



BPW New Zealand

Federation Circular December 2006

Theme for the year "New Dimensions of Leadership-in the Workplace"

Quality Flexible Working Hours - Good for Women and for Good for Business

Extracts from 2nd Vice President Angela McLeod's speech to the Parliamentary Committee

BPW has lobbied for more flexible working conditions to suit the needs of working parents for almost thirty years but although there have been some notable advances in this time, we believe that legislation is the base from which we can move forward as a nation. Quality Flexible Work Legislation is family friendly and will give parents and primary care givers the legal framework with which to ask for quality flexible work. Therefore we are proud to be part of this Coalition.

We acknowledge that there are already businesses in New Zealand who have great employee/employer relationships and that negotiation for quality flexible work occurs and benefits both the employer and the employee. There are also cases where businesses actively encourage work/life balance - it is part of their business strategy, they have high staff engagement and therefore high productivity, and are competitive in the market place.

However what about one of our members, a woman lawyer working in a mid-range practice who took time off for the birth of her child and when it was time to return to work was told that she had to go back to working 44 hours per week - and - that no alternative arrangement would be considered.

Any company managing its workforce on the basis of their potential to disrupt is likely to be severely disadvantaging itself. Should we perhaps exclude middle-aged men – who don't exercise and perhaps smoke and drink more than they should – a heart attack risk? Maybe we shouldn't hire recent graduates – they head overseas the moment they get any experience. Better to hire the best person for the job on offer and then work to ensure that the job fits the employee to ensure that turnover is reduced and the business continues to benefit from its happy, motivated staff.

Perhaps the most far-reaching benefit we see to the Employment Relations (Flexible Working Hours) Amendment Bill will be the impetus it gives to employers to really think about some of their management practices. Most employers wouldn't think twice about breakfast meetings (muffins and coffee at 7.30am) (*but day care doesn't open until 7.30am*) and consider the afternoon meeting running into early evening with drinks to follow – a great team building idea. Events like this are also an opportunity for an employee to get his or herself in front of senior management and make the connections so important to advancement with an organisation. So the employee who stares at her watch and races to the door is seen as not-committed, not a team player, to be passed over for promotion – when in reality she needs to get to day-care before it closes. We support the Bill's intention to foster dialogue between an employee and employer and provide a framework in which the parties can discuss situations such as the examples we have given and come to an amicable agreement that recognises the concerns of the working parent and improve the employer-employee relationship.

Perhaps the right to request flexible working hours should be extended to everyone. This would reduce resentment amongst the workforce and provide a bigger pool of potential solutions. So rather than trying to arrange coverage around one persons request to finish early so they can get to their child's day care the employer could resolve the issue by agreeing to allow another person to start an hour or two later and work into the early evening – providing an after hours phone service in addition to normal duties.

Yes it would be preferable if employers and employees could resolve issues like this without recourse to legislation. However, for that to work the employer has to seriously consider any request rather than dismiss it out of hand. Equally, many employees will not even make a request because they are afraid that asking for special consideration may put their employment at risk or limit future prospects

This is why we need legislation - we need the legal framework for negotiation. Working parents, women in particular, need this for their careers, income and sanity. New Zealand businesses need it - for improved staff engagement, productivity and performance. New Zealand needs this - for our social and economic well-being. Improving our work/life balance makes New Zealand a more attractive place to live; quality flexible work legislation will be our point of difference in attracting skilled workers, new businesses and ethical business investment. All of this leads to an increase in our economic performance. And we all want that.



Also in this circular: [President's Report](#), [NCW Report](#), [Club Forum](#), [Marketing your Club](#), [World Health Report](#), [BPW Tauranga 50th Birthday](#), [World Volunteers Day](#), [Nominations for New Horizons Trust](#) plus others.

President's Message,

In October, our Federation Treasurer Maureen Beard and myself visited BPW New South Wales as guests at their 19th Triennial State Conference held in Coffs Harbour, Australia. This was a lively and inspiring event, with stimulating speakers and many happy reunions with BPW friends. Like us, they are embracing the mentoring and leadership training programs, and are very committed to advocating for the advancement of working women. We were warmly hosted by Marilyn Forsyth, the out-going President, and Kay Morrison, President of BPW Australia, and were privileged to attend a BPW International leaders meeting with President Nok Viravan who gave an overview of progress in the review and restructuring of BPW International. The only dull spot was the weather – fine on the days we arrived and left but raining, blowing, flashing lightning and thundering all the time we were there. So I still don't know what the resort of Coffs Harbour looks like – but what a good excuse to go back again.

