



# The Circular

No. 589 February / Pēpuere 2016

*Working toward a gender equal New Zealand*

## Up and coming gender equality happenings

*By Claire Newton, NCWNZ  
Communications Advisor*

We are only a month into the New Year and things are already heating up for gender equality. Sexist things have been said, petitions have circulated and, sadly, vigils have been had for women who were victims of violence.

Looking ahead, there are a number of events happening nationally and globally which will progress gender equality.

The following are just a few of the national and international activities happening in 2016.

To start off with, we have the submission of New Zealand's eighth periodic report on the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in June. NCWNZ will be meeting with other organisations in the sector in February to compile its alternative report. The Ministry for Women will also be compiling a report outlining progress the Government has made over the reporting period (March 2012 to March 2016) in improving outcomes for women and implementing the articles of CEDAW. Their consultation period for this ends just as this issue goes to print. Its draft report is available at <http://women.govt.nz/documents/draft-eighth-cedaw-report-2015>.

Government-wise, there is a lot happening in this space over 2016. The joint working group made up of government, employers and unions to address the gender pay gap will be releasing its recommendations by the end of March 2016; Cabinet's decision on what changes could be made to the current family violence laws following the Ministry for Justice's consultation will be released and a Bill to Parliament will be introduced; and Sue Moroney's paid parental leave bill which seeks to extend leave from 18 weeks to 26 weeks will be debated in the House following its public

**GENDER  
EQUALITY:  
PICTURE  
IT!**



*What do you envision for gender equality in 2016?*

submissions process at the end of last year.

Internationally, the United Nations' Sustainable Development Goals became applicable in January. New Zealand, as a member state of the UN, is expected to use the goals, including goal five – to achieve gender equality and empower all women and girls – to frame its agendas and political policies over the next 15 years.

The United Nations will also be in the process of nominating a new Secretary-General. Women have been encouraged to apply and New Zealand's former Prime Minister Helen Clark has been named as a possible candidate.

This year also marks 120 years since the National Council of Women of New Zealand was established! On April 13, branches around the country will come together to remember that "golden early autumn" day in Christchurch when members met for the first time. The council will be celebrating the 120th nationally at our conference in September. For the first time, some sections of this conference will be open to members of the public as well as members.

As you can see, 2016 is already shaping up to be an action-packed year! We look forward to continuing to progress gender equality and are keen to hear what you have planned for this year. Let us know at [office@ncwnz.org.nz](mailto:office@ncwnz.org.nz).

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# The resolutions revolution

Are you the kind of person who makes New Year's resolutions and keeps to them or loses sight of those goals very early on as the year's events take over? A light-hearted article in a recent English Women's magazine took my eye. The author expressed her number one wish for 2016 to be for women to take over running the world for a day. They would have the Middle East, global warming and the financial meltdown issues solved in a few hours – certainly by the end of the afternoon. Women would never again be condescended to by car mechanics, overlooked for promotion, paid less for work of equal value, exploited by tradesmen, be victims of family violence or groped on crowded public transport. Men would finally realise that we no longer want their seats on the bus – rather we want their seats on the Board!

Arguably one of the most influential boards in the world is the United Nations. By the end of 2016 there will be a new UN Secretary General and for the first time ever there is a real chance that this powerful post could be filled by a woman. Our own Helen Clark, currently the Head of the UN Development Programme will surely be on the shortlist along with many other highly experienced women leaders.

The sixtieth session of the Commission on the Status of Women (CSW) will take place at United Nations Headquarters in New York from 14 to 24 March 2016. The main focus will be on women's

empowerment and its link to sustainable development. The Commission will undertake a review of progress made in the elimination and prevention of violence against women and girls. I am registered to attend CSW 60 and will be participating in a number of workshops and forums of direct relevance to the work of NCWNZ particularly in the area of gender equality. Empowering women to participate fully in economic life is essential to build a stronger NZ economy, achieve internationally agreed goals for

development and sustainability and improve the quality of life for women, men, families and communities. It is important also to recognise the contribution parents make in raising children and the need to properly value part-time work.

