

BPW NZ RESOLUTIONS CONFERENCE 2016

Section 1: Policy Resolutions:

Internal Resolutions: (two)

I1: The Carolyn Savage Clubs President's Award

That the BPW NZ President award to a Club President, the Carolyn Savage Club President's Award, at the Annual Gala Awards Dinner, in recognition of outstanding leadership during the past year.

Proposed by BPW NZ Executive
Seconded by (TBC preferably before conference)

Rationale:

This award and trophy donated by Carolyn Savage, was established for BPW New Zealand and presented in May 2014. It was to recognize our unsung heroine, who has been there to lead the members in her club, who has **Enabled** her members to take on challenges, **Inspired** others to follow her and **Empowered** her club through her leadership.

"This is awarded annually by the Federation President to a Club President who has shown outstanding leadership and ensured the health of her club, engaged with women across all sectors and continues to promote the Aims of BPW. It is not a reflection on the number of members, but a reflection on the passion of the President and the women she has brought along with her on her journey." Past President Carolyn Savage

Action Plan:

1. BPW NZ President to engage, communicate and meet with each of the NZ Presidents during her year of office.
2. BPW NZ President awards the trophy, certificate and medal at the Gala Awards Dinner
3. A trophy is awarded to the recognized President at each conference with a certificate and a specially engraved medal (which the recipient keeps as their record).

Cost to BPW:

Printing of Certificate

Medal: five gifted to BPW NZ, to be reviewed what or if a cost in the future

I2: Pacific Women's Watch (New Zealand)

"THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc resolves to join Pacific Women's Watch (New Zealand)

Proposed by BPW New Zealand President Vicky Mee
Seconded by Past President Dianne Glenn

Rationale:

The work of Pacific Women's Watch (New Zealand), PWW (NZ), is complementary to that of BPW NZ and we are already sharing information and working in collaboration on many projects. This resolution aims to formalise the current situation by joining PWW(NZ).

PWW(NZ) has Special Consultative Status with the United Nations Economic and Social Council (UN ECOSOC) and works for gender justice. PWW(NZ)'s aims are to monitor the implementation of the Beijing Platform for Action and the UN General Assembly outcomes document and other programmes for action in NZ.

Refer <http://www.pacificwomenswatch.org.nz/>

As PWW(NZ) have twenty delegate positions available at the Commission on the Status of Women (CSW) events and are prepared to allow BPW NZ members to be part of their delegation it is to our advantage to join this organisation.

PWW(NZ) now has two members on the National Council of Women executive and there is increasing cooperation between both bodies. Member organizations of Pacific Women's Watch currently include: Shakti, Women's Health Association, Women's International League of Peace and Freedom, Pan Pacific and South East Asia Women's Association, Methodist Women's Fellowship, Girls brigade, PACT Restorative Justice Group, Baha'i, Bridge Builders Trust, Association of Presbyterian Women, Catholic Women's League, Auckland Sexual Abuse Help Foundation Trust, Sexual Abuse Survivors Trust, UN Women National Committee Aotearoa New Zealand, NZ Federation of Graduate Women, Women Heart of the Pacific, Disabled Women's Forum (Auckland) and "as a kind organization" Maori Women's Welfare League.

As a member of the Pacific Women's Watch, BPW NZ also follows BPW Japan who was one of the founding members of the Asia Women's Watch following United Nations 4th World Conference on Women in Beijing and the formation of the Beijing Platform for Action in 1995 and are still strong members and co-writers of the annual reports to CSW.

Action Plan:

BPW NZ to join Pacific Women's Watch (New Zealand).

Cost to BPW: \$35 per annum or as decided by the PWW (NZ) AGM

External Resolutions: (two)

E1: Recognition of Climate Change and New Status of 'Environmental Refugees'

"THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc urge the NZ Government to:

- (i) recognise Climate Change and the impact it is having on women and their families in the Pacific Islands due to rising sea levels and consequential adverse weather affects;**
- (ii) implement Environmental Refugee status to provide for future security for those affected by climate change in the Pacific region;**
- (iii) implement the 1.5 degree warming cap effective following the Paris Agreement 2015.**

Proposed by BPW IPP

Seconded by (TBC preferably before conference)

Rationale:

The increase in sea levels through to climate change has been reported to affect islands throughout the Asia-Pacific Region and significantly for the Pacific Islands. The world's sea level has risen with reported increases of:

