



BPW New Zealand

“advancing the interests of working women”

Theme for the Year “New Dimensions of Leadership – for the Future”

March 08 Circular

An Overview of the Action Plan for New Zealand Women

The Action Plan for New Zealand Women is an integrated government approach to improving the circumstances of New Zealand women. Actions combine to improve outcomes for women and their families/whānau in the workplace, the home, the community, and as members of New Zealand society.

TO IMPROVE THE ECONOMIC INDEPENDENCE OF WOMEN, THE GOVERNMENT WILL:

- Increase women’s earnings through pay and employment equity initiatives, initially in the state sector
- Improve and increase women’s participation in employment through extensions to paid parental leave and improved access to early childhood education and care
- Implement strategies that recognise the increasing importance of women in New Zealand’s paid workforce, particularly Māori women, Pacific women, young women, older women and women with disabilities
- Provide additional support for low-income families with children through major reforms to social assistance
- Increase women’s ability to provide for the future by improving access to financial planning advice, and increasing women’s uptake of retirement savings schemes
- Reduce the impact of student loan debt for women
- Improve the success of women, particularly Māori women, in enterprise by encouraging more women to access development funding, and by identifying new opportunities to grow businesses
- Achieve greater gender balance in decision-making in the economic sector by increasing the number of women participating in leadership roles.

TO ACHIEVE GREATER WORK-LIFE BALANCE FOR FAMILIES, THE GOVERNMENT WILL:

- Identify innovative ways to encourage a balance between paid work and life outside work
- Give recognition to the importance and value of unpaid work
- Improve access to quality child- care to help women enter or re-enter the paid workforce and retain workplace attachment
- Provide and extend paid parental leave to parents seeking to retain workplace attachment while caring for new babies.

TO IMPROVE THE QUALITY OF LIFE OF NEW ZEALAND WOMEN, THE GOVERNMENT WILL:

- Improve the co-ordination and provision of government services, particularly in rural areas, including access to health and justice services
- Reduce the incidence and impact of violence on women and children through the Prevention of Family Violence Strategy (Te Rito) and the Crime Reduction Strategy
- Support the provision of services by Māori, for Māori
- Improve women’s health, particularly sexual and reproductive health and mental health
- Implement targeted initiatives to prevent and reduce obesity, smoking and unplanned pregnancy
- Achieve greater gender balance in decision-making in the health and social sectors by increasing the number of women participating in leadership roles.

The Plan targets improvements for women in identified priority areas. These areas reflect women's views on what is important, with a focus on the economic and social aspects, where indicators demonstrate poorer results for women, and where government can act to achieve improvements. Completion of actions, milestones and objectives within the Plan advances the achievement of desired outcomes for women. Implementation of the Plan works towards the realisation of a future vision for women, and an improved economic and social outlook for New Zealand. For more information go to www.mwa.govt.nz

NB - Shenagh Gleisner, CEO of the Ministry of Women's Affairs, will be one of the speakers at Conference, as a member of the Panel on "Action for the Future". You will have the opportunity to discuss with Shenagh the role and focus of BPW in implementing the Action Plan for Women over the next 5 years.

Also in this circular, President Message, Cluster Munitions Treaty, What's new on the BPW Website? 1943 Guide to Hiring Women, Congratulations, Conference Reminder, Changes to the Minimum Wages, Charities Commission Changes

[President's Message](#), - Faye Gardiner - President BPW NZ

Kia ora tatou, greetings to all BPW members and friends.

This year seems to have started with a hiss and a roar and just kept right on going.

We had a fantastic Club Leadership Forum at the beginning of February. 30 Presidents and Federation Committee members spent the weekend learning, sharing and laughing together. The Saturday keynote speaker, Ann Andrews, lead a most interesting and entertaining session on personalities and team work. Ask your President what sort of "bird" she is! Then on Sunday, keynote speaker Linda Shaw, gave an inspiring and helpful session about confidence and communication. Watch out for the relaxation exercises at Conference.

