



The Circular

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Making a Difference for New Zealand Women

CSW59: Gender equality and empowerment of women is not mission impossible!

By Rae Duff, NCWNZ President

The 59th UN Commission on the Status of Women (CSW59) held in March in New York marked the 20th anniversary of the landmark Beijing Declaration and Platform for Action by declaring that gender equality will only be achieved if women are at the table making decisions alongside men. In his speech to delegates UN Secretary General Ban Ki Moon said "women's rights are human rights and women's progress is the world's progress. The least utilised resource in the world is women's potential and as a result the whole world suffers and we are made less prosperous and less secure". CSW59 addressed the challenges and opportunities for achieving gender equality and the empowerment of women in the post-2015 development agenda. It was the largest gathering ever at the UN with 8,500 official registrations and 30–50% more NGO representatives attending some 450 side-events. One of the key messages at CSW59 was that it is "our turn to make a difference for the next generation". In her speech at the Intergenerational dialogue organised by UN Women, Executive Director Phumzile Mlambo-Ngcuka stressed the need to support youth leaders and to "be bold, because it has never been so possible to make the changes that we want to make. We are the generation with a real possibility to fundamentally change the power relations between men and women. We can be ambitious, because if not now, when? and if not us, who? This task is upon our shoulders. Gender equality demands a concerted push: progress is needed in all areas and across the board. Between 2015 and 2020 we want to frontload our actions, so that we get the substantive, critical game-changers on the table first and do not wait for the latter part of the period of the sustainable development goals to begin to gain speed.



Rae Duff at the 59th UN Commission on the Status of Women last month

With this, we can project that by 2030 we can talk of Planet 50-50." "Planet 50-50 by 2030: Step It Up for Gender Equality" is a new UN Women initiative urging governments to make national commitments to ensure women and girls can reach their full potential by 2030. It is about the equal representation of women, the depth and substantiveness of their participation, as well as being about the numbers – because numbers do make a difference.

At the commencement of CSW59 and after several months of closed-door negotiations in which women's groups were largely excluded, government ministers and representatives signed a declaration stating "It is now up to us to work closely with our government through evidence based advocacy using statistics and research to monitor progress to gain equal rights and equal opportunities for all women". Governments pledged to take concrete action and efforts through six specific strategies: do more to strengthen implementation of laws; bolster institutions vital to women's empowerment; transform discriminatory norms and stereotypes; close resource gaps; boost accountability; and enhance capacities and data to track progress. The political declaration highlights UN Women's central role in rallying countries, the UN system, civil society, businesses and others around the common goal of gender equality. It also emphasises the essential roles of men and boys, and the contributions of civil society.

Although this was a political declaration rather than one based on agreed conclusions resulting from robust civil society conclusions it still offers the strong hope that Ban Ki Moon's statement "what gets measured gets done" will ring true in this case for all women.

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Embracing our youth

While I was at CSW59 in New York recently I had the opportunity to attend "The Intergenerational Dialogue" an all-day side event organised by UN Women. It was designed to galvanize young up-and-coming activists as they engage with the older leaders of the "Beijing generation" who took part in the 1995 Fourth World Conference. It was an opportunity for stakeholders from all walks of life to discuss advances and challenges over the past 20 years, and the strategies and perspectives that can accelerate achieving gender equality by 2030.

This session was opportune for me as I have long believed that achieving gender equality in this country will require the resources of all women - especially the young. We have mixed success in this area but it's critical we have younger members. Many of our member organisations at the national level have youth representation and we are keen to hear about how we can better harness their voice. Our branches have variable age diversity but in general we need more young women. We need young women to engage with us on their terms. We need to let them lead the way otherwise we have little chance of achieving our stated objective of 50-50 by 2020. We need to embrace new and innovative ways of getting young women involved. These could include new types of meetings and most importantly we need to communicate with young members on their terms - using the ever burgeoning power of social media. I encourage our existing branch membership to play the role of mentor, facilitator and leader and "pass the baton on".

The World YWCA hosted the first ever young women and girls forum at CSW59. Over 300 young women and girls registered for the event. Phumzile Mlambo-Ngcuka, UN

Women Executive Director told the delegates "Young women and girls you must claim your space, do not wait for others to 'allow' you in. Demand to be heard, you have a right to be at the decision making table. You cannot have a new world for girls in an old system. With every young person the world has a chance to improve itself. The boldness of your vision is quite critical. Business as usual is not an option."

I was impressed by the contribution of YWCA and Girl Guides at the session and felt proud that these two organisations are council members.

An emerging theme in New York was that the "new feminism" involves both men and women. Gender equality is not only a women's issue, it is a human rights issue that requires men's participation. British actress Emma Watson a UN Women's Goodwill Ambassador said "Feminism by definition is: The belief that both men and women should have equal rights and opportunities. It is the theory of the political, economic and social equality of the sexes." The UN supported "HeforShe" Campaign commits men to take action against violence and discrimination faced by women and girls.

