



National Council of Women of New Zealand
Te Kaunihera Wahine o Aotearoa

The Circular

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The invisible problem of sexual violence

Dr Kim McGregor, Executive Director Rape Prevention Education Whakatu Mauri and Te Ohaakii a Hine National Network Ending Sexual Violence Together (TOAHNNEST) Taiwi Chair, gives an overview of her recent speech at the Roundtable on Violence Against Women in Wellington.

The safety of women and children are absolute human rights under CEDAW and the United Nations Convention on the Rights of the Child, and therefore it is our Government's responsibility to work actively to keep women and children safe from sexual violence.

Evidence from a range of studies suggests, however, that approximately one in four girls and one in eight boys will experience some form of sexual violence before the age of 15 to 18 years, and 29% of adult women and 9% of men report sexual violence. Some groups are more vulnerable to sexual violence than others. These include young women aged 16 to 25 years, Maori women and children, young Pacific people, people with disabilities, people who have been abused as children, and lesbian, gay, bi-sexual and transgender youth.

Sexual violence is a highly gendered crime, with males known to the child or adult making up the vast majority of perpetrators. The Treasury estimated several years ago that sexual violence costs the New Zealand economy \$1.2 billion each year.

Sexual violence has been correlated with almost every indicator of deprivation and poor health including physical injury, sexually transmitted infections, teenage pregnancy, post-traumatic stress disorder, depression, self-harming, suicidal thinking or behaviour, increased risk of cancers and other life-threatening illnesses, as well as other 'social problems' including truancy, increased smoking, drug and alcohol overuse, relationship breakdowns, and a reduced ability to parent well.

Sexual violence crimes have some of the lowest reporting rates - of every 100 crimes, only ten are likely to be reported to the police. Three of these are likely to get to court and only one is likely to result in a conviction. These figures suggest that 99% of sexual violence perpetrators remain in our communities and are able to continue to offend without sanction.

The failure of successive governments to address sexual violence has been reflected in the lack of resourcing to the specialist sexual violence prevention and intervention sector, which was close to collapsing in 2005.



Pictured at the Roundtable event are: Dr Kim McGregor, Executive Director, Rape Prevention Education Whakatu Mauri; Dr Jan Jordan, Associate Professor, School of Social and Cultural Studies; Alana Bowman, Roundtable on Violence Against Women; and Louise Nicholas, Survivor Advocate.

Out of the ashes of this neglect has risen a specialist Te Tiriti o Waitangi-based national network, Te Ohaakii a Hine - National Network Ending Sexual Violence Together (TOAH-NNEST).

TOAH-NNEST calls led to the first government taskforce on sexual violence from 2007 to 2009. The then Minister of Justice described the recommendations as the 'most comprehensive roadmap of sexual violence prevention and services' ever received by Government. Despite this, TOAH-NNEST has not been able to secure any increase in funding for specialist frontline sexual violence intervention services.

The capacity of the specialist sector has been reduced even further following the implementation of the ACC Sensitive Claims 'Clinical Pathway' in October 2009. Counselling was cut by between 50-90%, with a loss of an estimated 200 to 300 specialist ACC registered counsellors.

TOAH-NNEST continues to advocate that every community should have easy access to high quality specialist frontline sexual violence intervention and prevention services which meet its particular needs.

Index	Page
From National Office	4
Women and Work	3
Around the Country	6-7
Issues	8-9
Representation	10
International	11
NCWNZ Board	
<i>National President</i>	
Elizabeth Bang	
<i>National Vice-Presidents</i>	
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President's Comment



As many of you will have seen, our media release about paid parental leave was well used by the media. The argument that the country is unable to afford this at this stage is not, in our opinion, the right one. NCWNZ has policy supporting twelve months paid leave and the proposal for incremental extensions in Parental Leave and Employment Protection Amendment Bill deserves discussion.

The Australian Government has reported on the advantages to women and their families. Paid parental leave would give working parents more flexibility in the first important months of their child's life so that they have a real choice about who will be the main caregiver and when they return to work. Employers benefit from better staff morale, reduced recruitment and training costs and the retention of skilled workers.

New Zealand, contrasted with Australia, United Kingdom, Canada, Spain and Denmark, has twelve weeks paid parental leave and there is little choice available in many cases about remaining longer at home at this important time of a child's life.

We were disappointed that the timeline for public submissions on the Social Security (Youth Support and Work Focus) Amendment Bill was very short. Thank you to all members who contacted your local MPs on this issue.

Now to NCWNZ and our requirements. Nominations close soon for elected positions. We urgently need a national Treasurer. Page 4 of this newsletter has details about the role. You do not need to have been in a branch position, as it is your accounting skills we need. You

would have a full orientation and a well kept accounting system to use.

For the Board, we will have several vacancies and are particularly looking for candidates who have legal, business or finance skills and a good network of contacts. There is no doubt you will enjoy the Board and we have always managed to have a team that works well together and brings their respective views to the table. Decisions are not made alone but by the whole board. Diverse views are listened to and this is how we learn.

We have had many challenges over the last four years but the greatest has been the deregistration of our Charitable Status. The roll-on effects of that decision remain and as a direct result grants have been more difficult to gain.

National Executive last year saw a noisy and lively discussion about the Constitution. The resulting consultation document was sent to all members and will form the basis of our updated version. I do hope you have all made the time to participate within your groups. At the Board meeting in May we will collate and make the required changes. It has been a huge job and I thank the branches and individuals who had 'special' meetings just to look at this document and responded accordingly.