Discussions were lively, many ideas exchanged and successes celebrated. The feedback was excellent all round and I am sure you are feeling the renewed enthusiasm back in your clubs. Special thanks to all those who billeted visitors, provided transport, gave presentations and generally contributed to the success of the weekend.

Every year, BPW NZ offers an Award of \$1500 to a woman studying extra morally through Massey University, to assist her through her final year. The winner of the Award for 2008 was Linda Booth of Auckland. Linda is studying for a Bachelor of Social Work (BSW) and will complete her studies this year. She is married with two young children and works part time as a swim instructor. On leaving school she trained as a chef and after completing her qualifications went overseas working and travelling. Eventually she returned home to marry and start her family. Her interest in social work began from an early age when her family began to care for foster children, three of whom became permanent additions to her family and many stayed with them for shorter periods. On the completion of her degree she plans to embark on work with children or youth. After having spent some years in the field gaining practical experience she would like to return to Massey University to complete a Masters in social work. It was my pleasure to present Linda with her Award at the BPW Tamaki meeting this month where she gave us a delightful glimpse into her interesting and well travelled life.

Arrangements are gathering speed for our Conference in Hamilton at ANZAC weekend. I urge you all to get your Conference registrations in and make your accommodation bookings as soon as possible – and dust off your 1940s gear for the Saturday night Concert Party. Remember, we play hard as well as work hard at Conference.

Conference is also our AGM and you will be voting for your new Committee. All roles are up for election every year so if you are interested, have some relevant experience and are willing to commit some time and effort to improving opportunities for women, consider standing for office. Your club will have received nomination forms and need to support your nomination. Please contact me if you want to know more about the specifics of a particular role.

I am looking forward to seeing you all in Hamilton.

President's Calendar 2008

March	11	IWD Breakfast, Ellerslie, Auckland
	12	Tamaki Club Meeting
	15	New Horizons Trust BBQ
	28	BPW Hibiscus Coast Award Dinner
April	5	Executive Teleconference
	5	BPW Kaitaia 20 th Anniversary
	25-27	Federation Conference, Hamilton

Days to Remember

March	Many deadlines for Conference – check your Conference Count Back.
March 8	International Women's Day
March 18	Race Relations Day
April 7	World Health Day – Protecting Health from Climate Change
April 28	World Day for Health & Safety at Work.
May 1	International Labour Day

Wellington Success on Cluster Munitions Treaty - Christine Low, President NCW

With 82 countries signing up to the Declaration of the Wellington Conference on Cluster Munitions last Friday, New Zealand can be proud of the major part it has played, says the National Council of Women of New Zealand (NCWNZ).

"I would like to say how pleased the National Council of Women is to be a part of the Cluster Munitions Coalition. We had the issue drawn to our notice last year by our member organisation, the Women's International League for Peace & Freedom and, through their initiative the issue was brought to the attention of many NGOs and NCWNZ branches. The Council subsequently passed policy supporting the development of a global treaty banning cluster munitions", said NCWNZ National President Christine Low.

The Council would like to commend the Hon. Phil Goff and the New Zealand Parliament for their positive stand on the banning of cluster munitions and we are pleased that many more governments present at the conference followed the New Zealand Government's lead.

NCWNZ would also like to acknowledge Mary Wareham and Jamila Homayun from the New Zealand Cluster Munitions Coalition, Don MacKay, the New Zealand Chair at the Conference and Jillian Dempster and her team from the Ministry of Foreign Affairs and Trade for their hard work and dedication that ensured the smooth running of the conference with its huge gathering of delegates.

Last week's statements like 'no exemptions, no excuses no deals' and the most important one, that of a complete worldwide ban on cluster munitions, were heard strongly and clearly by governments - even those who have been ambivalent about the process.

"Last week demonstrated that, when the international NGO/Civil Society community come together and speak with one voice, much can be achieved", said Christine Low.

