



BPW NEW ZEALAND

AFFILIATED TO THE INTERNATIONAL FEDERATION
OF BUSINESS & PROFESSIONAL WOMEN

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BPW NZ NEWSLETTER // DECEMBER 2016

The New Zealand government accepts the recommendations on the Principles of Equal Pay

Great news on Thursday November 24th. Our government accepted the recommendations of the Joint Working Party on Pay Equity chaired by Dame Patsy Reddy.

The recommendations had been released on the 7th June and BPW NZ, as well as unions and other women's groups working together as the Pay Equity Coalitions, have waited and advocated until today for a response.

It is great news that the government has agreed to these recommendations and they will come into law next year through the introduction of bills changing the Equal Pay Act 1972 and the Employment Relations Act 2000.

The work of review, consideration and advocacy has not finished! But big step for gender equality!

President Vicky Mee has given radio interviews on this development and you can see our BPW NZ press release below:

BPW NZ Welcomes Government's Acceptance of Equal Pay Principles

The New Zealand Federation of Business & Professional Women (BPW NZ) is hailing the Government's acceptance of the agreed principles of equal pay as a positive step forward.

"Over forty years after the passing of the Equal Pay Act 1972 we finally have a mechanism that will assist women to be fairly paid for their work" says President Vicky Mee.

"For too long social and communication skills, responsibility for the wellbeing of others, emotional effort, cultural knowledge and sensitivity have been undervalued when assessing work performance and valuation of work.

"BPW NZ looks forward to these principles being used to implement equal pay in caregiving work and other female dominated occupations where the work is undervalued and structural pay discrimination is common.

"Our federation congratulates the government on accepting the soundness of the Joint Working Group's recommendations. It is good to see reward for the sustained work of many equal pay activists, including BPW NZ," says President Vicky Mee.

"This is good news for the empowerment of women in the workplace in the 21st century as we hold onto a vision of both men and women being recompensed fairly for the value of their work," says Mrs Mee.

President's Message ~ Vicky Mee

As 2016 draws to a close, we see our world coming to grips with changes in political direction and signs in many countries that rights which women have fought hard for over many years are under threat or being directly undermined. One of the worst examples currently is the introduction of a bill in Turkey to allow child rapists to walk free if they marry their victims! (Now withdrawn but still under discussion)

What can we, as concerned women, do? Collectively we need to heed the words of our BPW founder Dr Lena Madesin Phillips: "Each woman, as a citizen, must bring to the national policy of her own country, the contribution of forward-looking and constructive thought followed by determined action." And we need to apply the same focus to our international work.

I've been pondering this and thinking about New Zealand and the very real concern that there are many women who are being left behind and whose basic human rights are being ignored. There is a danger that work done for women becomes focused on getting women into business or ahead in the professional world and does not help the many women who are struggling financially with no employment, insecure employment or poorly paid employment.

It is great that our government has now adopted the recommendations of the Joint Working Party, chaired by Dame Patsy Reddy, to bring fair recompense and greater financial independence to many New Zealanders. Red Bag Day gives us a great opportunity to spread the message loud and clear about closing the gender pay gap and the economic and social benefits that will bring.

As members of BPW New Zealand we rely on our international aims and use our policies to promote Red Bag Day, promote the Women's' Empowerment Principles (WEPS), advocate to government on behalf of all women and collaborate with other groups to ensure New Zealand women have a strong voice.

On a world scale, we applaud the work that our UN Vice President and the other UN representatives undertake to advocate for women and to help ensure that no-one is left behind. We also give our support to the work BPW undertakes in many countries and through many projects.



For our international work to have the best outcomes all federations need to be involved; they all need to understand BPW International Policy and be firmly focused on our aims. Our federation (BPW NZ) is concerned that our policy and our aims (as well as other core documents) are not readily available on the BPW International website and we raised this issue at the Asia Pacific President's meeting in April this year. This holds back international advocacy work and BPW NZ will be raising this again with our international executive. Now, more than ever, women need to work for women and right gender imbalance.

