

## More women in management and science

Minister for Women Hon Louise Upston has welcomed Statistics New Zealand's report *Women at work: 1991–2013* showing women are now almost as likely as men to work in managerial roles.

"More women in leadership is great news. It reflects the qualifications women are gaining and that New Zealand organisations are recognising the benefits of diversity," Ms Upston said.

Ms Upston says it provides a useful snapshot of the occupations where men and women are working.

"The Ministry for Women is working on activities to broaden the range of career options for women, particularly on roles offering high growth and good employment and income prospects."

Ministry for Women's Policy Director Margaret Retter said the analysis on women and occupations shows the pattern of occupational segregation is changing.

"It is encouraging to see many women are taking up a much wider range of education and career opportunities. The majority of employment growth in the higher-skilled occupations between 1991 and 2013 was for women.

"The percentage of women in managerial and professional roles has increased. Female professionals outnumbered male professionals, increasing their representation from 54 percent in 1991 to 58 percent in 2013."

"There are more women in fields where they have been traditionally under-represented. The representation of women

working in life science professions has doubled from 22 percent in 1991 to 44 percent in 2013," she said.

Women are now just as likely as men to have qualifications in the area of natural and physical sciences. In 2013 women were almost equally represented among mathematicians, statisticians and related professionals – 47 percent were women.

In 2013 women were still most heavily represented in clerical occupations. They were also over-represented in sales and service occupations and under-represented in all major areas of manual work – particularly in the skilled trades where they were just 5 percent of the workforce in 2013.

Occupational and industry segregation are important contributors to the gender pay gap, both in New Zealand and overseas.

"We encourage career advisors, parents and young people to use the Occupation Outlook tool. This contains education, employment and income information on 50 key occupations. It can give young women a clearer picture of possible career paths," Margaret said.

*Women at work: 1991–2013* uses data from the past 20 years to look at trends in occupational segregation – the clustering of female and male workers in particular occupations. The Occupation Outlook report is available at [employment.govt.nz](http://employment.govt.nz).



Siouxsie Wiles

### Microbiologist Siouxsie Wiles

Microbiologist Siouxsie Wiles stands up for science. She's encouraging others to be confident about their calling.

Siouxsie heads the Bioluminescent Superbugs Lab at the University of Auckland and is a senior lecturer in the Department of Molecular Medicine and Pathology.

Passionate about demystifying science for the general public, Siouxsie writes a blog called Infectious Thoughts, podcasts and is a regular science commentator for Radio New Zealand's Nine to Noon programme. She was awarded the Prime Minister's Science Media Communication Prize, the Royal Society of New Zealand's Callaghan Medal for science communication in 2013 and the 2012 science communication prize from the New Zealand Association of Scientists.

"My interest in science comes from being in awe of microbes, that something as tiny as a bacterium or virus can kill a person, sometimes in just a few days, has always fascinated me," she says.

To read more about Siouxsie, click on [women.govt.nz/inspiring-women/siouxsie-wiles](http://women.govt.nz/inspiring-women/siouxsie-wiles).

**Public consultation has opened on New Zealand's Eighth CEDAW report. See Page 2 for how you can have your say on the draft report.**

## FROM THE CHIEF EXECUTIVE:

# Measuring our progress

Gender equality and increasing opportunities for women and girls are significant issues for all countries. One of the important roles for our Ministry is complying with New Zealand's international reporting requirements.

We work with a number of international organisations such as OCED, APEC and Commonwealth organisations to share best practice and what has worked in New Zealand.

New Zealand's most significant reporting relationship is with the United Nations. Every year New Zealand is represented at the Commission on the Status of Women.

Every six years we take stock of what we have achieved and complete a comprehensive report to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). This report covers

progress against a range of principles set by the United Nations.

We have recently completed the draft report for our latest CEDAW report (available at [women.govt.nz](http://women.govt.nz)). We encourage you to read this report and make a submission on it before 31 January 2016.

The report is then finalised by the Government for submission to the CEDAW Committee in June 2016.

New Zealand has a strong history of progress for women. We look forward to this process which highlights what we have achieved and the opportunity to engage with you on any areas for further improvement.

I would like to wish you a wonderful Christmas and New Year with your family and friends.



Jo Cribb, Chief Executive, Ministry for Women

Ngā mihi

Jo Cribb  
CHIEF EXECUTIVE  
MINISTRY FOR WOMEN



## Public consultation opens on CEDAW report

Minister for Women Hon Louise Upston has released the draft of New Zealand's eighth periodic report on the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) for public consultation.

The report outlines the progress that 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 Government has made steady progress in improving outcomes for women and building on the fundamental guarantees provided by CEDAW.

"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.

However, Ms Upston says there is no room for complacency.

