



The Circular

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Making a Difference for New Zealand Women

Toward a gender equal NZ at Conference 2015

**By Claire Newton, NCWNZ
Communications Advisor**

On the weekend of 26 – 27 September, National Council of Women of New Zealand members and delegates came together for our members' conference in Wellington. The theme of this year's conference was "picking up the pace – towards gender equality" as we highlighted the need for more action in New Zealand.

A key message that came out of the Conference was the need to go beyond preaching to the converted. Guest speaker, Minister for Women Louise Upston, made this point on the first day. She spoke of how, to get change now, we all need to "go wide and far" by talking to new and different groups. She also noted the need to focus on diversity. One quarter of our population was born overseas; therefore this focus is critical to our economy and the stability of our country.

Following on from this was our keynote speaker, economist Suzanne Snively. In her role with Transparency International, Suzanne talked about the connection between equality and being a corrupt-free country. She noted that NZ is slipping in terms of world corruption and suggested that by "strengthening the integrity of the public sector, building family integrity systems and ensuring that these are also incorporated into the processes of the organisations we work with, the wicked issues of gender equality and diversity can be addressed".

The focus on diversity was carried into Wellington Mayor Celia Wade-Brown's address as she stated that we all do better if we have a greater diversity – ethnic as well as gender.

Next we had the gender equality panel featuring a range of voices and perspectives. Speakers addressed the need for intersectionality in gender



Alexis LewGor and Prue Kapua spoke on our gender equality panel on the first day of Conference

equality work. On the panel was National Co-ordinator of InsideOut Tabby Besley, Māori Women's Welfare League President Prue Kapua, NZ Federation of Multicultural Councils President Alexis LewGor, Olive Brown, April Brimer and Joy Holley from Wellington East Girls' feminist group *Femineast*, and Rosemary du Plessis in her position as Adjunct

Associate Professor of Sociology at the University of Canterbury.

The panel highlighted that all New Zealanders need to do better with diversity and embrace intersectionality. We need to connect better with the Treaty of Waitangi, migrants, refugees and the LGBTQIA community.

Ministry for Women Chief Executive Dr Jo Cribb and our Patron Dame Lesley Max reinforced the need to go beyond our own circles and create change in their addresses on the second day. Jo stated that there is so much opportunity to make change, we just have to get into the "hard areas". Dame Lesley spoke of the need to ensure we're representing our diverse society and supporting those in greatest need.

Over the weekend all of our remits and amendments to the Constitution were passed. This included an urgent motion of notice urging the government to double the refugee quota from 750 to 1500 and provide sufficient support.

Now it's time to keep talking about how we can continue to pick up the pace towards gender equality and turn this into action!

Read excerpts from the speakers' speeches on page 5 and all remits on page 7.

Full speeches are available at www.ncwnz.org.nz/members

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Communications Advisor

Claire Newton

Operations Manager

Vashi Wood

Office Administrator

Ruth Harper

Finance Officer

Michelle O'Donnell

Office hours

9am-4pm Monday – Friday

Physical Address

Level 4, 26 Brandon Street
Wellington

Postal Address

PO Box 25 498
Wellington 6146

Phone: 04 473 7623

Email: office@ncwnz.org.nz
Website: www.ncwnz.org.nz

Reaching out to pick up the pace

It was good to see so many of our members, both from branches and organisations, at our Conference in September. I hope all attendees returned home to their branches and organisations refreshed and revitalised with lots of new ideas on how to "pick up the pace" toward gender equality. The speakers were an inspiring group and each challenged us to think in new ways and to reach out to new and different groups to get our gender equality message across. This will also help us to grow our membership and its diversity.

There were two important items raised at conference which will ensure NCWNZ maintains momentum into next year. Firstly the strategic plan – in order for this organisation to continue to be an effective voice for a gender equal NZ we need to review our membership structure, operating model, brand and funding. An execution plan is being developed and a change-maker found to drive the reviews.

Secondly, we will be launching our white paper – *Enabling Women's Potential – the social, economic and ethical imperative* this month. This will help give the organisation a focus and will provide all members with new ways of involving their communities. The paper will be launched on November 12 at a breakfast meeting held at the Bank of New Zealand Wellington office.

Following our Conference, I attended the Asia-Pacific Regional Council forum of the International Council of Women (APRC) in Melbourne where we discussed *Women and the Economy*. The objective of the forum was to acknowledge and discuss the critical role of the inclusion of women in achieving economic prosperity and to take concrete actions to increase women's participation and empowerment. APRC acknowledged

that women's leadership had become one of the most promising powerhouses for economic growth and required an

inclusive environment to be set up, which enabled women to rise to leadership roles. I presented a paper on our parliamentary submission process supporting or opposing legislative changes in NZ and their effects on our economy.