Thank you all for the wonderful work you are doing. I have enjoyed going to meetings with many clubs, being part of the regional meetings, and the inspirational Asia Pacific Regional Conference in Auckland. I am always delighted to hear of the projects under way and feel the warmth and support you give each other.

As we go into the new year challenge yourself about the determined action you could undertake, initiate or support. We can change the world if we think big enough!

Wishing you all a very happy Christmas and a great year to come.

Vicky Mee



1st Vice President ~ Hellen Swales

As another year draws near and the promise of a well-deserved break is just around the corner, some of us are reflecting on the year that was. Others are still on the treadmill looking forward and already planning for the year ahead. Which are you?

Some of you would have worked on your resolutions for our next conference and others will be promoting the benefits of attending the AGM and Conference in Central Hawkes Bay as early bird registration close on the 31st January 2017. For those that would find it easier to fly into Wellington and travel up from there to the Hawkes Bay, BPW Wellington would only be too happy to accommodate this so just let us know if we can help.

With many of the clubs having held their AGM and installed their executive for the coming year, now is a good time to look to the projects your clubs will be supporting for 2017. With the general elections happening later in the year, there is no better time than to host a candidate meeting and promote your club's projects like Kaitaia with their "Four in One" campaign, Wellington prompting the work they are doing with Migrants Entrepreneurs, Franklin around women with Disabilities and Warkworth around Family Violence.

CSW 61 (Commission on the Status of Women)



Another major event on the calendar for 2017 is happening in March. The planning is well under way for expressions of interest from those wishing to attend. If you want to see how women's voices are used at an international level and how we influence governments around the globe, this is an event not to be missed. Please follow the link to hear the message of the Chair of CSW BPW Member Susan O'Malley call <https://youtu.be/F4FPHgcyvP8>.

At present, expressions of interest are being called for to host either a side event or a parallel event at CSW, something that BPW International has always done with an average of 6-8 events a year. This year BPW New Zealand with collaboration with other New Zealand NGO's will be discussing whether there is an opportunity to co-host an event next year in New York.



We also need to be aware of issues women are facing internationally, such as in America where women are having to deal with their rapist over custody issues where the women have become pregnant.

WHY must some women have to face her perpetrator and fight a legal battle over shared custody when a crime has been committed and a sentence passed?

And just in the past couple of days, The General Assembly GNAT (Grand National Assembly of Turkey) tried to pass legislation that would legitimise "rape" of women and children. These are issues which affect women in countries where BPW have clubs and we need to support their stance for the women and children in these Countries. Thank you, Vicky, for voicing our concerns to the Turkish Ambassador.

To continue with our calendar of events, in April we hold our AGM and Conference in Central Hawkes Bay. A must attend for all our new members with it being a great opportunity to network with members from around the country.

October 23rd – 27th sees BPW International Congress held in Cairo, Egypt and this is another great event to think about. The delegation will be voted on at our AGM in April. Here is the link to the promotional video sent out by the International Executive.

<https://www.youtube.com/watch?v=MZsw1xkn5RA&index=2&list=PLTPIAW0e7ao3vWI6g-LwyXLhDuWP1W66R>

So, a lot to think about for 2017. If you need any guidance or assistance with your projects, please don't hesitate to contact me as I am only too happy to listen and offer advice or assistance.

I hope Christmas is full of cheer and wonderful memories created with family and friends. If travelling, please be safe and remember, better to be late than dead on time. From my house to yours, Merry Christmas and may the New Year be the beginning of another fantastic chapter in your journey of life.

Hellen Swales

ACTION for Red Bag Day (Equal Pay Day)

Equal Pay Day marks the period of extra days in the current year which women need to work to achieve the same wages that men earned during the previous financial year. The day recognises how much longer women have to work to earn the same as men in one year. It is marked in many countries around the world and the day varies depending on the gender pay gap in any particular country.



In New Zealand for women to earn the same amount that men did in the twelve months of 2016 they need to keep working until February 17th in 2017!

