

## Flexible work offers benefits

The legislative right for all employees to ask for flexible working arrangements came into force on 6 March 2015 with the enactment of the Employment Relations Amendment Act 2014.

This change was amongst a number of changes to employment law in New Zealand.

Previously the legislation provided the right to request flexible work only to those who had caring responsibilities.

“This change will enable more women and men to balance work with other responsibilities. While the legislation applies to both men and women, it is more often women who are seeking flexible work,” said Jo Cribb, Chief Executive, Ministry for Women.

“Flexible work arrangements can enable many women to balance caring for children or caring for older family members. This enables them to maintain income and skills during this time.

“Employees can now request flexible work for any reason.

“We would encourage more employers to build flexible working arrangements into their employment practices so they can retain skilled and experienced staff,” said Jo.

Research shows that organisations that provide flexible work have staff who are more satisfied and engaged with their work. Enabling staff to work flexibly online (away from the office) can also be one way of providing business continuity cover to keep businesses operating at times of crisis or disaster.

The Ministry has a range of articles on flexible work in its *Inspiring Action: Action plans and research to help you attract and retain talented women* publication and online resource (search Inspiring Action on [www.women.govt.nz](http://www.women.govt.nz)).

## Paid parental leave

From 1 April 2015 the paid parental leave provisions have changed. Paid parental leave has increased from 14 weeks to 16 weeks.

The Government has proposed further changes to parental leave provisions that are intended to come into effect on 1 April 2016. These include:

- Extending parental leave payments to non-standard workers and those who have recently changed jobs
- Extending entitlements to ‘primary carers’, such as Home for Life parents, whāngai, grandparents and others with permanent care arrangements
- Enabling employees to take the leave more flexibly, by mutual agreement with the employer.

For more information on paid parental leave visit [www.mbie.govt.nz](http://www.mbie.govt.nz), and search for Labour Information and Paid Parental Leave.

## Law changes to flexible working arrangements

- The changes to flexible working arrangements aim to improve people’s participation in the labour market and to better reflect modern lifestyles.
- The changes give all working women (and men):
  - the right to request a change to their working arrangements
  - the right to make this request on the first day of their employment
  - no limit on the number of requests in a year.
- The changes also reduce the maximum time an employer has to respond to a request from three months to one month and requires the employer to respond in writing.
- For more information on flexible work visit [www.mbie.govt.nz](http://www.mbie.govt.nz), and search for Labour Information and Flexible Work.

### Ways that employers can normalise flexible work

- Make it easy for employees to know what the changes mean to them.
- Promote the benefits for the organisation of providing flexible work for all employees when this is possible.
- Provide training for senior managers on unconscious bias recognition so that the underlying assumptions embedded in the organisation culture can be challenged.
- Ensure managers are provided with the opportunity to learn about the benefits of flexible work and how it can work within their organisation to attract and retain valuable skills.
- Ensure that those employees using flexible work are provided with challenging work, offered training along with other staff, considered for promotion and are able to grow and move ahead in their careers.

# FROM THE CHIEF EXECUTIVE

## Nations face common issues

I was fortunate last month to accompany the Minister for Women, Hon Louise Upston, to the Commission on the Status of Women at the United Nations in New York.

At the Commission we report back on New Zealand's work and learn about gender equality progress in other nations. It is always a pleasure to see so many men and women dedicated to the advancement of women.

New Zealand remains committed at the national and international levels to turning the vision of Beijing Declaration and Platform for Action into reality on the ground.

The Minister for Women presented New Zealand's national statement which outlined our progress and the next steps for New Zealand women and girls.

We took the opportunity to learn from other countries, share best practice and innovation, and exchange ideas about how we can achieve gender equality and the empowerment of women and girls worldwide.

Many countries are facing the same issues as New Zealand. Many have a focus on economic empowerment: increasing women's education, careers and training,

and increasing the number of women in leadership roles across our society.

Violence against women is also one of the most concerning issues. Many nations were interested in our work on primary prevention, developing strategies to prevent violence from occurring in the first place. We were pleased to share our new report, *Wāhine Māori, Wāhine Ora, Wāhine Kaha: preventing violence against Māori women*. This report explores what Māori women believe to be protective factors that keep them safe from violence.