We have a very full Board meeting early in May. We will work hard on your behalf and I am sure we will also have some laughs as well.

Elizabeth

NCWNZ Online...

To keep up to date with current news stories and blogs, please visit the News Links section on the homepage of our website (www.ncwnz.org.nz).

Articles relating to women at home and internationally are posted regularly.

Currently featured stories include:

- Workforce losing generation of skilled mothers
- Crime stats to drop family violence
- How to close the gender pay gap in just seven easy* steps
- Afghan schoolgirls poisoned in anti-education attack

Make sure you also visit our Facebook page to find more interesting links and to tell us what you think!

Women in engineering: Encouraging diversity and sustainability

Institute of Professional Engineers New Zealand (IPENZ) 'Women in Engineering' Project Manager, Tracey Ayre, gives an overview of gender diversity in the industry - and what's being done to attract and retain female engineers.

Engineering has a problem: it is lacking in diversity and women are significantly under represented across the spectrum of engineering disciplines. IPENZ has been looking seriously at this issue since 2010 when then President, Garry Macdonald, expressed his concern at the state of the profession's diversity.

Studies have shown that although there is an increasing pool of female students who become high achievers in science, there is not a comparable pool in engineering. In addition, a large number of women who do qualify as engineers leave the profession.

The loss of these women costs the profession and the country. Looking at this issue in more detail we have found a range of reasons for women being discouraged from continuing in the engineering profession including the lack of a clear career path and workplace culture and practices that are not female or family-friendly. Female engineers can also feel isolated as a result of difficulty in identifying role models, maintaining networks and finding supportive sponsors, managers and leaders.

The lack of role models is evident in our membership: women make up ten per cent of total IPENZ membership and the numbers at senior levels are well below this figure. Women make up just four per cent of IPENZ Professional Members and, out of a total number of 2,604, New Zealand has just 156 female Chartered Professional Engineers. Women are clearly underrepresented.

In an effort to determine if this was an engineering-specific issue we compared our figures with those of other professions, such as law, medicine and accounting.

In every comparison, engineering fared badly.

Where 23 per cent of engineering graduates are female, over 50 per cent of graduates in these other professions are female. Similarly, where just 13 per cent of engineers are female, approximately 40 per cent of those in the other professions are female. These figures made a compelling argument for IPENZ to take action.

In March 2011, *The Retention and Renewal of Women in Engineering: An IPENZ Plan to encourage diversity in and sustainability of the engineering profession* was launched by Garry Macdonald and then Minister of Women's Affairs, the Hon Hekia Parata.

The document set out the case for increased diversity, citing employer desire to employ the 'best and brightest' and the rising role of women in decision making, purchasing and procurement in virtually all sectors. It also set out a number of proposed actions, many of which IPENZ has implemented since the launch.

Work continues on these actions and we recognise that increasing the profession's diversity will not be a quick process or one IPENZ can achieve alone. However, the Canterbury earthquakes and the continued presence of a variety of engineering roles on the New Zealand Immigration Skill Shortage List is making engineering organisations all the more aware of the need to employ increased numbers of qualified engineers.

Female engineers are a pool of people who have the qualifications, aptitude and skills to be great engineers.



Leaders work together to address lack of female engineers

The captains of New Zealand's engineering industry put business rivalries aside last week, meeting in Auckland to discuss a long-term, industry wide issue - the lack of female engineers.

Commenting on the meeting, Tracey Ayre, IPENZ Women in Engineering Project Manager, said, "The urgency of the issue is reflected by the fact

that the organisations involved are being represented not by Human Resources or Diversity Managers, but by Chief Executives such as Rob Fyfe of Air New Zealand and Albert Brantley of Genesis Energy – top level strategists realise that change is vital for continuing success."

In a media release supporting the IPENZ initiative, NCWNZ President,

Elizabeth Bang, commented, "It is excellent to see that the Institute of Professional Engineers recognises and is taking action to address an issue significantly hampering their industry's growth.

"NCWNZ applauds the work IPENZ is doing to address this problem in their own industry and we will do what we can to support them."

Communications intern at National Office



NCWNZ currently has the services one day per week of Victoria Wanke, a Communications student from Massey University. This arrangement is at no cost to our organisation as it is part of an 'internship' programme which enables students to learn new skills and get hands on experience in a workplace environment.

Victoria is helping us develop a communications strategy in relation to one of our key workstreams: 'Women and Work: No Barriers'.

The internship is great for NCWNZ and great for the student who gains valuable experience which informs and supports their academic work.

We are enjoying having Victoria as part of our team for the first university semester and hope that, when she leaves us mid year to pursue career opportunities, we will be able to get another intern on board to continue her good work.

Treasurer wanted

An opportunity has arisen for someone with high level accounting/financial skills to fill the role of NCWNZ National Treasurer. This is a voluntary position that would suit someone such as a retired Chartered Accountant who is looking for an opportunity to use their skills to contribute to a leading organisation in the not for profit sector. Membership of NCWNZ is not a requirement.

The position is rewarding and involves the monthly review of financial reports and bank reconciliation, investments, PAYE and GST, budgets, the preparation of the Annual Financial Statements and attendance at Board meetings (5 per year with all travel and accommodation costs met by NCWNZ). A high level of understanding of accounting principles and computer literacy is essential.

If you or someone you know of has the appropriate skills and is interested in this role, we would love to hear from you/ them.

Email nicksteel@ncwnz.org.nz or phone Nicky on 04 4737623

Donations.....