New Zealand's legislative framework prohibits pay discrimination through the

Equal Pay Act 1972, the Employment Relations Act 2000, and the Human Rights Act 1993. However, until 2014 the Equal Pay Act was not challenged. The 28th October 2014 ruling of the Court of Appeal to dismiss the Appeal against the Decision in the Terra Nova Homes and Care Limited v Service & Food Workers Union Nga Ringa Total Incorporated case opened the possibility that the legislative framework can be used to counter structural gender pay discrimination and led to the setting up on a Joint Working Group to establish the principles underlying the Equal Pay Act 1972.

We are still waiting for the government's response to the recommendations from the Joint Working Group on Pay

Equity Principles chaired by Dame Patsy Reddy. The hope is that those recommendations will be accepted in full and the way cleared for some long-awaited pay increases for women in industries where there has been structural discrimination (like caregiving and cleaning).

Do share the importance of these recommendations as it has taken 44 years since the Equal Pay Act in 1972 to have some working guidelines. And they haven't been accepted yet!

The gender pay gap is right in our headlights and we work to decrease that through our Red Bag initiatives, our submissions to select committees and the focussed work done by the Pay Equity Coalitions of Auckland and Wellington of which we are a part.

In February, our hope is that **ALL** our BPW clubs will be recognising Red Bag Day and raising community awareness on the pay gap. In Wellington we will be organising a march on Parliament and it won't be winding back the clock; it will be telling this government we have waited long enough and the legislation to help put equal pay in place is urgently needed. We will work with the Unions and the other NGO's and invite them to join us so we have one strong united voice in this call to action.

If any of you would care to join us, please let us know as BPW Wellington would welcome your support. It will be a very **RED DAY**.

Start planning NOW

Young BPW ~ Vivien Yeung

I am so very excited that the registration to the very first Young BPW Asia-Pacific Symposium 2017 is now open!

The first Young BPW Asia-Pacific Symposium is aimed at empowering young female leaders to make their mark in various fields. Renowned female leaders from corporate and entrepreneurial backgrounds will speak about gender equality in the modern world, women empowerment for social development, secret to leadership, business and life, etc.

This event will be held in Singapore, and it is open to all BPW members all over the world (not just young BPW). It is going to be the perfect opportunity to catch up with your long time BPW overseas friends or new friends that you made during the Asia-Pacific conference in Auckland earlier this year!



We already have confirmation that international president Yasmin, Asia-Pacific co-ordinator Susan and young BPW international representative Ketlin are going to be there.

I would also like to congratulate the BPW Kaitaia for recruiting two new Young BPW members! This has increased our head count to 15 - Individual x 1, Hibiscus Coast x 2, Gisborne x 1, Warkworth x 1, Kaitaia x 2, Hawera x 3, Wellington x 3, and Christchurch x 2. A big thank you to the club members who keep me in the loop with new recruits, it is very important to have this information, so we can keep building on our database.

Oh! 1st December the resolution deadline! The Young BPW will be busy



Vivien Yeung

President Vicky's Current Diary:

November 23rd	BPW Franklin dinner meeting
November 29th	"Walking the Flexibility Journey" Seminar
November 29th	PWW – Gender Based Violence Discussion
November 30th	HRC: Poverty & Housing Public Discussion
December 1st	Workshop: Indigenous Rights and International HR
December 5th	Pay Equity Auckland meeting
December 11th	BPW NZ Executive Teleconference Meeting
January 24th	WEPs Strategy Day