"Until women have equal rights, equal choice, equal opportunities, equal expectations and are valued equally there is more work to be done."

"I look forward to receiving a diverse range of perspectives to inform New Zealand's report."

The Government is seeking public feedback on its draft report before a final version is submitted to the United Nations Committee on the Elimination of All Forms of Discrimination Against Women in June 2016.

This is an opportunity to have your say. For more information visit [women.govt.nz](http://women.govt.nz). The closing date for feedback is Sunday 31 January 2016.

# Insights into violence against women

The Ministry of Justice has released the findings of the latest New Zealand Crime and Safety Survey (NZCASS) 2014, showing personal and household crime has reduced by a third over five years.

The latest survey shows about 1.9 million of these crimes were committed in 2013, down from 2.7 million in 2008 – a reduction of 30 percent.

It also shows the large majority of New Zealanders (76 percent) did not experience any of these crimes during 2013. This had increased from 63 percent in 2008.

## NZCASS survey

The NZCASS is a face-to-face survey of almost 7,000 randomly chosen people living in New Zealand who are aged 15 or over.

NZCASS measures how much crime there is in New Zealand by asking respondents directly about crimes they have experienced. It captures crimes that are not reported to the Police and therefore not included in the Police recorded crime statistics.

NZCASS has been carried out three times: 2014, 2009 and 2006 (these surveys looked at victimisation that occurred in 2013, 2008 and 2005).

## Key findings

Ministry for Women's analysis has focused on the findings relating to the annual and lifetime prevalence of intimate partner violence and sexual violence.

The key findings are:

- All estimates of interpersonal violence offences (against women and men) fell in 2013 compared to 2008.
- The annual rate of intimate partner violence and the annual rate of sexual violence experienced by women has decreased from 2005 to 2013.
- It is estimated that 26.1 percent of women experience intimate partner violence over their lifetime and 23.8 percent of women experience sexual violence, which represents around one in four women.
- Deprivation, ethnicity, single parenthood, multiple family households and certain types of relationships impact on the risk of victimisation.

- Women remain more likely than men to suffer intimate partner violence and sexual violence.
- There was a significant decrease in the number of people who think sexual violence is serious.
- Reporting of interpersonal violence offences remains low. Only 24.2 percent of offences committed by an intimate partner; 23.6 percent of offences committed by family (excluding intimate partners); 28 percent of offences committed by someone known to the victim (excluding family and intimate partners); and 22.8 percent of violence committed by strangers were reported to Police in 2013.

This research will inform the Ministry for Women's policy initiatives to keep women safe from violence. The full NZCASS publication can be accessed at [justice.govt.nz](http://justice.govt.nz) under Publications.

# Westpac Women of Influence winners

The Ministry for Women congratulates all of the winners of the Westpac Women of Influence 2015 awards. The awards were given over the following categories.

2015 Women of Influence Supreme Award Winner: **Joan Withers**

Arts and culture: **Victoria Spackman**, BATS Theatre

Board and management: **Joan Withers**, Director

Business enterprise: **Linda Jenkinson**, LesConcierges

Community and not for profit: **Stacey Shortall**, Minter Ellison Rudd Watts

Diversity: **Col Karyn Thompson**, New Zealand Defence Force

Global: **Dame Judith Mayhew Jonas**, Director

Innovation: **Frances Valentine**, The Mind Lab by Unitec

Public policy: **Vicky Robertson**, Secretary for the Environment

Rural: **Katie Milne**, Federated Farmers of New Zealand

Young leader: **Parris Goebel**, The Palace Dance Studio

To join the conversation, go to LinkedIn, Twitter and Facebook #WOINZ.



Vicky Robertson, winner of the Public policy category, with Minister for Women Hon Louise Upston at the 2015 Women of Influence awards. Copyright: Fairfax Media. Credit: Jason Creaghan.



(From left) Cl Karyn Thompson, Vicky Robertson, Linda Jenkinson, Victoria Spackman, Joan Withers, Frances Valentine, Katie Milne and Stacey Shortall. Copyright: Fairfax Media. Credit: Jason Creaghan. The awards for Parris Goebel and Dame Judith Mayhew Jonas were collected on their behalf.

# Ministry's research valued at indigenous domestic violence forum

Violence against indigenous girls and women occurs within a specific context of discrimination and exclusion. That is why the annual World Indigenous Conference on Domestic Violence is specifically focused on domestic violence in indigenous communities.

Ministry analysts Lily Harper-Hinton and Helen Potiki gave a keynote presentation at this year's conference in Queensland, Australia on 8 October 2015.

The presentation covered the Ministry's research, *Wāhine Māori, Wāhine Ora, Wāhine Kaha: Preventing violence against Māori women*.

