



NEW ZEALAND

February 10 Circular

BPW New Zealand

“advancing the interests of working women”

Theme for the Year “Power to Make a Difference Through Leadership”

Sunrise on pay and employment equity in local government?

A big gender pay gap has been revealed in one of the first pay and employment equity reviews to be conducted in local government in New Zealand.

Gisborne District Council, with 265 permanent staff, has a 46 per cent female to 54 per cent male workforce split.

The median full time equivalent (FTE) salary of female staff within the Council is 78.4% of the median FTE salary of male staff.

The median actual salary (taking account of part time work) of female staff is 79.3% of the median actual salary of male staff.

A little over half the women earn less than \$40,000 compared to 26 per cent of men, while 27% of men earn more than \$60,000 compared to only 7% of women.

The gender pay gap is partly due to occupational segregation. The workforce data showed women concentrated as librarians, call centre operators, clerical workers, secretaries (100%) and planners while men dominated engineering (100%), specialist managers(100%0 and managers (84%) and technicians and trade workers(1005). Lifeguards were predominately male (70%) compared to 30% women.

The Gisborne case study showed that the review successfully engaged staff and identified issues such as the need to:

- Ensure the absence of gender bias in job evaluations
- Improve the low proportion of women in management positions
- Improve participation among low paid staff in KiwiSaver
- Build women’s confidence in fairness of training and development, promotion and performance management
- Build awareness of flexible working

<http://www.neon.org.nz/eoissues/payequity/>

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President's Message

Tena koutou katoa - Welcome to 2010!

I hope you've all had a relaxing summer break, are refreshed and full of energy for 2010. You will need the energy - you'll need to remember back to candlelighting and grab hold of the strength you gained from the legacy of our foremothers and sisters...we have a lot to do!

We have Equal Pay Day, Leadership Forum, and Conference - all before the middle of the year. And then there's Candlelighting and AGMs, and fun things like birthdays and Christmas. Before too long, next year will be here and we have CEDAW and International Congress - and the external influences like the Rugby World Cup and an election.

We can do it!

I truly believe that, because I know you have been relaxing over the summer break and planning your year ahead and you are all incredibly energetic, smart and witty.

So, lets see you in the media with red bags, empowered with leadership skills, inspired by speakers and colleagues and enabled to carry on the work of advancing the status of women.

And don't forget - this is your organisation and this is your year!

Ka kite ano, kia hiwa ra!



Angela McLeod
BPW NZ President
president@bpwnz.org.nz

CALENDAR

February 12	Nominations for National Executive & Convenors due
February 18	Red Bag Day
February 20-21	Leadership Forum
February 22	National Executive Meeting
February 25-26	BPW International President's Forum – New York
February 27-28	NGO discussion on Beijing Platform for Action – New York
March 1-4	CSW – New York
March 1	Awards due, Yearbook due
March 2	BPW International Seminar - Empowerment Tools for Clubs – New York
March 4	BPW International Seminar - Leadership and Emotional Intelligence – New York
March 4	BPW International 80th Birthday Claire Fulcher Dinner – New York
March 15-17	IFC Pacific Women in Business Conference (speaker)
April 15	March levies due
April 23–25	National Conference, Gisborne



ISSUES.....

Carolyn Savage 2nd Vice President

2010 has now begun, but already the year has shown challenges for members both in NZ and BPW Haiti.....

BPW Haiti: as you will have noticed from email alerts from Angela McLeod and BPW International (and the media), due to the recent earthquake in Haiti there has been no contact with BPW members there.

An invitation is extended to all BPW members around the world to donate funds to an account, this money will then be forward directly to our sisters in Haiti (when contact has been re-established) to use in areas to help women and children in distress.

Every club in NZ is invited to run a special raffle/event to raise money for BPW Haiti, the money can be then sent through to BPW NZ and this will then be deposited in one sum into the BPW International Aid account. We look forward to seeing the results of these events in helping raise funds to assist BPW Haiti members through an unprecedented time.

Remits:

Remits were received and currently being reviewed by the Resolutions Committee. The remits will be issued to all clubs with instructions regarding proposed amendments as part of the Constitution by Faye Gardiner, Resolutions Chair. Ensure your clubs/members participate in this process.