This was held in conjunction with NCW Australia's conference which had the theme *Celebrate Cultural Collaboration*. Participants at the conference included Dr Jung Sook Kim, President of the International Council of Women – ICW-CIF, 2015 – 18 and NCW Presidents and/or members from the Asia and Pacific as well as the seven states of Australia.

Following on from this busy month, the NCWNZ Board is making plans for next year's conference where we will be celebrating 120 years of NCWNZ. We want to be able to show the progress we are making in building understanding and driving action for gender equality. We can't do it without everyone's ongoing commitment and support. I recommend you make it your New Year's resolution to raise awareness of our activity and encourage others to be actively involved.

Given it is our last *Circular* of the year, we wish you all a very happy festive season and restful holiday.

Rae Duff, President



Barbara Arnold: Reflecting on 11 years as a NCWNZ Board member

At the last Board meeting I was given the opportunity to use this space in the Circular to offer my reflections on the changes I have seen happen for NCWNZ over the 11 years that I have spent as a Board member.

Probably the biggest difference I have seen is in the area of funding. In 2004 the grant from the government was a given, and the Centennial Fund investments resulted in enough to re-invest some of the interest payments. Now, interest payments are very low and the funding from MSD has to be negotiated year by year with no guarantee that it will carry over.

The Board has worked hard at capability review requirements from MSD, and from this have come new governance guidelines and procedures. Funding is much less secure and requires constant vigilance to bring in the finance to support NCWNZ in its mission.

Deregistration and the subsequent legal battle was a huge drain and a diversion from the work the Council preferred to be engaged in. Emotionally it was a very difficult time as the Board made decisions with potentially enormous financial implications; there were times when knowing we were in the right wasn't quite enough reassurance. Full credit and thanks for the successful outcome must go especially to Sue Barker and Elizabeth Bang, and also each of the people who provided guidance and information in support.



Current President Rae Duff thanks outgoing Immediate Past President Barbara Arnold for her service at NCWNZ Conference 2015

And, of course, we moved house into our current premises in Brandon St. This was another significant financial undertaking, but staying in the former building would have had a greater impact on the finances, as there was a long list of deferred maintenance required, apart from any improvements such as insulation or double glazing. The disestablishment of the staff positions was the lowest point in my Presidential term. The consequent difficulties of managing our affairs made it very clear that this was no longer solely a volunteer

organisation and paid staff are essential for us to run in a business like way. Investing in staff is critical to achieving positive change for women.

What I see now is that we have come out of a very difficult few years when everything was up for review, including our very existence. NCWNZ is still here, pushing for gender equality, as did our founding members. I am very encouraged by the new energy, the re-focussing on our first principles, the changes that have shaped NCWNZ into a modern organisation, and the higher profile, which brings greater influence. I wish the Board and all of us as members positive success in our efforts together.

Barbara Arnold
Manawatu Branch member

Sincere thanks to Barbara Arnold from President Rae Duff

I extend to Barbara my thanks and those of the Board and the rest of NCWNZ for all the years of work, time and distinguished involvement that she has put in to our organisation. From representing the PPTA as a Manawatu Branch member in 1992, holding various branch offices and, at the national level, using her background in science to become the Environment Standing Committee Convener from 1998-2004.

Since 2004 Barbara has been a very active member of the National Board, serving most ably as First

Vice President and then President from 2012 – 2014. She has also represented NCWNZ at several of the International Council of Women General Assemblies and the Commission on the Status of Women at the United Nations in New York in 2010.

Barbara, we will miss your expertise and wise counsel and thank you most sincerely for the marvellous contribution you have made to NCWNZ through some very difficult times for the organisation. You have left it in good heart.

Launch of the white paper – *Enabling women’s potential – the social, economic and ethical imperative*

This time a year ago we were seeking initial membership input into the first draft of our white paper *Enabling women’s potential – the social, economic and ethical imperative*.

On November 12 we will release the final document. In between we’ve had another round of consultation on the draft white paper, plus many conversations with members, external stakeholders and helpful agencies like the New Zealand Family Violence Clearinghouse, Ministry for Women and Statistics New Zealand.

Thanks to all who contributed.

The release of the white paper is another step in

the NCWNZ’s work for a gender equal New Zealand. It outlines our upcoming projects, and after November 12 our focus will turn to implementing these. We encourage branches, our national members and stakeholders to publicise the parts of the white paper that are most relevant to their causes. We ask members and non-members who want to help to get in touch with us – whether they want to volunteer, donate money to enable our work, or collaborate with us on a project.

We need to build the gender equality movement in New Zealand if we are to realise NCWNZ’s aim that gender is no barrier to people having the freedom and opportunity to determine their future.

Conference 2015 – Soapbox

At Conference, delegates have the opportunity to talk on a topic of their choice. Following are all the topics submitted for the soapbox. Unfortunately not all were presented due to timing.

