



Pacific Women's Watch [NZ]

Conference Report

Saturday 8 May 2010

Beijing +15 - The Way Forward - Gains, Gaps, Challenges and New Issues facing Women and Girls

Keynote speaker: Dr Peggy Fairbairn Dunlop

Foundation Professor of Pacific Studies

Institute of Public Policy (IPP), AUT University, Auckland

Beijing + 15 - the Pacific Region

United Nations Beijing + 15 Reviews: Jane Prichard, Beverley Turner

Workshops on areas of concern in New Zealand:

- Issues for Girls – Raising their Visibility
- Violence related to Mental Health
- Outstanding Issues for Pacific Island Women and Girls living in New Zealand
- Strategies for Closing the Gender Pay Gap

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Charities Commission Registration Number: 40721

Introduction of Keynote Speaker -

Dr Peggy Fairbairn-Dunlop
Foundation Professor of Pacific Studies
Institute of Public Policy (IPP), AUT University



Peggy grew up in Wellington but when I met her 10 years ago she was living and working in Samoa as Director of Distance Education for the University of the South Pacific. After 25 years in the Pacific (including 15 years at USP) Peggy returned to New Zealand in 2006 to take up the post of inaugural Director of Va'aomanu Pasifika, the Pacific Studies unit at Victoria University in Wellington

Peggy has been involved with research and training in Pacific development issues, in particular family relations, gender issues, poverty, youth participation in politics and ethics systems for more than 30 years. Her CV notes that she has considerable expertise in these areas as well as in participatory and people centred planning, economic development. I'd like to add that not only is Peggy very analytical, she is also innovative, hands on and very practical as demonstrated in the 'stop violence' interventions that she established in Samoa.

Professor Fairbairn-Dunlop has had a distinguished career working with all the small nation states of Oceania as well as the Pacific Regional Office of UNESCO, the Asia-Pacific Forum, the United Nations Development Programme, the World Bank, NZAID, the South Pacific Commission and UNIFEM Pacific. Currently she is a member of the Social Sciences Advisory Panel of the Royal Society of New Zealand.

In 2008 Associate Professor Peggy Fairbairn-Dunlop received the Insignia of an Officer of the NZ Order of Merit for services to research on families, a well deserved honour, applauded across the Pacific. Peggy has also been very active in various women's NGOs – locally in Samoa eg Samoa Assn of Women Graduates, regionally in DAWN and internationally on the Board of Directors of AWID (Association for Women's Rights in Development).

There is little doubt that Professor Fairbairn-Dunlop is one of the Pacific's leading scholars and her appointment in 2009 has been noted as marking a significant step in Pacific research development at AUT University whose new campus in Manukau is set to open next year, catering to the large number of Māori and Pasifika students in the area. Now New Zealand's first professor of Pacific Studies, Tagaloatele Peggy Fairbairn-Dunlop, wants to see more Pacific Islanders at decision-making levels and she believes that postgraduate education is the key to achieving this goal.

Professor Fairbairn-Dunlop has written a wide range of reports and publications including *Tamatai Samoa: Their Stories*, *Samoa Women: Widening Choices* and *Making Our Place: Growing Up PI in New Zealand*.

Very recently, Dr Peggy Fairbairn-Dunlop and Dr Marilyn Waring co-authored the "Beijing + 15 Review for The Pacific Region" which covers all Pacific Island nations except those with close links to France or USA.

We are very lucky that Peggy is in Auckland this weekend and she tells me that she is looking forward very much to speaking and to meeting more Auckland women.....

Beverley Turner
8 May 2010

Note: Inclusion of Dr Peggy Fairbairn-Dunlop's paper has been unavoidably delayed. Conference participants will be contacted when it has been uploaded / or send your "Request to be advised re Keynote" to info@pacificwomenswatch.org.nz Thank you.

United Nations Beijing + 15 Review: The Way Forward

Jane Prichard

At the NGO Global Forum held in the two days before the 54th session of the United Nations Commission on the Status of Women opened, Charlotte Bunch, who has been a leading spokesperson in New York for NGOs since 1995, said that the four World Women's conferences changed the lives of women. Legitimacy was established for the women's movement and today we are the inheritors of women who went before us and who laid the ground work. The four World conferences, she said, opened a space for women from all over the world, with debate making a transformation. The women's movement changed and grew as a result of the expanded space and resources, bringing them together across global lines.

My copy of the Beijing Platform for Action is battered. So is the current women's movement. Many women throughout the world are currently also battered by increasing impoverishment brought about by the recent economic crisis, civil strife and war as well as facing violence and abuse in their everyday lives. The review and appraisal in March short-changed women. The two-page outcome statement added nothing new. It was agreed by government representatives on the second day of the session, merely reiterating their commitment to further implementation of the Beijing Declaration and Beijing Platform for Action.

Charlotte spoke strongly, also, on the need to ask governments to lobby to hold a new Conference. I have attended only the Beijing Conference, but the energy and action generated there was amazing. At regional meetings and review by the Commission on the Status of Women at its annual sessions this enormous release of energy sparking the birth of new women's organizations and lobby groups has never been repeated.

At Commission sessions now for the last five years or more I have been part of a group lobbying for a 5th World conference to maintain gains and make further progress. On the second day of the NGO Forum I took the opportunity to speak strongly in support of a 5th World Women's Conference to ensure a women's movement that is immediately responsive, energized, mobilized and fully connected to women of all ages and cultures, and men and boys, and driven by a passion to see the Beijing Platform for Action fully Implemented and progress made for all.

Many are pinning their hopes on GEAR (Gender Equality Architecture Reform) – a single United Nations entity for all of the women's work - and waiting to see how it shapes. It will take time, however, before the results of the single entity become clear.

Coming out of the March review was the global universality of the outstanding critical issues for women – continuing and often increasing poverty, undiminished violence against women and girls, too few women in leadership and decision-making roles and the gender pay gap. Women in every country still experience these issues of concern which impede their progress and deny their enjoyment of full human rights and fundamental freedoms.

These are the same issues of concern which came out of the New Zealand review experience. For the New Zealand review we considered the same themes as those in the United Nations Questionnaire to governments.

The themes were:

- Gains – what gains have there been for New Zealand women since 2004?
- Gaps – where are the gaps in legislation, gaps in access to information?
- Challenges – what would we like to have, to improve our lives as women and girls?

The New Zealand Government response to the questionnaire was a key document informing the New Zealand NGO Beijing + 15 Report.