Last month we celebrated the 30th anniversary of the Ministry's existence. We reflected on the collective achievement for women over the past 30 years. I asked many New Zealand leaders: "What more could you do to bring progress for New Zealand women and girls?" I encouraged them to think about their contribution on a personal, organisational and community level.

Ngā mihi



Jo Cribb  
CHIEF EXECUTIVE  
MINISTRY FOR WOMEN



Jo reflects on the 30th anniversary of the Ministry with Ang Jury, Chief Executive, Women's Refuge, and former staff Mere Hammond, Miriama Evans, Ruth Boswell and Susan Rutherford.

## International Women's Day celebrations

Women across New Zealand took the opportunity to celebrate International Women's Day on 8 March 2015.

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

The keynote speaker was Marilyn Waring, Professor of Public Policy at AUT University. Marilyn is one of the global pioneers in the development of the Genuine Progress Indicator. For the past three decades, she has been challenging economic models and working for human rights and for ecological sustainability.

Marilyn became the youngest member in the New Zealand Parliament in 1975, at the age of 23, and remained in the House of Representatives until 1984.

Marilyn is currently writing her political memoirs and she reminded guests of The Role of Women in New Zealand Society Report of the Select Committee on Women's Rights, June 1975. She told guests that this was the first comprehensive evidence base in New Zealand for issues affecting women.

She challenged guests to continue to action many of the issues in the report that still exist today (for example, pay equity, violence against women and the issues of valuing unpaid work).



Minister for Women, Louise Upston with Jan Pearson, President, Zonta International, and Professor Marilyn Waring.

# New research highlights prevention strategies for Māori women

**Māori women are twice as likely to experience violence as other New Zealand women. A new report from the Ministry for Women has explored what Māori women believe to be protective factors for being safe from violence.**

Policy Director, Denise Lievore says the Ministry has a strong emphasis on primary prevention of violence against women – understanding how to stop violence against women before it occurs.

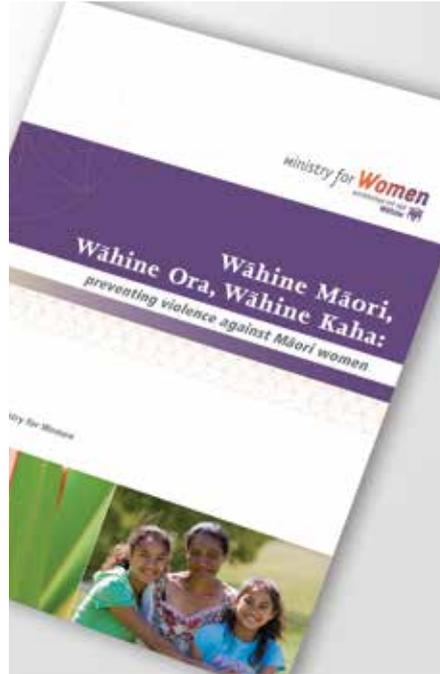
“Internationally there is an emerging evidence base about what works to stop violence before it occurs. This paper introduces an indigenous perspective to the international knowledge base by exploring what Māori women believe to be protective factors for being safe from violence.

“We know that Māori females are a growing and youthful sector of the population. Therefore if we can understand more about keeping Māori safe, it will help all New Zealand women.”

The research used a ‘two house model’ to analyse the worldviews of the research participants.

“We found that whānau was identified as a protective factor for some women, yet for others it can potentially be a risk factor. Education, employment and positive association with an identity as Māori are supporting factors for well-being but not to the extent that they prevent violence from occurring.

“Clarity of gender roles and responsibilities is important for good relationships within whānau, hapū and iwi. Whether these are traditional or contemporary roles is not as important as ensuring the gender roles are understood,” she said.



The research found that the types of primary prevention initiatives that are seen to be working have common characteristics that are holistic and inclusive by nature. They are designed ‘locally’, are strengths-based and steeped in the values of the communities for which they are designed. Effective initiatives require sound training and support for service providers, robust evaluation and prevention and quality awareness campaigns.