The Board's New Year resolution for 2016 is to continue to join forces with other organisations and groups to tangibly progress a gender equal New Zealand. With Christmas past and a new year beginning it is the time of change. Let us work together to achieve this resolution!



**Rae Duff, President**



# Celebrating women past and present who have made a difference

By **Dianne Glenn ONZM, JP**, National Council of Women of New Zealand Vice President

When I promised to write an article from the National Council of Women of New Zealand Board, I knew a secret – I was going to be awarded the Officer of the New Zealand Order of Merit. For four months I had to sit on this knowledge and not share it with my nearest and dearest or any colleagues. Previously, I had been encouraging various organisations of which I am a member, to nominate more women for honours, quoting statistics of how many more men than women received honours. Only 37% of 2015 New Year honours were awarded to women – where is the gender balance? But to receive an honour, you have to be nominated and the nominee rate was proportionate.

NCWNZ sent out a media release prior to Suffrage Day calling on communities to promote gender balance in our Royal Honours by nominating local women who have made a difference. I understand the time and effort it takes to complete a nomination as I have done it for others. However, as a recipient now, I can tell you that I am eternally grateful to my nominees, led by my own BPW Franklin, for recognising and celebrating my achievements which were possible only through the membership and support of organisations. Projects and programmes of any magnitude can seldom be successfully developed by a single person – they certainly need leaders but they also need teams to work with them. Thank you to all my teams.

Just as I was contemplating what to write about in this article, I went to see *Suffragette*. The theatre was only partially full – all women of my era – except for two men. I knew beforehand that it was focussed on the British suffragettes, who spent

many more years than our suffragists campaigning for the vote for women. The theatre was strangely silent – spellbound people witnessing the horror of the poorly paid work undertaken in dreadful conditions, with sexual harassment thrown in for good measure, and a husband who could not take the heat of destructive action. My friend and I left the theatre still pondering how far we would have gone to get the vote for women. I was struck by two quotes – one from Emmeline Pankhurst: “We do not want to be law-breakers – we want to be law-makers” and one from some of her followers: “Never give up”.

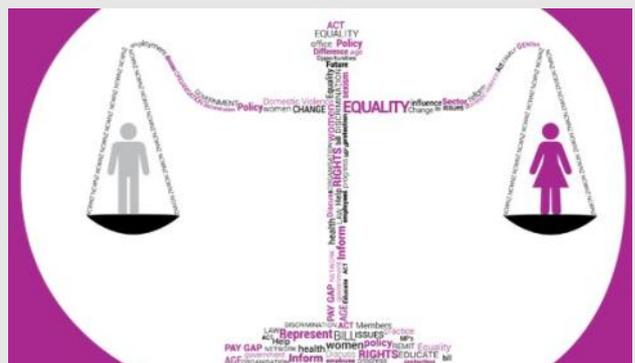
Through our own brave suffragists, we have the right to vote and to elect more women to be law-makers. Through NCWNZ, we can influence legislation so that we too are law-makers. “Never give up” responding to Action Items sent out to you at branches, as Individual Members or to National and Local Member Organisations, via Convenors, who collate all the responses and draft submissions to Select Committees. Thank you to all women who contribute to law-making – let us ensure that gender equality is embedded in legislation to deliver a fair and equitable society. And thank you Kate and her team for the right to vote. I was so proud to see New Zealand at the top of the list of women gaining the rights to vote in the film credits.



NCWNZ Vice President and New Year Honours recipient Dianne Glenn

## Honour women in your community in 2016

Nominations for Queen’s Birthday Honours closed in December. It is now time to identify women in 2016 who you want to nominate for the New Year Honours 2017 and to start collecting information and letters to support this. You can find more information and a nomination form at <http://www.dpmc.govt.nz/honours/nominations>.



## Positioning for gender equality

*By Sue McCabe, NCWNZ Chief Executive*

The review of our operating, membership and brand models has started, as we look to ensure the council is able to power up to have maximum positive impact.