Lakshmi Puri, the Deputy Executive Director of UN Women said "we won't get anywhere on poverty eradication, economic growth, social development or environmental sustainability without empowering the other half of humanity. And if we go at the present pace, it is going to take us another 81 years. We cannot wait another century". Our young women do not want to wait - and why should they?, Let's unleash their energy towards achieving our gender equality objective now.

Rae Duff

From the Board

We're looking forward to considering your remits at our April 11 and 12 Board meeting prior to emailing the proposed remits to our membership on Thursday 16 April.

We've heard about a number of strong remits under development through our attendance at branch meetings and through conversation with representatives from our national organisations.

It's coming up to membership renewal time and National Office has told the Board we've already had responses from the forms sent out to our national members. We have simplified our membership form and attempted to make it more customer friendly – please give us feedback on this.

We can feel our organisation strengthening in its activity and visibility, which matches the increased discussion globally and in New Zealand around gender equality. So we hope that all our existing

members stay with us (and new ones join) to help us increase our influence to maximise the contribution we can make towards gender equality for women.

In the next month we will send out a short membership survey to ascertain your satisfaction with how we've gone in the past year. But don't ever wait for us to ask – contact a Board member or staff in our National Office at any time if you have feedback and suggestions.

Also, all the National Council of Women's resolutions are now available in our website's Members' section - the most recent resolutions from 2011 to 2014 and the book "115 Years of Resolutions 1896 – 2010". Thanks to Beryl Anderson for her work in this area.

Thanks to all of you for your ongoing contribution.

Key dates:

Remits due at National Office by **Thursday 2 April 2015**.

Suggested amendments due at National Office by 15 May 2015.

2015 NCWNZ Conference will be held in **Wellington** on **26 - 27 September 2015**.

Gender equality strategy – the talk of April

By Sue McCabe, Chief Executive

The complexity of the gender equality issue and the effort people and organisations are committing to achieve it are two key themes in the gender equality strategy work. The draft strategy will be with membership for consultation in April. The aim of this project is to increase society's understanding of the current state of gender equality, the nature of it and to outline the key actions we believe are necessary to get positive change.

We appreciated the feedback we received in the first round of consultation which highlighted two key points. The first was the breadth and depth and intersectionality of gender inequalities, showing the complex and entrenched nature of the issue.

The second was the amount of effort going in to help women achieve equality – by our members, and outside of our membership. Not a day goes by when I don't hear of a new community, business, sector or Government report that is looking to address the issue.

Many of these initiatives are effective within

themselves, but statistics show they're not making significant headway towards equality.

The strategy looks at why this is and what we can do differently so that people's contributions become more effective in creating positive change. It identifies five key drivers of inequality which we can work on so that they instead provide the keys to gaining equality – if they become enablers rather than barriers:

- ◆ A shared understanding of the issue
- ◆ Our culture towards gender
- ◆ Structural equality
- ◆ Leadership and governance
- ◆ Data and monitoring

The draft strategy, and some consultation questions, will be available on the members' section of our website and a link emailed to membership on 1 April. If you are not a member and would like to see the draft document, please contact office@ncwnz.org.nz.

Deadline for feedback is Thursday 30 April

Letter to the editor:

Rights and Responsibilities; Respect and Love

In the February *Circular*(579) Louise Thornley and Pip Harrison provided instructive comment. Louise promoted the rights of women to sexual and reproductive health. Pip argued for debate at the national level, not just within local branches and organisations, to ensure that the representative nature of NCWNZ endured. In the March *Circular* (580) Julie Fairey asked for 'constructive conversation' about abortion law reform.

In all the abortion debate published in the Circular to date, I could not see responsibilities mentioned. With every right there is a responsibility. What are the responsibilities of those working to review the Contraception, Sterilisation and Abortion Act? Surely the responsibility is to study the research on the impact of abortion on some women and to encourage debate on how to prevent harm. The 1977 Act sought to imbed protections for women seeking termination of a pregnancy. Will the review which NCWNZ is committed to promoting look at how well protections operate for pregnant women? Everyone would agree that women with an

unplanned pregnancy are particularly vulnerable. It is the responsibility of everyone working for women's rights, to see that protections are in place for women who are likely to be harmed if the Act was to be removed. To do this they must study the research to understand what protections are needed.

Respect and Love. Several have noted with approbation the respectful way the issue was presented at Conference in 2014. Respect is not the same as love. Respect can be used to camouflage dangers. Loving dialogue does not conceal the dangers. Love does not pretend that this is a sea without rips and that there is no need for life savers. So far in my opinion, the discussion of the rights of women has not shown this kind of love.

In the March *Circular* Julie Fairey concludes with the hope that NCWNZ 'will be able to continue to role-model constructive conversation on this sometimes (sic) divisive issue'. 'Constructive conversation' surely means free speech and all views considered.

Dr Frances Townsend
Papakura Franklin Branch

Expanding our digital footprint

By Claire Newton, NCWNZ Communications Advisor

Engaging with young feminists is a current focus of the organisation and we hope a new project underway will help us achieve this.