As a not for profit organisation, NCWNZ is, to a significant degree, dependent on grants and donations to be able to continue its work on behalf of New Zealand women.

This month, we would like to acknowledge the generosity of the following individuals, branches and organisations: Elizabeth Bang, Correen Rodger, Marlene O'Sullivan, Christchurch Branch and Playcentre.

We are always thrilled and excited to receive donations of whatever kind, no matter how big or small. You can be assured that your financial support will help our work and contribute to improving the status and wellbeing of New Zealand women.

CEDAW.....

Aotearoa New Zealand Non-Governmental Organisations report to the UN CEDAW Monitoring Committee on New Zealand's progress in implementing the Convention on the Elimination of All Forms of Discrimination against Women.

This report has been completed and hard copies are available for purchase at \$30.00 each. Please contact ruththomson@ncwnz.org.nz or phone 04 4737623.

NCWNZ video.....

With the help of one of our excellent National Office volunteers, Basak Danaci, NCWNZ has just produced (at no cost) a short video clip which provides a concise overview of who we are, the key issues facing NZ women and what we do.

We've put this video on our front webpage – visit www.ncwnz.org.nz to view the video and please share it with others!

Members' Bill puts paid parental leave back on the agenda

The extension of paid parental leave is up for discussion after Sue Moroney's *Parental Leave and Employment Protection (Six Months Paid Leave) Amendment Bill* was drawn in the parliamentary ballot - and already there has been a great deal of debate around the issue.

NCWNZ believes the Bill, which seeks to incrementally increase the allocation of paid parental leave from 14 to 26 weeks, is on the right track but ultimately needs to go further. NCWNZ has a policy which supports 12 months paid leave.

In a media statement, NCWNZ President Elizabeth Bang highlighted the importance of giving working parents greater flexibility to make the best childcare choices for their families. She also noted that there are benefits to employers as well, which may not be obvious at first glance.

She said, "Last year the Australian Government reported that leading businesses know the value to their bottom-line of a retention strategy such as paid parental leave and they regard it as central to a suite of flexible workplace practices.

"The benefits for businesses of paid

How does New Zealand compare internationally when it comes to paid parental leave?

- | | |
|---------------|--------------------|
| • New Zealand | 14 weeks |
| • Spain | 16 weeks |
| • UK | 39 weeks |
| • Ireland | 26 weeks |
| • Italy | 22 weeks |
| • France | 16 weeks |
| • Australia | 18 weeks |
| • USA | No national scheme |
| • Greece | 17 weeks |



Sue Moroney's Members' Bill seeks to increase the allocation of paid parental leave from 14 to 26 weeks.

parental leave are many. They include more employees returning to work; reduced recruitment and training costs; better staff morale and productivity; and a cost effective means of retaining skilled staff and improved organisational efficiency through long service - for example institutional knowledge, industry knowledge, networks and contacts."

Commenting on the debate around the issue, the Bill's author, Sue Moroney, said, "I am hugely encouraged that other political parties are prepared to work with Labour to have the extension of paid parental leave debated in Parliament.

"It is disappointing that the National Government has threatened to veto it so early in the debate, but I am determined to take my Bill to select committee where the public can have their say and I can demonstrate the importance and cost-effectiveness of having parents bond well with their babies."

Finance Minister Bill English has said that the Government will use its financial veto power to stop the progress of the Bill.

Prime Minister John Key has said that extending paid parental leave now is unaffordable now, but may be something that can be considered in the future.

Good parental leave helps a society

Responding to a Dominion Post Letter to the Editor suggesting that employers would be reluctant to hire women of child-bearing age, NCWNZ sent in the following (printed 25 April):

Stuart Young argues that, for financial reasons, extending paid parental leave will cause businesses to choose a man over a similarly qualified woman of child-bearing age.

This overlooks the fact that the cost of the scheme would be borne largely by taxpayers.

That's because it's an issue that has an impact on, and shapes society.

To make the best decisions for themselves, families require access to paid parental leave provisions that give them flexibility and provide a real choice about who will be the main caregiver and when they return to work.

Strong evidence exists that ante- and post-natal care lead to better outcomes for education, health and the justice system.

Businesses would also benefit from extended paid parental leave by retaining skilled staff, having better staff morale and productivity, and seeing improved efficiency through institutional and industry knowledge, networks and contacts.

The cost of extending paid parental leave isn't huge compared with some other initiatives.

The real question for a Government contemplating this issue is, "What are our priorities?"

Women's organisations join together for MWA Reference Group

The Ministry of Women's Affairs' NGO Reference Group held its inaugural meeting in March. The Reference Group comprises national women's organisations that focus on women's issues, including those of key population groups.

The Reference Group will provide feedback on the Ministry's direction and strategies, and identify opportunities to work together for mutual benefit.



Pictured: Elizabeth Bang, National President, National Council of Women and Sally Dalhousie, National President, P.A.C.I.F.I.C.A. Front row, left to right: Vanisa Dhiru, President, YWCA, Jacqui Te Kani, General Manager, Māori Women's Welfare League, and Rowena Phair, Chief Executive, Ministry of Women's Affairs.

Around the Country

NZCOM welcome positive step for Whanganui maternity services

The New Zealand College of Midwives (NZCOM) is relieved and delighted to see that the Whanganui District Health Board is reasonably confident of appointing two new permanent obstetricians to Whanganui Maternity Hospital, taking the complement to four.



NZ COLLEGE OF MIDWIVES (INC)

Women and midwives in the region have led a concerted campaign to encourage the Board to meet its obligations to this community, and the news that the board is reasonably confident of recruiting two new permanent obstetricians is very positive.