The Council is pleased that all the positive hard work that went into the Conference last week has enabled the desired outcome of the text to remain the same for the Dublin Conference.

STOP PRESS!!!! GET EXCITED!!!!- Gwendolyn Needham, Program and Mentor Convenor.

Our Lovely Australian BPW Sisters are extending a truly helping hand to us in New Zealand, in the best spirit of our feisty founder, Dr. Lena Madasin Phillips – "Let us build together, and see what we can achieve".

Australia's offer to us is the use of their already-successful program of personal and professional development – "Keys To Achievement" – or KTA.

With KTA, members work through a structured series of tasks to develop key career and business skills. There are 12 tasks at each of three levels – Bronze, Silver, and Gold.

No need to re-invent the wheel after all! This exciting program will be launched at Conference in Hamilton, for our immediate use.

There's more – Alicia Curtis, KTA's Australian leader will be with us in person, from Perth.

Alicia is an outstanding young woman – you can see and read her at www.aliciacurtis.com

Pat's 60th Birthday Present - Pat Sivertsen Marketing Convener

Pat and Dave's Cambodia Cycle Challenge – raising \$12000 for safe drinking water in Cambodia

Husband thought that turning 60 had addled my brain when I announced that I was going to cycle up to 100kms a day in Cambodia and that as a condition of taking part in the trip I'd agreed to raise \$6000 towards a safe drinking water and sanitation project in a World Vision supported area in Cambodia. A few days later he said that he thought he would come as well. So now we are raising \$12000 (and paying our own travel costs)

The community of Koh Andaet in the Takeo area of Cambodia currently has little access to safe drinking water with diarrhoea, typhoid and parasites being common. We will see first-hand why this project is vital to the health and well-being of those in this community.

Water quality is a subject dear to our hearts at BPW so I'm asking for help with a couple of our fundraisers.

Coppers for Cambodia – 10c goes a long way in Cambodia. We are aiming to collect \$1000 in 10c coins. (I want to see what it looks like) So throw your coppers in a jar and give them to your conference delegates. I'll be there with the collection box

Any old money - We are collecting obsolete NZ coins – i.e. the ones that have recently gone out of circulation. So if you never got round to taking them to the bank hunt them out and give them to your conference delegates. Ask your family and friends as well – you'll be surprised what comes out of the drawer!

It would be just fantastic if you could cut and paste these requests into your club bulletins and ask your club members to help.

My 60th birthday gave me a head start with the fundraising. I asked for donations instead of pressies and got \$1000 from generous family, friends and community.

Club Awards - Diana O'Brien Project Convenor

By now Clubs will have sent off their entries for this year's Club Awards. This promises to be another Oscar Event at the Gala Conference Dinner on Friday night.

At your planning meetings Clubs should now be deciding on Projects for this coming year. A well run Club Project is an ideal training ground for future Club Officers. Less experienced club members can for instance learn to conduct a meeting through a club project committee whilst being mentored by a more experienced member. Researched skills can be honed and members can learn to write submissions, letters, and advertising material. The opportunity to develop new skills in members and to utilize existing talents is endless through the medium of a Project

How great it would be if every club in the Federation aimed to enter at least one award in 2009. I urge you to consider working towards an entry in the Anne Todd Issues Award. This award has been sadly neglected in the past and yet it is one that embodies a lot of which BPW is about. There are endless possibilities for increasing the skills of your members by becoming involved in following up an issue and there are plenty of issues to choose from. If you need help in getting started have a chat to Angela McLeod Vice President – Issues and she will be only too pleased to help you.

If you are short on ideas you can always get inspiration on projects from other clubs in previous years. I have a number of these on hand. But what ever you do, plan ahead and get your club actively involved in 2008.