Topic: Access to justice is being denied

By Mona Townson, NCW Hibiscus Coast

Topic: Need to increase equal pay

By Carol Beaumont, NCW Auckland President

Topic: Human trafficking – not just an overseas problem

By Susan Dickson, Catholic Women’s League of New Zealand

Topic: Invitation to the Asia Pacific Regional Meeting at Stanford Plaza in Auckland on April 10, 2016. Focused on Empowering women through business, diversity and cultural equality

By Vicky Mee, BPW President

Topic: About the Women’s Studies Association NZ

By Sylvia Baynes, Women’s Studies Association

Topic: Minimum wage

By Margaret Ledgerton, NCWNZ

Employment Standing Committee Convener

Topic: Women’s Empowerment Principles

By Vicky Mee, BPW President

Topic: The history of National Women’s Hospital in Auckland

By Dame Jocelyn Fish



Recent NCWNZ submissions

NCWNZ made the following written submissions in October. To read the submissions, visit www.ncwnz.org.nz (Members’ Area).

Title:	Submitted to:	Date:
Inquiry into the identification and support for students with the significant challenges of dyslexia, dyspraxia, and autism spectrum disorders in primary and secondary schools	Education and Science Select Committee	2-Oct
Employment Standards Bill	Transport and Industrial Relations Select Committee	5-Oct
Financial Assistance for Live Organ Donors Bill	Health Select Committee	5-Oct
Minimum Wage Review 2015	Ministry of Business, Innovation and Employment	9-Oct
Primary HPV testing consultation	National Screening Unit	23-Oct

Perspectives on gender equality at Conference 2015

Full speeches and presentations are available at www.ncwnz.org.nz/members

Our Patron Dame Lesley Max

My observation is that while gender may limit opportunities, it is when gender is combined with low socio-economic status that the disadvantage becomes severe.

Much of Great Potentials' work is in the educational sphere, from early childhood to tertiary education. I've had opportunity to observe that opportunities available to girls and young women in elite, single-sex, fee-paying, private schools are virtually limitless. They much more closely resemble the opportunities available to boys and young men in elite, single-sex schools than they do the opportunities available to girls and young women in low decile schools.

This is then played out in the employment sphere. Socio-economic status appears to me to be a more powerfully determining factor than gender in opening doors to high status employment, though I have no doubt that gender is a factor in achieving the highest levels of both position and remuneration.

Factors that repeat, again and again, in community after community, year after year, are low self-esteem that is usually an amalgam of lack of nurture and encouragement, low expectations and absence of opportunity. Much too often, there is violence, violence that goes unreported, that is accommodated with a kind of resignation, that it's just the way life is. So a woman will put her children into the car at the end of the day, and drive to a street somewhere and park, so that she



The NCWNZ Board with Dame Lesley (third from left)

and the children can sleep without fear.

This is gender inequality.

But there's a major obstacle, too often ignored. Nothing creates a bigger obstacle to determining their own future than not having the opportunity to determine their own fertility. This is a classic example of where gender, socio-economic status and factors of culture combine to lock women into a toxic passivity and fatalism. A justified fear of violence creates paralysis.

There are women who want to control their fertility but are terrified to visit a Family Planning clinic or a doctor for fear that their husband or partner will find out.

But that's assuming that a Family Planning clinic is even available at reasonable proximity and open for sufficient hours. It's assuming that a woman has the funds to spend on contraception, without her 'controller' being aware.

Could there be a clearer instance of gender inequality?

Prue Kapua – Māori Women's Welfare League President

On the topic of different perspectives, ours – as Māori women – is a very different starting point. The point of difference for us is the historical, present and future impact of colonisation. We can never look at issues of gender equality or inequality without putting it within that colonised framework.

Today, we exist as a group with particularly urgent needs that is still relatively invisible in the decision-making process. The issues can only be seen and dealt with from our own cultural framework. It is our reality. We are particularly vulnerable to overwork, ill health and domestic violence. And sometime, the public characterisation

of these problems is unhelpful. Sometimes Pākehā feminists have been regarded with suspicion by Māori. And that is because of the point of difference – colonisation. There needs to be an understanding that we see our position today as a result of structures that have come from the dominant culture – that is as a direct result of colonisation.

We have a commonality of interest but difference in experience. As Māori we need to go through a process of reclaiming the historical aspects of our culture and deprogramming those parts that have been imposed by colonisation. That requires all Māori (men and women) to make a commitment to women being a part of decision making – something that needs the support of all women.

Joy Holley, April Brimer, Olive Brown – Femineast

The first topic we focused on this year in Femineast was the representation of women in the media. As young feminists, this is one area where we see a lot of gender inequality.

In music videos and film, visual representation communicates a lot, and when we see Miley Cyrus using black women as sexualised props, this can be normalised and seen as okay for people to appropriate black culture (and any other culture that isn't theirs). When those in power in the media (i.e. celebrities and those who direct video clips for singers) are subjecting and sexualising women they tell us as the viewers that this is the norm.