We are in the early stages of setting up a virtual branch for young feminists. This will provide an inclusive and accessible forum for youth to engage with feminism.

We have met a few young feminist groups and so far the idea of a virtual branch to connect young feminists across the country has been met with enthusiasm.

This branch will meet the wants and needs of both our organisation and of young feminists. It will enable them to connect with others interested in gender equality and have their voices heard as well as provide youth input into action items.

The council is also encouraging our existing branches to embrace social media to connect with members.

Some branches have contacted us with an interest in using Facebook or Twitter, so we have sent out social media guidelines to help.

As Rae Duff said in her column, it is time to engage with more youth. In order to do this we need to communicate on their terms and use the "ever burgeoning power of social media".

A young feminist virtual branch and branch social media provide two ways to do this. *I look forward to hearing from branches that want to set-up social media pages and will be available for those needing help to do this. If you are interested in hearing more about the virtual branch or would like to be involved, contact me on 04 473 7623 or at claire.newton@ncwnz.org.nz.*

Recent NCWNZ submission

NCWNZ made the following written submission in March. To read the full submission, visit www.ncwnz.org.nz (Members' Area).

Title:	Submitted to:	Date:
Coroners Amendment Bill	Justice and Electoral Committee	26 March

Introducing the Green Party spokesperson for Women's Affairs, Jan Logie MP



We are featuring columns from NZ parties' women's affairs spokespersons. This month it is by Green Party MP Jan Logie.

The Green Party is committed to creating a society where women are free and equal. As

women's affairs spokesperson I have been working hard to raise the issues and add to the solutions.

The last major women's movement resulted in a wave of law and policy reform in the 70s and 80s: the Equal Pay Act, domestic violence legislation, the right to borrow money without a man, the right to an income for sole parents, language nests, kōhanga reo and so much more. Since then we have mostly just had tinkering or unpicking of this work.

It is time for another push because, despite what the government is saying, things are going backwards for women.

In Aotearoa New Zealand 1 in 3 women sometime in their life are likely to be physically or sexually assaulted by their partner. Right now 20% of women are being either physically or emotionally abused in their relationship.

And we are told, but don't even have the statistics to prove, it is much worse for wahine Māori, trans* people, women with disabilities and migrant women.

And we don't have an effective justice system: 1 in 100 sexual violence cases result in a conviction and less than 2 domestic violence cases result in a conviction.

We have an epidemic of gender based violence and in the face of that the government has been undoing some of the few protections we have:

- ♦ they've changed police prosecution guidelines making it harder to get a case to court,
- ♦ changed the statistics so we can't track this,
- ♦ reformed the family court to save money rather than ensure safety,
- ♦ further reduced access to legal-aid so some women are now paying thousands for protection orders that no-one will guarantee anyone will even enforce,

- ♦ cut funding for refuges, increased work testing for sole parents and refuse to tell women of the 12 week work test exemption for victims of DV,
- ♦ changed Housing NZ policy making it harder to get into a house,
- ♦ they've overseen dramatic cuts to ACC that resulted in deaths.

It's taken five years to redress these moves including extending contracts to businesses including Australian companies. It has been grim.

I do want to acknowledge that the government has indicated they have listened to the petitions, marches and UN criticisms. I do have some trust the Government is making these a priority at the moment, but I am very aware that nothing changes without public pressure. We have a window in time and we need to let government know women's freedom is not a minor budget line and gendered based violence won't be solved by tinkering.

None of us are free while so many of us are unsafe.

This violence sits within a societal context of entrenched or worsening inequality.

Women are still doing most of the unpaid work, still being paid less than men and the state is the main beneficiary of women's exploitation.

It is projected that it will take 120 years to close the gender pay gap, as many years into the future as suffrage is in our past. And the gap for Māori and Pacific women is actually widening quite significantly. Inequality is worsening.

Fewer women are getting jobs in senior management. The number of workplaces without any women in senior management has been steadily increasing over the last few years from 26 to 37% and women are told that it's their fault.

So in the face of all of this, feeling the rage, I am comforted to look on you women and see your continuing strength and know you confronted worse and managed to make such a huge difference and stay standing and available to do the work. The Green Party looks forward to working with you on this next big push for our freedom and equality.



Ka whawhai tonu mātou ake ake ake.

Minister for Women's statement at the 59th session of the United Nations Commission on the Status of Women

The following is an excerpt from Minister for Women Louise Upston's statement at CSW59.

To start, I would like to take this opportunity to acknowledge civil society for its contributions to the preparation for this important meeting. In particular, I would like to thank the non-governmental organisations from New Zealand and the Pacific for their contributions to the national and regional preparations.

I reaffirm New Zealand's strong commitment to the Beijing Declaration and Platform for Action, the Convention on the Elimination of All Forms of Discrimination Against Women, the Vienna Declaration and Programme for Action, the International Conference on Population and Development, UN Security Council resolution 1325 and subsequent resolutions relating to the women, peace and security agenda. These commitments have underpinned the positive progress we have made towards gender equality and the empowerment of women and girls.