This research will provide the practical basis for service providers and policy makers to develop approaches that will accommodate the specific perspectives and needs of Māori women and their whānau.

The report, *Wāhine Māori, Wāhine Ora, Wāhine Kaha: preventing violence against Māori women*, can be found at [www.women.govt.nz](http://www.women.govt.nz).

## Growth in women’s employment participation

The latest Household Labour Force Survey (from the December 2014 quarter) shows the participation rate for women is 64.6 per cent and the employment rate for women is 60.4 per cent. Both of these rates are the highest since the survey began in 1986.

There are 7,300 more Māori women and 1,800 more Pacific women in employment than in December 2013.

Women are playing an increasing role in employment in Canterbury. There are now 7,700 more women employed in Canterbury than at the same time in 2013. Over the past year we have seen increasing numbers of women working in construction-related roles.

## Great turnout at P.A.C.I.F.I.C.A. Conference

Pasifika women were encouraged to think about their future generations at the recent National Conference AGM hosted by P.A.C.I.F.I.C.A. Manukau Branch, South Auckland.

The theme of the conference was ‘LEGACY Planting the Future Today’ and it was well attended by representatives from regional branches around New Zealand, from Whangarei to Invercargill.

A key feature was two student keynote speakers: Mele Tapueluelu, a student from Manurewa High School, followed by Te’e Suzanne Suisuiki, a student at Auckland University of Technology.

Minister for Women, Louise Upston spoke to delegates about encouraging women and girls to take the next step in their education, training or careers. She also reaffirmed to guests the important roles women play in our families and communities.

The AGM held elections for a new National President and Executive. Caren Rangi is the newly elected National President of P.A.C.I.F.I.C.A. taking over from Tagaloatele Professor Peggy Fairbairn-Dunlop.



Minister for Women, Louise Upston with Professor Peggy Fairbairn-Dunlop and conference attendees.

# Beijing Declaration and Platform for Action focus of CSW 59

Minister for Women, Louise Upston led New Zealand's delegation at the 59th session of the Commission on the Status of Women (CSW).

The main focus of the session was on the Beijing Declaration and Platform for Action, including current challenges that affect its implementation and the achievement of gender equality and the empowerment of women.

The meeting was unusual this year, because it was a review year. The United Nations decided to negotiate in advance a short celebratory Declaration which was adopted at the beginning of the meeting. This meant that the two weeks could be devoted to sharing ideas and debating the future, rather than focusing on negotiation of the Declaration as in previous years.

The Commission undertook a review of progress made in the implementation

of the Beijing Declaration and Platform for Action, 20 years after its adoption.

The review (Beijing+20) included the outcomes of the 23rd special session of the General Assembly, the first five-year assessment conducted after the adoption of the Platform for Action, which highlighted further actions and initiatives.

The session also addressed opportunities for achieving gender equality and the empowerment of women in the post-2015 development agenda.

In 1995, the Beijing Declaration and Platform for Action – the global framework for realising gender equality and the empowerment of women – was adopted by the fourth World Conference on

Women and subsequently endorsed by the United Nations General Assembly in 1996.

The Beijing process unleashed remarkable political will and worldwide visibility. It connected and reinforced the activism of women's movements on a global scale.

Every five years, progress toward implementing the Platform for Action is reviewed by CSW. New Zealand has participated in the four reviews, in 2000, 2005, 2010 and 2015. The formal documents from CSW 59 can be accessed at [www.unwomen.org/en/csw/csw59-2015](http://www.unwomen.org/en/csw/csw59-2015).

The 60th session for the Commission on the Status of Women will be held in March 2016.

## NGOs strong presence at CSW 59

The NGO community from New Zealand turned out in force at CSW this year, with more than 40 individuals attending from more than a dozen New Zealand organisations and including students from Columba College in Dunedin.

Many of those present came to speak at one of the official side events for the CSW 59 meeting, as well the many parallel events organised by the international NGO community and held alongside the United Nations (UN).

The Minister for Women, Louise Upston hosted a breakfast at the New Zealand Mission to the UN for those present and presented them with silver fern pins to wear as part of 'Team New Zealand' at CSW.

Ministry for Women officials met up with New Zealand NGO participants regularly to share information.