The white, heterosexual, wealthy, cis-gendered and able-bodied male has become a base lens in TV and film and this is part of our systematic society. And it is no surprise how much pressure the media puts on young women, to fit a certain body type, like certain things, behave in a certain way.

But on the plus side, recently there has been a shift in support for feminism in the media, with the establishment of feminist websites like 'Rookie Mag', and many celebrities have publicly spoken about their own feminist beliefs. Even though celebrities like Beyonce Knowles and Emma Watson have tendencies to project debatably less insightful and/or intersectional feminist values, we think any publicity for feminism is good publicity, especially if it creates discussion.

Tabby Besley – InsideOut National Coordinator

Young people of diverse genders and sexualities often face greater inequality, as Tabby demonstrated in the following statistics:

- LGBTQIA youth are five times more likely to attempt suicide than heterosexual cisgender young people
- 43.3% had been hit or physically harmed on purpose at school in the last year
- One in five reported being bullied at school at least weekly and there has been no improvement in bullying in over 10 years
- There are more than 70 people (61 of these trans women) on the waiting list for gender reassignment surgeries in NZ
- NZ's only surgeon doing these surgeries has retired and there haven't been any surgeries done for three years
- Trans youth's life expectancy is 32
- Nearly 40% of transgender students in NZ were unable to access healthcare when needed
- One in every two trans people are likely to experience sexual violence in their lifetime.

Rosemary Du Plessis – Adjunct Associate Professor of Sociology at the University of Canterbury

NCWNZ is working to pick up the pace on struggles for equality, fairness and safety for women. This requires closer attention to what is now defined as 'intersectional feminism' and 'intersectionality' – the interconnections between different forms of inequality and injustice and the multiple political struggles associated with them.

Intersectionality and intersectional feminism are current buzzwords. For some coming to feminism in recent years, they represent a totally new approach to women's political activism. I think they are a reworking of long-term agendas for many feminists. In the 1970s

when I was involved in feminist politics, intersectionality was played out in debates between socialist, liberal and radical feminists and given added zest by the challenges of US black feminism and, closer to home, Aboriginal and Māori feminists.

But the embedding of struggles for gender equality in wider struggles for equality and social justice precede feminist activism of the late 1960s and 1970s. These agendas were core to the work of Elsie Locke and the women members of the Communist Party and those with other political affiliations, who published *The Working Woman and Woman Today* in the mid to

late 1930s. They were also at the core of 19th century suffragist struggles in Aotearoa New Zealand. Kate Sheppard, the Women's Christian Temperance Union and other suffragist groups campaigned for universal suffrage, not just the rights of privileged Pākehā women.

I think we need to embrace intersectional work for gender equality, social justice, humanitarian support for refugees, Te Tiriti o Waitangi issues, gender and sexual diversity and support for young people who have been in CYFS care in the same spirit. We are one and we are many – let's give it a go!

Remits passed at NCWNZ's 2015 Conference

All remits proposed at the Conference passed this year. These are as follows:

Remit 1: Equality for Women in Parliament

Proposers: Rosemary Du Plessis and Judith Sutherland, Co-Conveners, Public Issues Standing Committee

Secunder: Deborah Russell, Economics Convener

That NCWNZ urges Parliament and all political parties to increase women's representation in Parliament through changes to processes of candidate selection and the electoral system.

Remit 2: Long Term Strategy for Elimination of Violence Against Women

Proposer: NZ Federation of Business and Professional Women

Secunder: Women's International League for Peace and Freedom Aotearoa (WILPF)

That NCWNZ urges government to develop a well-resourced long-term cross-party, cross-department strategy to change social norms and eliminate violence against women.

Remit 3: Insecure Work

Proposer: Margaret Ledgerton, Convener, Employment Standing Committee

Secunder: NZ Federation of Business and Professional Women

That NCWNZ urges the Government to enact legislation and implement policies that protect and promote the rights of workers engaged in insecure employment, including the right to collective bargaining.

Insecure employment is defined as including: Casual, temporary, fixed-term and zero-hour employment that can be characterised by low and/or fluctuating pay, uncertain duration, and with limited or no access to training, career progression and employment rights and benefits such as sick leave and holiday pay.

Remit 4: Increase Funding for Maternal Mental Health Services

Proposers: NCW Auckland Branch

Secunder: The Royal New Zealand Plunket Society
That NCWNZ supports:

- *increased access to existing maternal mental health services in New Zealand; and*

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NCWNZ Public Issues Co-Convener Judith Sutherland and PWC Convener Beryl Anderson discuss remit one

- *increased and ongoing sustained funding for provision and evaluation of maternal mental health services.*

Remit 5: Animal Abuse and Family Violence

Proposer: NZ Federation of Business and Professional Women

Secunder: Rural Women New Zealand

That NCWNZ urges Government to amend the Domestic Violence Act 1995 to explicitly allow protection orders to include the protection of animals.