We again used the same Questionnaire *How Are We Doing? New Zealand Women Together* to gather data through forums and workshops nationwide to assess how women were faring in their everyday lives. These were held in a snapshot of time mid-April to late June 2009. The Questionnaire was used for the third time, giving a longitudinal comparison for the three five-year intervals in assessing changes to the lives of ordinary New Zealand women.

Other sources of information were:

- Responses to a pilot Questionnaire *Access to Health Services – Especially for women and children* taken at the same time as the sample for *New Zealand women Together – How Are We Doing?*
- Concluding comments and recommendations from the CEDAW Committee following the examination of the New Zealand Government's Sixth Report in August 2007. Questions raised by the three NGOs who presented reports were well heard by the committee.
- Issues pertaining to women in May 2009 in New Zealand's first report for the UN Human Rights Council Universal Periodic Review (UPR).
- Report of Pacific Women's Watch (New Zealand)'s Conference on 21 November 2009 *Young Women of Tomorrow – Changes and Challenges*.

As in the reviews for Beijing + 5 and Beijing + 10 concerns for women were clear:

- The pay gap differential for women compared to men continues to be a major concern
- Ongoing workplace difficulties including low pay for the type of work performed; balancing work with family commitments (work-life balance); not feeling valued by management; a poor working environment.
- The high level of domestic violence suffered by women and girls
- Continuing impoverishment of families – 1 in 4 children in poverty
- Health and welfare of elderly women, women with disabilities and girls.

Despite some notable advances there is still much to do to realise the concrete action called for at the close of the Beijing conference by the UN Secretary-General Boutros Boutros Ghali to:

- Protect and promote the human rights of women and the girl child as an integral part of universal human rights
- Eradicate the persistent and increasing burden of poverty on women
- Remove the obstacles to women's full participation in public life and decision-making at all levels – including the family
- Eliminate all forms of violence against women
- Ensure equal access for girl children and women to education and health services
- Promote economic autonomy and ensure their access to productive resources.

A comparison of results from the sample from grass roots women at three intervals of time reveals:

- Women reported on less money to spend than five years ago as
1999 - 61 per cent
2004 – 52 per cent
2009 – 52 per cent These figures show little change in the last 5 years.
- Saving for retirement:
1999 – 47 per cent unable to save for retirement
2004 – over 60 per cent unable to save
2009 – 33 per cent unable to save. The trend reversed between 2004 and 2009, an encouraging result so long as it can be maintained.
- Impoverishment:
1999 – women believed impoverishment to be increasing
2004 – increasing impoverishment a prime concern
2009 – poverty continues to impact on all aspects of girls' lives, especially in the areas of health, access to education and social exclusion.

Conclusions from the Beijing Conference 1995 included the view that attitudes prevailing in society would be more difficult to alter than matters needing a law change. Four in particular were: ongoing sexual abuse and harassment and the importance of the media in reinforcing attitudes, educating society and providing more models for and about women; the vital role of parenting required more recognition; building the concept of family-friendly workplaces. By 2004 valuable work had been done on all these issues. It was felt, however, there had been a failure to recognize the value of unpaid work.

Beijing + 10: Outcomes and initiatives showed there had been some advances. Women occupied a number of top positions in New Zealand – Governor General, Chief Justice, Prime Minister, Attorney General. Few women though were to be found at senior executive level.

There was still concern about progress on pay equity; child care; legislation being implemented; gender and age balance; life skill training; coordination of government and non-government agencies; student loan debt; and meeting needs of elderly, disabled, and children. Many lacked “safety nets”.

In 2009, when data was collected for the Beijing + 15 review it was found there had been only minimal improvement. The gender pay gap is currently unstable at rates for women on average 12 per cent lower than for men. The Ministry of Women’s Affairs Time Use Survey, while commendable, had produced little visible and tangible result. We look forward to the second New Zealand Time Use Survey which is currently underway with its first results expected to be available from Statistics New Zealand in mid-2011.

There are more gender friendly relationships in the public sector, but more are needed in the private sector. Cultural barriers still exist in the workplace. Waiving of fees on student loans has brought relief to women. Closing the gap between rich and poor has proven insurmountable, especially since the economic downturn. Domestic violence and abuse for women and girls has increased. Refugee and migrant women still have many unresolved issues. Fewer women currently hold top positions.

CEDAW reporting in 2007 saw some gains including release of the Action Plan for Women, the establishment of a Taskforce on Violence Within Families, abolition of interest on student loans scheme and the establishment of a Commission to advocate for families. Success with

appointments to government boards and committees had resulted in women holding 42 per cent of statutory board membership. Advances were made in the areas of women's employment, education and combating violence.

NGOS were concerned, however, at the slow and inadequate collection of disaggregated data on the lives of women and girls, and the development of measurable indicators and benchmarks. High house prices and overcrowding as a stressor leading to violence, a shortage of midwives, education for immigrant sex workers and the high level of illiteracy for school leavers were also concerns. It was particularly gratifying that many NGO concerns were included in the CEDAW committee's concluding comments.

One recommendation was to fully utilize the Beijing Platform for Action in implementing CEDAW. Outcomes from the conference today will inform the next reporting to CEDAW later this year to take action on this recommendation.

A recent gain is the Ministry of Women's Affairs development of indicators aimed at showing where there are striking gaps or opportunities to make things better for women. Work is also proceeding on the gender pay gap and women in leadership in the private sector. We look forward to seeing progress for women in the near future.

Response to the NGO workshops April-June 2009 informed the New Zealand NGO Country Report and provided longitudinal comparisons for a measure across three five-year periods over a range of issues. Concerns mirrored the 2007 CEDAW reporting. They showed that implementation of the Beijing Platform for Action requires greater will to overcome obstacles in poverty, education, health, violence, employment and power and decision-making, the six critical issues of concern chosen for discussion at the workshops. A successful pilot survey on *Access to Health Information – Especially for Women and Children* provided specific data in the same snap shot of time as the workshops.

The NZ NGO Beijing + 15 Country Report provided the basis for our input to the review at the Commission on the Status of Women (CSW) last March.

If you go to the CSW it is important to make an input to the NGO side events. This year I was able to speak at the Asia-Pacific Women's Watch Side Event entitled *Asia and Pacific Women's Perspectives in Crisis Responses*. I entitled the short presentation *Creating an A/Gendered Response to the Crisis of Climate Change* based on the ICW-CIF toolkit on climate change which I wrote in 2008.