I believe we have many opportunities to make even more of a difference. As the Secretary General has noted, we are still very far from the vision set in the Beijing Declaration and the Platform for Action. The international normative framework has supported good progress across many areas, but this progress has been too slow and uneven.

New challenges have emerged and have compounded existing difficulties experienced by many Member States. Conflict is, in many instances, limiting and sometimes reversing progress, and the violation of the human rights of women and girls remains a too common occurrence.

I am heartened to see so many senior figures from around the globe who have gathered here this week, and I believe this demonstrates that there continues to be a strong commitment to collectively tackle these challenges and remaining gaps. This show of commitment is particularly important as we give shape to the post-2015 development agenda.

Addressing gender equality, the empowerment of women and the human rights of women and girls in the post-2015 development agenda is essential and necessary to achieving other goals, be that poverty eradication, reduction of inequalities or inclusive economic growth.

2015 marks the thirtieth anniversary of New Zealand's Ministry for Women. Thirty years on from its establishment in 1984, I am proud that the Ministry maintains a critical role in advising the Government, developing policy, and working with organisations to improve lives for New Zealand women.

Women play an important role in the political, social and economic fabric of New Zealand. Our first-hand experience tells us that empowering women and girls, and achieving gender equality, is critical to the development of a peaceful, secure and prosperous nation. We also know that investing in women and girls pays off – there is a flow-on effect for families, communities, the workplace and the wider economy.

As a professional woman who is also proud to be a mother, I am grateful to those New Zealand women who worked hard to pave the way so that I am able to participate as an equal in the governance of New Zealand. That said, as the Minister for Women, I am also conscious that some challenges for New Zealand women remain. In this regard, I want to make sure women have equal opportunities, equal expectations and are of equal value.

In order to do this, my government is focused on these priority areas:

- ◆ Supporting women in the workplace and growing women's participation in the New Zealand economy.
- ◆ Growing and developing our future pool of women leaders.
- ◆ Supporting families, through promoting family-friendly and flexible workplaces.
- ◆ Preventing violence against women.

The next two years are particularly important for New Zealand as we serve on the UN Security Council. It is an important opportunity for us to contribute to the Council's efforts to address the gendered impacts of conflict and the role of women in conflict prevention, protection and sustainable peace.

For the full statement and more information on the Minister's priority areas, visit <http://ow.ly/KI9VI>

Is fracking right for New Zealand?

By Elizabeth Lee, *Environment Standing Committee Convener*

After attending a meeting on the impact fracking has on the community, Elizabeth Lee urges NCWNZ to consider further developing its position on this.

The Environment and Conservation Organisations (ECO), jointly with Climate Justice Taranaki and Sustainable Whanganui Trust held a summer gathering with the theme "Beauty and the Beast".

The oil and gas industry has been operating for a long time in Taranaki, but the recent introduction of hydraulic fracturing, known as fracking, is impacting on the community.

Fracking involves forcing a mixture of water and chemicals under high pressure down pipes into the rock strata predicted to contain gas. This mixture is then forced sideways into those strata. The pressure is sufficient to send gas, broken rock and now contaminated water to the surface. The process is often repeated to ensure maximum extraction.

This practice has raised community-wide concerns, including that:

- ◆ large amounts of water, a valuable resource, are used in the process;
- ◆ disposal of solid waste which includes rock fragments is often by 'land farming' where the waste is spread over a designated area. Locals wonder how contaminated this material is and feel cattle should not be allowed to graze again in that area without checking contamination levels;
- ◆ liquid waste disposal is often carried out by the least desirable method, discharging it into a stream. Taranaki Regional Council continues to grant consents for this;
- ◆ the traffic increase especially the number of very large tankers transporting gas has resulted in some parents taking children to school in the car rather than using the school bus because of safety concerns;
- ◆ air pollution from release of volatile organic compounds that come from waste water and evaporation pits and from burn-offs (flaring) of gas and waste fluids;
- ◆ permits to drill and frack are easy to obtain, and were not needed until mid-2011. Lack of community consultation is the concern - once consent is given to drill by land-owners, there is no means of retracting and many felt they had

not had the implications explained to them before they agreed to sign contracts allowing access through their properties. Some owners have been paid off, but the community is still concerned;

- ◆ the community is not told when drilling is to take place, and the noise impact can be intrusive if close by;
- ◆ the lack of consultation with tangata whenua and regard for their rangatiratanga - living as a free person while allowing others to do so too - is compromised in the present situation;
- ◆ visual pollution is caused by there being up to 16 wells on a site.

Dr Anne MacLennan from Ora Taiao (New Zealand Climate and Health Council) discussed human health problems perceived by research material from the US Environmental Protection Agency and Australian Doctors for the Environment. Fracking has occurred for many years in parts of the US and in Australia. New Zealand has no hard evidence as there is no obligation to disclose the nature of the chemicals used and therefore a direct link cannot be made between a diagnosed illness and a particular chemical. However about 600 chemicals are used for fracking, depending on the context; 75% of them have a contact effect on human beings and 40-50% have internal effects on health if exposure occurs. Fracking can also cause the release of toxic chemicals from the ground itself.