Remit 6: Total Ban on Sale and Supply of "Legal Highs"

Proposer: NZ Federation of Business and Professional Women

Secunder: NCW Hutt Valley

That NCWNZ supports a total ban on the sale and supply of "legal highs" and psychoactive substances in New Zealand.

The following urgent motion of motion was also passed at Conference:

Proposer: NCW Auckland branch

Secunder: Deborah Russell, Economics Standing Convener

That NCWNZ urges the NZ government to double the refugee quota of 750 to 1500 annually and increase support to services commensurate with this number on an ongoing basis to help build the strength of the sector for future increases long-term.

Doris Gordon Memorial Trust

On Friday 02 October, NCWNZ President Rae Duff and Communications Advisor Claire Newton were invited to attend the Doris Gordon Memorial Trust inaugural oration presented by Professor Ron Jones at the Royal Australian New Zealand College of Obstetricians and Gynaecologists (RANZCOG).

Doris Gordon made a significant impact on the welfare of women and children in her promotion of the scientific study of obstetrics in New Zealand. She was the catalyst in transforming largely primitive Victorian obstetrics into mid-to-late twentieth century practice; she established the New Zealand Obstetrical Society in 1927 and was its long-serving honorary secretary; and she used the Society as the vehicle to create her visionary changes to maternal welfare.

The stated aim of the Society was "to correlate the efforts of individual workers and to promote the scientific study of obstetrical matters in New Zealand...and to give the art of obstetrical practice the status it so rightly deserved, but at that time lacked".

The National Council of Women of New Zealand was enlisted by Doris to help fundraise for the Society. This would ensure a Chair in Obstetrics and Gynaecology at the University of Otago as well as the undertaking that the Otago Hospital Board would build a large, new maternity hospital. The Society ended up exceeding their fundraising target of £25,000, raising £31,741. The remaining £6,000 went toward two postgraduate travelling scholarships.

Doris Gordon's work, which included establishing the National Women's Hospital in Auckland as well as the Queen Mary Maternity Hospital in Dunedin,

led her to be awarded an MBE in 1935, a Fellowship of the Royal College of Obstetrics and Gynaecologists the following year, and an Honorary Fellowship of the College in 1954. At this time, she was the only woman outside royalty to be so honoured and the only recipient in the southern hemisphere.



Doris Gordon at her typewriter

Following Doris' death in 1956, the Obstetrics and Gynaecology Society and NCWNZ raised £4793 to establish the Doris Gordon Trust with the aim of promoting, sponsoring, cooperating, and otherwise furthering the study and/or practices in gynaecology and obstetrics. However, the Trust and the Society were both largely forgotten in recent decades.

Following much work and research by Professor Ron Jones and NCWNZ member Marie Taylor, the Trust has now been re-established and is jointly formed by NCWNZ and RANZCOG. Marie Taylor and Family Planning representative to NCW Auckland branch Jan Brown have been appointed as trustees on behalf of NCWNZ. RANZCOG have appointed Dr Ron Jones and Dr John Tait as their trustees.

The new Trust will focus on education rather than research. We look forward to helping advance the reproductive health of New Zealand women in the 21st Century.



Women MPs pledge to *pay the job, not the gender*

'We're relying on you' is a campaign which asks women MPs to pledge to '*pay the job, not the gender*'. It is led by the New Zealand Nurses Organisation, E tū and the Public Service Association.

The campaign aims to get all women MPs to pledge to never, ever support gender-based discrimination of pay in the belief that, if all women MPs sign up, Parliament can be relied on to uphold paying work fairly, no matter who's doing the job.

Find out about how you can be part of the campaign at www.equalpay.org.nz

Nominating women for Queen's Birthday Honours

From the Ministry for Women

Nominations for the Queen's Birthday Honours 2016 are due to the Honours Unit by 24 December 2015. The New Zealand Royal Honours system gives recognition to people who have provided service and to 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 available 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.

Human Rights Commission welcomes pay equity milestone

From the Human Rights Commission

The Human Rights Commission has welcomed plans to set up a working group to develop agreed principles on pay equity for all sectors of the economy.

Employers and unions agreed to a Government proposal to set up a Joint Working Group to develop principles to deal with pay equity claims under the Equal Pay Act.

"This is an historic first step to achieving a zero gender pay gap. Just as we led the world in women winning the right to vote in 1893, we can also lead the world in pay equity," said EEO Commissioner Dr Jackie Blue.

"Pay equity where jobs are valued according to

skill, effort and responsibility will benefit generations of women, their families, community and economy."

In 2012 the Human Rights Commission's Caring Counts Report highlighted pay inequity in the aged care workforce.

"The Commission congratulates all individuals, organisations and unions for continuing to fight for the right of New Zealand women to be paid fairly for the work they do," said Dr Blue.

"We also pay tribute to employers and to Government for listening and responding positively to continued calls for pay equity. The working group is a milestone for New Zealand women and one we can all take pride in."