The NZ NGO Beijing + 15 Country Report and the Report of our PWW(NZ) Conference last November were vital publications in helping us to obtain special consultative status with the UN Economic and Social Council (ECOSOC). When the status is confirmed later this year, following the annual session of the ECOSOC in New York, we have the exciting prospect before us of being able to participate in meetings at the highest international level. At the CSW in 2011 we anticipate that PWW(NZ) will be able to facilitate an NGO side event. Special consultative status will allow us to have our New Zealand concerns heard directly at CSW and at other UN forums. We can also be a communication channel for women in Pacific Island countries through which their concerns can be heard.

For the next five years there will be logistical difficulties at meetings held at UN Headquarters, New York. A temporary building on the North Lawn which has limited meeting space will be in use while the main building undergoes renovation. Despite the difficulties of space and access there can be no doubt that NGOs will continue to make their voices heard as they did at the Beijing + 15 review and appraisal

**United Nations Beijing + 15 Review: Indelible memories of a first-time participant
at the Commission on Status of Women 54, New York, March 2010**

Beverley Turner

First came the snow, which started to fall on the second day I was in New York. I thought it was beautiful although I quickly learned to cross a road only where others had crossed before me since deep gutters were a hazard. Next were the early morning queues for the very limited, highly sought-after tickets that were needed to access any of the country or UN agency presentations/parallel events in the huge, well-guarded white box building TNLB (temporary north lawn building). My standard conversation starter in any queue was: 'What are you focussing on?' which meant that I heard firsthand a goodly sample of the broad range of issues facing women (North and South) and particularly their most serious current issues and situations. Scattered /non-UN venues proved that there is nothing quite like brisk 10 minute walks to clear the head between one challenging presentation and the next. The Salvation Army (venues) and YMCA (hostel) were very accommodating hosts throughout.

In spite of such 'problems' and the UN's concluding statement (pre-agreed and not negotiated at CSW as it usually is) being an extraordinarily bland "outcome" especially when compared with the feisty Asia Pacific Regional Caucus statement...., in spite of all these potential detractors I am so pleased I attended. In the middle of the second-week I left New York with reluctance as I would very much have liked to stay longer - there was still a wide range of events to attend, the queues were definitely getting shorter, the weather was warming up and I had still only managed to squeeze in visits to two remarkable museums that were 'on the list', one of which very helpfully was open until 11pm one Saturday night.

I had registered for both the Beijing + 15 NGO Global Forum and CSW 54 itself as a member of PWW(NZ) and it was great to catch up on Asia Pacific Women's Watch representatives whom I'd met when I deputised for Jane Prichard at meetings in Japan and Philippines last year and also some APWW stalwarts from my first involvement in 1997. They are a very friendly, multi-talented, articulate and assertive group coming together from over 50 countries, from Afghanistan, Bangladesh and China to Sri Lanka, Thailand and Uzbekistan.

I also wore other 'hats' - as a New Zealander with close links to UNIFEM's NZ National Committee I was honoured to sit in and take notes during a very wide-ranging and intense briefing to most of UNIFEM's 17 National Committee presidents from Ines Alberdi, Executive Director and three of her top UNIFEM staff (all men - passionate advocates for everything UNIFEM stands for...). My third connection is the oldest as I had attended UN Women's Conference in Beijing, 1995 and its parallel NGO Forum as a member of NZ Federation of Graduate Women. The Pacific NGOs' tent at the Forum in 1995 simply pulsed with the energy and determination of the Pacific women so I was disappointed that there were very few Pacific Island women in New York and no easy way of meeting those who were there.

The NGO Global Forum on Women took place February 27-28 in the Salvation Army's capacious Art Deco complex on 14th Street. It opened and closed with drama and music from local New York City youth groups and impromptu national clusters. In between, eighteen world-class panellists/ global experts shared either specific regional priorities or their experience / wisdom / particular expertise in and across the 12 Critical Areas of Concern in the Beijing Platform for Action. Alarming trends and disquieting, emerging issues were identified through a gender lens and shared with some considerable foreboding - but there was also huge determination for to win through regardless, for gender justice to prevail.

Over the two days these wise women spoke with passion and from their rich experience and knowledge - skilfully tailoring knowledge, analyses and ideas into four themed sequences:-

‘Advancing Women’s Rights, 1975-2010 – what world conferences on women accomplished’; [and why we desperately need another to rev things up...]

‘State of the World’s Women - patriarchy, violence against women and girls, women’s health and climate change’;

‘Voices from Around the World – regional priorities and action’; a short title for an impressive circuit of the globe and overview of what is taking place where – and why...

‘Fulfilling the promise of gender equality, peace and development’ (Beijing’s Challenge to us all) was examined by exploring issues of security, the strengthening of international mechanisms, world economic crisis, building women’s leadership and progress towards meeting the Millennium Development Goals by 2015’ Yes, all in one panel, they were very practised speakers and that was ‘an unforgettable weekend’ of inspiration and challenge...

The microphone queues for NGO input after each panel were long but with sharp and (mostly) short comments / questions a wide interchange of opinions was achieved. Jane is a ‘past-master’ at making crisp interventions – moving quickly to head the queue and deliver punchy, succinct comments.

Monday 1 March saw us all back at the UN complex. My priority on weekdays was to spend some time every day in the galleries of either the main or ‘overflow’ UN Conference rooms to hear key UN or country speakers eg on 1 March, the opening morning, both the UK and the EU women delegation leaders gave stunning presentations on gender justice and the urgency re establishment of new high level, well-resourced ‘gender entity’ at the UN – GEAR campaign as it has become known [Gender Equality Architecture Reform.]

Alternatively, I selected sessions from the long pre-published, much-studied programmes of Parallel and Side Events- usually panels but sometimes energetic, interactive, ‘proper workshops’. A huge and stimulating range of options were offered, continuing right through the weekend into the second week, but many had the drawback of restricted numbers. Some were run by UN agencies eg UNDP, UNFPA, UNICEF, UNIFEM and an extraordinarily wide range of international NGOs eg AWID (Association for Women’s Rights in Development), or lesser-known country-specific NGOs eg Green Women of Sweden who besides tackling environmental concerns offer assistance and safe shelter to Eastern Europe refugees and migrants - the latter aspect reminded me of ‘Shakti’'s work in many respects.

International Women’s Day, 8 March was marked on Wednesday, 3 March rather than on its own date– maybe because many CSW delegates do not stay in New York for the second week of CSW. Late on the morning of 3 May there was an “Interactive Panel” – **“Beijing+15, The Unfinished Agenda”** in Conference Room One with high-level “name” speakers including UN’s Deputy Secretary-General Asha-Rose Migiro, // Gertrude Mongella, Sec Gen of 4th World Conference on Women; // Patricia Licuanan, Chair of Asia Pacific NGO Forum and a Former Chair of CSW // and Amy Tang, a young woman active in reporting on *“Because I am a Girl”* and expanding its initiatives in US and Canada.