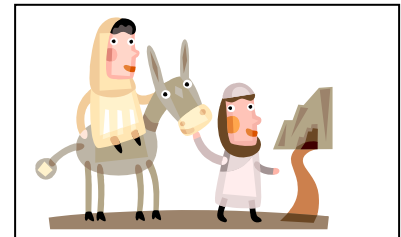
Meanwhile, back on the ranch – BPW NZ is part of the coalition committee promoting the need for legislation to give employee's the right to request Flexible Working Hours. We have already made a submission supporting the original amendment promoted by Sue Kedgley, in September of last year. The coalition is asking for all workers to have the right to request flexible working hours extending the original intent of the amendment which only covered parents who worked with pre-school age children and disabled children up to the age of 18. Our Vice President-Issues Angela McLeod, and our Legislation Convener Noeline Reisch, have been very busy working to promote this issue, attending committee meetings, and press conferences, and lobbying for workers to have the right to negotiate flexible work schedules with their employers. This will be of great benefit to care givers (mainly women) who care for children and dependents. Please respond to the Action Alert and contribute your opinion and experiences to our Submission.

So where has the year gone? With the holiday season fast approaching a slight feeling of panic sets in as we contemplate all that must be achieved "before Christmas". The Christmas rush seems to get earlier every year, with Christmas decorations in some stores in October and Christmas functions starting at the beginning of November. Amidst all this hustle and bustle, take time to enjoy friends and family, and above all, to take care of yourselves. May you have a happy, safe and relaxing holiday with your loved ones. Best wishes for the festive season to you all.

[Faye Gardiner - President BPW NZ](#)

President's Calendar

November	19th Dinner for visitors from BPW Zofingen, Switzerland
	20th BPW Te Puke meeting
	21st BPW Tokoroa meeting
	25th Executive Teleconference
December	4th Quality Flexible Work meeting, Auckland
	13th Tamaki Club meeting



Club Forum - BPW Hibiscus Coast

At our last dinner meeting we were privileged to have Ilona Rodgers as our guest speaker. Ilona has been 'doing the rounds' so to speak of the Auckland BPW's mainly in her capacity promoting the Auckland Festival for 2007 about which she is passionate. I, for one, am inspired to sign up to the 'Friends of the Festival' and look forward to the variety of high quality local and international events which will showcase Auckland and bring life and vitality to the city which is the largest Polynesian city in the world. However, my intention is not to bore those outside of the Auckland region but to capture some of the messages which she was promoting. Firstly, as you are not doubt aware Ilona has a long list of acting credits, both in television, theatre as well as having directed numerous plays. She was a Board Member for the Performing Arts School, before it became UNITEC and is now Chairperson of the Advisory Board for the School of Performing Arts and Screen Arts as well as an original board member for Women in Film and Television. Isn't this an example of what BPW is encouraging women to aspire?

Whilst intriguing us with anecdotes from her acting career, she highlighted the concern of the changing nature of television, particularly in regard to the lack of air-time given to drama. This is not due to a lack of quality productions but demand from a commercially driven market, ever increasing advertising and competition from the computer and its capabilities.

No doubt other clubs found Ilona's presentation as professional and interesting as we did and with membership being an issue, we took advantage of having a well-know personality to speak and gave out personal invitations to each club member to invite at least one friend, as well as putting it out through our network and had 49 people attend of which we are following up a number for possible membership.

This was a great response for the first meeting after the AGM and we look forward to a growing membership over the next year now that we once again have a permanent venue.

[Linda Braithwaite \(Immediate Past President.\)](#)



[Report from the National Council of Women Conference 28 September – 1 October 2006](#)

Faye Gardiner, President BPW NZ

It was my privilege to represent BPW NZ at the 110th NCW annual conference held in Invercargill. The theme of the conference was “ncwnz + connections = access”. Approximately 150 women from NCW, women’s groups and organizations spent a very stimulating 4 days networking, discussing issues, and generally enjoying a great social time together. All the Officers and Conveners reported on their activities over the past year and it was clear that they work very hard to gather, collate and present women’s viewpoints on all legislation that comes before parliament. BPW NZ feeds into this process through our responses to Action Items, and club representatives at local NCW branches and I urge all clubs to maintain this link.