Women at work: 1991 – 2013

From Statistics New Zealand

To celebrate World Statistics Day on October 20, Statistics New Zealand released the report *Women at work: 1991–2013*.

The report uses census data from the 20 years to 2013 to look at trends in occupational segregation between women and men.

It was developed in consultation with the Ministry for Women, and identified as a priority because of the gender equity issues associated with imbalances in the occupational distribution of men and women. These imbalances show some persistence despite changes in women's aspirations, educational attainment, and labour force participation. This report looks at the most common,

and the most segregated, occupations for women and men, and takes a closer look at women in management, the professions, and the skilled trades. It also looks at trends in common fields of study, and at the role occupation has in income levels.

Findings from this report showed that in 2013:

- For women and men to have the same occupational distribution, 44 percent of women would have had to change occupation.
- Women were most heavily represented in clerical occupations, where they made up over three-quarters of all clerical workers. They were also over-represented in sales and service, professional, and

technician and associate professional occupations.

- Women were under-represented in all major categories of manual work, but particularly in the skilled trades where they made up just 5 percent of the workforce.
- Women accounted for 59 percent of the growth in managerial employment, 63 percent in professional employment, and 75 percent in technician and associate professional work since 1991.
- Women were almost as likely as men to work in managerial roles.

To read the full report, visit www.stats.govt.nz

Feedback from Conference 2015

By Vashi Wood, NCWNZ Operations Manager

Thanks to those of you who attended our annual NCWNZ Conference in Wellington on 26 and 27 September. The result was a lively, fast-paced conference which was certainly in keeping with our theme 'picking up the pace' towards gender equality. We anticipate you all took back some stimulating discussions to your branches and organisations on our upcoming launch of the white paper on gender equality, our current strategic planning, the powerful and thought provoking gender equality panel, and issues such as the end of life choice debate.

The overall rating for the conference from our evaluation forms suggests that 85% of attendees were either very satisfied or extremely satisfied with all the elements of the Conference coming together. We

can take that as a good indicator of a very successful, varied and engaging conference.

Just under 90 people attended Conference along with a team of volunteers, National Office staff and speakers. This was more than we had originally anticipated and planned for and it was a hugely positive confirmation of the need for our annual Conference. However, it also added to some practical difficulties in the set-up of the Conference venue.

Despite 73% of those who completed an evaluation form saying that the conference venue was very or extremely satisfactory, we are aware that the move to a smaller room without tables on the second day was less than ideal. This was due to the original Conference booking being based on a much

lower anticipated number of attendees which led to a room juggle.

The feedback given by attendees has been very useful and constructive in not only informing us on how we can improve our Conference planning in the future but also in providing some useful organisational suggestions from our members to the board and National Office. This included issues around programme timings, need for more breaks, organisation of voting processes and more input around some sessions.

We were pleased to receive some great feedback about the quality of our speakers and the organisation of the Conference.



Remembering Kath Mayson – Wanganui branch member

By Margaret Campion, Wanganui branch member

Kath Mayson, who died recently in her 102nd year, was the oldest member of the Wanganui branch and the oldest Branch Life Member.

Kath was actively involved with the Wanganui Branch for almost fifty years, having joined during the 1960s as the representative for Trinity Methodist Women. She attended meetings regularly, even when deteriorating hearing made it difficult for her, right up to five years ago.

Kath was Branch President from 1974 – 1979. In 1975 the UN's International Decade for Women began. NCWNZ decided to honour pioneer women of New Zealand

with the Arts and Letters Standing Committee taking responsibility. Kath was already a writer of note, with work published and accepted by the BBC, the New Zealand Broadcasting Corporation, School Journals etc. She was one of three members of The Arts and Letters Standing Committee who took responsibility for compiling and editing "A New Earth" as the book was called.

Dame Miriam Dell, President of the International Council of Women at the time, visited Wanganui in 1985 when she bestowed Branch Life



Kath with her youngest grandchild on her 100th birthday

Membership on four members, including Kath.

Our members greatly admired Kath's integrity, enthusiasm and loyalty towards the NCWNZ.

She was caring, gentle and supportive of younger members.

Her responses were always considered and her intelligence shone through. The Trinity Methodist church was full to over-flowing at her recent funeral – testament to her connection with the community through a long life and the high regard and respect in which she was held.

Nelson branch celebrates 60th birthday

By Mary Gavin, Board member and Nelson branch member

The Nelson Branch celebrated its 60th birthday at a very happy function in Nelson on Saturday 17 October.