- Kiribati, 2mtrs above sea level, increase of sea level, with increased impacts from King Tides, resulting in coastal erosion and salt intrusion, killing agricultural/food supply and fresh water wells, the village of Abaiang had to be relocated
- Tuvalu from 1993 to 2011 about 5mm per year
- Torres Strait, *sea rises 6mm each year from 1993 to 2010, compared with a global average of 3.22mm. The same report said the mean rate of sea level rise since the middle of the 19th century has been higher than the mean rate in the previous two millennia*
<http://www.theguardian.com/australia-news/2015/dec/08/were-sinking-here-climate-change-laps-at-front-door-of-torres-strait-islands>
- *Fijian village of Vunidogoloa had to relocate several kilometres inland because of the merciless advance of the sea. Saline intrusion was causing crops such as barley and cabbage to fail. The leaves on the trees were turning yellow from the salt.*
- World's sea level has risen from 1992 to 2015 [nearly 8cm since 1992](#), with the Pacific experiencing a more rapid increase than other oceans.
- *A rise of around a metre by the end of the century now looks likely. For low-lying islands in the Pacific, this means coastal erosion, saltwater seeping into precious rainwater catchments and ruined*

crops. <http://www.theguardian.com/world/2015/sep/11/pacific-island-leaders-fail-to-shift-australia-and-nz-on-climate-target>

The 'Women and Climate Justice' meeting held in Auckland, November 2014 identified a very real issue for women and their children being affected by climate change in the Pacific islands. At the Pacific Leaders Forum in September 2015 Dr Karen Allen, UNICEF's representative from 14 Pacific nations noted: *"It's an everyday issue here....., children here in the Pacific talk about climate change like children elsewhere talk about school or TV. It's so routine."*

The Pacific Island forum held in September 2015 had pushed for stronger targets in assisting in limiting the global warming that is affecting the Pacific Islands, through the increase of water levels, the impact on agricultural and fresh water supplies. Accessibility to the islands during high tides, for example; sea water 'bubbling up through airport tarmac' and the impact through storms. Their push was to have 1.5 degree warming limit and this was their stance at the United Nations Climate Change conference, 12 December 2015.

"Small island nations facing rising seas pushed hard for the 1.5 degree target, saying anything higher risked their survival."

New Zealand has had an obligation under the terms of the United Nations Framework Convention on Climate Change (UNFCCC) and its Kyoto Protocol. Parties to the UNFCCC had been working towards concluding a comprehensive new international agreement to reduce global greenhouse gas emissions and adapt to the effects of climate change for the 2015 Conference.

The Main Article from the Paris Agreement [2015 United Nations Climate Change Conference](#) (COP 21), 12 December 2015, adopted by consensus by all of the 195 UNFCCC participating member states and the European Union^[1]:

- to reduce emissions as part of the method for reducing greenhouse gas.
- In the 12 page Agreement,^[14] the members promised to reduce their carbon output "as soon as possible" and to do their best to keep global warming "to well below 2 degrees C" [3.6 degrees F].^[15]

Note part of the Paris agreement (and not legally binding)^[16] the agreement indicates a (non-binding) plan to provide \$100 billion a year in aid to developing countries for implementing new procedures to minimize climate change with additional amounts to be provided in subsequent years.^[17]

The outcome a 1.5 degree capped global warming now has to be met, the Government has to work towards this being implemented into NZ policy and there is an obligation to ensure no further damage to the Pacific Islands. Where there are situations where Pacific Islands are under further impact from sea levels rising, then NZ has a responsibility to affect those who have not assisted in global warming...the Pacific Islands.

Action Plan:

1. BPW NZ to send letters to the relevant Ministries.
2. BPW NZ to put forward a resolution to BPW International to have Climate Change raised again at the United Nations

Cost to BPW: Nil

E2: Pay Equity for Women with Disabilities

"THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. when advocating for pay equity,

- a) make specific reference to women with disabilities, whose rate of employment and pay equity are lower than women without disabilities.**
- b) make specific reference to Maori women with disabilities, whose rate of employment and pay equity is even lower.**

Proposed by BPW Past President Dianne Glenn
Seconded by BPW Wellington

The criteria that has been met within the submission of this resolution includes:

1. BPW NZ policy:
 - Section 14.4.3 Support for Pay Equity (2004)
 - Section 15.8.7 CEDAW General Recommendation 18, Women with Disabilities,
 - Section 11.4 Treaty of Waitangi (20..) .. *Te Tiriti o Waitangi/The Treaty of Waitangi*
2. United Nations, CSW and CEDAW documents:

- The Concluding observations of the Committee on the Elimination of Discrimination against Women (CSW) (July 2012), *Clause 8, Clause 10*
- Convention on the Elimination of Discrimination Against Women (CEDAW) – Article 11 Employment, and General Recommendation 18 – Disabled Women
- UN Convention on the Rights of Persons with Disabilities (UNCRPD) – Article 6 – Women with Disabilities and Article 27 – Work and Employment

Rationale:

Employment rates for, and payment for work undertaken by, women with disabilities are lower than men with disabilities and reflect the nature of employment for non-disabled women and men where the rate of payment is unequal when comparing like-skills for like-skills. Thus pay equity is as much an issue for women with disabilities as it is for non-disabled women.