Countdown to Conference & AGM Key Dates for Members

ACTION	BY WHOM	TO	DEADLINE
CONSTITUTIONAL MOTIONS AND GENERAL REMITS SENT IN TO RESOLUTIONS CHAIR	CLUBS AND MEMBERS	IMMEDIATE PAST PRESIDENT IPP@BPWNZ.ORG.NZ	1ST DECEMBER 2016
CALL FOR LIFE MEMBERSHIP NOMINATIONS	CLUBS	EXECUTIVE SECRETARY	23RD DECEMBER 2016
REGISTRATIONS FOR CONFERENCE CLOSE (Late registrations accepted up until conference)	MEMBERS	CONFERENCE PLANNING COMMITTEE	31ST JANUARY 2017
REMITS CIRCULATED WITH INSTRUCTIONS RE PROPOSING AMENDMENTS	EXECUTIVE SECRETARY	CLUBS & INDIVIDUAL MEMB	10 TH FEBRUARY 2017
ENTRIES FOR YEARBOOK SENT IN	CLUBS	EXECUTIVE SECRETARY	10 TH MARCH 2017
APPLICATIONS FOR ALL AWARDS	CLUBS	EXECUTIVE SECRETARY	17 TH MARCH 2017
CLUB MEMBERSHIP RETURNS AND DUES UPDATED TO 28 TH FEBRUARY 2017	CLUB TREASURERS	BPW NZ TREASURER	7 TH APRIL 2017



Contact Information

We'd like to make it easy for you to keep in contact with the BPW NZ Executive and have put together the information below to support you.

- **BPW NZ President: Vicky Mee**
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- **Executive: 1st Vice President – Issues: Hellen Swales**
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- **2nd Vice President – Membership: Sally Smith**
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- **Executive Secretary: Janet Gibb**
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- **Treasurer: Sandra White**
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- **IT Administrator: Lorraine Cameron**
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- **Young BPW: Vivien Yeung**
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- **Immediate Past President: Carolyn Savage**
ipp@bpwnz.org.nz PH:03-351 9989 M:021-745 599

Please ensure copy is sent to President's Associate so your emails can be responded to.

President's Associate Jill Lawson keeps a record of all correspondence so if you're emailing any of the Executive please copy (cc) her in bpwnz.pa@bpwnz.org.nz

Club Liaisons

- Vicky Mee – Central Hawkes Bay
- Hellen Swales – CHRISTCHURCH & Hawera
- Sally Smith – Kaitia & Hibiscus Coast
- Janet Gibb – Gisborne & Individuals
- Sandy White – Doubtless Bay & Warkworth
- Lorraine Cameron – Tamaki & assist with Individuals
- Vivien Yeung – wellington
- Carolyn Savage – Huntly & Districts & Franklin

Important Information

Articles from clubs for the Circular need to be with the Executive Secretary by 20th of the month.

Send to secretary@bpwnz.org.nz

You are receiving this newsletter because you are a member of BPW New Zealand, or you are a friend of BPW New Zealand

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

Affiliated with International Federation of Business & Professional Women

The International Collect

We ask

- That we meet together as women, not allowing beliefs, religion, nationality, ethnicity or language to come between us.
- That these meetings enable us to move forward and advance the status of women throughout the world.
- That the value of women be recognized in our families, our communities, our workplaces, our country and the world.
- That we use our good ideas, our knowledge, and our experience to promote the worth of women.
- That we combine our strengths to move forward in peace, in serenity and in love.
- That women of all generations will do their part to achieve harmony and equality among all human beings.

TURN YOUR UNWANTED CLOTHING INTO \$\$\$ FOR YOUR BPW CLUB

RECYCLE YOUR DESIGNER CLOTHES, SHOES AND HANDBAGS INTO \$\$ FOR YOUR CLUB'S TRAVEL, ACCOMMODATION, ATTEND TRAINING, MEETINGS AND CONFERENCES.

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- *IF GARMENTS ARE NOT SOLD – THESE CAN BE GIVEN TO A CHARITY OF YOUR CHOICE*

Style is Petone's first and highly regarded consignment store, with an excellent reputation for being fairly priced, and offering an unsurpassed range of high quality clothing and accessories. Ladies, here is an opportunity to get your fellow BPW members involved, sharing the \$\$ and allowing them to come on a journey with us all.

LEONIE DOBBS, STYLE, 137 JACKSON STREET, PETONE, WELLINGTON, 0274 577 180

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