Dr MacLennan identified a number of community health issues associated with the industry:

- ◆ trauma from heavy vehicle traffic, from equipment malfunction or from possible explosions or fire;
- ◆ chemical contamination of water, soil and air contributing to heart, lung and other diseases;
- ◆ land degradation impacting on quality of life and some livelihoods;
- ◆ social and cultural effects arising from stress and community disruption;
- ◆ stress including sleep deprivation, and unceasing noise and light (from flaring). Noise can also cause hypertension and hearing impairment. Children are particularly vulnerable to toxicity due to factors including their more rapid respiratory rate, their developing bodies, and playing close to the ground.

Continued on next page...

- ◆ increased cancer risk from some chemicals, benzene and particulate discharges from the diesel fuel used by heavy vehicles and equipment.

She discussed some of the substances that if they escape pollute the ambient air; primary pollutants which are released directly into the atmosphere are methane, and the volatile liquid organic compounds toluene and xylene which are toxic to living organisms. Ground level ozone, a secondary pollutant formed from volatile organic compounds reacting with oxides of nitrogen in the presence of sunlight, causes asthma, especially in children, and other lung problems.

Of course the use of fossil fuels has brought many benefits to us all, such as the ability to travel widely, better distribution of food and other essential resources from places of surplus to places of need, and better international relations as people mingle with people from other countries. But there are alternative ways to generate energy, and investment in less-damaging forms is delayed while we continue to burn fossil fuels including those produced by fracking.

Dr MacLennan concluded by saying that continued assessment of the health, social, environmental and economic impacts of the petrochemical industry must be ongoing, at least until mitigating measures are designed and applied.

Other speakers worked through the legal framework supporting both the industry and those affected by it; the place of the RMA (Resource Management Act); the global oil economy; community sustainability; and sustainable energy in the future. We heard how the UK is promoting repopulation of its Scottish isles by subsidising the establishment of windfarms on them. This gives lots of money for the isolated communities as they sell their surplus energy to the mainland. The money thus earned funds scholarships to universities for the young, start-up funding for small businesses, house-building to encourage young families from elsewhere to join the community and keep the school going, and so on.

The day before the ECO conference began the Scottish Energy Minister announced that fracking will be suspended in Scotland until there has been

mass public consultation, environmental regulations and planning guidance have been tightened, and a full public health assessment has been made.

The conference produced "Community Joint Statement – a Call to Ban Fracking" which outlined the concerns of the groups who participated. Several European countries and a number of US states have already banned or called for moratoria on fracking.

Conference attendees were invited to sign the document, which will be presented to the relevant government agencies, but NCWNZ cannot sign up, as it would not align with policy as determined at the 2012 Conference, which states:-

NCWNZ urges the Government to:

Identify and minimise the risk associated with hydraulic fracturing, by requiring a regulatory framework based on evidence pertaining to the practice;

Commit to ongoing, independent monitoring of the practice.

This statement is very much in line with the recommendations of the PCE.

The final report on fracking from the Parliamentary Commissioner for the Environment (PCE), published in June 2014, "Drilling for Oil and Gas: Environmental Oversight and Regulation", raises a number of valid concerns over what is happening especially in Taranaki (but stops short of calling for a ban, promoting instead a number of far-reaching recommendations). Visual monitoring by Council inspectors and ad hoc sampling in response to incidents or complaints are carried out but are not to be relied on to detect pollution from a spill or a leak.

In conclusion, perhaps it is time for NCWNZ to give urgent consideration to developing further its position on fracking as this industry is expanding throughout New Zealand, and to deciding whether NCWNZ should support a moratorium at least until the regulatory framework is strong enough to prevent the negative effects of fracking. This would be timely, supporting NCWNZ's proposed remit on the topic to be presented at the ICW Council meeting in June. (See page 13 of the March Circular).



New Year's Honours follow-up

By Beryl Anderson, Parliamentary Watch Standing Committee Convener

Responses were received from both the Office of the Prime Minister and the Cabinet Office to the Official Information Act (OIA) about gender balance in the honours system.

Figures provided gave a gender breakdown of New Zealand honours lists from 2009 to the present.

List	Total	Women	% women
NY 2009	192	71	37
QB 2009	172	54	31
NY 2010	193	55	28.5
QB 2010	172	54	31
NY 2011	164	51	31
QB 2011	169	57	34
NY 2012	171	52	30.5
QB 2012	185	59	32
NY 2013	191	64	33.5
QB 2013	179	54	30
NY 2014	178	59	33
QB 2014	180	64	35.5
NY 2015	183	67	36.5

Though we had asked for figures from 2005, no breakdown for the years before 2009 was provided and we were advised that we could calculate it

from the publicly available information. This information however does not always identify a person's gender – it is clear when the title is Mr, Mrs, Miss or Ms, but not always clear when the title is Dr or Professor. We received a breakdown by honour for the years 2011-2015, again being advised that previous years were publicly available.