What's new on the BPW Website? - Ann Desmond Website Technology Convener

Hello, my name is Ann Desmond and for the time being I am responsible for the updates and changes to the BPW Website. Hopefully you will visit the website and see for yourself how it is changing. If you want to see other changes, please get in touch with me – technology@bpwnz.ord.nz . I hope that you all have news or views that you not only wish to share with your members but with the other clubs and the visitors to the site. All material submitted will be assessed by the Exec before it is released to the world wide web but we should all be proud to tell others of our successes – sharing information is a very powerful tool. There are many more changes planned – so do visit the website regularly to see how it develops. Below is a resume of the most recent changes:

- The number of Branches has been updated, to take account of those now in recess – reduced from '31' to '27'
- Events – The Asia Pacific Conference Report has been added including 2 photographs. The Conference 2006 details have been moved to this page.
- Young BPW – A photo of Rachael Clarke has been added along with 2 links to videos on You Tube. The first is of Rooma Para speaking about Young BPW and the second is the 4th International Young BPW meeting and it has a number of Young BPW's from all over the world talking about why they joined.
- Projects – the latest forms for each of Awards are included here for downloading.
- Club Contacts - updated to remove clubs in recess (not yet removed from the map as this is proving mere difficult to achieve). Updated club contacts are now on this page. This is based on the information gathered at the President's Forum in February 2008. (If there any further corrections required, please email me).
- Members – In the Members Section, BPW Stationery templates for the BPW NZ items – club letterhead and circular are available for downloading. Others will be added as they are available.

44th National Conference: Hamilton

Huntly and Districts are looking forward to seeing you all at the conference. The planning is well advanced and we await your registration forms.

There are some wonderful key note speakers and the guest speaker on Friday evening will be Steve Chadwick - Minister of Women's Affairs. A wide variety of powerful guest speakers is in store for the weekend and we hope to have a few things for you all that are different and memorable.

Saturday night will continue the Military theme and as well as military style dress if you like, do wear any of your family war medals as well. They will certainly add a lot of interest. Bring your singing voice as well. If you are flying in then you will be meet at the airport for a free shuttle to the hotel.

The hotel are really going all out to ensure we have a great conference. Just get you registration forms to us as soon as possible. See you all there on the 25th April for a really special conference.

For any queries contact Secretary Diane Dean on diane.gilbert@xtra.co.nz or phone 07 828 7628.

Tip from Anita.

Anita has found a company called company is called Inktech Cartridges Ltd. Phone 0800 465 767 www.inkpost.co.nz who can supply Canon brand ink cartridges for \$15.55 - \$17.50 +GST (I get two sizes). They do refills and their own brand which are cheaper. If you are looking for better value for dollar Anita suggests you give this company a go. They do mail order as well.

1943 Guide to hiring Women. Excerpts from the July 1943 issue of Transportation Magazine.

This was written for male supervisors of women in the work force during World War II.

1. Pick young married women. They usually have more of a sense of responsibility than their unmarried sisters, they're less likely to be flirtatious they need the work or they wouldn't be doing it, they still have the pep and interest to work hard and to deal with the public efficiently.
2. When you have to use older women, try to get ones who have worked outside the home at some time in their lives. Older women who have never contacted the public have a hard time adapting themselves and are inclined to be cantankerous and fussy. It's always well to impress upon older women the importance of friendliness and courtesy.
3. General experience indicates that "husky girls" - those who are just a little on the heavy side - are more even tempered and efficient than their underweight sisters.
4. Give the female employee a definite day-long schedule of duties so they'll keep busy without bothering the management for instructions every few minutes...Women make excellent workers when they have their jobs cut out for them, but they lack initiative in finding work for themselves.
5. Give every girl an adequate number of rest periods during the day. You have to make some allowances for feminine psychology. A girl has more confidence and is more efficient if she can keep her hair tidied, apply fresh lipstick and wash her hands several times daily.

Can you believe this - it is for real and make you see how men used to think in those days. Written by a man of course!!