The opening address was given by Alana Bowman; Strategic Alliances Coordinator for the National Collective of Independent Women’s Refuges Inc. Alana is an inspiring woman, with years of experience in anti violence work, including 9 years as Prosecutor in the Los Angeles county office. She is now resident in New Zealand. Her address covered many issues related to violence against women, and a summary will be included in a future Circular.

The key note speaker was the Minister of Women’s Affairs, the Honorable Lianne Dalziel, and a summary of her speech was the key note article in the November Circular. Seminars with expert speakers were held on access to justice, economic markets, rural issues, employment opportunities, education and health services.

All Resolutions were carried except Remit 1 - “That NCW NZ requests Government to initiate further research into the mental health outcomes for women following abortion” which was lost by a small majority.

An Urgent Notice of Motion was put by the Women’s International League for Peace and Freedom – “That New Zealand endorses initiatives by women to negotiate for the peaceful resolution, at both local and global levels, of long-standing conflicts in their regions”. Urgency was sort because advice had just been received on 18 September that the International Women’s Commission for a Just and Sustainable Israel – Palestine Peace was to hold unprecedented meetings at the current 66th UN Annual General Assembly with women heads of state to initiate new Middle East negotiation for a just and sustainable peace. As BPW has international peace policy, I seconded the motion on behalf of BPW NZ and the motion was passed unanimously. Notice will be sent to the relevant parties by NCW.

International Women’s Commission (IWC) is a new concept established at the urging of women in countries of conflict to ensure participation by women in mainstream peace negotiations. The Motion endorses this new approach to resolution of conflict and supports the crucial role of women in peace processes as mandated in the UN Security Council Resolution 1325, October 2000.

Christine Low was re-elected unopposed as President of NCW and she and her team are to be congratulated on a very successful conference and thanked for all that they do to present the viewpoints of women in New Zealand. *The NCW themes for 2006-2008 are “Freedom from Violence” and “Sustainable Development”.*

[Marketing Your Club with Email - Pat Sivertsen Marketing Convenor](#)

Email has transformed the way that we share information with our members. Take the next step and use it to attract new members

Try these simple ideas

- Create an attractive modern flier for your next meeting. Distribute it to your members early and ask them to each forward it to 5 friends/colleagues/business networks.
- Make your newsletter email friendly. Use an A4 format which is easy to skim on screen, yet looks good when printed. Survey your members to make sure that the newsletter is opening and displaying correctly.
- Make your newsletter a shop window for your club. Use a modern professional layout. Make sure it includes a mix of issues and other items of value to the reader as well as the day to day administration stuff.
- Build your marketing email list. Collect the email addresses of guests and speakers. Add an invitation to subscribe to your free monthly newsletter to every invitation and meeting flier.
- Send your newsletter and meeting invitations to your marketing list each month. Don’t forget to add a note along the lines of “We are sending you our newsletter as a way of keeping in touch. If you no longer wish to receive it please email ...” Make sure you action any requests for removal.

The wonderful thing about email marketing is that it costs nothing except a little time to keep your Club in front of potential members.



[World Health Organisation - Report from Faye Gardiner International Health Committee Chairperson](#)

On 18-22 September, at the request of BPW International President Nok, I represented the International Federation of Business and Professional Women (BPW International) at the World Health Organisation 57th Session of the Regional Committee for the Western Pacific held in Auckland.

It was attended by representatives of 31 Member States from around the Pacific (including New Zealand), UN offices, specialised agencies and related organisations, intergovernmental organisations and observers from interested health-related organisations and NGOs.

These annual meetings are like a regional AGM and provide a forum for all parties to receive reports from WHO officers, set the budget for the next year, report on their programmes and issues in their own countries, review and discuss regional health matters, and pass Resolutions that guide activities over the following year. Of the 22 items on the agenda, 11 directly related to regional health issues. The discussions were very interesting and it was clear that protecting and improving the health of their people was a real struggle for many countries. However, I was concerned that when identifying barriers to improvement, there was minimal recognition of the impact that gender discrimination and disadvantage can have on the effectiveness of health programmes. This is particularly the case with HIV/AIDS, as cultural norms mean that many women can only access education, prevention, care and treatment through their menfolk. The WHO has a goal of universal access for HIV prevention, treatment, care and support by 2010. With the backing of President Nok, I used the New Zealand Resolution re HIV/AIDS and Gender Discrimination that was passed at the BPW International Congress in 2005 to make a Statement to the assembly about this issue. I felt much empowered to have the backing of this policy platform and proud that it was New Zealand that had instigated it.