Karen Guilliland, NZCOM CEO, commented, "When the appointments are confirmed, Whanganui can go back to do what they do so well...providing Whanganui mothers and babies with an excellent maternity experience.

"The College trusts the Board and management have listened to the calls for a need to be inclusive and consultative with midwives and consumers around its workforce issues in the future."

She added, "Working together on creating welcoming and supportive working environments is the only way good quality services will be sustained."



Karen Guilliland, NZCOM CEO

Concern voiced over crime statistic decision

Women's Refuge has expressed concerns about the decision to drop family violence as a crime statistics category.



There are fears that the move will obscure a nationwide rise in domestic violence.

As reported in the New Zealand Herald, Women's Refuge spokeswoman Kiri Hannifin said the organisation had been blindsided by the move.

She said it looked like an attempt to divert attention away from rising police callouts to family violence incidents.

"A cynic would say it's in the Government's interest to have crime statistics going down.

"It's just democracy to have statistics. It's part of the democratic process to have access to these statistics."

The Government and police say the statistics will be recorded in a broader range of categories and that the decision is aimed at putting New Zealand in line with international best practice on family violence reporting.

Source: www.nzherald.co.nz

Celebrating women on the land

A new collection of writing published by South Canterbury Rural Women New Zealand is a treasure trove of stories and poems celebrating the lives and work of rural women.

At the recent launch of the anthology *Ragwort and Thistles*, Minister of Women's Affairs and Rangitata MP, Jo Goodhew, said "Women were and women are the fabric of our land."

The Minister congratulated the 48 contributors - many of whom were in Timaru for the launch - saying the book of poetry and prose moved her and will become a treasured publication to many.

President of Rural Women New Zealand's South Canterbury Provincial, Margaret Chapman, says the publication of the book had been a big project.

"During 2011 we held a nationwide writing competition seeking

original, non-published works of fiction, non-fiction and poetry that celebrated women and the role they play or have played on our land and in our rural communities.

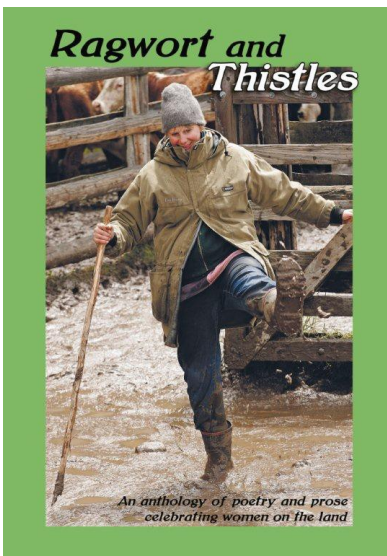
"In all, 321 entries were received, ranging from witty poems and moving stories about remarkable pioneer women who shaped our country, to modern stories about women farmers today."

A judging panel of five, including Pleasant Point writer Karalyn Joyce, had an incredibly hard job to select the 52 individual poems and stories that are included in the book.

"It's a good read - designed to entertain, to inform and in many cases to evoke memories," says Margaret Chapman.

"The book celebrates the vital part that women play in farming - in the past, present and into the future".

The book is available for purchase at a cost of \$22 through Rural Women New Zealand's website - www.ruralwomen.org.nz or by phoning (04) 473 5524.



Supporting education and research

In the Sponsor Spotlight section of their recent newsletter, New Horizons for Women Trust (NHWT) acknowledged the longstanding support of the Federation of Graduate Women Wellington Branch:



"The hire of academic regalia by NZFGW (Wellington Branch) is a win, win situation. Students need to hire academic regalia and the money raised supports education and research. Over the past 20 years, NZFGW (Wellington Branch) Charitable Trust has given NHWT \$133,800 - initially fundraising for the NHWT Endowment fund, then funding 36 Second Chance Education Awards, 12 Research Awards, and contributing to three Sonja Davies Peace Awards.

"Research topics, which must be research that benefits NZ women and girls have ranged from the lives of female rest home residents to physical activity among New Zealand's Muslim women.

"Awards sponsored by Graduate Women Wellington have benefited women across New Zealand. Only 35% of the award funding went to Wellington or Wellington region women."

Founders Day focus on Women in Governance

Papakura Franklin Branch was joined by members of Auckland and Manukau Branches to hear Penny Hulse speak about Women in Governance at the Founders Day meeting on 12 April. Penny is the Deputy Mayor of Auckland. She has had over 18 years' experience of local government.

Penny's current community involvement includes being Patron of Waitakere Special Olympics, a Trustee of the Swanson Railway Station Trust, a member of the Waitakere Anti-Violence Essential Services (WAVES), West Auckland Hospital Foundation Trust, Community Waitakere Trust, Chair of the Crime Prevention Reference Group and a member of the Energy Efficiency Conservation Authority (EECA) Board.

Her particular interests as Deputy Mayor are: getting more women into governance, supporting women in business, and providing greater choices for accommodation for the aged population. Asked how she came to be so involved in local body matters, she described a well-worn track and training route: marriage, children, ECE, play school, PTA and School Board. She said that young women needed to be given leadership opportunities as early in their lives as possible to prepare them for involvement later in life.

This section aims to inform readers about issues that are relevant to NCWNZ's key areas of work.

Focus on Fracking

NCWNZ Environment Convener, Dell Panny, follows up last month's discussion of hydraulic fracturing with a further article on the subject.