When Rachel Cumberbeach, from Timaru, became the NCWNZ National President she encouraged the formation of provincial branches and Nelson was one of the 12 established within four years. A former branch President, Gail Collingwood QSO, presented a pictorial review reflecting the diverse projects which the branch has undertaken since its first meeting was chaired by Connie Toomer from the Women's Christian Temperance Union (WCTU). Nelson branch has always been vigorously proactive in local issues concerning social justice and has represented NCWNZ's views in many forums as well as having a strong commitment to NCWNZ's work at the national level. A number of Nelson women served as Standing Committee Convenors and as ICW corresponding members. Karen Glasgow, a founding branch member, was subsequently NCWNZ Vice-President



Young feminist Emily Kremmer speaking at Nelson's 60th birthday

and Dame Alison Roxburgh, former NCWNZ President and ICW Vice-President, was the Nelson President 1977-79. The branch also hosted three national conferences.

At the conclusion of her presentation Gail was honoured with Nelson Branch Life Membership in recognition of her service both to Nelson NCW and to the community as a long serving volunteer, Councillor and Deputy Mayor.

Rae Duff, NCWNZ National President, spoke about NCWNZ's current gender equality and strategic plan work. She applauded branch members for their current membership strength and engagement and for their initiative in supporting the establishment of a virtual branch in the region.

The third speaker was Emily Kremmer, a Year 13 student from Nelson College for Girls, who gave a young feminist's

view of the areas where there are still barriers to gender equality and of the ways in which she and her contemporaries seek solutions. Emily's address was received very warmly by all the women present who admired her articulate and enthusiastic commitment to modern feminism.

Treaty: Why can't we just get on with living as one people?

We began as two peoples, agreeing to share one country for our mutual benefit. Since then the Treaty has been dishonoured by one party, the group which subsequently became more numerous and more powerful. The many calls for us to be one people need to be challenged, as often this really means "let's all speak English so I can understand what you're saying".

What is a New Zealander now? Is he or she a person who speaks only English, who operates along only Pākehā cultural lines, who does not value or acknowledge Māori – or other – cultural values and skills? Many of those who talk about one New Zealand come from this position. On the other hand, many Māori and Tauīwi are able to operate in two worlds, speaking both their own language and English. As diversity in immigration creates an increasingly multi-ethnic nation, some people may find it more helpful to describe themselves as being from a particular culture, for example, as a Chinese, Korean, Dutch, Pākehā,

Dalmatian, Samoan or Tongan New Zealander. These groups will have their own particular history and stories to tell of what it is to be shaped by their culture, or combination of cultures, both outside and within our South Pacific nation.

When we can truly celebrate cultural diversity, we may be better able to achieve unity as a nation. For this to be achieved, the particular indigenous status of tangata whenua must be recognised, and the status and responsibilities of tangata Tiriti understood. A Treaty-based approach requires more than provision of equal opportunity in the "mainstream" system. A Treaty-based multi-ethnic future is one where the particular role of Māori culture is valued, Māori political, social and economic institutions are flourishing, and the needs of Māori are prioritised, while others' rights to cultural expression are also preserved.

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 about separate or parallel development? Isn't that apartheid?

Historical snippet: Māori women and the temperance movement

By Mary Gavin, NCWNZ Board member

At the recent NCWNZ Conference, Prue Kapua, National President Te Ropu Wāhine Māori Toko I te Ora (MWWL), reminded us that Māori women have always found ways to campaign for equality although their stories were often overlooked as, for instance, in their active involvement in the Women's Christian Temperance Union (WCTU) movement.

Barbara Brookes and Margaret Tennant have explored some of the reasons for this invisibility.

'...the attitude of Pākehā women reformers to Māori women was an ambivalent one' (Brookes, B. p35) with Lady Anna Stout in 1908 advocating education for Māori girls so that they could become domestic servants and the WCTU strongly supporting the resistance of Māori women to this bias.

In 1894, the WCTU created a Māori Department and local Māori unions. In 1896, in Vol. 2 of the *White Ribbon*, Annie (Mihi) Schnackenberg, writing in both Māori and English, sent 'a word of loving greeting to the Māori women – to the noble two hundred who have joined the great gathering named the WCTU...My heart is very glad because I have heard of your faithfulness in this fight against strong drink (bad water)'. (Schnackenberg, cited in MacDonald, C. p57).

In fact, Māori women had already addressed the need for temperance groups as part of their marae Ngā Komiti Wāhine. 'They were particularly concerned about the effect of alcohol on their communities and its relationship to land sales.' (Dougherty, I. p5).

Pamphlets, pledge cards and letters written in Māori on temperance and enfranchisement issues were widely distributed with the aim of recruiting Māori women as temperance advocates in their communities. Alliances were also formed with lay missionaries, especially the Māori deaconesses in the Methodist church. The first Dominion Māori

Convention of the WCTU was held at Pakipaki in Hawke's Bay in 1911. Heni Pore, Hera Stirling and Wikitoria Taitoko were all identified by the *White Ribbon* as influential women at this time.