After each item was discussed, the rapporteurs compiled a draft Resolution for the Assembly to adopt. The HIV/AIDS draft Resolution included a phrase about "reviewing national legislation which is inconsistent with -- - preventing and fighting discrimination ---" but unfortunately, agreement could not be reached between the USA, and New Zealand and Australia, on another small phrase relating to "---prevention services for vulnerable groups such as injecting drug users, men who have sex with men, and sex workers and their clients,---". I do not know the basis of the USA objection, but as only Resolutions that have a strong consensus of agreement from all Member States are presented to the Assembly, this Resolution was not voted on. This will not affect current HIV/AIDS programmes but I believe an opportunity was missed to send a strong message about the need to end gender discrimination if the goal of universal access is to be achieved by 2010.

It was a privilege to be able to attend this Assembly on behalf of BPW International, and for me, it was a realisation of what I have always said about BPW – ordinary women like you and me can go to our local club meeting, contribute our opinions to an issue, have it adopted as a Resolution at the Federation Conference, take it to the International Congress, and eventually see it go all the way to the United Nations. So next time you are concerned about an international issue, and feel helpless to do anything about it, remember this story, act locally and eventually it will go global.

A copy of the BPW International Statement to Agenda Item 15.0 – Prevention and Control of HIV/AIDS was included in the November mail out.

[Honda House](#)

Rural Women New Zealand would like to invite any BPW member who has to stay in Wellington that they run a guest house called Honda House.

"Honda House" in Hawkestone Street, Thorndon, Wellington, can provide homely and convenient accommodation for members, as it is located near to Parliament, the railway station and the motorway.

Honda House was built in 1929 and includes stained glass windows, wood panelling and an art deco bathroom. Guests have access to an upstairs kitchen where they can prepare meals, and a TV lounge. Honda House can also be used for seminars and meetings. Lunches catered on request. There is parking available and it is easily accessed from the motorway. The host is Caroline Just.

Contact details: Honda House, 32 Hawkestone Street, Thorndon, Wellington. Book by email: HondaHouse@xtra.co.nz or telephone: 04 473 7670. Room rates are posted on our website. Go to: <http://www.ruralwomen.org/accommodation.htm>

[4]



BPW Tauranga 50 years Old - Diana O'Brien

BPW Tauranga is 50 years old and this special anniversary was celebrated in grand style on Saturday 4th November with a Golden Jubilee Luncheon. The tables were decorated with beautiful floral arrangements done by two of our members and the whole room looked lovely. Sixty members, former members, and representatives of other BPW Clubs and Women's organisations in Tauranga attended, many resplendent in beautiful Golden Jubilee Hats (it was lucky that Christmas decorations are in the shops). The room was a buzz of conversation right from the start. Special guests were two foundation members, Ila Harris and Lynne Harpham. Lynne is a life member of the Club and still attends meetings. Formalities were kept to the minimum, giving guests plenty of time to catch up with old friends. Photos and newspaper cuttings were displayed on two boards and a table of newsletters, other books and publications were looked at with interest. A speaker for each decade spoke briefly of the highlights of that decade. A very delicious birthday cake which had been decorated with BPW Tauranga's logo (which was used on the Conference booklet) was cut by Ila and Lynne. It was a wonderful day!

Nominations for the New Horizons for Women (Inc.) Trust (NHWT)

As one of the listed nominating organizations, BPW NZ is invited to submit nominations for appointment to the Board of NWHT.

The Trust provides scholarships for women seeking a second chance at education and for quality research relating to women. The NWHT is a working trust and as such the work load is significant.

BPW members who would like further information about being a Trustee, or who would be prepared to be part of a support group, may contact BPW 1st Vice President Moira McLean, a current Trustee.

If you wish to be considered for nomination, please contact President Faye Gardiner at f.gardiner@clear.net.nz by 30 December.

Nominations close with NWHT on 15 January 2007.

Get the Word Out about NZ's Wonderful Volunteers

Celebrating International Volunteer Day is a great way to raise awareness about the wonderful contribution of volunteers, so don't forget to invite your local members of Parliament, mayors, councillors, funders, supplier or relevant Ministers to your events. (But be quick!)