A ‘must’ each morning was to pick up the in-house paper as soon as it appeared, before all copies had been taken. Many of the media reps moving quickly in and out of events with tape recorders and cameras in action were young women from both established and new media networks eg, IAWRT (International Association of Women in Radio and Television), and WAVE (a Pacific media network for women in journalism). It was really pleasing to see the number of younger women who had managed to get to New York, including several Pacific women journalists and the very active New Zealand representatives from Girl Guides and YWCA. At the other end of the age-range there were a number of workshops run specifically by older women for older women – hardly surprising as demographics in the developed countries are definitely shifting...

The Pacific highlight of CSW54 for me was a ticketed 'side event' hosted by the Australian Government and PIFS at which Ruth Maetala (Director of Research Planning Policy and Information Division, Ministry for Women Youth and Children Affairs Solomon Islands) spoke on 'Women and Decision Making in Solomon Islands'. She started by describing how colonisation has affected them and ended telling us about their recent unsuccessful attempt to introduce a quota system to get ANY women into Parliament. Ruth was definitely the star of that panel – but then I may be biased as she is my Pacific Graduate Women's Network contact in the Solomons...!

Also special was a UNICEF-sponsored dialogue between a young (16 yrs) Cambodian girl human rights activist; the very pro-gender-equality, male UN Ambassador from Norway and two of my most admired women: Mary Robinson, ex UN Human Rights Commissioner, now co-chair of Civil Society Advisory Group to the UN on Women, Peace and Security; and Charlotte Bunch, Founding Director of the Center for Women's Global Leadership, Rutgers University, Newark, US. CWGL was founded in 1989 to develop and facilitate women's leadership for women's human rights and social justice worldwide and Charlotte has, for some years now, been driving the global NGO advocacy for one unified, well-resourced gender entity at the UN. This long campaign, known cryptically as GEAR, demonstrates both the need for GEAR and how unified global advocacy can contribute to positive outcomes.

Recurring themes that I was able to sample included the essential "gendering" of the Millennium Development Goals, Climate Change and its effect on developing countries, especially on women and children; Trafficking of women and girls; Women in leadership, Education, Girls - the opportunities and challenges faced by so many.....

Quirky coincidences abounded – late on my last afternoon, in a deserted corridor after battling the UN postal system so that I was not overweight on return flights with all the papers and publications I had picked up, I met a New Zealander who now lives in the Hague. Her name is Brigid Inder, she represented YWCA NZ in Beijing, 1995 and is currently the President of AWID, the Association for Women's Rights in Development – an NGO well known to both Peggy and Marilyn who have been / are Board members respectively. Brigid was at CSW as founder and Executive Director of the NGO: Women's Initiatives for Gender Justice that advocates for gender justice through the International Criminal Court system and works with women most affected by conflict situations under investigation by the ICC.

If anyone would like an orange armband, inscribed GENDER JUSTICE, please contact me. I was given some to bring back after walking with Brigid to the excellent Asia Pacific Women's Watch panel discussion on **Women and Armed Conflict**. The panellists came from Afghanistan, Nepal, Pakistan and Fiji and are all very courageous women – I have many pages of notes from this excellent, insightful panel. That was definitely my lucky afternoon as I sat down close to an Iranian human rights activist I'd been very much hoping to see... Farzaneh lives in Washington, we've been e-mailing since we met last year at the APWW NGO Forum in Philippines but I had quite despaired of locating her at CSW. Over a 2-hour coffee shop stop all the awful news we hear concerning the treatment of women and girls in Iran was brought vividly and tragically alive for me...

On a happier note, name tags are indispensable. I recognised the name of an elderly woman at an evening reception hosted by the Turkish Embassy and she recognised my accent and wondered if I had news of an old friend of hers in New Zealand. While groping for the name she unmistakably described Dame Dorothy Winstone here in Auckland so I was able to reassure them both that the other might be frail but still had a very alert and inquiring mind. Both would now like to be returned to the other's Christmas mail list!

Long live networking...

**PWW(NZ) Conference, 8 May 2010: Beijing +15 - The Way Forward –
Gains, Gaps, Challenges and New Issues facing Women and Girls**

Workshop: Issues for Girls – Raising their Visibility

Facilitator: Katrina Mika

Katrina introduced herself and the work of YWCA, particularly “Future Leaders” programme for girls [14 – 18 years] in the Auckland region. Katrina’s role as a co-ordinator is to build a strong bridge between the school and the organisation to ensure that the young leaders, their families and the mentors, are well supported throughout their journey on the programme. Katrina is the coordinator for McAuley High School and Tamaki College.

YWCA Future Leaders programme, in co-operation with schools¹ who are interested in the programme, identifies girls who have leadership potential and Future Leaders’ mentors work with them to identify leadership skills that can be developed or enhanced. The mentor-mentee relationship often continues beyond 18 yr as an ongoing less formal mentoring / friendship.

Workshop participants, ranging in age from teens to seventy plus, introduced themselves and started by comparing their own experiences as / with young people.

Group members generally agreed that in NZ:

in co-ed classrooms, boys are more vocal, attention-seeking/demanding/visible and receive more individual attention than do girls – disadvantaging development of girls’ leadership skills;

girls in all-girls schools are more supported as leaders;

But migrants may have come from countries with different norms eg Philippines - single sex schools are private schools reserved for the wealthy; (larger cities in NZ offer a choice of single-sex or co-ed secondary schools within the state system)

Q: What range of girls attend Future Leaders programme? Is there any pattern eg. from single-sex or co-ed schools?

A: Girls come from a range of schools, backgrounds, ethnicities, cultures... The vision of the YWCA is ‘women inspiring women’ therefore the programme is offered to girls from various high schools¹ all over Auckland, regardless of the makeup of the school.

Range and degree of girls’ needs and the approach to empowering girls is contextual depending on their ethnicity, background, culture....

Some girls in their family and / or social networks are never asked for their opinions, ideas etc so it often falls to the school to foster and develop whatever cultural identity, character and levels of socialisation existed for them/ these girls had at the beginning of their school lives

Levels/degrees of cultural identity, positive character development and of socialisation all help to shape and maintain girls’ self-confidence.

Q: Is it expected that young women leaders who have completed their Future Leaders training will pass then move on to mentoring more vulnerable girls in their own community? What hurdles could they face?

A: Young leaders are great role models, however, churches have considerable influence and tend to reproduce fixed gender roles which can lead to gender injustice.