"Primary prevention of violence against women is an emerging field in which New Zealand is beginning to build its evidence base. Our understanding of primary prevention from the perspective of diverse groups of women including Māori and Pacific, is limited. That is why this research is important," says Lily.

"There are 48,000 Māori living in Queensland so service providers were particularly engaged with our research.

"They recognised that learning what is important to keep Māori women living in New Zealand safe from violence can assist with increasing the safety of Māori women living in Queensland," says Helen.

The conference was attended by government and non-government representatives. Queensland Government Minister for Housing and Public Works, Hon Leanne Enoch and Northern Territory Government Minister for Women's Policy, Hon Bess Nungarrayi Price were guest speakers.

"Aboriginal women remain 48 times more likely than non-Aboriginal women in Australia to be hospitalised as a result of domestic violence. Aboriginal communities must take charge of this issue."

## Focus on improving gender equality

The National Council of Women of New Zealand (NCWNZ) hopes to build understanding of gender inequality and encourage more action as a result of its new report, *Enabling women's potential – the economic, social and ethical imperative*.

In launching the report NCWNZ National President Rae Duff said gender inequality is a result of the sexism that persists in all aspects of our society, including in workplaces, schools, politics and health.

Minister for Women Hon Louise Upston welcomed the Council's approach to generating an important conversation which affects all New Zealand women.

"The more these discussions take place and lead to actions and changed behaviours, the better chance we have of instigating real, sustainable change," she said.

The report outlines 12 key actions to achieve positive gender culture and stronger leadership and can be read at: [www.ncwnz.org.nz/what-we-do/enabling-womens-potential-the-social-economic-and-ethical-imperative/](http://www.ncwnz.org.nz/what-we-do/enabling-womens-potential-the-social-economic-and-ethical-imperative/)

"Successful interventions are not necessarily those run and funded by government. It can be a loving grandmother who steps up and speaks out that can make the difference. This type of leadership, the leadership by example, can make the difference," said Minister Price.

Conference organiser Chief Executive Officer for Indigenous Conference Services Thomas Callaghan welcomed the Ministry's participation in future conferences as New Zealand's perspectives and practices are seen as valuable to the discussion on preventing violence against indigenous women.

All conference speaker details and interim arrangements for the 2016 World Indigenous Conference on Domestic Violence can be found at: <http://www.indigenousconferences.com/#!2015-say-no-to-domestic-violence/c10ba>

The Ministry's research *Wāhine Māori, Wāhine Ora, Wāhine Kaha: Preventing violence against Māori women* can be found under Publications at [women.govt.nz](http://women.govt.nz).



Helen Potiki and Lily Harper-Hinton with delegates at the World Indigenous Conference on Domestic Violence 2016, Gold Coast, Queensland, Australia.

## 2015 Annual Report available

The Ministry for Women's Annual Report for the year ended 30 June 2015 is now available. The report covers the Ministry's activities in its key areas: women's education and employment; increasing women in leadership, and increasing women's safety from violence. It details the work the Ministry has achieved in these areas with its partners to improve lives for New Zealand women and girls.

The report is available at [women.govt.nz](http://women.govt.nz) or if you would prefer a hard copy, email [info@women.govt.nz](mailto:info@women.govt.nz).



# 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](http://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](mailto:info@women.govt.nz) if you have appointments you would like to share.

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**Kristy McDonald QC** has been appointed as Chair of Kiwifruit New Zealand Board.

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**Fran Wilde** has been appointed to the Te Papa Tongarewa Board.

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**Dame Therese Walsh** has been appointed to the ASB Board.

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**Dianne Macaskill** has been reappointed to the Independent Police Conduct Authority (IPCA).

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**Tina Porou** has been appointed to the Data Futures Working Group.

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**Raewyn Idoine** has been appointed to the Tourism New Zealand Board.

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**Sacha Judd** has been appointed to the Takeovers Panel.

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**Carolyn McIlraith** has been appointed to the Abortion Supervisory Committee.

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**Dr Tangimoana Habib** has been reappointed to the Abortion Supervisory Committee.

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**Professor Dame Linda Holloway** has been reappointed as Chair of the Abortion Supervisory Committee.

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**Alison Barrass** has been appointed to the Callaghan Innovation Board.

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**Vanessa Clark** has been appointed to the Māori ICT Development Fund Advisory Group.

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**Di Grennell** has been appointed as an ex officio representative from Te Puni Kōkiri on the Māori ICT Development Fund Advisory Group.

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**Georgina Whata** has been appointed as an ex officio representative from Callaghan Innovation on the Māori ICT Development Fund Advisory Group.

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**Clare Murray** has been appointed to the New Zealand Symphony Orchestra Board.

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**Rachel Afeaki Taumoepeau** has been appointed to the Pacific Business Trust.