A real highlight of International Volunteer Day is the attention given to all the local heroes and community stories that make our country great, so invite your local media along or contact them in advance to arrange a photo opportunity. Think about what your organisation does and who your volunteers are, and try to identify a great image that news papers will want to run.

We hope you are looking forward to a successful International Volunteer Day as much as we are. We've put a short list of known IVD activities up on the Volunteering NZ website, so please send us your event details so we can add you to the list, and then check back nearer 5 Dec to see what others are up to. e-mail: ed@volunteeringnz.org.nz Don't forget about local radio and television too - this is the day to put volunteers in the spotlight!

60th Anniversary of the Commission on the Status of Women

2006 marks the 60th anniversary of the Commission on the Status of Women. This important milestone in the work of the United Nations to promote gender equality and the empowerment of women is an occasion to assess the achievements of the United Nations in this area over the past 60 years. Important examples include the four world conferences on women, the establishment of the treaty on women's human rights - the Convention on the Elimination of All Forms of Discrimination against Women, the adoption of the global policy framework – the Beijing Declaration and Platform for Action and, more recently, the adoption of Security Council resolution 1325 on women, peace and security.

The commemoration of the 60 years of work of the CSW also provides a key opportunity to look forward, and to examine how the United Nations can better deliver on commitments to gender equality as the organization adapts to the 21st century. At the World Summit in September 2005, world leaders reiterated their commitment to promote gender equality and to eliminate pervasive gender discrimination. They stressed that "progress for women is progress for all". In recognizing the need for increased efforts to achieve gender equality, they undertook to "strengthen the capabilities of the United Nations system in the area of gender".

[5]



[WOMEN, INK. Releases Catalogue with over 70 New Books on Women & Development](#)

Women. Ink. has just released its latest catalogue of books and training resources on women and development. Featuring over 70 new books from women's organizations and mainstream university and small presses worldwide, this catalogue is a "must have" for academics, activists and development practitioners who want to keep current on new thinking in the field of women, gender and development.

In keeping with its strong commitment to locate and promote books by groups and small presses in the Global South, this catalogue presents the work of several South-based organizations. Ink. collection includes some 150 other cutting-edge books in categories like Conflict & Peace Processes, Training, Economics & Globalization, Education, Culture & Religion, Gender & Development, Human Rights, Law & Violence Against Women, Empowerment and Movement Building. Information about all our publications is available online at www.womenink.org

To receive a free copy of our catalogue, send an e-mail with your mailing address to joey@womenink.org. If you would also like to sign up to receive a copy of Booklink, our free, monthly e-newsletter about the newest books in our collection and information about free resources on women and development, please mention that in your e-mail.

[Link your Business to BPW NZ Website](#)

Members can link your business to our website! BPW NZ is offering members who own their own business a link to their website from our website at a reasonable cost of \$60.00 (incl GST) per annum.

Please contact Moira McLean for further information: pmkl@xtra.co.nz

Reminders

1. **The Club Health Check** – Remember this tool was circulated last year? Now is the time to run this ruler over your club while you are having your AGMs and Planning Meetings. If you have lost yours, The Executive Secretary Elizabeth Horrell can email you another copy.
2. **The Strategic Overview** – We have received only one lot of feedback about this. Please remember to discuss it and send your feedback to President Faye Gardiner so it can be finalized and circulated for club use. The final deadline is December 30th.
3. **Sponsorship** - Clubs please remember to seek sponsorship from your local Trusts to help with your costs of getting to conference.

Attachments

A new Award called “**BPW Club of the Year**” will be presented for the first time at the 2007 Conference in Invercargill. The criteria and entry form are attached to this email.
Conference Flyer on pre and post tours.

Merry Christmas
Merry Christmas

Merry Christmas
Merry Christmas

Thought for the month: “And is it true? And is it true’

This most tremendous tale of all,
Seen in a stained glass window's hue,
A Baby in an ox's stall?”
Christmas. Sir John Betjeman

Articles for the circular from clubs need to be with Elizabeth by 15th of the month. Send to bhorrell@woosh.co.nz. Note there will be no circular in January. **Mail out to Clubs will be electronically only from February 2007 unless Clubs specially ask for a hard copy.**

New Zealand Federation of Business & Professional Women Inc P O Box 28 326, Remuera,
Auckland 1541, New Zealand. www.bpwnz.org.nz affiliated with International Federation
of Business & Professional Women