In response to my article on hydraulic fracturing (*April Circular*), Bernie Napp cites a peer reviewed Taranaki Regional Council (TRC) report, which claims 'a high level of environmental performance and compliance with resource consents.'

Based on the study of only six sites, the report states that 'no water samples were collected for physiochemical analysis, no biomonitoring surveys of receiving waters were undertaken' and there were 'no ambient air quality analyses.'

TRC records reveal repeated compliance failures. For example, at the Tagg Oil Sidewinder Well site, on May 5, 2011 - 'the concentration of chloride and suspended solids was too high when it entered the stream'. A series of documented breaches, 12 in all - can be discovered at the Shell Todd Oil Services Maui and Kapuni Production Station. A 2010 report to TRC provided by Shell Todd identifies dangerous concentrations of BTEX compounds in 'blow-down pits' at Kapuni, countering Napp's claim that fracking chemicals used in New Zealand are biodegradable.

Every 'frack' uses at least 10 million litres of water, which then becomes contaminated. Provisions for disposal of frackwater are inadequate. At a Bell Block waste-land treatment site, barium and hydrocarbon levels above guideline values have been recorded. March 2011 saw hydrocarbon overloading by over three times at Ahuroa B, and over seven times the consent limit for nitrogen at Kauri F. Both are Origin Energy waste landfarm sites.

I stand by my contention that minute quantities of fracking chemicals can create an acute health hazard. Recent research by

the Colorado School of Public Health has identified potentially toxic airborne chemicals, some carcinogenic, produced by fracking. Other research in the US shows that low dose exposure to chemicals used in fracking can cause disruption to the endocrine systems of humans and wildlife (www.endocrinedisruption.com).

Specific and robust regulations are required to meet the particular problems created by hydraulic fracturing. Even when oil companies comply with resource consents, communities are not protected from contaminated groundwater, soil in which earthworms die, air that is dangerous to breathe and storage pits lined or unlined, filled with toxic water.

Independent inspectors are needed to provide oversight through a government agency such as the Environmental Protection Authority. Regular, independent inspection could have led to prevention of the Pike River mine disaster.

Rosalind Archer, Dominion Post, March 20, suggests, "regulators could require that only the cleanest, most environmentally benign fluids are used." At present, companies do not fully disclose the 'commercially sensitive' mix of substances deployed. Each well uses its own chemical cocktail in accordance with the geology. When samples are taken from air, soil or water, there is no single set of elements to test for. Thorough scrutiny has, therefore, been avoided.

Archer quotes Lisa Jackson, head of the US Environmental Protection Agency, who calls for 'smart regulation, smart rules of the road.' To date, we have neither smart rules nor the independent personnel to monitor them effectively.

Girls outperform boys at school

Last year's NCEA results from the New Zealand qualifications authority (NZQA), released at the end of March, show about 10% more year 13 girls gained university entrance compared with their male counterparts. Girls outperformed boys in most categories although more year 12 boys gained university entrance than girls. The 2011 scholarship results were more equal with boys outperforming girls in several categories. Social researcher, Paul Callister said that 'while girls were moving into traditional male occupations, boys were not moving so fast into traditional women's occupations such as nursing'. NZQA figures also showed ethnicity gaps in the results, with Maori and Pasifika students performing at a lower rate than European or Asian pupils.

Student loan repayments

People with student loans going overseas now have to start repaying their loans after just one year instead of three and provide Inland Revenue with a contact person in New Zealand.

Late-payment penalties have been reduced from 1.5% to 0.843%. These are designed to reduce the possibility of borrowers defaulting on their loans and help address the overall size of student loan debt.

By Rae Duff, Education Convener

NZX gender reporting

The NZX is currently seeking feedback from members on a proposal to include gender diversity information as part of their members annual reporting. If the proposal is accepted, members will be required to report on the gender composition of their board, subsidiaries' boards and their senior management teams. Members will also be required to provide information on their diversity policies.

Performance pay for teachers

According to Treasury Secretary, Gabriel Makhlof, maintaining our top-five ranking in most international assessments isn't good enough and our struggling tail of underachievers is largely the result of underperforming teachers. He says the key to New Zealand's future prosperity is a well-educated workforce.

Education researcher, John Hattie, considers there to be many factors positively affecting student performance, including teacher quality and class size and asserts that we already have 'a nation of excellent teachers'. Performance pay systems can result in teachers competing with each other and putting too much focus on areas of the curriculum covered by assessment and testing.

According to Ian Leckie, President of teachers' union, NZEI, "We need to recruit the best teachers and develop a pay system that keeps the best teachers in the classroom and that recognizes their skills, knowledge and expertise in a fair and professional way."

Teachers, however, are just one influence on the lives and educational outcomes of their pupils; their home backgrounds also play a huge role. The Minister of Education and the Treasury Secretary claimed that socio-economic factors are relatively unimportant in determining educational outcomes. Improving student achievement requires a combined community-wide approach which addresses not only teacher quality, schools and early childhood centres, but also issues of poverty, disengagement, equity and funding.

By Rae Duff, Education Convener

Collaborating to end family violence

The Families Commission has funded a New Zealand Family Violence Clearinghouse issues paper which focuses on the facilitators and barriers to building collaborations to eliminate family violence. The paper provides a broad perspective on best-practice principles and explores the current state of collaborative work on family violence in New Zealand. It is informed by a literature review and discussions with key informants.

The paper highlights that coordinated and collaborative responses to family violence can result in better outcomes for victims and perpetrators, enhanced processes in and between agencies, improved service delivery and provision and reduces violence.

