Taipei, Viet Nam, and South Korea. New Zealand will host APEC in 2021.



*Pictured: From left, Hang Trinh, APEC Officer, New Zealand Embassy Hanoi; Helen Potiki; Anna Solomon, Secretary, Department for Community Development and Religion, Papua New Guinea; and Hon Soroi Eoe, Minister for Religion, Youth and Community Development, PNG.*

# Women of Influence celebration

The annual Fairfax Media and Westpac Women of Influence Awards took place in September, with Cecilia Robinson, founder of My Food Bag, winning the Business Enterprise category and named the Supreme Winner.

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The Ministry for Women was proud to sponsor the Public Policy category. This award recognises women working in the public sector at either a local or national level who use their influence to work towards better social inclusion and equality. The 2017 winner was Rebecca Kitteridge, Director of the New Zealand Security Intelligence Service.

A Lifetime Achievement award was also presented to former New Zealand Prime Minister and United Nations Development Programme Administrator Helen Clark.



Rebecca Kitteridge accepting the Public Policy award.

## CATEGORY WINNERS

### Arts and Culture

Denise L'Estrange-Corbet

### Board and Management

Anne-Maree O'Connor

### Business Enterprise

Cecilia Robinson  
(also the Supreme Winner)

### Community and Not-for-Profit

Lisa King

### Diversity

Minnie Baragwanath

### Global

Sian Simpson

### Innovation and Science

Hinemoa Elder

### Public Policy

Rebecca Kitteridge

### Rural

Professor Nicola Shadbolt

### Young Leader

Sharnay Cocup



The 2017 Women of Influence Awards winners. From left: Sian Simpson, Lisa King, Anne-Maree O'Connor, Rt Hon Helen Clark, Cecilia Robinson, Hinemoa Elder, Sharnay Cocup, Denise L'Estrange-Corbet, Minnie Baragwanath, and Rebecca Kitteridge. Absent: Professor Nicola Shadbolt

## Simpson Grierson wins White Camellia Award

Law firm Simpson Grierson took out the top award at the White Camellia Awards which were presented by the Governor-General, The Rt Hon Dame Patsy Reddy at Government House in September 2017.

"The overall commitment of law firm Simpson Grierson to improving gender equality in their workplace put them head and shoulders above the rest," says NZ WEPs Committee Chair Vicky Mee.

Alongside supreme winner Simpson Grierson, other categories were won by KPMG, Westpac, The Warehouse Group, and Coca-Cola Amatil. This year the awards included a new award for small businesses and organisations, which was awarded to the Far North Safer Community Council.

"The calibre of work towards gender equality carried out by participants in the White Camellia Awards made judging hard," says judge and EEO Commissioner, Dr Jackie Blue.

"All of the entrants are to be commended for showing real commitment to gender equality in the workplace, however, as always with these things – there can only be one winner.

The White Camellia Awards celebrate organisational commitment to the

Women's Empowerment Principles (WEPs), a UN Women and UN Global Compact initiative which encourages gender equality in the workplace.

The five organisations who make up the NZ WEPs Committee are: UN Women National Committee Aotearoa New Zealand, NZ Federation of Business & Professional Women, Human Rights Commission, Diversity Works NZ and Zonta International District 16.

# Julie Anne Genter is the new Minister for Women

On 26 October 2017, Hon Julie Anne Genter of the Green Party of Aotearoa New Zealand was sworn in as the new Minister for Women.

Minister Genter also picks up the Associate Transport and Associate Health portfolios. She has been a Member of Parliament since 2011 and is a strong advocate for women.

Born in the United States, she graduated from University of California Berkeley with a BA and studied Politics at the Paris Institute of Political Studies, before moving to New Zealand as a scholar at the University of Auckland, where she gained a Masters of Planning Practice with First Class Honours.

Minister Genter's priorities are pay equity, pay transparency and closing the gender

pay gap, and increasing the numbers of women in private sector leadership.

