



**National Council of
Women of New Zealand**

Te Kaunihera
Wahine O Aotearoa

National Office
Level 4 Central House
26 Brandon Street
PO Box 25-498
Wellington 6146
(04)473 76 23
office@ncwnz.org.nz
www.ncwnz.org.nz

14 February 2014

S13.23(a)

To the Select Committee for Education and Science

Dear Members,

Recently the National Council of Women of New Zealand (NCWNZ) made an oral presentation in support of our submission on the Industry Training and Apprenticeships Amendment Bill 151.

A major concern for our organisation is that the Bill fails to recognise the need to provide specific encouragement for women to enter non-traditional occupations. We stressed the great imbalance between apprenticeship figures for hairdressing, where women make up 93% of students, and building and construction where they make up 2%. While there appears to be no practical limitation there is an obvious training discrimination which should be addressed in this Bill.

We noted in our submission the specific recommendation from the UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) relating to the importance of measures to eliminate occupational segregation. This Bill could provide a useful platform for improving the situation.

One of the members of the Select Committee asked NCWNZ whether we were aware of any countries which had gender parity in preparation for these occupations.

NCWNZ is a voluntary organisation and while this enables us to draw on a wide pool of knowledge it also limits our ability to provide in-depth research outside New Zealand. Although we were unable to answer the question during our appearance before the Select Committee we undertook to make enquiries and send a written response to the House.

From research which we have undertaken it appears that the level at which women participate in non-traditional job training varies widely, and depends significantly on economic, cultural and technical factors.

Where a country has;

- a high level of education for both girls and boys,
- a good level of technical skills,
- a policy of gender equality,

their reports show increasing concern that women should be given opportunities to participate fully in technical and apprenticeship training. Similarly all these countries recognise that this is not happening at present and have various schemes to provide encouragement. Some countries adopt quota systems in their training intakes, others rely on various forms of publicity to encourage women to look beyond the commonly accepted occupations. There are too many variations for us to list here, but we refer you to the references included with this letter. We have not found any countries which appear to have achieved complete success but most countries of similar standing to New Zealand are expressing interest and looking for ways to improve this situation. It becomes of increasing concern as industries make technological advances which reduce the physicality of many of these jobs.

In countries which have one or all of the following distinctive traits;

- a low level of educational parity between boys and girls,
- are economically constrained and therefore use more manual labour rather than the new technology,
- interpret gender equality in terms of cultural norms which would prevent women from taking up certain occupations,

there is much less interest in this issue and little that New Zealand could usefully consider. Often the situation is addressed on a cultural basis which limits any room for movement.

As you will see from the references we have provided it is difficult to quantify change. There are many variables both in the collection of the statistics and in their interpretation. NCWNZ does not have the resources to make a more detailed investigation, but we hope that this summary and the references will assist the Committee in their deliberations.

Appendix 1 was compiled by NCWNZ; Appendix 2 contains material kindly supplied by the Ministry of Women's Affairs.

Barbara Arnold
National President

Jean Fuller
Convener of the Parliamentary Watch Committee

Appendix 1

Women in non-traditional employment with emphasis on trades and industry – researched by Jean Fuller and Beryl Anderson, NCWNZ

1. <http://www.statcan.gc.ca/pub/81-004-x/2010001/article/11151-eng.htm> This talks about Canada which is not dissimilar to NZ.
2. <http://scholarship.law.upenn.edu/cgi/viewcontent.cgi?article=1055&context=jbl> page 743. This is an academic paper on the modernisation of unions and ways to assist women in non-traditional work – USA
3. http://www.saskapprenticeship.ca/wp-content/uploads/2012/05/women_in_the_trades_FINAL20081.pdf. This is another Canadian Site with useful ideas.
4. http://www.women.nsw.gov.au/data/assets/pdf_file/0003/271452/Women_NSW_report_13_06.pdf New South Wales Report.
5. http://pdc.ceu.hu/archive/00005236/01/She_and_He.pdf This comes from Bratislava and has an interesting section on Women and the digital age.
6. <http://www2.ohchr.org/english/bodies/cedaw/docs/CEDAW.C.2008.I.3.Add.4.pdf>
This is part of a CEDAW report
7. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_087314.pdf
8. Miller L, Pollard E, Neathey F, Hill D, Ritchie H (2005), Gender segregation in apprenticeships, Institute for Employment Studies, EOC Working Paper Series No. 25.
9. Miller L, Pollard E, Neathey F, Hill D, Ritchie H (2004), Gender Segregation in Apprenticeships. Equal Opportunities Commission.
10. Apprenticeship supply in the Member States of the European Union: Final report / European Commission Directorate-General for Employment, Social Affairs and Inclusion. Manuscript completed in January 2012. Available [30 Jan 2014]
<http://www.ilo.org/public/libdoc/jgo/2012/471974.pdf>

Beryl Anderson
Convener Public Issues Standing Committee
National Council of Women of New Zealand.

Jean Fuller
Convener Parliamentary Watch Committee

Appendix 2

This information has been provided by the Ministry of Women's Affairs

There are international examples of *initiatives* to get more women into places they're under-represented which may be of interest:

In Australia

- The Australian Human Rights Commission has developed **A toolkit of strategies**. This outlines a number of things that firms can do to attract, recruit and retain women in male-dominated industries, with reference to the work of specific firms. You can find it at: <http://www.humanrights.gov.au/publications/women-male-dominated-industries-toolkit-strategies-2013>
- **Transport Women Australia** is a group that works to support women in the industry, promote their views, promote effective networking and mentoring for women, providing recognition for women in the industry, and promoting the industry and its career paths. They have a number of ways in which they work to meet these objectives outlined on their website: www.transportwomen.com.au

In the United Kingdom

- In 2012, the British Government established a Women's Business Council to advise them on how women might better engage in the economy. The Council made recommendations in four areas, which are now being implemented. Learn more at www.gov.uk/government/policy-advisory-groups/womens-business-council

The contact person is **EMMA HEANEY-YEATTS**, Policy Analyst, Ministry of Women's Affairs
12/2/2014