There needs to be strong national mandate and leadership for agencies to work collaboratively. A centralised source to feed information out to and from local networks supports a coordinated response and minimises the risk of duplication.

Download the issues paper at: www.nzfv.org.nz

Flexible working practices reviewed

The Department of Labour has released a report that reviews the Flexible Working Arrangements amendment (Part 6AA) to the Employment Relations Act. The amendment provides eligible employees responsible for the care of any person with the right to request flexible working arrangements

The key findings from the review are as follows:

- The review process found no reported problems with Part 6AA, and employers had not experienced any significant costs associated with it.
- Part 6AA has not changed the widespread practice of employers and employees developing formal and informal flexible work arrangements that suit their particular needs beyond caring responsibilities.
- Awareness of the Part 6AA had declined in New Zealand between 2008 and 2010.
- Almost all requests for flexible work arrangements took place without any recourse to Part 6AA, and likewise the majority of requests were accepted by employers without referring to the provisions of the Part.
- Flexible working arrangements are common in many workplaces throughout New Zealand, with 70 per cent of employers reporting that some or all of their employees work flexibly.
- Uptake of flexible working arrangements is by both men and women, and a significant proportion of these employees have no caring responsibilities.
- There are some groups of workers who may have little or no access to flexible work due to both perceived and real barriers, including limited bargaining power, the culture of the workplace, and operational constraints within some workplaces. These workers are more likely to be low-income employees, employees with no qualifications, and Pacific workers.
- Employers widely perceive flexibility as delivering positive business benefits, including improved retention and recruitment, reduced turnover, and improved employee motivation and loyalty.
- New Zealanders value flexible work and are more likely to rate their work-life balance and productivity highly if they have flexible working arrangements.

Overall, stakeholders unanimously preferred an extension of the provisions of Part 6AA to all employees, not just those with caring responsibilities. Most stakeholders also recommended that any extension be accompanied by awareness-raising measures among employers and employees.

To read the full report, go to www.dol.govt.nz

Part of NCWNZ's work is representing the views of New Zealand Women to policymakers. Below are topics currently being dealt with by NCWNZ Conveners and Standing Committees.

Recent NCWNZ submissions

NCWNZ made the following written submissions last month. If you would like to read the full submissions, please visit: www.ncwnz.org.nz/submissions

Title	Submitted to	Date
News media meets 'new media'	Law Commission	30 March
Review of MMP	Electoral Commission	4 April
Social Security (Youth Support and Work Focus) Amendment Bill	Social Services Committee	13 April
Inquiry into preventing child abuse and improving children's health outcomes	Health Committee	20 April
Alternative trial and pre-trial processes: possible reforms	Law Commission	27 April
Consumer Law Reform Bill	Commerce Committee	27 April

NCWNZ Parliamentary Watch Committee made the following oral submissions last month.

Title	To	Date
Privacy (Information Sharing) Bill	Justice and Electoral Committee	5 April
Social Security (Youth Support and Work Focus) Amendment	Social Services Committee	20 April
Review of MMP	Electoral Commission	April 23

21st century learning environments

The Education Standing Committee is preparing a submission for the Inquiry into 21st century learning environments and digital literacy, which is due by Friday, May 11.

The terms of reference for the inquiry include considering how ultra-fast broadband will affect teaching techniques and learning, investigating more flexible teaching spaces, and the equity of access to technology between schools.

For further information, please visit www.parliament.nz

Time constraints mean that there will not be an action item for this submission.

Public Issues submissions

- NCWNZ has made a submission on the Law Commission's paper on *The news media meets 'new media'*. This submission was based on NCWNZ's Facebook campaign and the challenge to have pages removed, and how using the non-legislative remedies that operate within online communities takes considerable effort to achieve this. Freedom of expression is fundamental to democratic freedom and not everyone has the same definition of what is offensive. We mooted that as there are no (legal) protections for speech which is intended to incite racial violence, the same rules should be able to be used where physical or sexual violence is threatened.
- The submission on MMP was prepared for the earlier closing date of 5 April for those who wanted to make an oral presentation. A number of suggestions made in the responses could not be used as they were outside the brief for the review. The number of MPs (120) was not up for review, nor was the voting system. MMP requires, through the casting of two votes, that there is one set of MPs elected by geographical constituency and another set to ensure the numbers in parliament represent the proportion of votes received by a party.
- NCWNZ's response to the *Green paper for vulnerable children* has been made available to UNICEF NZ, who will be developing a short briefing paper commenting on some of the issues directly or indirectly raised by the Green Paper.

Pro-women laws take hold in Pakistan

Women in Pakistan have faced formidable challenges in their efforts to achieve gender equality and address gender-based violence in their country, with particular problems posed by elements among customary norms and practices.

Yet throughout the past few years, breakthroughs in pro-women legislation have shown that both the efforts of Pakistan's government, and the advocacy of groups working toward women's empowerment in the country, are taking effect.

On International Women's Day, 8 March, the President of Pakistan signed the National Commission on the Status of Women Bill 2012 into law, which has afforded the Commission new financial and administrative autonomy, and therefore better scope to investigate women's rights violations.

A year earlier the Prevention of Anti Women Practices Bill became part of national law, explicitly recognizing practices from acid violence and forced marriage to so-called 'honour killings' as criminal acts, and affording protection and legal action for victims.