After advertising a part-time contract late last year, we have employed Julie Gillam to undertake the review. At the members' conference last year, National President Rae Duff described this work as a critical first step to progress our strategic plan. You can find the strategy map on our website's members' section.

Thanks to the conference goers who gave input to this review via the group sessions at the conference.

Julie's first task is to develop project plans, then review our current models, processes and activity, prior to proposing changes to the Board. The Board has established a subcommittee of Rae, Vanisa Dhiru and Terese Tunnicliffe to provide guidance.

The project plans will outline the timeframe, with the intention to progress this work quickly, without cutting corners. We need to move fast due to the changed funding, financial and regulatory environment. We have responded to these to date with piecemeal alterations, but, with more changes on the horizon, it's a good time to take an overall look at whether we're fit for purpose. We also need to increase membership to be sustainable and build

the gender equality movement. National Office is regularly contacted by people keen to get involved in the gender equality movement but who want a membership alternative to a branch (virtual or physical). We can expand our membership base significantly with more flexibility around how people can support us.

There is potential to cut our administration costs through more online and automated processes (while still catering for our valued members who prefer paper).

With greater corporate and public focus on gender equality, there are new funding options, but we need to show – through what we do and how we operate – that we are a modern and viable organisation, one with a venerable history and committed members. We need to check we're spending our volunteer and paid staff energy on activity that makes the biggest difference possible in today's environment.

We will keep you updated as work progresses and will seek membership feedback as we move along. At any time, you are encouraged to ask questions about this project via [office@ncwnz.org.nz](mailto:office@ncwnz.org.nz).



*NCWNZ Chief Executive  
Sue McCabe*

### Recent NCWNZ submissions

NCWNZ made the following written submissions over the last few months. To read the submissions, visit [www.ncwnz.org.nz](http://www.ncwnz.org.nz) (Members' Area).

<b>Title:</b>	<b>Submitted to:</b>	<b>Date:</b>
Home and Community Support (Payment for Travel Between Clients) Settlement Bill	Health Select Committee	27-Oct
Proposed new terms of reference for NACEW (letter of substance)	Minister for Women	29-Oct
Parental Leave and Employment Protection (Six Months' Paid Leave and Work Contact Hours) Amendment Bill	Government Administration Select Committee	2-Nov
Draft Pharmacy Action Plan 2015-2020	Ministry of Health	23-Nov
Update of the NZ Health Strategy	Ministry of Health	1-Dec
Updating the Education Act 1989 Discussion Document	Ministry of Education	14-Dec
Issues Paper 39 – Victims of family violence who commit homicide	Law Commission	18-Jan

# NCWNZ members recognised in 2016 New Year Honours

**By Rae Duff, NCWNZ National President**

A diverse group of women were recognised for their work in the 2016 New Year Honours, including a few of NCWNZ’s own members.

As noted in her column on page three, our Vice President Dianne Glenn was made a Member of the New Zealand Order of Merit for her services to disabled women and the environment. Matamata branch member Honora Mary Martelletti was awarded a Queen’s Service Medal (QSM) for her services to the community and Hutt Valley branch’s Hannah Estelle (Ann) Benda also received a QSM for her service to the Jewish community and women.

Additionally, filmmaker Jane Campion and senior public servant Paula Rebstock were made Dames in 2016 – an amazing honour for two women who have made significant contributions to their chosen fields.

Congratulation all women recognised in this year’s honours and, to all those who nominated women, thank you for recognising their contributions – you are all making a difference in one way or another.

You can read more about those honoured at <https://www.dpmc.govt.nz/honours/lists/ny2016-list>

## Honours still show gender imbalance

**By Beryl Anderson, NCWNZ Parliamentary Watch Committee Convener**

An analysis of the 2016 New Year Honours list shows 38% of the recipients were women – 1% more than the 2015 New Year honours list. At this rate of increase it could take another 12 years before there are equal numbers of men and women receiving New Year Honours. But is that truly equality? The addition of Ritchie McCaw to the Order of NZ gives a ratio of 79% males to 21% females for current members or a gender ratio of 75% males to 25% females for all people appointed to the Order of New Zealand since its instigation in 1987. Of the 19 current full members of the order 16 (84%) are men and three (16%) women.