¹ Schools currently involved in the programme are: Auckland Girls High School, Alfriston College, Glenfield College, Henderson High School, Sir Edmund Hillary Collegiate, Kelston Girls High School, Massey High School, McAuley High School, Mt Roskill Grammar, Onehunga High School, Selwyn College, Tamaki High School, Waitakere College.

Family dynamics can morph / alter considerably depending/based on the [strength and breadth of] young people's influence within their family [whether minor or considerable]. This is leading to generations of families who are adapting and developing new lines of communication by necessity.

In many families – the visibility and status of girls is strongly linked to the attitudes of their fathers, brothers and uncles, but the father is particularly important as he is often the person whose opinions have the greatest influence on family dynamics and the socialisation of the children.

Q: What are the “here and now” issues for young women (yr 12 & 13) at a long-established, inner city multi-cultural girls' school.

A: Girls do not identify with feminist demands around pay equity .Girls think that a lot has been achieved and that they have access to whatever boys can access – [a false sense of equality?].

One school student very concerned that many of her contemporaries do not see any links between what feminist movement has achieved for women and the gains that have been achieved by and for women.

A vigorous discussion about feminism ensued across 3 generations of women in the workshop.

Quotes; 'The term “feminist” was very necessary at the time'; 'Women had to be radical to achieve changes we now take for granted, but then the framing of feminism was re-worked and shifted into negative area eg 'extremist', 'radical', 'bra-burner', 'man hater'.....

Q: How do you counter the “cringe factor’ around the label “feminist” when you want to introduce teen-age girls to feminism and feminist concerns such as inequalities between young women and men, discrimination against women...?

A: Exposure of good feminist role models to girls

At AGGS there is an active Amnesty International student group and alongside it, there is another group: 'AGGSHA' - Auckland Girls Grammar Student Humanitarian Activists ² established this year. AGGSHA is active in raising awareness of human rights issues that affect young people in general and young women in particular. They aim to be awesome young leaders acknowledging their responsibility and their right to advocate for human rights.

AGGSHA want to pass on their mentoring, learning and leadership activities outside their own school to boys and girls in schools that do not have the resources or student leaders or teachers who are able to/prepared to champion the introduction of 'special topics'/ alternative learning that could lead to mainstreaming of a human rights attitude and a culture of equality.

Related programmes were shared:

Building Human Rights Communities in Education ³, a unique NZ venture, striving to make things easier not harder for schools and early childhood centres; a citizenship education initiative established in 2005 see: www.rightsined.org.nz This is an encompassing approach supporting human rights imperative, making a human rights approach pervasive, running across all learning.

Cool Schools is an initiative of the Peace Foundation. The Peer Mediation Programme is a national, whole schools programme that was developed in 1991. It aims to train students in the skills of mediation and conflict resolution, whereby children learn to mediate conflict amongst their peers. There are primary, secondary and parent programmes, see: www.peace.net.nz

² AGGSHA are members of Youth Human Rights New Zealand, a forum for young people to talk about human rights, administered by the NZ Human Rights Commission.

"Young people have the right to say what they think and to give and receive information." see: www.hrc.co.nz/youth

³ sponsored by - Amnesty International, the Development Resource Centre, the Children's Commissioner, the Human Rights Commission and the Peace Foundation – see bottom of next page for its launch, 2007 .

The potential to co-operate/work together to grow the AGGSHA approach in other schools was discussed - to network better with other schools that have similar ideas on HR education and on disseminating HR knowledge. COLLABORATION is key to closing gaps between schools and gaps in resources.

Affirming Works was described as an Auckland-based scheme and provides mentoring for girls and boys at risk focussing on school retention and positive transitions when leaving school environment. Men mentors play key roles using a holistic approach that focuses on young women's and men's "well being" - therefore contributing to their on-going education and personal development.

Q: What roles can New Zealand's formal education system play re visibility of girls?

A: Besides specific programmes, the role of the new generation of teachers is very important and there is real need for more men teachers in both primary and secondary schools - there is real value for girls (and boys) to experience having kind, respected and respectful male role models. It was suggested that we advocate for greater intake of male students into teacher training at all levels and for them to be better supported than at present. The emphasis on 'risk' in having male teachers needs to be dealt with, including in ECE institutions; induced wariness of men around girls of all ages is most stressful for male teachers.

Visibility / exposure of GIRLS in the Media:

Sexualisation of young girls is deplorable and crassly based on marketing and consumerism rather than respect for rights/dignity of children...

it is worrying that the focus is moving downwards age-wise - now that many 'teens' are effectively hooked into consumer goods eg clothes and behaviour previously considered as 'adult', media and advertisers are targeting the new generation of "tweens" ie younger girls.

Linked with sexualised exposure of younger girls is their ease of access for many to the Internet – and innocent /unforeseen contact with material and websites inappropriate for their age. Not all parents fully appreciate how much material is available on internet...

Advertising that children can see/hear is NOT well-controlled – TV ads are particularly invasive... Some advertisers consider they have 'free-reign' to push the boundaries until pulled up by NZ BSA after public objections, but advertisements in question can be screened throughout BSA's (2 week) investigation time. Strong demand that ads for sale of alcohol must be pre-vetted; also strong support for pre-vetting of ads that can be seen by children and requirement that scrutiny regime be tougher and include 'preventive' criteria.

Additional NOTES contributed by workshop participants post-Conference: -

"NZ's Broadcasting Standards Authority' classes 'Children' as under 14 yr. and is pretty bland in its section on 'children'. Its 'Free-to-Air TV' code includes: *Broadcasters should be mindful of the cumulative effect of violent incidents and themes.* It's a pity this is not extended to age-inappropriate advertising to children!"

At Parliamentary launch 'Building Human Rights Communities in Education' the Speaker of the House said:

"Human rights are an expression of human aspirations for dignity, equality, security and freedom to reach one's potential as a human being. Yet despite our sense of fair play, and the significant role New Zealand has played in the development of the international human rights framework, research indicates that among the general population there is limited knowledge and understanding of human rights.

Many concerns about the challenges facing our schools are human rights-related. And although much of the current New Zealand education policy is implicitly about the realisation of human rights through education, a better-informed and more explicit human rights approach promises to bring greater coherence to elements of the curriculum and school organisation.

Learning about human rights must start in the home, in early childhood education centres and in our schools. I'm delighted that the initiative for human-rights based education has gathered momentum here in New Zealand and that it has been endorsed by the Government as our contribution to the UN World Programme for Human Rights Education.