The Cabinet Office declined to provide information about nominations received stating that information about nominees is treated in strict confidence, including information about their gender, age, location. The response told us that since New Year 2009 between a quarter and a third of all nominations received were for women, and that in 10 of the 13 honours lists since then the percentage of honours award to women matched or surpassed the percentage of women nominated.

We were advised that the Prime Minister and members of the Cabinet Appointments and Honours Committee receive information on the gender breakdown of the list by the various level of awards but copies of this advice were withheld under various sections of the Official Information Act.

NCWNZ will be taking up the offer to meet with the Cabinet Office to discuss this further. It is however clear from this information that many more women need to be nominated for each round of honours.

PWC update

*By Beryl Anderson,
Parliamentary Watch Standing
Committee Convener*

Standing Committee conveners have been hard at work, even over the holiday period, with three submissions completed in January and work continuing on further submissions during February and March. Members would have seen the action items distributed and your responses have been appreciated during this time.

"Women and Work: No Barriers" occupational segregation research

By Megan Blenkarne

A new research report produced by volunteers for NCWNZ explores the issue of occupational segregation in NZ.

The first phase of the *Women and Work: No Barriers* workstream was concluded in 2014 with the completion of the research report. This work was carried out by Kate Boocock and Amy Russ, on a volunteer basis.

The report summarises the research on occupational segregation and explores the

question of whether occupational segregation is a particular issue. This work will support NCWNZ to speak authoritatively on the issue and design effective projects to address this issue in the future.

I would like to thank Kate and Amy for the work they have done.

The report is currently available in the Members' section of www.ncwnz.org.nz.

Gateway in Matamata - a visionary high school careers programme

By Katherine Ransom, Matamata branch secretary

At our March meeting Kym Bolton Hampton spoke to Matamata branch about her work at Matamata College. Kym runs the Gateway programme there, which helps Year 11, 12 and 13 students discover their passions and explore career options and study paths.

Kym has been a number of things in her working life, including one of only a handful of women insurance assessors. Although not a teacher, she has two sons and she understands the dilemma many young people face moving out of school and into the real world. She strongly defends a student's career choice, particularly young women in trades. Other students and even some teachers can express negative comments, but Kym's agenda is to remain positive and encouraging, helping her students ignore the negative and work to their passions.

Gateway provides opportunities for students to experience different kinds of work first hand. When students gain job experience or attend a taster course at a polytech, it helps them make informed decisions about the next best step. Kym works closely with Rotary and Lions, and has joined a local business network to keep her 'babies' in the minds of employers. She recognises the importance of establishing relationships in the community, and the value to a community when its youth can find meaningful work close to home.

But Kym doesn't just look to employers or tertiary institutes to help her guide students. She also involves families, because often when a student is undecided, it can be the family 'story' that is restricting their choice. A 'professional' family may expect their child to attend university, even pre-choosing the parents' alma mater.

A 'working-class' family may not understand why

their child wants to keep studying.

With her positive thinking, Kym helps parents accept and support their children as they explore career options. She employs a gentle 'what-if' dialogue to coax parents into opening their minds to wider possibilities. She has never met a parent who doesn't care about their children's happiness.

One of the big stumbling blocks for students exploring career options is gender bias, Kym says. Families and the students themselves can have strong ideas on what jobs are 'male' or 'female' and even teachers will try to steer students according to their own prejudices. Kym tells of one boy who wanted to train as a hairdresser, and a teacher tried to dissuade him, suggesting that engineering was more appropriate.

Employers in male-dominated occupations are slowly beginning to realise that not only can women do those jobs, but they often bring different perspectives and work habits that can enhance a company's performance. Kym is very proud of the few brave girls who started their training in engineering or motor mechanics, and are role models for future students. She also reports that some employers have begun actively seeking women because of the value they add to the workplace.

NCW members were fascinated with Kym's talk, and very proud to know that rural Matamata boasts such a visionary programme for its young people. Kym informed us that although many high schools in the Waikato cluster have established Gateway, few are as flexible in delivery as the programme she runs. We are very glad that Matamata College has a forward-thinking Board and a dedicated careers team helping our up-and-coming young women take strong first steps on their life path.

Margaret Long, equal pay activist

By Margaret Ledgerton, Employment Standing Committee Convener

The National Council of Women was saddened to hear of the recent passing of Margaret Long (formerly Brand). Margaret has a significant place in the history of the equal pay movement in New Zealand and was a key figure in the campaign that led to the Government Service Equal Pay Act 1972. A life member of the Public Service Association, Margaret had a long-term and active commitment to achieving equality for women in the workplace. This was reflected in her family's request that in lieu of flowers, mourners donate to the equal pay movement and in particular to the current landmark equal pay case brought by the Service & Food Workers' Union on behalf of caregiver Kristine Bartlett.