Ministry for Women officials and New Zealand NGOs also attended two meetings organised by the Commonwealth secretariat. These meetings are held each year to consider progress on the Commonwealth Gender Plan of Action and to share information among the government agencies that focus on women's interests throughout the Commonwealth.



Minister for Women, Louise Upston with members of the New Zealand NGO delegation.

## Engaging men on gender equality

The Barbershop Conference took place at the United Nations (UN) in New York on 14–15 January 2015. The objective of the Conference was to engage men and boys in the conversation on gender equality and make them part of the solution.

The Conference was hosted by the Permanent Missions of Iceland and Suriname to the UN and was attended by representatives from a number of Member States and civil society (mostly expert level).

The Conference took place in the context of the 20th anniversary of the Beijing Declaration and Platform for Action in 2015 and the #HeforShe campaign, and had a particular focus on ending violence against women.

New Zealand's Deputy Representative attended the Ambassadors' lunch and the evening function with the human rights expert. A number of staff from the New Zealand Mission, including Ambassador Jim McLay, lend support to the Conference objectives and the #HeforShe campaign.

For further information on the Conference visit [barbershopconference.org](http://barbershopconference.org).

# Women in trades increasing in Christchurch

The number of women in trades training at Christchurch Polytechnic Institute of Technology (CPIT) has increased five-fold since 2011.

The Ministry for Women has worked with CPIT since the earthquakes in 2010 and 2011 on ways that women could participate in and contribute to the rebuild of Christchurch.

CPIT Chief Executive, Kay Giles said at that time a significant shortfall

in the number of construction and engineering tradespeople, architecture and construction technicians, engineering technologists and project managers was being forecast.

“The obvious solution appeared to be the creation of training places for women in courses that lead to these occupations, offering scholarships to encourage women to take up these training places, and providing support for women so they receive all the assistance they need to complete their training,” she said.

This initiative has been successful. For example, while the overall numbers in trade training have increased by 70 percent from 2011 to 2014, the number of women undertaking trades training at CPIT increased by 500 percent – from 18 equivalent full-time students in 2011 to 107 equivalent full-time students in 2014.

Women from 15 to 50 years of age have embraced the opportunity to study courses that set them up for jobs in the rebuild and beyond and are participating in unprecedented numbers in He Toki ki te Rika (Māori trades training) and in the Pasifika trades training programme.

“It has been impressive that, when opportunities are created and incentivised, women of all ages, backgrounds, experiences and ethnicities have risen to the challenge of improving their skills to create better futures for themselves, their families and their communities,” said Kay.

CPIT is now looking to identify other strategies that will create opportunities for women. CPIT is increasing the number and range of its part-time offerings and looking to increase flexibility in attendance, location and duration of its courses and programmes.



Emily Sutton and Onn Mulder from City Care.

## WOMEN ON THE MOVE

**Gabrielle Rush** was appointed as New Zealand's new Consul-General in Hong Kong.

**Josie Adlam** was appointed to WelTec Whitireia combined council.

**Auckland Queen's Counsel Anne Hinton** was appointed as a Judge of the High Court.

**Anna Tutton** was appointed as Christchurch Coroner.

**Deborah Marshall** was appointed as Chief Coroner.

**Kimberley Crook** was appointed to the External Reporting Board.

**Bernadette Farnan** was appointed as a District Court Judge to serve in the Invercargill District Court.

**Deputy Solicitor-General Una Jagose** was appointed as Acting Director of the Government Communications Security Bureau.