Statistics New Zealand 2013 Disability Survey:

- *“The disabled workforce showed some marked gender differences that affected those in the wider work force. Disabled women are more likely than disabled men, to work as clerical and administrative workers, community and service workers, or professionals and less likely than men to work as technicians or trades workers, labourers, machinery operators or drivers.”*
- *“The industrial distribution of disabled workers also showed marked gender differences. Disabled women were most commonly employed in health care and social assistance, education and training, and retailing. Disabled men were more likely to be employed in manufacturing and construction, agriculture, forestry or fishing. Gender income differences among disabled workers reflect those in the wider workforce. Almost half of disabled women in employment had incomes of \$30,000 or less, compared with disabled male workers. Just 10% of women were in the highest income bracket of \$70,000+, compared 18% of disabled men workers. These gender differences are proportionately similar to those within the non-disabled workforce.”*

Anecdotal evidence demonstrates that employment rates for Maori women are even worse and pay equity seldom considered. Maori women with disabilities are recognized as the most impoverished group.

Action Plan:

3. BPW NZ, when advocating for Pay Equity, require that women with disabilities, including Maori women with disabilities be included in any legislation or agreement to enforce pay equity.
4. That this resolution with appropriate changes in wording, be submitted to NCWNZ for consideration as a remit to the 2016 Conference (or 2017 if remits are not accepted owing to 120year celebration and a shortened Conference).
5. That this resolution, be submitted to BPW International Congress, with appropriate variations e.g. “Maori women” could be substituted with “Indigenous women”

Cost to BPW: Nil. It will involve action to be taken when advocates are included in consultation and actions concerning pay equity. Other actions will involve voluntary time by writers of letters, remits to NCWNZ and resolutions to BPW International.

Section 2: Late Resolutions:

I3: BPW NZ Associate Membership

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc amend Procedure Manual Clause 1.5 Associate Membership to insert the following sub clause after (b) and then renumber the remaining sub clauses (d) and (e).

- (c) **Groups whose interests are allied to the Federation.**

Proposed by BPW NZ VP Membership
Seconded by (TBC preferably before conference)

Rationale:

This will enable organisations such as Pan Pacific and Southeast Asia Women’s Association (PPSEAWA) to become Associate members and identifies organisations as separate from the Associate members in sub clause (a)

Action Plan:

To include what action is to be taken by clubs, the Executive and if resolution to be put forward to NCWNZ and/or BPW International

6. BPW NZ set the fee for Associate Membership

(Received 12/12/15)

I2: Access to core documents and policy

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. move a resolution at the Asia Pacific Regional Conference requesting that core BPW International documents and policy be made readily accessible.

Proposed by BPW NZ President Vicky Mee
Seconded by (TBC preferably before conference)

Rationale:

BPW New Zealand is concerned at the lack of accessibility of core documents and policy on the international website. BPW Japan and BPW Singapore both share this concern. Currently BPW Affiliates and members are unable to find core documents on the website or use them for inspiration, guidance, training, advocacy or action.

These are our concerns:

- Currently the BPW International Aims (as approved by the 2011 BPW International General Assembly) are not accessible on the BPW International website.
- The Constitution as adopted by the 2011 BPW International General Assembly, the BPW International Procedure Manual (which incorporates the BPW International Values) and the BPW International Organisation Manual (which includes the BPW International Rules of Debate) are not accessible on the website.
- The BPW International Congress documentation is not accessible on the BPW International website. This includes the Congress timetable.
- Neither current nor past resolutions are accessible on the website making it impossible for affiliates to check if a resolution has already been passed by BPW International before drafting resolutions. There is no policy document available. With current and past resolutions not accessible affiliates cannot act on their responsibility to action resolutions locally. With that lack of access the effectiveness of BPW's advocacy work is weakened as we do not have the strength and authority of collected policy available as a resource.
- BPW New Zealand has put considerable effort through the years building up policy and governance documents. None of these are currently available and our organization needs these documents to be effective and for governance to be transparent.

Action Plan:

1. BPW NZ to propose this resolution to the Asia Pacific Regional Conference (President's Meeting).
2. If the requests are met by BPW International by October 2016 no further action required.
3. If the requests are not met by BPW International by October 2016 then the resolution is submitted to the 2017 BPW International General Assembly for voting.

(Received Jan 2016)