\$8,000 of Barbara Wood Memorial Foundation Scholarships in 2015

By Colleen Dryden, Executive Officer, New Zealand Federation of Women's Institutes

The trustees of the Barbara Wood Memorial Foundation granted \$8,000 in scholarships to eight worthy students for the 2015 academic year. The foundation, which is administered by the New Zealand Federation of Women's Institutes, was inundated with applications from throughout New Zealand. The successful recipients were:

- ◆ Holly Ade-Simpson studying a Bachelor of Engineering, majoring in Electronics and computer Systems at Victoria University of Wellington;
- ◆ Shawnee Felton studying a Bachelor of Teaching conjoint with Bachelor of Social Studies at the University of Waikato;
- ◆ Catherine Irvine studying a Bachelor of Social Work at the University of Waikato;
- ◆ Georgia Linn studying a Bachelor of Social Work at Massey University;
- ◆ Olivia O'Neil-Cockburn studying a Diploma in Marine Studies at the Bay of Plenty Polytechnic;

- ◆ Induja Rasanathan studying a Bachelor of Health Sciences at the University of Auckland;
- ◆ Sophie Short studying Human Nutrition/Dietetics at the University of Otago; and
- ◆ Tagiilagi Vaafusuaga studying a Bachelor of Nursing (Pacific) at Whitirea Community Polytechnic.

The foundation was established to commemorate the life and work of the late Barbara Wood MBE, the Dominion President of the NZ Federation of Country Women's Institutes 1970-1974, the South Pacific Area Vice-President of the Associated Country Women of the World (ACWW) from 1975 - 1977 and the Deputy World President of the same organisation between 1977-1979. Mrs Wood died tragically in the Mt Erebus air disaster.

Information on scholarships for the 2016 academic year can be found on the NZ Federation of Women's Institute website, www.wi.org.nz.

Celebrating our HerStory

April 13 is a special date in NCWNZ's calendar – the anniversary of the council's first meeting. In the lead-up to this, we remember NCWNZ's first Vice-President, Lady Anna Patterson Stout (1858-1931).

The following passage is an excerpt from Dr. Frances Townsend's Rosebowl talk at Conference 2014. Her full talk can be found on the members' section of our website.

"Anna attended the first meeting in 1896 as a representative of the Southern Cross Society and became a Vice-president of the newly created NCWNZ. She was a strong advocate of the Council representing all women's organisations. The work Anna did with her husband resulted in the passing of the Testators Family Maintenance Act which prevented a man from leaving his wife and children out in his will. That legislation led the world in this matter.

Between 1909-12 she was in England where, with the Suffragettes, she could be active. She marched in the streets, wrote pamphlets, leaflets and letters to papers. On her return to NZ she joined the Women's National Reserve to help the war effort, and in 1917 she helped revitalise NCW. In the post-war period she fought for women's rights to a full education not just domestic training."

Where was Te Tiriti o Waitangi signed?

On 6 February 1840, Te Tiriti o Waitangi was signed at Waitangi by about 43 rangatira. Copies were then taken around the country and just over 500 signatures were gathered at different places around the country. An English-language text was signed by 39 rangatira in Waikato and the Manukau, but on the basis of explanations in Māori. Some chose not to sign the Treaty and some were not approached about signing. Some, like Te Heuheu of Ngāti Tūwharetoa, had already signed the Declaration of Independence and saw no need for a further treaty arrangement with the British.

Source: *The Treaty of Waitangi: Questions and Answers published by Network Waitangi, 2015 edition. Reproduced by Creative Commons License: Can be accessed at www.nwo.org.nz*

Next Circular: What was the status of the Treaty in the early years?

How does the Beijing+20 link to population and development?

By Vanisa Dhiru, International Secretary

Twenty one years ago, there was a *Programme of Action* adopted at the International Conference on Population and Development (ICPD). A statement that came out of the Cairo conference (also referred to as the Cairo Consensus) articulated a bold vision as it recognised human rights and the dignity of women and young people, including reproductive health and rights as cornerstones of sustainable development. 179 countries adopted a forward-looking, 20-year *Programme of Action* that served as a comprehensive guide to people-centred development progress.

In 2014, *the Framework of Actions*, a follow-up to the *Programme of Action* of the *ICPD Beyond 2014* (also known as Global Review Report), was developed. This report is the culmination of a landmark UN review of progress, gaps, challenges and emerging issues in relation to the action programme.

What is good to note is that women's rights and gender equality is deeply rooted in this UN action programme – and means the ICPD+20 and the Beijing+20 are integrally linked.

In the ICPD, principle 4 states:

Advancing gender equality and equity and the empowerment of women, and the elimination of all kinds of violence against women, and ensuring women's ability to control their own fertility, are cornerstones of population and development-related programmes.

Principle 8 of the ICPD talks about the right that everyone has to the "*enjoyment of the highest attainable standard of physical and mental health.*" It is in this principle, states are encouraged to measure to "*ensure, on a basis of equality of men and women, universal access to health-care services, including those related to reproductive health care, which includes family planning and sexual health.*"

Principle 10 also includes support for greater actions on states around education access.

Chapter iv is titled ***Gender Equality, Equity and Empowerment of Women*** with subsections on the empowerment and status of women, the girl child, and male responsibilities and participation.