White Ribbon Day:

All clubs who participated in this event in 2009, I invite you to send through a report of what your club achieved and what you may want to see happen in 2010. Some suggestions will be submitted later this year to share for consideration by the clubs. This was a project that fell under the umbrella of the AIMs of BPW through raising awareness of domestic violence and that it is not acceptable to be allowed it to continue. I hope your clubs will continue to participate in this event, look forward to hearing how BPW Whangarei and the 'biker ladies' went on the day.

RED BAG DAY, 18th February 2010 (Thursday): -

By the time you receive this circular another update on the Red Bag Day will have been issued with the media information provided by Angela McLeod. To date the following clubs have provided contacts and confirmation of the participation:

BPW Tamaki	BPW Huntly & Districts
BPW Kaitaia	BPW Upper Hutt
BPW Franklin	BPW Gisborne
BPW Auckland	

Well done to these clubs for stepping up to the mark, but what about the rest of BPW NZ. This is a national project, not one for the few to support. Contact details, emails and addresses will be required to ensure the bags can be couriered to your club to ensure they can be distribute to your members for selling on the 18th February. Note the purchase price is \$3/bag, but if your club wishes to increase the price to the public you can. One club has noted they will sell them for \$5; the profit made can be retained for use by your club.

The number of bags per club, recommendation will be one per member and five bags per member to sell. If you think your club can sell more let us know.

Carolyn Savage

BPW NZ 2nd Vice President

Email: svp@bpwnz.org.nz, or carolyn.bpw@xtra.co.nz

Urgent Attention Required

Can clubs please advise the Federation Secretary who the new club Office Bearers are following club AGM's at the end of '09?

It is really important that we know who the clubs' Presidents, Secretaries and Treasurers are at all times and have their contact details.... Address, phone numbers and email.

Clubs need to advise Federation if changes take place during the year.

These details will be needed by Gisborne Club so that they can send Conference information to the correct people.

Barbara Clarke
1st Vice President
fvp@bpwnz.org.nz

Conference 2010

There were over 50 Early Registrations received which is a great start.

There is definite interest in a partners program so if you haven't already registered and are going to bring a partner who would like to be involved please register ASAP so we can get to work on an exciting program for them.

Early Registration closed in December so registration is now \$170.00 up until March 12th.

Beyond March 12th Late registration will be \$195.00

BPW NZ Celebrates Our Own: Delsie Doods

BPW Huntly and Districts Club Inc.

Founding Member since 1973

Positions held:

Membership Chairman	1974
Guest Speaker at the BPW Meeting	1989
Spoke on Genealogy	
Made a Life Member of the Huntly and Districts Club.	1994
Presented with a special BPW Diamond Jubilee Certificate at Conference	1999

Delsie has been very much a valuable part of our BPW Club.

In the past she has been involved in fundraising for BPW for the Child Care Centre and was part of that Committee

In 1993 she presented the first electoral roll to our district for the members. Her years of working at the Huntly District Court had enabled her to advise many members on the benefits of legal form filling. This was particularly beneficial when in 1980 the Guest Speaker who was a Funeral Director spoke to club members and Delsie was able to provide the appropriate forms regarding the process when a death occurred.

Since 1999 Delsie has been diligent in sending out all the congratulations cards to women in the district who have had promotions or have progressed in any way regarding their careers.

Delsie is now 91 and is considered as one of our club treasures – rarely misses a meeting and has endeared herself to all the members.





The next Congress of BPW International will be in the beautiful city of Helsinki, Finland.

You will find updates on information about the Congress, Events, Tours etc at the following web page:
http://www.bpw-international.org/index.php?option=com_content&view=section&layout=blog&id=36&Itemid=159

Attachments, Cover letter, Conference Registration form, National Executive and Convenor nomination forms, National Executive and Convenor job descriptions, Club Contact Update form, Club Contact Details, Executive Contact details.

Articles from clubs for the Circular need to be with Barbara by 20th of the month. Send to secretary@bpwnz.org.nz

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