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**Jan Forsyth** has been appointed to the Catapult Employment Services Trust.

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**Victoria Crone** has been appointed to the Contact Energy Board.

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**Leasa Carlyon** and **Bronwen Connor** have been appointed and **Therese Burrell** has been reappointed to the National Animal Ethics Advisory Committee.

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**Karin Elisif Schütz** has been appointed and **Ingrid Collins** has been reappointed to the National Animal Welfare Advisory Committee.

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**Kaye Cheetham, Erica Hodgson** and **Sally Wenley** have been appointed and **Jane Hopkirk** has been reappointed to the Occupational Therapy Board.

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**Louise Tarr** has been appointed to the Medical Radiation Technologists Board.

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**Kylie Clegg** has been appointed to the Waitemata District Health Board.

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**Lara Sanders, Adele Blackwood** and **Sue Ineson** have been appointed to the Osteopathic Council of New Zealand.

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**Barbara Stuart** has been appointed and **Penny Mudford** has been reappointed to the New Zealand Walking Access Commission.

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**Janis White** has been reappointed to the Pharmaceutical Management Agency (Pharmac) Board.

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**Keiran Horne** has been appointed to the New Zealand Lotteries Commission.

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**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 to the Winston Churchill Memorial Trust Board.

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**Una Jagose** has been appointed New Zealand's Solicitor-General.

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**Brigitte Windley** has been appointed a Coroner.

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**Dr Helen Anderson** and **Sharon Hunter** have been appointed to the Antarctica New Zealand Board.

## Ministry for Women on Twitter



We are now on Twitter. Follow us on Twitter: [twitter.com/women\\_nz](https://twitter.com/women_nz) to keep up to date with news, views and events.



Nive Sharat Chandran

## YWCA leader elected to global governing body

Nive Sharat Chandran was recently elected as Vice President of the World YWCA Board. The elections were held at the World YWCA Council, which meets every four years.

At just 24, Nive has already held a variety of leadership roles and is currently Co-President of the YWCA of Aotearoa New Zealand.

"New Zealand needs women as decision-makers and leaders, particularly young women, in fact the world does, and I'm proud to represent Aotearoa on the world stage," Nive said.

The YWCA of Aotearoa New Zealand has a commitment to board diversity, with 40 percent young women directors, as well as Māori, Pacific and Asian representation. It is also the only YWCA board globally that operates an inter-generational Co-Presidency model.

"As Co-President of YWCA Aotearoa New Zealand I am looking forward to the global governance role as well as using the global work to guide our purpose and work here," she said.

Nive is one of the Ministry's Inspiring Women. To read her story, click on [women.govt.nz/inspiring-women/nive-sharat-chandran](http://women.govt.nz/inspiring-women/nive-sharat-chandran)

## Women directors of listed companies now 17 percent

The number of women on public company boards has lifted to 17 percent according to NZX's latest gender diversity statistics for the September year to date.

This compares to 12 percent of women directors in 2013, the first year the stock exchange started tracking gender diversity.

The percentage of women senior management officers is 18 percent, one percentage point lower than two years ago.

Under Listing Rule 10.4.5(j) NZSX listed companies (excluding overseas companies) are required to include in their Annual Report quantitative data on the gender breakdown of the Directors and Officers at the financial year end and including comparative figures for the prior financial year end. The full diversity statistics can be accessed at <https://www.nzx.com/files/attachments/223270.pdf>.

## Collective century of gender research

Four Victoria University of Wellington academics were recently awarded long service awards for their collective century of gender research. Associate Professors Allison Kirkman, Elisabeth McDonald and Dolores Janiewski, along with Professor Charlotte Macdonald, were presented with long service awards this year, having each worked at Victoria for 25 years.

Across their respective fields – Allison in Sociology, Elisabeth in Law and Dolores and Charlotte in History – they have dedicated part of their academic work to gender and sexuality.



From left: Elisabeth McDonald, Dolores Janiewski, Allison Kirkman and Charlotte Macdonald. Photo: Image Services, Victoria University of Wellington.



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

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

## Stay connected

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

You can also follow us on Linked In: **Ministry for Women** or on Twitter: [twitter.com/women\\_nz](https://twitter.com/women_nz).

## Nominate for Queen's Birthday Honours 2016

### Nominations for the Queen's Birthday Honours 2016 are due to the Honours Unit by 24 December 2015.

The New Zealand Royal Honours system recognises people who have provided service and those who have achieved at the highest level. Candidates must have made

a significant contribution to their local community, their region, New Zealand as a whole and/or internationally.

Anyone can nominate a person they think is worthy of a New Zealand Royal Honour at any time. Further information

on nominating a person is at <http://www.dpmc.govt.nz/honours/nominations/faq>

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

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

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