**Billie Moore** was appointed as New Zealand's new Consul-General in Sydney.

**Professor Gillian Dobbie** was appointed as a member of the Marsden Fund Council.

**Professor Juliet Gerrard** was reappointed as Chair of the Marsden Fund Council.

**Nicky Bell, Julie Christie, Beatrice Faumuina and Hana O'Regan** were appointed to the Flag Consideration Panel.

**Anna Blackman and Dr Angela Wanhalla** were appointed to the Archives Council.

**Michele Embling** was appointed as Deputy Chairperson on the External Reporting Board.

**Jane Meares** was appointed to the Transport Accident Investigation Commission.

**Dianne Johnson** was appointed to the Building Practitioners Board.

**Jane Nees** was appointed to the Chartered Professional Engineers Council.

**Deborah Cranko** was reappointed to the Engineering Associates Registration Board.

**Debbie Hogan** was appointed to the Engineering Associates Registration Board.

**Louise Wright** was appointed to the New Zealand Registered Architects Board.

**Catherine Byrne and Professor Jo Walton** were reappointed to the Nursing Council.

**Joanne Hopson** was appointed as a health practitioner member of the Nursing Council.

**Julie Wagner** was appointed to the National Animal Welfare Advisory Committee.

**Henrietta McNeill** was appointed to The Citizen Trust.

**Victoria Manning** was appointed to the NGO Health and Disability Network.

**Victoria Crone** was appointed to Aura Information Security.

**Julie Bartlett** was appointed to The Royal NZ Foundation of the Blind Inc.

**Helen Shorthouse** was appointed to the YMCA National Board.

**Sophie Haslem** was appointed to the Ākina Foundation.

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).

Send us your updated CV using this online form: [www.mwa.govt.nz/content/nominations-service-form](http://www.mwa.govt.nz/content/nominations-service-form).

## Sovereign recognised for gender equality

Sovereign CEO, Symon Brewis-Weston has become one of only five chief executives around the world to be recognised in 2015 by the United Nations (UN) for his progressive approach to workplace diversity and community engagement.

He is only the second New Zealand chief executive ever chosen for the honour. He received the 2015 Women's Empowerment Principles CEO Leadership Award at the UN headquarters in New York on 10 March, where Hilary Clinton provided the keynote address.

Over the past two years, Symon has addressed diversity and gender imbalance, which was reflective of the male-dominated financial services industry, by initiating a programme of change that has included re-setting organisational structures, communicating

a compelling vision: 'Being the difference in life's moments of truth', introducing innovative leadership training and championing flexible working hours.

As part of his trip to the UN, Symon also took part in a milestone discussion about the essential role business can play in realising gender equality along with leaders from business, government and the UN.

The Women's Empowerment Principles is a joint initiative of UN Women and the UN Global Compact aimed at empowering women to participate fully in economic life across all sectors. The awards recognise global business leaders who have demonstrated leadership on gender equality through the Women's Empowerment Principles.



Sovereign CEO, Symon Brewis-Weston receiving his award from Australian Sex Discrimination Commissioner Elizabeth Broderick at the United Nations in New York.

## in brief

### 2015 Occupation Outlook App released

The 2015 Occupation Outlook report and mobile App allows students and their families to easily compare the job prospects and incomes of 50 different careers and help them make good study choices, both in tertiary education and at senior secondary school level.

Occupation Outlook brings together information from employers, industries, the education sector and labour market analysts in an overview of job demand, likely income levels and training requirements for each of the 50 different career options.

The 50 occupations are grouped under the industry pathways used in the Government's Vocational Pathways programme:

construction and infrastructure, manufacturing and technology, primary industries, service industries, creative industries, and social and community services. Included in this year's report are two special features on careers in the manufacturing and the primary industries.

The App includes improved search and share functions. It is available for unlimited downloads from the App Store for iPhones and iPod touch devices, and the Google Play store for Android devices.

The Occupation Outlook report, published by the Ministry of Business, Innovation and Employment, is available at [www.mbie.govt.nz/occupation-outlook](http://www.mbie.govt.nz/occupation-outlook).

### Stay connected

The Ministry for Women has changed its website address to [www.women.govt.nz](http://www.women.govt.nz) and its emails to [firstname.lastname@women.govt.nz](mailto:firstname.lastname@women.govt.nz) to align with its new name.

All of your current website links will be redirected to the new links. Emails sent to [@mwa.govt.nz](mailto:@mwa.govt.nz) will be automatically redirected to the new addresses.

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.

*Pānui* is published by the Ministry for Women (Ministry for Women's Affairs), [www.women.govt.nz](http://www.women.govt.nz)

**Editor:** Kirsty Anderson **Design:** Moxie Communications

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

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

ministry for **Women**  
minitanga mā ngā  
Wāhine 

[newzealand.govt.nz](http://newzealand.govt.nz)