The Acid Control and Acid Crime Prevention (Amendment) Bill was passed in the Senate on December 2011, and for the first time gives guidance on how the State should punish offenders and support victims of this violent gender-based crime. Women are

also now better protected from sexual harassment in the workplace and from domestic violence, since Acts on these issues were passed in 2010 and 2011 respectively.

And to be sure that the laws on sexual harassment are built structurally into the system, a code of conduct is being monitored by a watch committee formed by the National Commission on the Status of Women in 2010, which is made up of representatives from the government, civil society and UN Women.

Throughout these legislative processes, UN Women has worked with local NGOs to research the issues, facilitate consultations among experts and civil society, and draft legislation. These have involved dialogues, roundtables, trainings and seminars on issues and obligations relating to gender equality, and have engaged those who work within the national machinery, such as parliamentarians, and those who lobby on it from the outside.

These breakthroughs in law, and the advocacy surrounding them, have shown that there is commitment to securing women's empowerment in Pakistan at every level. With further monitoring, support and the empowering of women's networks, these triumphs will hopefully translate into real and concrete change for women in Pakistan. [Abridged]

Source: www.unwomen.org

Fijian women want their freedoms to be respected

Respect the rights to freedom of expression and freedom of association. This was one of the conclusions at the inaugural Fiji Women's Forum held recently in the capital.

"If people cannot meet freely and speak without fear, they will be unable to effectively engage in the ongoing democratisation process," a forum statement said.

The women demanded any new or reformed constitution must be built on the benchmark of freedoms and rights included in the 1997 Constitution and integrate international human rights treaties and norms.

The forum said the Public Order Amendment Decree and all other "repressive" decrees should be repealed based on this context.

The forum was co-convened by the

Fiji Women's Rights Movement, FemLINKPacific, National Council of Women and the Soqosoqo Vakamarama i-Taukei.

The general secretary of the Soqosoqo Vakamarama, Adi Finau Tabakauoro, said women also wanted to be part of national political processes.

"We would like to be part of those preparatory programs and we would like to have an input into the curriculum of those programs, engender those programs, so that the programs are indeed participatory," she said, adding forum members want to be assured of their safety while participating in these processes.

Questions sent to the government last week on these issues were not answered.

Source: www.fijitimes.com

Asian women lack equality at work

A new report has found women in Asia are still paid less than men and are extremely underrepresented in top leadership positions.

A survey by the Asia Society - which used data from the United Nations, the Economic Forum and other sources - found that the gender gap was widest and women's leadership weakest in India, Pakistan, Nepal, South Korea and Cambodia.

The report's author, Professor Astrid S. Tuminez, from the Lee Kuan Yew School of Public Policy in Singapore, says if Asia doesn't embrace its female population in the workplace, many of its achievements could be put in peril.

Source: www.radioaustralia.net.au

The Waitangi Tribunal

By Suzanne Manning, NZ Playcentre

Last month's Circular article explained the international law principle of *contra proferentem*, which basically states that in a Court of Law where there is debate over interpretation, *Te Tiriti* will be given preference over The Treaty. However, this will only come into play if the courts agree that the Treaty is valid – and for about 100 years of our history, this has not been so. Chief Justice, James Prendergast, in 1877 ruled that the Treaty was a "legal nullity" and that the courts could not recognise customary native title to land, even in the face of legal arguments to the contrary.

However the Māori people continued to press for its recognition. Continued pressure and changing attitudes in the late 20th century led to the establishment of the Waitangi Tribunal in 1975. Through this Act of Parliament, the Crown acknowledged that the Treaty was a valid legal document. The Waitangi Tribunal could investigate any breaches that occurred from that point onwards, and *make recommendations* to the Government on how to resolve the disputes.

In 1985, the powers of the Tribunal were extended to cover breaches of the Treaty back to 1840. Maori finally had a place where their grievances could be heard. The process is acknowledged as one of healing, and many successful claims have been completed. In 2006 an amendment meant that all historical claims needed to be lodged with the Tribunal by September 2008. From that

date, only current breaches will be investigated.

One such investigation is currently before the Waitangi Tribunal, from Te Kōhanga Reo National Trust (TKRNT). Te Kōhanga Reo (language nests) started in 1982 as an initiative *for Māori by Māori*, to revitalise Te Reo Māori (the Māori language) through a total immersion service for young children and their families. They were successful, working in partnership with the (then) Department of Māori Affairs.

In 1989 with the Before Five reforms of Early Childhood Education (ECE), operational management of Kōhanga Reo was transferred to the new Ministry of Education. This brought increased funding, but also increased accountability and requirements geared towards a specific model of teacher-led centres.

In 2003, TKRNT signed a tripartite relationship agreement with the Ministry of Education and Te Puni Kōkiri (the Ministry of Māori Development), after airing their concerns that being treated as an ECE service was not enabling them to achieve their purpose of supporting Te Reo Me Ōna Tikanga Māori (Māori language and culture). This relationship, however, did not make any progress on these concerns. TKRNT wish to regain rangatiratanga (autonomy) of Kōhanga Reo using a mechanism that the Government itself set up – the Waitangi Tribunal.

Sources: *The Treaty of Waitangi*, by Te Wānanga o Aotearoa; *Wai_TKR_Statement_of_claim*, kohanga.ac.nz

General

Celebrating 20 years of awards to women

The New Horizons for Women Trust (NHWT) recently celebrated its 20th anniversary - and from small beginnings there has been steady progress over the years.

In 1993, NHWT presented three awards totalling \$6000. By 2011, this had jumped to 33 awards totalling an impressive \$103,980.