I also applaud the sponsors - Amnesty International, the Development Resource Centre, the Children's Commissioner, the Human Rights Commission and the Peace Foundation". May, 2007

**PWW(NZ) Conference, 8 May 2010: Beijing +15 - The Way Forward –
Gains, Gaps, Challenges and New Issues facing Women and Girls**

Workshop: **Violence related to Mental Health**

Facilitators: **Debbie Hager, Isabella Tedcastle**

Migrant women – *experience / suffer from:*

- mental health issues related to resettlement, employment, the inability to get their qualifications recognised.....
- abuse related to cultural understandings of the family for example:
 - the stigma of single mothers - i.e. women who leave their husbands and choose to live alone - for example when they leave abusive relationships
 - the role of the extended family - the role of mothers-in law in controlling and abusing their daughter-in-law
 - women coming here to get married and not having any of their own family around for support - so being/ becoming very isolated
- very little understanding of mental health issues – either ‘mentally ill’ or ‘well’ – they have no understanding of the place in between where help could be sought
- stigma associated with mental illness, stigma can be intentionally increased by the abuser seeking power and control
- lack of understanding of the relationships between domestic violence and mental illness and alcohol and drug abuse

All women – *are affected by:*

- Lack of understanding of relationship between mental illness and domestic violence – not necessarily a direct relationship but complex linkages
- Nowhere to go for women who are driven mad by domestic violence – or who are using drugs and alcohol because of abuse suffered
- The stigma of being ‘mentally ill’ being used to deny women services, a voice, their autonomy
- Lack of good services that recognise causation

Women - *need:*

- to have access to women-only alcohol and drug services and mental health services (or services that recognise and work with both) and that have a very good analysis of domestic violence and can work with abuse issues alongside the treatment of other issues —
- to have rehabilitation centres where women can take their children – so they can be in treatment and in refuge at the same time if required

Children have very specific needs:

There needs to be far more understanding and awareness of the effects of abuse on the development and long term health and well-being of children.

Children need gender equity in education – looking at the socialisation of boys and girls so that they can treat each other with respect – so that boys are not socialized into damaging masculine roles leading to boys becoming ‘control freaks’ and girls are not pushed into submissive ‘feminine’ roles.

The socialisation /message that ‘children need fathers’ is dangerous. Some children are safer without their fathers.

People need to understand the risks associated with children growing up in an abusive environment so that there is less stigma attached to mothers leaving abusive partners and not allowing them to have unsupervised access with their children.

Greater psychological support in schools is needed such as the old educational psychologists being readily available....

Schools need access to skilled people, who themselves need a very good understanding of the dynamics and effects of abuse, to work with children who are having problems related to abuse.

All of these issues increase the mental and emotional stress on women living with, or trying to leave, abuse.

Older women

We need to understand that violence against older women has often been going on for many years – it is ‘domestic violence’ not ‘elder abuse’.

There need to be ways to keep women safe in their own homes eg by providing places for the ‘grumpy old men’ to go while women who wish to, can stay home in a safe environment. Such a set-up could prevent domestic violence, so that women don’t have to be institutionalized and lose their independence to escape abuse

General

Distinctions /differences between having a mental health problem and being ‘mentally ill’ are poorly recognised or understood.

We need services to be funded to keep people well, not just to treat people once they have become ill.

Currently many of the services focused on prevention are being dis-established – a very short-sighted decision....

**PWW (NZ) Conference, 8 May 2010: Beijing +15 - The Way Forward –
Gains, Gaps, Challenges and New Issues facing Women and Girls**

**Workshop: Outstanding Issues for Pacific Women and Girls
living in New Zealand**

Facilitator: Mere Ratuva

Introduction: The first issue raised was the need to clarify the use of 'Pasifika', an increasingly general adjective or term commonly used in New Zealand. Whenever, wherever the word is used, the scope / meaning of 'Pasifika women' needs to be clarified and agreed.

In this discussion forum, 'Pasifika women'

- a) means women of indigenous Pacific Island ethnicity /origin who are now living in NZ – these women or their parents /forebears migrated to NZ from their Pacific Island 'home' countries, primarily Samoa, Cook Islands, Tonga, Niue, Fiji and Tokelau (in order of numbers), with smaller numbers from Tuvalu, Kiribati, Papua New Guinea, Vanuatu, the Solomon Islands and the small island states of Micronesia;
- b) 'Pasifika women' also refers to all women of non indigenous diverse migrant communities from Pacific Island countries now living in NZ eg. Fiji-Indian women;
- c) 'Pasifika' can simply mean Pacific Island (PI)

CAUTION: "*Beware sweeping generalizations*" about Pasifika people living in New Zealand – they are highly mixed and diverse ... see Endnotes ...

Issues raised facing PI/ Pasifika women living in NZ include:

- Problem gambling is widespread among Pasifika women and girls
- Poverty– some children have no papers /pencils /books in the home; no school stationery/resources
- Insufficient women employed in Barnados to deal adequately with requests for childcare support
- Child health and women's health are 'below par' that is; below NZ average
- Relationships between older and younger women are often stressful due to lack of knowledge of young women's contemporary technology such as personal use of cell phones and the internet
- Inequality and differences exist in New Zealand between different Pacific communities as well as significant variations between different Pacific ethnicities across the Pacific region
- Pasifika women need more encouragement to be more proactive eg seeking training and mentoring so that they can advocate for themselves to move ahead faster
- The voices, visibility and representation of Pasifika women in the international arena is unbalanced and well below that of men and it is also well below the visibility and representation of Palagi women at global gatherings – whether non-governmental (NGO) or at government level.
- Gender gap is evident in Pasifika girls' and women's access to higher education and wider/better career options as well as in their take-home pay / salaries compared with men and boys
- Opportunities for girls to flourish in some families are still restricted compared with boys - this is inequitable / not fair
- Poverty of resources as well as minimal cash reserves impact women disproportionately
- Social services are inadequate across areas such as family support, education, housing, migration status

- Women coming out of prison face an extra range of problems eg lack of security, loss of confidence.
- All gaps needs to be challenged;

Visibility and representation challenges

- Political space is needed for more representation from indigenous women – for Maori women as well as Pacific Island women
- Age is a challenge: current women activists and leaders are getting older and they need to train younger women,
- Stronger /higher representation is needed to reflect politics of grassroots/community women
- Lack of resources, finding funding for Pasifika and Maori women to be involved and represented at international forums is very difficult
- Pasifika women appreciate encouragement to join mainstream women's NGOs eg PWW(NZ)