There has been some concern at the number of sports people receiving honours this year and at 22% it is high, especially when compared with 7% for arts people. Since the New Year honours list in

2013 there have been three occasions when arts people received more awards than sports people, three occasions when sports people received more than arts people and one when they received the same number of awards. This analysis was done using a liberal interpretation of “sports related” and “arts related”. The sports awards receive many more mentions in the media than the arts awards.

In this year’s honours list more women (59%) received QSMs than men (41%) – the first time this has occurred since 2013 when I have analysed the figures, though there was an even number in 2010 (from figures supplied by Office of the Prime Minister in response to an OIA).

Women are especially underrepresented in the higher awards. In the 2016 New Honours only 30% of awards above QSO went to women. This figure has been as high as 36% (2013 New Year Honours) and as low as 19% (2013 Queen’s Birthday Honours).

List	Year	Male	Female	Total	% Male	% Female	% Sport	% Arts
NY	2016	109	67	176	62%	38%	22%	7%
QB	2015	122	65	187	65%	35%	16%	11%
NY	2015	115	67	182	63%	37%	9%	9%
QB	2014	116	64	180	64%	36%	7%	9%
NY	2014	120	59	179	67%	33%	9%	13%
QB	2013	125	53	178	70%	30%	12%	15%
NY	2013	126	64	190	66%	34%	15%	9%

## NCWNZ given Kate Sheppard \$10 note artwork



At the NCW Wellington branch preview of *Suffragette*, the Reserve Bank of New Zealand's Head of Currency Brian Hayr gifted an artwork of the \$10 banknote featuring New Zealand suffragist Kate Sheppard to NCWNZ National President Rae Duff (pictured left).

The artwork was created by the Canadian Banknote Company and is a replica of the nickel plate used to produce the new \$10 note that entered circulation

last October.

Brian noted that, at the time of his speech, there were 19 million Kate Sheppard notes in circulation and that her face now adorns the Reserve Bank's Museum and Education Centre window.

We are honoured to have been gifted this slice of history and are currently looking into options for having the artwork on display for more people to see.

## Kate Sheppard inspiration for British Suffragettes

By Claire Newton, NCWNZ Communications Advisor

The *Suffragette* movie came out over the holidays and we expect that many of you would have been to see it already, with a number of branches organising screenings.

The movie displayed the lengths women went to gain the vote and the persecution they faced for their "radical" views.

New Zealand women gaining the right to vote in 1893 came 25 years before the British suffrage in 1918. During this gap, Kate Sheppard and her fellow suffragists in New Zealand became inspiration for women around the world.

New Zealand's victory was said to infuse new life into the women's suffrage movement in England (Ward, 2010). Kate attended the World's Woman's Christian Temperance Union biennial convention as New Zealand's delegate in London in June 1895. Her speeches at the convention were reported in newspapers in both British and New Zealand (Malcolm, 2014).

Over the years, Kate continued to speak in Britain and was only stopped when her health took a turn for the worst. Paul Ward, writing in NZEDGE, states:

She was in hot demand in Britain as a guest speaker to those women and campaigners struggling to get the franchise for themselves. They were curious to discover the secret to New Zealand's success, how a world-changing precedent had come from the edge of the world. Sheppard was pragmatic in response, expressing the opinion that her campaigners had succeeded through years of tireless and unmitigated work, and because of New Zealand's colonial beginnings – it was a kind of 'political experiment'.

While this was not shown in the movie, it is definitely worth noting the influence she had across the globe. Even in her ill-health, Kate continued to influence and inspire through her writing.