The ICPD and Beijing+20 declarations are linked in four main ways:

Sexual and reproductive health and rights are central to the context of Beijing+20 and the post-2015 development agenda. Empowered women and girls with economic rights are integral to sustainable development and poverty reduction.

Addressing poverty and inequality will reduce maternal deaths, adolescent pregnancies and harmful practices that impact the well-being of women and girls. It will also improve access to sexual and reproductive health services, and help too close the gender gap.

Ending violence against women and girls is essential to achieving gender equality. Sexual violence, intimate partner violence, child marriage, and other forms of coercion are clear violations of their rights. Women and girls caught in humanitarian crises are especially vulnerable to increased violence and pregnancy-related deaths, and many lose access to essential reproductive health services.

Investing in the largest global youth population in human history will have a profound effect on every aspect of our common future. Sexual and reproductive health and rights are pivotal to young people realizing their full potential.

Read chapter IV of the ICPD over the page...

ICPD Chapter IV: Gender Equality, Equity and Empowerment of Women

Actions say that countries should "act to empower women and should take steps to eliminate inequalities between men and women as soon as possible by:



- a) establishing mechanisms for women's equal participation and equitable representation at all levels of the political process and public life in each community and society and enabling women to articulate their concerns and needs;
- b) promoting the fulfilment of women's potential through education, skill development and employment, giving paramount importance to the elimination of poverty, illiteracy and ill health among women;
- c) eliminating all practices that discriminate against women; assisting women to establish and realize their rights, including those that relate to reproductive and sexual health;
- d) adopting appropriate measures to improve women's ability to earn income beyond traditional occupations, achieve economic self-reliance, and ensure women's equal access to the labour market and social security systems;
- e) eliminating violence against women;
- f) eliminating discriminatory practices by employers against women, such as those based on proof of contraceptive use or pregnancy status;
- g) making it possible, through laws, regulations and other appropriate measures, for women to combine the roles of child-bearing, breast-feeding and child-rearing with participation in the workforce.

Sources:

ICPD Beyond 2014 - <http://ow.ly/KIleU>

United Nations - <http://ow.ly/KIId8>

ICPD Gender Equality Brief - <http://ow.ly/KIlbw>

Country Implementation Profile for New Zealand, 2012- <http://ow.ly/KI19T>

International treaties and the Pacific

By Beryl Anderson, Parliamentary Watch Standing Committee Convener

Fiji government is hearing submissions on the ratification of the United Nations Convention against Torture and other Cruel Inhumane and Degrading Treatment (UNCAT). The National Council of Women Fiji's General-Secretary Fay Volatabu made a strong submission before the Parliamentary Standing Committee on Foreign Affairs and Defence, highlighting experiences in the recent upheavals, and inhumane treatment of sex workers.

Tonga, one of only seven nations that hasn't, will be ratifying the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) with some

reservations. These include local law superseding the convention in terms of succession to the throne and nobility, abortion and same sex marriage.

Tuvalu presented its combined third and fourth periodic reports to the February 2015 session of the CEDAW Monitoring Committee.

Tuvalu was complimented on having developed a comprehensive national gender policy in 2014 as well as a plan of action to implement the policy. There are a number of recommendations on discriminatory provisions in laws and long delay in the revision of the national legislation.

Canada has also appeared before the CEDAW Monitoring Committee, in an inquiry under article 8 of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women. The area of concern is Canada's ongoing failure to address the extreme violence against Aboriginal women and girls. While the Canadian government is not in favour of a national action plan, the Committee recommends that Canada develops an integrated national plan of action, and a coordinated mechanism for implementation and monitoring it.

Calendar

April

- 07 World Health Day
- 13 NCWNZ Founder's Day
- 17 Day of Silence (LGBTQ)

May

- 05 International Midwives Day
- 10 Mother's Day
- 12 International Nurses Day
- 15 International Day of Families
- 17 International Day against Homophobia and Transphobia
- 30—05 ICW General Assembly - June IZMIR, Turkey

June

- 05 World Environment Day

July

- 12 Malala Yousafzai Day
- 17 World Day for International Justice
- 30 International Day of Friendship

August

- 01 - 07 World Breastfeeding Week
- 12 Youth Day

September

- 19 Suffrage Day
- 21 International Day of Peace
- 26 World Contraception Day
- 26—27 NCWNZ Conference, Brentwood Hotel, Wellington

October

- 01 - 31 Breast Cancer Awareness Month

October cont'd

- 02 International Day of Non-Violence
- 15 International Day of Rural Women
- 17 International Day for the Eradication of Poverty

November

- 13 World Kindness Day
- 16 International Day for Tolerance
- 20 Universal Children's Day
- 25 International Day for the Elimination of Violence against Women

December

- 03 International Day of Persons with Disabilities
- 05 International Volunteer Day

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The deadline for material for the May Circular is Wednesday 15 April 2015.

If you would like to contribute to the Circular, please contact the Editor via NCWNZ National Office to discuss what you can do.

Email: claire.newton@ncwnz.org.nz Phone: 04 473 7623

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