Creating spaces conducive to nurturing women leaders

- Women of all backgrounds have to work together in the community and public domains
- There is considerable potential latent in many Pasifika women for building professional and community networks and strengthening existing ones
- Male dominated environments such as churches tend to inhibit women's empowerment
- Women who go to church have regular large gatherings and could be encouraged to talk more about women's issues and advocate for change/improvement...
- Churches need to be more service-centred and proactive about current concerns/issues within their memberships
- Increasing male opposition to promoting 'equality' messages about issues faced by girls and women eg. women's equality under the law
- Importance of adults, especially parents, to involve youth in decision-making that affects youth – both girls and boys.
- Indigenous presentation of indigenous issues eg. 'we don't empower our girls to know about and understand colonization and its current impacts on Pasifika people
- Vast discrepancies often exist between expectations and reality.
- Opportunities for advancement at work are still inequitable, sometimes because of lack of education or skills.–
- Expectations need to be raised and wider opportunities provided eg access into higher education - girls need same chances and support as boys
- Socio- economic and cultural gaps need to be challenged;

Health: a serious issue needing greater attention and resources

Multiple women's and children's health problems face most Maori and Pasifika communities. Most Maori and Pacific Island women and children have health problems of some sort – eg:

- Tobacco related/alcohol related ill-health and lower life expectancies
- Low rates of immunization
- Obesity as a consequence of poor nutrition and many 'take-away' meals and / or lack of adequate exercise

Service providers find it hard to cope with all the demands made on them

Safety in homes and public places – some needs:

- Basic parenting and living skills of all living in the home with mothers and babies are important, the whole household needs to know how to protect young children

eg essential safety measures such as never leaving a young child alone in a bath; pushing / keeping hot kettles, saucepans and cups well away from the edge of a stove or bench...

- Injury/ accident prevention awareness and first aid eg car travel, drowning

Girls and young women

- Whole host of issues eg relationships, alcohol, peer pressure, sexuality
- Cultural differences between generations create tensions – better 2-way communication needed to prevent fraught inter-generational relationships.
- Mothers / aunties /women parents not willing to listen to girls in the family group nor to discuss sexuality and sexual behaviour with them at home rather than leaving this to the school or to the girl's friends.
- Healthy choices needed regarding exploring topics like teenage pregnancy and n sexuality
- Schools have insufficient counselling/mentoring services
- A high proportion of Pasifika young women's future could be unnecessarily bleak without sound knowledge and good relationships

Technology/computer and internet becoming a social space - safety issues

- Values are being challenged / are changing as part of technological change e.g. many girls want / expect to have their own cell-phone; computers are increasingly in the public domain, more accessible e.g.schools, offices, libraries
- Children have core skills and access to computers, whereas many parents do not
- Technologically savvy Pacific women /mothers are often lagging behind the next generation and widening the generation gap
- Social concerns about safety/ increased vulnerability, of girls and young women on the internet eg easy access to and giving out of personal information/ nude photos,
- Cyber bullying by texting on cell-phones as well as abuse on internet chat sites
- Cyber trafficking: parental monitoring of children's access and use of internet is essential
- Programme of 'one laptop per child' means that monitoring is crucial and parents need to be watchful by learning basic computer and internet/ media skills themselves

Note: Pacific Island rural villages do NOT want their pupils to have lap-tops because they fear mis-use and power failure difficulties....

Cultural values/norms/attitudes and behaviours

- Behavioral attitudes are different and changing very fast from one generation to the next
 - Mother and daughter strained relationships need greater effort both parties!
 - Huge difference between knowledge and wisdom and these need to be explained to young people.
 - Lack of acknowledgement and listening to young women's issues in the home
- Lack of parental control and protection around teenage daughters and their issues

Funding and delivery of services:

- Public health policy services are being reduced and/or cut altogether eg Parent Centre Ante-natal education funding
- Semi-dependent service organizations/agencies eg Barnardos, Plunket, Kidsline are struggling due to insecurity of funding
- More education, core information and advice needs to be easily accessible for women and men parents and caregivers of girls
- Government's short term and specific targets/goals restrict service providers from looking at women in their care holistically

Prime recommendations: Pacific Island women in New Zealand should walk in tandem with all other groupings of women in New Zealand, the diversity of women and girls living in NZ should be acknowledged, receive common respect and be celebrated.

Major recommendation: from Dr Peggy Fairbairn-Dunlop, keynote speaker, is that a comprehensive review of Pacific women's status in New Zealand - economic, social etc - needs to be undertaken....

Although portions of this information are available in different departments this information / the whole story has not been brought together:

- in one easily accessible place
- in a way which enables relationships to be drawn between the factors influencing women's experiences today, and / or
- reviewed through a Pasifika or ethnic specific gender lens

Workshop participants agreed that the most appropriate NGOs, government agencies and members of civil society should:

- promote more 'girl-parenting' education and information for both women and male parents
- further health education and social support for women parents and care givers
- raise awareness of parents on new communication technology and cyber internet social networking
- encourage older women/parents to listen to younger women's/daughter's views and concerns such as teenage sexuality
- create opportunities for women's empowerment and development of representation skills in the community and wider political domains
- create a greater sharing, training and networking of resources, skills and information amongst women in all spheres
- train and nurture younger women for leadership and activist roles
- advocate safe spaces for political and social presentation opportunities
- provide safe counselling/mentoring services for young girls in schools and tertiary institutions
- create a dynamic and robust space for dialogue and sharing of 'traditional Pacifica and contemporary Pacifica' values and attitudes
- encourage Pacific women to join women's NGOs such as PWW(NZ) as a way for their voices to be heard,
- ensure that should PWW(NZ) be drafting a paper, writers would consult the group participants
- raise young women's expectations of wider opportunities to be provided.....

Endnotes:

One:

- NZ Dept of Statistics describes New Zealand's Pacific population as "young and diverse";
- Median age for Pacific peoples in New Zealand is 21 years compared with almost 36 years for the total population;
- 2006 Census tells us that NZ's 'Pacific' populations:
 - comprise 7% of the total NZ population;
 - are growing at a faster rate (15%) than Māori (7%) and European (-9%).
 - 59% are New Zealand born;
 - 67% are concentrated within the Auckland region and represent at least 13 distinct languages and cultural groups.

Two:

Feedback and comments are welcome, whether you were a member of this workshop or not.

e-mail to: info@pacificwomenswatch.org.nz Subject: 8 May Workshop Feedback

**PWW(NZ) Conference , 8 May 2010: Beijing +15 - The Way Forward
Gains, Gaps, Challenges and New Issues facing Women and Girls**

Workshop: Strategies for closing the Gender Pay Gap
Facilitator: Dr Philippa Reed

Dr Philippa Reed is the Chief Executive at Equal Employment Opportunities (EEO) Trust, a not-for-profit organisation that provides EEO information and tools to employers and raises awareness of diversity issues in New Zealand workplaces.