Changes to the Minimum Wages - Extract from Rural Women Newsletter

The minimum wage, which applies to people 16 years and over, will increase from \$11.25 to \$12 an hour on 1 April 2008. The youth minimum rate of \$9 per hour, for employees aged 16 and 17 years, will cease and be replaced by a new entrants minimum hourly rate of \$9.60.

The new entrant's rate can be paid to 16 and 17 year olds for the first 200 hours or first three months of employment, then the adult minimum wage applies.

These rates will increase to \$11.25 an hour for a person aged 16 or 17 years old and \$12 an hour for a person who is aged 18 or over.

When these changes take effect on April 1, employers are required to increase the wages of any employees earning less than the new minimum wage. Employers cannot independently make changes to other employment conditions in order to avoid the effects of an increase in the minimum wage.

Any changes to employment conditions must be negotiated in good faith with employees or their representatives.

Congratulations

BPW NZ would like to Congratulate BPW Kaitaia who will celebrating their 20th Anniversary on 5th April. They would like to extend an invitation to any BPW women who will be in the area at the time to attend. For more information please contact Katrina Cowie 09 408 2499 PO Box 632, Kaitaia.
Email:kaitaia@bpwnz.org.nz

BPW NZ would like to congratulate Joan and Ron Bielby on celebrating 50 years of marriage in February. Ron we think you are a saint and Joan you are truly an angel.

Congratulation to BPW Franklin for raising \$300 for the Nepal Literacy Fund.

Lobby letters and Submissions since May 2007 - Noeline Reisch Legislation Convenor

Lobby Letters

20th July 2007 - Letter sent to every MP on the Quality Flexible Working hour's amendment Bill.

23rd January 2008 - Letter sent out to clubs and to every MP on the Health Committee and the leaders of each Party, on the Public Drinking Water Amendment Bill.

Submissions

14th June 2007 - Submission to NACEW on the draft Parental Leave and Employment Act

22nd July 2007 - Submission to Ministry of Social Development, on the Review of Out of School Services

5th Sept 2007 - Submission on the Electoral and Finances Bill

13th September - Appeared before the Justice and Electoral Committee to speak to our submission on the Electoral and Finance Bill.

11th February 2008 - Submission to the Ministry of Justice on the Review of the Domestic Violence Act 1995.

Please note if any clubs would like to have a copy of the submissions please contact me on noelinereich@xtra.co.nz

Charities Commission Changes – Heather Newell Funding Convener

Although BPW is not a service club, many clubs and its members donate to charities, causes and worthy people in their community. From 1 April onwards anyone donating to a registered charity will be able to claim all their donations as a tax deduction. For this coming year at least you will have to save your receipts and claim them back at tax time. However from 2009 it looks like regular donations will be able to be made directly from your wages with the tax deduction already incorporated.

BPW is going through the process of registering with the Charities Commission but it will be interesting to see how its constitution is received by the Charities Commission given that a main focus of BPW's activities centre around lobbying, seeking political change and political awareness of issues relating to women. We have already heard that questions have been raised about Grey Power which advocates for seniors and Family First which advocates for "smacking".

Another exciting project that is relevant to the non profit sector is Philanthropy New Zealand's promotion of philanthropy and generosity project. Working with Volunteering New Zealand and the Office for the Voluntary and Community Sector, a group has been formed to design a programme that would promote philanthropy and generosity. The group is very representative of the community and I am sure it's going to be a great success. I would strongly recommend this as a topic for your club meetings and because the group members are spread around the country they could well speak to BPW groups in the regions. For more information visit the Philanthropy New Zealand website or contact my office for a copy of Fundraising in New Zealand which will give you the whole story. Visit our website at www.foresee.co.nz.

Attachments , Cover letter, March Circular, International Newsletter, Membership Update Form, Club levy Form, Club Contact Details, Executive Details
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Articles from clubs for the Circular need to be with Elizabeth by 20th of the month. Send to bhorrell@woosh.co.nz

<p><i>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</i></p>
