



## BPW New Zealand

Federation Circular April 2007

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

### THE FEMINATION OF WORKING POVERTY

GENEVA (ILO News 07/06) - **More women than ever before are in work, but a persistent gap in status, job security, wages and education between women and men is contributing to the "feminization of working poverty"**, according to a new report by the International Labour Office (ILO) issued for International Women's Day.

<http://www.ilo.org/public/english/bureau/inf/event/women/2007/index.htm>.

According to "Global Employment Trends for Women Brief - 2007" the number of women participating in labour markets - either in work or looking actively for work - is at its highest point. In 2006, the ILO estimated that 1.2 billion of the 2.9 billion workers in the world were women. However, the ILO said more women than ever before are unemployed (81.8millions), stuck in low productivity jobs in agriculture and services or receiving less money for doing the same jobs as men. In addition, the ILO also said the share of working-age women who work or are seeking work had actually stopped growing or declined in some regions, partially due to more young women in education rather than work.

The report also shows that today more women out of the total number of women at work are in wage and salaried employment (47.9 per cent) than 10 years ago (42.9 per cent). However, the study also noted that the poorer the region, the more likely it is that women work as unpaid contributing family members or low-income own-account workers, in a higher proportion than men. In the last "Global Employment Trends for Women - 2004", it was estimated that women made up at least 60 per cent of the world's working poor - people who work but don't earn enough to lift themselves and their families above the US \$1 per person, per day line. According to the current ILO study "there is no reason to believe that this situation has changed considerably".

#### Closing but Persisting Gaps

According to ILO estimates, in 2006 **women were still more likely to be unemployed than men**. Whereas the female unemployment rate was 6.6 per cent, unemployment among men rate was at 6.1 per cent. **Employment-to-population ratios** - which indicate how much economies take advantage of the productive potential of their working-age population - **are much lower for women than for men** in the world as a whole: Merely half of working-age women over the age of 15 actually work, whereas more than seven in 10 men do. The report notes that the gap between female and male employment-to-population ratios decreased in all regions over the past decade, except in East Asia where it widened and in sub-Saharan Africa where it remained unchanged. The report also cites evidence that **wage gaps persist**. Throughout most regions and many occupations women earn less money for the same job. But there is also some evidence that globalization can help close the wage gap for some occupations.

A review of data available for six occupation groups shows that in most economies, **women still earn 90 per cent or less of what their male co-workers earn**. Even in "typically female" occupations such as nursing and teaching, gender wage equality is lacking.

Last but not least, even though young women are more likely to be able to read and write than 10 years ago, **access to education and education levels are still far from equal** in most regions. In addition, 60 per cent of school drop-outs are girls: they often have to leave school to help in households or to work. Preventing girls from finishing even basic education burdens their chances to determine their own future, underlines the study. The findings of this year's Global Employment Trends for Women are only partly encouraging. Gender gaps are closing but at slow pace. The report concludes that "creating adequate decent and productive work for women is possible, as

shown by some of the progress detailed in the report. But **policy-makers not only need to place employment at the centre of social and economic policies, they also have to recognize that the challenges faced by women in the world of work require intervention tailored to specific needs**".

Also in this circular: President's message, Mentoring for clubs, Breastfeeding, UN 51<sup>st</sup> Session on Status of Women, The Girl Child.

### **PRESIDENT'S MESSAGE – April 2007**

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

BPW has worked to improve the status of women in NZ since 1939. One of the ways in which we do this is to support the individual and professional development of women. It has been a tradition in some of our clubs to fund second chance education scholarships for women in their communities. It was a real pleasure to attend the Hibiscus Coast Student Award Presentation Dinner and meet this year's winner, Diane Webster. Diane is in her final year of study at Massey University and is highly qualified in piano and saxophone, teaches music students and composes her own music. She has her own jazz group of keyboard, sax and electric guitar who treated us to a performance of favourites, including some of her own compositions. Hibiscus Coast is to be congratulated on their consistent support for women who are working hard to gain the education they need to achieve their career goals.

Earlier in March I attended the UNIFEM International Women's Day Breakfast in Auckland along with 500 other women and heard Shamima Ali speak about her work to end the impunity that exists in Fiji for violence against women. Shamima coordinates the Fiji Women's Crisis Centre for the Pacific Women's Network Against Violence Against Women. She told disturbing stories about the treatment of women in Fiji by the current regime. It seems unbelievable that human rights are being so blatantly disregarded right on our own door step. Just coming to NZ to speak would be considered an act of defiance and we can only hope that there were no repercussions for her when she returned home.

On the home front, preparations for Conference are building up speed. If you have not yet sent in your registration and booked your accommodation, please do as soon as possible. A great programme of speakers and workshops has been arranged, starting with Christine Rankin, of Rankin Group Ltd setting the scene as our keynote speaker on Friday evening. Christine is a dynamic and inspiring speaker and not to be missed.