EEO Trust members are NZ's larger public or private employers – there are approx 400 'member organisations' who resource EEO Trust' work along with Government contributions

EEO Trust tries to not talk just to the 'converted' but to all/any organisations and enterprises with a business focus.

EEO Trust values being credible and giving sound, balanced and commercially viable advice based on experience and/or commissioned research eg rigorous studies on EEO/diversity issues.

[ref: 2009 Annual Report <http://www.eeotrust.org.nz/about/annual.cfm>]

Equal employment opportunities (EEO) result from eliminating barriers and ensuring that all employees are considered for the employment of their choice and no-one suffers discrimination.

Diversity issues /practices include:

- recruitment,
- hiring,
- pay and other rewards based on merit,

regardless of gender, ethnicity or age - "the three 3 BIG issues" that are at the core of most discrimination situations faced by women. Women may also encounter problems when they seek:

- better work conditions,
- flexible working options,
- "fairness" at work,
- career development opportunities to perform to their maximum potential and
- promotion based on talent. <http://www.neon.org.nz/eeoissues/>

Good management relationships in New Zealand workplaces include increasing the focus on gender issues.

International governance expert, Professor Susan Vinnicombe, Director of the International Centre for Women Leaders at Cranfield University was brought to NZ in 2009 by the Human Rights Commission and the EEO Trust. At a forum at the University of Auckland Business School in October 2009 which was focussed on international efforts to improve the numbers and status of women on boards, Dr Vinnicombe met with prominent board chairs, senior women in governance and community representatives to explore strategies for the future.

With low numbers of women on NZ Boards, what would make a difference was discussed and some positive strategies for the future were identified.

Currently, there are 8.65% women on private Sector Boards, with 122 well-qualified women on the Institute of Directors (IOD) database as actively seeking directorships. It was noted that of most NZ women Chief Executives work in NGOs and that the majority of senior women who report to the Chief Executives are employed in Human Resources area.

IOD is starting to look at mentoring women to be successful Board members.

Pay Equity and **Pay Parity** continue to be 'hot potatoes' –

Pay equity means that women receive the same pay as men for the same work or for different but equivalent or similar work that is of equal value.

Focussing on NZ's Gender pay gap:

The gender pay gap in NZ is 'bad news' - there is a 12% gender pay gap per hour, but in some workplaces the pay gap is as great as 35%" [Pay Equity Coalition, Feb 2010]

The gender pay gap is cutting family incomes, pensions, investments and tax revenue and reducing productivity. Women are more likely to work part time and in poorly paid industries and women still face significant restrictions on their career opportunities – choices must be wider in practice.

Ref: <http://union.org.nz/news/2010/women-in-the-red-red-bag-day-2010-18210>

Question: What can women do to ensure they don't slip further and further behind in pay scales offered to men who started work at the same time with similar qualifications?

Answers:

- Learn negotiation skills and use them!
- Know and appreciate your value to the company/ organisation...
- Check out Harvard Business School research for pointers and leverage
- Possibly set up a chat room on a website for sharing strategies and successful approaches
- Check out information available from Human Rights Commission
- Offer / seek /facilitate mentoring for younger women from experienced workers eg how to deal with confidentiality agreements around salary offered /paid // in private and/or public sector

'**Legislation** is letting women down in the private sector...'

Make sure you do your homework and get a fair and robust employment contract

Only 25% of workers in NZ have a proper contract (Dept of Labour stats) – probably more women than men in this situation

Young women are not aware of pitfalls such as prevailing abuse of rights and requirements with respect to conditions of their employment

Stereotypes still exist re what is 'women's work' and what is NOT women's work and these stereotypes must be challenged assertively and repeatedly.

Demearing / ignoring the issue: The Pay and Employment Equity Unit (PEE) was working well but was dis-established in May 2009 - so information from other monitoring groups such as NACEW is very important."

<http://www.dol.govt.nz/services/payandemploymentequity/>

NACEW - Too few women are aware of the National Advisory Council (to the Minister of Labour) on long-standing entity which contains a wealth of background and current NZ research and information eg Critical Issues for New Zealand Women's Employment, now the Employment of Women, see website: www.nacew.govt.nz
NACEW is a very important entity – now and in the future....

Women in academia: Employment equity is not seen at the senior academic levels in New Zealand's universities which show the pervasive nature of female under-representation. In 2007 the first **Women in Leadership** programme followed the 2006 *Report - New Zealand Census on Women's Participation* produced by the Human Rights Commission and Massey University showing that women held less than 17 percent of senior university

academic positions within New Zealand. This unique initiative for senior women in the tertiary sector offers 5-day residential courses that develop leadership qualities and deeper understanding of governance to two women from each of NZ's eight universities. An early indication of progress is women applying for promotion sooner than previously. This scheme is regarded to be a model leadership programme,

See: <http://www.nzvcc.ac.nz/aboutus/sc/hr/women-in-leadership>

Another initiative, **New Zealand Centre for Women and Leadership**, was set up in 2008 at Massey University to promote leadership opportunities for women through education, research, consultancy and community activity.

See: <http://women-leadership.massey.ac.nz/>

Both schemes have received considerable collective support.

Student advocate service, University of Auckland can advise on employment issues eg pay rates

http://web3.ausa.auckland.ac.nz/index.php?option=com_content&task=view&id=516&Itemid=291

Some possible solutions to close NZ's gender pay gap:

Women need to continue to talk about the need for pay equity and flexibility in the work place.

They need to be encouraged to learn negotiation skills and apply for promotion earlier. Women should share their successes on websites such as Facebook in order to encourage others.

A whistle blowing facility such as a Pay Equity Ombudsman could be set up in the Employment Relations Service.

Better still would be the establishment of an **Equity Tick** campaign by an organisation such as the Chamber of Commerce. (cf: existing big tick campaigns e.g. Heart Foundation)

A company would be branded an *Equity Tick* company when it closes the gender pay gap between male and female employees.

The *Equity Tick* launch, well publicised in the media, would be in a company with many women employees, many customers and a good pay equity record.

Equity Tick companies should be encouraged to advertise their '*Equity Tick*' status and to make links on Facebook to keep the discussion alive and in the public arena.

Pacific Women's Watch [NZ] is a member of the New Zealand Human Rights Commission's Diversity Action Programme



STOP PRESS - 2010: Pacific Women's Watch [New Zealand] has been granted accreditation with the United Nations Economic and Social Council (UN ECOSOC) with special consultative status.