### Sources:

Ward, P. (2010). *Kate Sheppard*. Retrieved from <http://www.nzedge.com/legends/kate-sheppard/>

Malcolm, T. (2014). *Sheppard, Katherine Wilson*. Retrieved from <http://ow.ly/XigIZ>

## Saudi Arabia women vote for the first time

Many of you who have seen the *Suffragette* film would have noticed at the end of the movies that Saudi Arabia was listed as the only country in which women do not have the right to vote.

Well, we have news for you...Last December 13 Saudi women cast

their votes for the first time in the country's history! About 130,000 women registered to vote and a total of 978 women stood as candidates alongside 5,938 men.

After voting for the first time, a number of Saudi women took to Twitter to celebrate, with one

stating "it feels amazing to know that I have a voice, & it matters!"

Elections are a rare thing in the Saudi kingdom and this was only the third time in history that they have gone to the polls, according to the BBC.

## Dunedin branch mentor model launched

*Dunedin branch member and University of Otago student Anna McDonald has launched a mentoring service for young women making the transition from high school to university. NCWNZ are pleased to be supporting her in this endeavour and look forward to seeing it grow.*

At the end of our fifth year at university, my friends and I reflected on the difference between ourselves now and the way we were at the end of secondary school. Back then we were fearless, eager to gain control over our lives and achieve our goals.

Keeping up this attitude in the final stages of our university degrees feels near impossible as we get closer to entering the workforce and the statistics show we are likely to be outperformed by our male friends. At secondary school we had strong support networks helping us overcome difficulties with ease yet these diminished during tertiary education.

It is not that universities do not provide support; there are endless opportunities to join groups, societies, visit support centers and psychologists. We recognised female students who do not fit into a particular group have trouble engaging in a support system until they have hit rock bottom.

We want to provide that platform where all girls are engaged throughout their tertiary studies to give them the best chance at feeling the same way exiting tertiary education as we did leaving secondary school.

Using Southland Girls' High School as the guinea pig for 2016, we are testing peer mentoring within trusted networks where there is a sense of respect, belonging and understanding. The girls will be sent

a handbook over the summer and assigned a familiar mentor from their school to meet with in orientation and throughout the first two years of university.

Mentoring sessions aim to help the girls foster the skills they need to succeed in roles of influence and decision making after graduating.

We have been delighted with the interest from the girls to participate in the trial run as well as the input from the local Otago community and NCWNZ. Looking forward we hope to scale the model across New Zealand to make a greater impact on the future workforce.

If you would like to help us craft the solution to bridge the gender gap in influence and decision making roles, please send your comments to [annamcdonaldnz@gmail.com](mailto:annamcdonaldnz@gmail.com).

*Anna is in her final stages of the Master of Entrepreneurship at the University of Otago and a member of the local NCW branch.*



*Dunedin branch member and mentor model leader Anna McDonald*

## #HeForShe comes to New Zealand

A group of prominent men committed to take action against gender discrimination and violence at the launch of the New Zealand National Committee for UN Women's global HeForShe campaign on 27 November.

The campaign, led globally by UN Goodwill Ambassador Emma Watson, encourages men to take action to promote and progress gender equality and women's empowerment. Its aim is to show that gender equality is not only a women's issue, but a human rights issue which liberates both men and women from prescribed social roles and gender stereotypes.

New Zealand's HeForShe Champions include:

- Lt Gen The Rt Hon Sir Jerry Mateparae – Governor-General of NZ;



**HeForShe**

- Mike Bush – Commissioner of NZ Police;
- Gareth Morgan – Economist, Public Commentator and Philanthropist;
- Richard Wagstaff – NZ Council of Trade Unions President;
- Grant Guilford – Vice-Chancellor of Victoria University; and
- Wallace Chapman – Radio New Zealand host.

The campaign hopes to reach out to ordinary New Zealand men and to create a world where gender equality is the norm. You can get involved and show your support for the campaign by posting it on social media using the hashtag #HeForShe and by making the commitment at [www.heforshe.org](http://www.heforshe.org).

## Calendar

### 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 Founders' 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

### 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

### October

- 01 – 31 Breast Cancer Awareness Month

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### The deadline for material for the March *Circular* is Wednesday 10 February 2016.

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

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