I look forward to seeing you there.

**Faye Gardiner**  
**President**

### **President's Calendar 2007**

<b>April</b>	<b>11</b>	Tamaki Club meeting
	<b>14</b>	BPW Executive meeting – Teleconference
	<b>19</b>	BPW Whangarei - speaker
<b>May</b>	<b>4-6</b>	BPW NZ Conference in Invercargill
	<b>9</b>	Tamaki Club meeting
	<b>12-15</b>	BPW Asia Pacific Regional Meeting in Seoul, Korea
	<b>16-26</b>	President in Korea on holiday
<b>June</b>	<b>9-10</b>	Federation Committee Strategic Planning Day and Executive Meeting, in Auckland
	<b>13</b>	BPW Tamaki Candle Lighting
	<b>19</b>	BPW Kaitaia Candle Lighting
	<b>27</b>	BPW Franklin Candle Lighting

## **SEEKING BREASTFEEDING FRIENDLY WORKPLACES**

An opportunity to have your organisation portrayed in a positive light. Do women return to your workplace after becoming mothers and continue to breastfeed? Women's Health Action's, Breastfeeding Advocate, Louise James is seeking contact with organisations who have an employee at the moment who is successfully combining breastfeeding and employment. She wants to profile that organisation and the how to of work and breastfeeding to help promote this years World Breastfeeding Week's, "Big Latch On". In particular she is looking for organisations that employ women in low paid jobs, though she will consider any organisation. If you would like more information or think your organisation could help please contact her at: (09) 5205295 or [louise@womens-health.org.nz](mailto:louise@womens-health.org.nz).

## **THE 5 KEY MENTORING TASKFORCE GOALS FOR BPW CLUBS - Gwendolyn Needham** Mentoring Co-ordinator, BPWNZ.

Main Aim – Have 25% NZ Clubs active in mentoring in 2007.

Mentoring clubs will -

- 1/ Decide to participate, by Club discussion, agreement, use of the official form, and liaison with NZ mentor Co-ordinator. Then appoint a Club mentoring leader.
- 2/ Programme in one Mentoring Workshop by August 31. 07. or to suit.
- 3/ Promote a mentoring culture at monthly meetings/events, with reports, and sharing practical results. Promote being part of the bigger world picture.
- 4/ Increase Club membership by 10%, in 2007, by specific methods and clear intention. Report monthly on membership numbers.
- 5/ Obtain financial support/sponsorship to better promote mentoring and facilitate the achievement of goals.  
Appoint, mentor, and train 2/3 members to specialise as successful fund-seekers.  
Decide on the sum needed in 2007 to achieve club goals, and raise the profile of BPW in your town/community.

## **51<sup>ST</sup> COMMISSION ON THE SESSION ON THE STATUS OF WOMEN**

The [51st session of the Commission on the Status of Women](#) took place from 26 February to 9 March 2007. In accordance with its multi-year programme of work for 2007-2009, the Commission considered its priority theme, "The elimination of all forms of discrimination and violence against the girl child."

The Commission adopted agreed conclusions on the last day of the session as well as specific resolutions in the following areas:

1. Women, the Girl Child and HIV/AIDS
2. Situation of and Assistance to Palestinian Women
3. Ending Female Genital Mutilation
4. Forced Marriage of the Girl Child

These documents will be available shortly on the [CSW website](#).

The Commission also held an interactive dialogue on "Progress in the implementation of the agreed conclusions on the role of men and boys in achieving gender equality"; an interactive expert panel on "Elimination of all forms of violence against women: follow up to the Secretary-General's in-depth study at national and international levels"; and panels on "Key policy initiatives to eliminate

all forms of discrimination and violence against the girl child" and "Capacity-building on mainstreaming a gender perspective in the development, implementation and evaluation of national policies and programmes for the elimination of all forms of discrimination and violence against the girl child."

The Commission also organized a joint parallel event with the Statistical Commission as part of its increased focus on measurement of progress in implementation. This was in line with the Commission's new methods of work adopted in 2006 that allow it to dedicate more attention to ways and means of accelerating the implementation of global commitments at national level.

In addition to the Commission's official proceedings, more than 170 parallel events were organized by Permanent Missions to the United Nations, United Nations entities, and NGOs around the priority theme. Approximately 2,000 NGO representatives attended the 51st session.

To facilitate preliminary discussion on the priority theme for the Commission's 52nd session in 2008, the Commission convened an informal panel on "Financing for gender equality and the empowerment of women." Panellists from diverse backgrounds shared their experiences and lessons learned in relation to mechanisms and processes through which funds and resources are allocated to promote gender equality and women's empowerment, including (i) gender-sensitive budgeting; (ii) development cooperation; (iii) funding for the women's movement; and (iv) role of the private sector.