"I think most people in New Zealand would say that people should be paid fairly for their work and they should not be paid less because they are a woman," says Ms Genter.

"And yet we haven't had as much progress in closing the gap as we should have, and I think that's because we haven't been as proactive on policies that will be effective."



## New research points at sexism in the workforce

A new study by researchers at Motu Economic and Public Policy has found that men and women are statistically indistinguishable in how much value they add to their firms, but the average woman is paid only 84 cents for every \$1 for the average man.

"This study is different to most previous wage gap studies in that it tests whether men and women are paid different wages for adding the same amount of value to their employer," said Isabelle Sin, Fellow at Motu and the lead researcher.

The study started by looking at 50 percent of the working population between 2001 and 2011 to see how much of the overall gap between women and men's wages is to do with women working in industries that pay less.

"We found that women were over-represented in low-paying industries like food and beverage services, but this explains a mere 7 percent of the entire gender wage gap (or a couple of cents in every dollar)," said Dr Sin.

"If you add in the fact that women also tend to work in low-paying firms, we can say that 12 percent of the overall gender wage gap

is due to the particular industries and firms where women work," said Dr Sin.

The study then looked at productivity and wages of men and women in private for-profit firms with at least five employees and found a 16 percent gender wage-productivity gap, meaning women are paid 16 percent less for making a contribution of the same value to their employer.

The study didn't find any evidence that young women are paid less than young men for work of the same value, but there were gaps in all other age groups (16 percent 25-39, 21 percent 40-54, and 49 percent for older women).

"For both genders, productivity is higher for workers who have been at the firm for longer, but the wages of women with greater tenure are not commensurately higher," said Dr Sin.

The gender wage-productivity gap was particularly marked in a few industries.

"The gap was over 40 percent in finance and insurance, telecommunications, transport equipment manufacturing, water and air transport, and electricity, gas and water, and rail. It's worth noting that these are all sectors that have the potential for monopoly-created profits and have low competition," said Dr Sin.

Based on how the gender wage-productivity gap varies across industries and years, the research also concluded that differences in willingness or ability to bargain are unlikely to play a major role in the gender wage-productivity gap.

"Our research suggests sexism is likely to be a major driver of the gender wage gap," said Dr Sin.

To read the full report visit <https://motu.nz/our-work/population-and-labour>



# Women on the move

These appointments have been sourced from the Ministry for Women's Nominations Service. We love hearing of women who've been appointed to leadership roles. Email us at [info@women.govt.nz](mailto:info@women.govt.nz) if you have appointments you want to share. The Ministry for Women manages a steady demand for women engaged in leadership work and those aspiring to begin their governance careers. Visit [women.govt.nz](http://women.govt.nz) if you are interested in nominations to state sector board roles.