Florence Harsant (nee Woodhead) a Pākehā Anglican missionary fluent in Māori, became the national Māori membership organiser for the WCTU. She travelled extensively by horseback through remote areas of the North Island in the early 1900s. *They called me Te Maari* published in 1979 is based on her diaries. The key to her success may have been:

'Florence Woodhead received training in marae etiquette from Niurangi Puriri, a great temperance supporter and the mother of Hone Heke, MHR. Her respect for Māori mores and spirituality, including belief in the power of tapu, helped win her acceptance'. (McLean, S).

Research shows that the story of prohibition legislation in New Zealand, including the 'wet' and 'dry' areas, reflected the persisting societal ambiguities towards alcohol consumption. One of the most astonishing Acts was in 1895 when Parliament prohibited Māori women from buying alcohol – unless she was married to a European. This was not repealed until 1948.

Sources:

Brookes, B & Tennant, M (1992) in *Women in History 2*;

Coney, S (1993) *Standing in the Sunshine*;

Daziell, R (1993) in *Women Together*, Ed. Else, A;

Dougherty, I (2013) *Without Compromise*;

Macdonald, C (1993) *The vote the pill and the demon drink*;

Maclean, S. (1996) URL: <http://www.TeAra.govt.nz/en/biographies/3h8/harsant-florence-marie>



International: Gender Equality officially a focus

By Vanisa Dhiru, NCWNZ International Secretary

Last month Heads of State and Government and High Representatives met at the United Nations Headquarters in New York to celebrate the UN's 70th birthday. At the meeting, the global Sustainable Development Goals (SDGs), which replace the Millennial Development Goals (MDGs) were also decided on.

There is now a new gender equality goal, the inclusion of which has been debated for several months. We are pleased to see this included, assuring our members that NCWNZ is moving in the right direction under our new strategic plan and release of our white paper this month. The UN goal has been approved. It includes the following targets:

- End all forms of discrimination against all women and girls everywhere
- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- Recognise and value unpaid care and domestic work through the provision of public services,

infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life
- Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

Source: www.globalgoals.org/global-goals/gender-equality/



International: Celebrating 15 years of Resolution 1325

By Vanisa Dhiru, NCWNZ International Secretary

The UN Security Council passed the historic resolution 1325 unanimously in 2000, recognising that war impacts women differently and calling for women to be a key part in the prevention, management and resolution of conflicts. Over the past 15 years, a number of further supporting UN Security Council resolutions have been passed addressing various nuances like recognising sexual violence as a tactic of war, providing an accountability system and putting in place stronger measures to enable women to participate in conflict resolution and recovery.

Resolution 2242 (2015), the eighth resolution on women, peace and security was passed last month at the High Level Review of the 15th anniversary of resolution 1325. This resolution places the women, peace and security agenda as a central component of our efforts to address the challenges of the current global context, including rising violent

extremism, climate change, and unprecedented numbers of displaced people.

It seems to have been a popular session, with an unprecedented 113 speakers registered to speak during the debate at the High Level Review, the most popular in the history of the Security Council. The resolution had unanimous adoption, and co-sponsorship by 71 Member States.

It is great to see the leadership of the world's highest body on peace and security on the centrality of gender equality to international peace and security.

The 1995 Beijing Declaration and Platform for Action where it specified that women and armed conflict was one of the 12 priority action areas.

Sources:

www.unwomen.org/en/what-we-do/peace-and-security/global-norms-and-standards

www.unwomen.org/en/digital-library/multimedia/2015/9/timeline-un-at-70-gender-equality

Calendar

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
- 28 – 30 NCWNZ Board meeting

December

- 03 International Day of Persons with Disabilities
- 05 International Volunteer Day
- 10 Human Rights Day

February

- 01 World Hijab Day
- 06 Waitangi Day/International Day of Zero Tolerance for Female Genital Mutilation
- 08 International Safer Internet Day
- 12 Sexual and Reproductive Health Awareness Day
- 14 V-Day – End violence against women and girls
- 20 World Day of Social Justice

March

- 08 International Women's Day
- 21 International Day for the Elimination of Racial Discrimination

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

Standing Committee Convener contact list

Consumer Affairs	(Vacant)	(Vacant)
Economics	Deborah Russell	dfr141@hotmail.com
Education	Suzanne Manning	suzanne.manning@paradise.net.nz
Employment	Margaret Ledgerton	m.ledgerton@xtra.co.nz
Environment	Elizabeth Lee	geoff.lee@xtra.co.nz
Family Affairs	Belinda Greenwood	belindagreenwood@hotmail.com
Health	Ailsa Stewart	ailsa.stewart@xtra.co.nz
Justice and Law Reform	Eva Hartshorn-Sanders	ehartshorn-sanders@ppta.org.nz
Parliamentary Watch	Beryl Anderson	beryl_anderson@xtra.co.nz
Public Issues	Rosemary Du Plessis/ Judith Sutherland	rosemarydup@gmail.com/ bruju65@gmail.com
Social Issues	(Vacant)	(Vacant)



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The deadline for material for the February *Circular* is Wednesday 13 January 2016.

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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