



NATIONAL COUNCIL OF WOMEN OF NEW ZEALAND

TE KAUNIHERA WAHINE O AOTEAROA

Oral submission to the Education and Science Committee on the Industry Training and Apprenticeships Amendment Bill 151-1

made by Judy Whitcombe and Jean Fuller on 29.1.2014

Education and Science Select Committee: Chairperson: Cam Calder, National, List; Deputy Chair: Colin King, National, Kaikoura; Jo Goodhew, National, Rangitata; Chris Hipkins, Labour, Rimutaka; Tim Macindoe, National, Hamilton West; Tracey Martin, NZ First List; Simon O'Connor, National Tamaki; Grant Robertson, Labour, Wellington Central; Megan Woods, Labour, Wigram.

Good morning. My name is **Judy Whitcombe** and my colleague is **Jean Fuller**. We are both members of the Parliamentary Watch Committee of the National Council of Women of New Zealand. This submission has been prepared from a background of policy decisions and consultation with the members of our organisation.

Introduction

As outlined in NCWNZ Submission S13.23, training and apprenticeships for women have been supported by NCWNZ over a long period. While it is pleasing to note that there have been increases in the numbers of women in apprenticeships which have been traditionally male preserves, it is important that this momentum be maintained. Thus this Bill provides an opportunity to focus on Industry Training and gender considerations.

The Education Counts statistics produced by the Ministry of Education give a picture of participation in training at Industry Training Organisations and the Modern Apprenticeships. With Industry Training there is high female participation, as would be expected, in Hairdressing 90%, and also at Careerforce 86% (which covers health, care services and contract cleaning), falling to 59% in Hospitality and 49% in skills active (which covers sport, fitness and recreation). At the other end females are 2% in Building and Construction and 5% in Motor and Transport.

In Modern Apprentices training hairdressing has 93% female, and retail training 50%. In some areas such as Primary Industries (29%) and Horticulture (17%) the proportion of females is increasing.

NCWNZ will continue to support the greater participation of women in trades training and apprenticeships.

Policy statement

The General policy statement in the Explanatory note to the Bill outlines its intentions. We were pleased to note "the same level of support for all apprentices, regardless of age" in the General Policy Statement and presumed that this was Government policy. As our submission states in paragraphs 3 and 4: "it would create opportunities for women returning to the workforce." It was expected that the 'regardless of age' message would be made explicit in the Bill. However a search of the Bill has failed to locate references to age other than in Part 2A, Apprenticeship Training where

Clause 17 has references to age in the context of pastoral care (S13D) and under the age of 18 (S13E).

It is to be hoped that this positive intention is not lost in the redrafted Act and women returning to the workforce are not overlooked.

Women in Industry training

Clause 15 The new sections 11A to 11 F are proposed to open the door for providers of industry training, other than ITOs, to receive funding for industry training. While this could provide additional opportunities for industry training, our concerns related to the potential for specific organisations to provide limited training for their specific needs rather than training more appropriate for the industry as a whole. Such limited training can remove later career opportunities if industries become outdated.

New section 11B (2) Here the Bill states that “an industry training organisation must have regards for “the needs of Maori and **other population groups identified in the tertiary education strategy...**”

The Education Act 1989 section 159 AA covers the Tertiary education strategy and in sub section (2) sets out the Government’s long term strategic direction and specifically mentions: economic, social and environmental goals (a) to (c) and (d) “the development aspirations of Maori and other population groups”. It would seem that the Government’s tertiary education strategy uses the term “other population groups” in broad terms without being specific. Thus it cannot be said that women are excluded. Our submission argues for a more proactive approach which would require ITOs to develop strategies to encourage women’s participation.

NCWNZ would like to see specific reference to women in the Bill rather than the vague “other population groups”.

CEDAW responsibilities

As a signatory to the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) New Zealand has a responsibility to report on the actions taken to address the issues raised in the Country Report from the UN Committee.

The submission (in paragraph 7) quotes the specific recommendations from the CEDAW Committee which relate to desegregation of subjects to allow access by women and girls to non-traditional subject areas, and measures to eliminate occupational segregation. The NZ country response to these recommendations will be contained in the Non Governmental Organisations’ Report to the CEDAW Committee which is due in 2016. Analysis of the current participation of women and girls in the Industry Training Organisation and Modern Apprenticeship data shows that there is increasing participation in the female component of the data. Those responsible for the Employment section of the Report back to the UN CEDAW Committee will be monitoring the Industry Training and Apprenticeship data over the period to 2016 and will comment on the progress (hopefully) that has been made.

Summary

As stated in the submission, NCWNZ supports the intention of the Bill, but consider that it has failed to address the issues relating to the broader representation of women in industry and trade training.
Judy Whitcombe

Questions

1. Q. Tracey Martin: Do you know of any countries where there is an equal ratio of men to women in trade and industry employment?

A. Judy: No, but we will research the issue and advise the Committee.

[The Chair of the Committee suggested that this question could be addressed by officials, however Judy and Jean will make an effort to obtain this information if it is readily available.]

2. Q. Grant Robertson: Do you know of any specific initiatives which this Government has undertaken to encourage women to work in trades or industries?

A Judy: Judy produced an item on the Canterbury rebuild produced by the Ministry of Women's Affairs, which related to the question.

[However, the question was quickly shut down by the Chair of the Committee as it was an obvious political ploy and not designed to elucidate the submission.]

Jean Fuller.

20/1/14