#### [On International Women's Day, UN Secretary-General Calls for Enhanced Institutional Response to Women's Rights](#)

UN Secretary-General Ban Ki-moon marked [International Women's Day 2007](#) by calling for a single UN agency to lead the world in the fight for women's rights. This follows the recommendation of the High-Level Panel on UN System-Wide Coherence in November 2006 to combine several current structures into one dynamic, ambitiously funded agency. This recommendation was echoed by UNIFEM Executive Director Noeleen Heyzer, who stated that "what is needed now is a serious strategy and resources to upscale the work through a strong gender entity within the UN system, bringing the system together to promote the strategies and practices that have worked."

Highlighting the theme of this year's International Women's Day, Ban Ki-moon added that more needs to be done to combat violence against women and girls, observing that "it is too often tolerated under the fallacious cover of cultural practices and norms." He specifically addressed the use of gender-based violence "as a weapon in armed conflict, condoned through tacit silence and passivity by the State and the law enforcement community." In response, he proposed that the UN General Assembly discuss the problem of violence against women and girls annually, and that the Security Council establish a formal monitoring mechanism within the framework of resolution 1325 on women, peace and security.

#### [UN to Intensify Action against Sexual Violence in Conflict](#)

What can the UN do to intensify efforts to end sexual violence in conflict? That question provided the theme of a provocative, expert debate held on 5 March 2007 at UN Headquarters to generate ideas on how the United Nations can augment efforts to end the "silent crime" of rape. This discussion took place against the backdrop of a new cross-UN initiative, the *UN Action against Sexual Violence in Conflict*, uniting ten UN agencies to prevent all forms of gender-based violence in conflict and to support survivors. In response to the challenges raised, Mr. John Holmes, Under-Secretary General for Humanitarian Affairs who devoted his first day as Emergency Relief Coordinator to this issue pledged to lead the humanitarian community in this "war that can be won."

## European Commission and United Nations Launch New Partnership to Strengthen Gender Equality for Development and Peace

The European Commission and the United Nations are launching a programme to bolster advocacy for investment in gender equality and women's empowerment as a vital part of development assistance. The programme will partner UNIFEM and the International Training Centre of the International Labour Organization (ILO) with EC delegations in developing countries to identify ways to incorporate gender equality and women's human rights into EC-supported aid programmes. Efforts will include strengthening implementation of UN Security Council resolution 1325 on women, peace and security, as four of the pilot countries will be post-conflict settings. The programme also features the launch of a website designed to provide a wide range of actors with the tools and resources needed to advocate for stronger gender equality programming.

### PUT YOUR BUSINESS ON OUR WEBSITE

Members who want to promote their business through our website are now able to have a link from BPW NZ website to their own.

Your BPW membership must be current and there is a charge of \$60.00 + GST per link per year.

To find out more then contact: [technology@bpwnz.org.nz](mailto:technology@bpwnz.org.nz)

### BECAUSE I AM A GIRL, I MUST STUDY

A father asks his daughter:  
Study? Why should *you* study?  
I have sons aplenty who can study  
Girl, why should you study?

The daughter tells her father:  
since you ask, here's why I must study.  
*Because I am a girl, I must study.*

Long denied this right, I must study  
For my dreams to take flight, I must study  
Knowledge brings new light, so I must study  
For the battles I must fight, I must study  
*Because I am a girl, I must study.*

To avoid destitution, I must study  
To win independence, I must study  
To fight frustration, I must study  
To find inspiration, I must study  
*Because I am a girl, I must study.*

To fight men's violence, I must study  
To end my silence, I must study

To challenge patriarchy I must study  
To demolish all hierarchy, I must study.  
Because I am a girl, I must study.

To mould a faith I can trust, I must study  
To make laws that are just, I must study  
To sweep centuries of dust, I must study  
To challenge what I must, I must study  
Because I am a girl, I must study.

To know right from wrong, I must study.  
To find a voice that is strong, I must study  
To write feminist songs I must study  
To make a world where girls belong, I must study.  
*Because I am a girl, I must study.*

-- *Kamla Bhasin - India*

From International President Nok - Poem  
received from Lynn Robinson (former Africa  
BPW Regional Coordinator) - 20 March 2007

**Attachments.** First time conference attendees guide.

Articles from clubs for the Circular need to be with Elizabeth by 15<sup>th</sup> of the month. Send to [bhorrell@woosh.co.nz](mailto:bhorrell@woosh.co.nz)

**Please note – The Mail Out to Clubs will be electronic only unless Clubs specifically ask for a hard copy.**

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