## Public sector roles

**Caren Rangi** has been appointed Deputy Chair and member of the Arts Council of New Zealand Toi Aotearoa Board.

**Justine Munro** has been appointed as a member of the New Zealand Qualifications Authority Board.

**Dr Ainsleigh Cribb-Su'a** has been appointed as a health practitioner member of the Psychologists Board.

**Dr Sarkaw Mohammad** has been appointed as a health practitioner member of the Chiropractic Board.

**Paula Jalfon** has been appointed as a member of the New Zealand Film Commission Board.

**Mary Neazor** has been appointed as a member of the Heritage New Zealand Pouhere Taonga Board.

**Dame Bronwen Holdsworth** has been appointed as a member of the New Zealand Symphony Orchestra Board.

**Sue Paterson** has been appointed as a member of the New Zealand Symphony Orchestra Board.

**Sarah Elizabeth** has been appointed as a member of the Drug Free Sport New Zealand Board.

**Shelley Mae Frost** has been reappointed as a member of the Health Quality and Safety Commission Board.

**Gwendoline Tepania-Palmer** has been reappointed as a member of the Health Quality and Safety Commission Board.

**Dame Alison Paterson** has been reappointed as a member of the Health Quality and Safety Commission Board.

**Dr Gloria Johnson** has been appointed as a member of the Health Quality and Safety Commission Board.

**Hinewehi Mohi** has been appointed as a member of the Te Reo Whakapuaki Iirangi Board.

**Kylie Clegg** has been appointed as a member of the Sport and Recreation New Zealand (Sport NZ) Board.

**Hilary Poole** has been appointed as a member of the Sport and Recreation New Zealand (Sport NZ) Board.

**Lady Dayle Mace**, MNZM, has been appointed as a member of the Museum of New Zealand Te Papa Tongarewa Board.

**Jan Riddell** has been reappointed as a member of the Nature Heritage Fund Committee Board.

**Susan (Sue) Yerex** has been appointed as a member of the Nature Heritage Fund Committee Board.

**Gina Solomon** has been appointed as a member of the Nature Heritage Fund Committee Board.

**Sarah Ulmer**, ONZM has been reappointed as a member of the Drug Free Sport Board.

**Ruth Aitken**, ONZM has been appointed as a member of the Sport Tribunal of New Zealand Board.

**Madeleine Laracy** has been appointed as Deputy Inspector-General of Intelligence and Security.

**Maru Eva Nihoniho** has been appointed as a member of the Māori Television Service Board.

**Jody Jackson-Becerra** has been appointed as a member of the National Pacific Radio Trust Board.

**Sara-Jane Erika** has been appointed as a member of the National Pacific Radio Trust Board.

**Dr Lesieli MacIntyre** has been reappointed as secretary of the National Pacific Radio Trust Board.

**Martha Samaoni** has been reappointed as a member of the National Pacific Radio Trust Board.

## Private, industry, local government and community sector roles

**Tracey Jones** has been appointed as independent non-executive Director at Nikko Asset Management (NZ).

**Sally Mckechnie** has been appointed Partner at Simpson Grierson.

**Vanessa Sorenson** has been appointed Enterprise Director at Microsoft New Zealand.

**Dr Gill Greer** has been appointed Chief Executive, and **Vanisa Dhuru** has been appointed as the President of the National Council of Women of New Zealand.

**Souella Cumming** was elected 2018-2020 Zonta Governor for New Zealand.

## Return to IT pilot encourages women back to tech

The Ministry of Business, Innovation and Employment (MBIE) and the Ministry for Women last month launched a pilot to attract more women back into the technology sector.

Based in Wellington, Return to IT assists women with digital technology backgrounds to return to work in the sector after taking a career break of between two and five years. Successful applicants will be offered an opportunity to be placed with a participating organisation, or assistance with seeking employment in the IT sector.

Women currently occupy less than a quarter of technically skilled professions in the digital technology sector which contributed \$16.2 billion to GDP in 2015, and is our third largest export sector.

Expressions of interest can be made on the MBIE website [www.mbie.govt.nz/return-to-it](http://www.mbie.govt.nz/return-to-it).

Return to IT is a joint project between MBIE and the Ministry for Women, in partnership with the National Advisory Council on the Employment of Women, NZTech Women, and NZRise, with support from ICE Professionals.

## Connect, link, follow, like, tweet@us

We offer *Pānui* electronically delivered straight to your inbox. If you would rather receive *Pānui* by email, please email [info@women.govt.nz](mailto:info@women.govt.nz) to be added to the list.

We also have three social channels – you should connect with us and join in the discussion!

You can also follow us on:

 [facebook.com/womenofnz](https://www.facebook.com/womenofnz)

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

 [Ministry for Women, New Zealand](https://www.linkedin.com/company/ministry-for-women)

We use Twitter and other forms of social media to share our news and keep in touch with developments for women in New Zealand. In October we posted a tweet that we later deleted and apologised for, because it could have been taken the wrong way and it made light of an issue we take seriously. We will continue to use Twitter in a considered manner to highlight issues of concern to us and to women in New Zealand.

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