The milestone anniversary was marked at a special dinner, with entertainment provided by Isabella Moore, a young soprano currently studying at Victoria University and Kelly Tikao, who is researching and writing a thesis on traditional Maori birthing practices. Kelly won a New Horizons research award in 2011.

Speaking at the event, NHWT Chair, Mavis Shuker, acknowledged the contribution made by the New Horizons family of loyal sponsors, trustees and officers.

Over the years, NHWT has developed robust and efficient procedures for each stage of the award process and they are in a position to administer awards for other organisations.

Highlighting this, Ms Shuker commented, "It is a huge

amount of work and I often wonder when I see a local organisation offering an award, why they don't put their money with New Horizons to administer – the award is given in their name, to their criteria and they also have the opportunity to present it."

As the trust looks to the future, this is something that Ms Shuker is keen to develop along with improved communications.



Past Chairs of NHWT who were present at the evening: Margaret Ellett, Mary Mowbray, Lyn Dowsett, Mavis Shuker (present chair), Elizabeth Orr (Vice Patron), Pat Sivertsen, Lynn McKenzie and Jean Corbin-Thomas

Women's issues feature at documentary film festival

The Documentary Edge Festival, held in Auckland and Wellington, offers an opportunity for audiences to view a wide selection of international documentary films.

The festival seeks to present documentaries that reflect on our society, give a voice to unheard communities and support the work of documentary filmmakers.

This year's screenings will be held from 26 April - 3 June 2012.

Information on all the films, session times and ticket information can be found on the website: www.documentaryedge.org.nz

There are student, senior and industry membership concessions.

Alternatively, you can buy four tickets and get \$5 off the next ticket or buy nine tickets and get the 10th free. To do so, you will need to ask for a D-Card (loyalty card) from the venue.



The Price of Sex: Intimate, harrowing and revealing, it is a story told by the young women who were supposed to be silenced by shame, fear and violence.

Some highlights...

Crime after Crime (USA - 89' - Director Yoav Potash)

The long and challenging battle to free Debbie Peagler, victim of brutal domestic violence who was incarcerated for over 26 years in prison.

The Price of Sex (USA - 73' - Director Mimi Chakarova)

A filmmaker goes undercover to tell the story of Eastern European women dreaming of a better future but tricked into sex trafficking. An expose with extraordinary access.

Mother Caring for 7 Billion (USA/Ethiopia/Sweden - 60' - Director Christophe Fauchere)

Can the world's population continue to be sustained? The film brings to light the major cause of our environmental, humanitarian and social crises - population growth.

Teta, Alf Marra (Lebanon/United Arabian Emirates - 50' - Director Mohammed Kaabour)

A feisty Beirut grandmother at the centre of a film designed to commemorate her many worlds.

Sarah Palin, you betcha! (USA/Canada, 91' - Directors Nick Broomfield/Joan Churchill)

An investigative pursuit of Sarah Palin including interviews with her family and friends for a decidedly unauthorized perspective on her role in American politics.

Judith Cullen at home, pre-Conference treat

Judith Cullen is known for holding inspirational cooking classes in her Dunedin home.

On Thursday, October 4, 2012 NZFGW and NCWNZ members will have the opportunity to visit her home and garden to share lunch and a cooking demonstration between 11am and 2pm.

Places, which are limited, cost \$60 each. If you are interested in attending, please book a place by emailing Judith at judith@judith-cullen.com

To find out more about Judith's life with food as a teacher, successful cafe and catering business owner and food writer, please visit her website: www.judith-cullen.com

ECO Annual Conference dates announced

Environment and Conservation Societies of Aotearoa New Zealand (ECO) is holding its Annual Conference between 6-8 July, 2012.

The Conference will look at the need for environmental leadership, responsibility and good governance in an open society, focusing on particular issues such as changes to the RMA, the EEZ legislation, Antarctica and the Southern Ocean, and more.

The venue for Friday, 6 and Saturday, 7 will be the Salvation Army Citadel in Vivian Street, and on Sunday the event moves to Turnbull House in Bowen Street.

For further information about registering to attend and accommodation options in Wellington, please visit the ECO website www.eco.org.nz, e-mail eco@eco.org.nz, or phone 04 385 7545.

May		August (continued)	
12-13	NCWNZ Board Meeting	24	Closing date for Conference registrations
30	Nominations for election of National Officers due at National Office		
31	Branch Annual Meetings to be held no later than this date. List of Branch Officers due at National Office	September	
		10	World Gynaecological Day
		14	Convener Reports for October Board Meeting due at National Office
June		17-22	ICW General Assembly
1	Nominations for Distinguished Service Awards due at National Office	19	Suffrage Day
20	Branch dues and Circular Orders due with payment at National Office		
	Two copies of Branch Annual Reports and Financial Statements due at National Office	October	
22	Convener Reports for July Board Meeting due at National Office	4	NCWNZ Board Meeting
		5-7	National Conference 2012
July		November	
7-8	NCWNZ Board Meeting	16	Convener Reports for December Board Meeting due at National Office
18	CEDAW Report presented in New York	25	International Day for the Elimination of Violence Against Women
31	Last day for payment of Branch dues		
August		December	
10	Closing date for amendments to remits	1-2	NCWNZ Board Meeting
		10	International Human Rights Day

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The deadline for material for the Circular has now been extended to the second Friday of every month

Please send all contributions to Ruth Thomson, Funding and Marketing Co-ordinator: ruththomson@ncwnz.org.nz

Disclaimer: The views expressed in this Circular are not necessarily those of the National Council of Women of New Zealand