



The Circular

No. 570 March / Poutū-te-rangi 2014

NCWNZ congratulates "feminist student making a name for equality"

**By Sophie Ryan,
Northern
Advocate**

A feminist movement led by a student at Whangarei Girls' High School sprung up last year and has initiated the re-naming of a school house.

Juliet Esveld, 16, came across a passage about Richard Seddon, Prime Minister from 1893 to 1906, in a novel she was studying for level two English, suggesting he didn't support equality for women.

Juliet has always been proud of her house - Seddon - and aspired to be house captain once she was in year 13. Learning about Mr Seddon's anti-feminist position disappointed her, she said, and made her think hard about whether this was the right house name for Whangarei Girls' High School.

Juliet talked it over with friend and fellow house captain Geneva Hamilton and decided to write a letter to principal Anne Cooper in April last year, suggesting the school rename the gold house to Sheppard, for suffragette Kate Sheppard.

"It was just an idea, I didn't think it would go anywhere. I did hope though," Juliet said.

Principal Anne Cooper said when she read the letter Juliet wrote to her she felt immensely proud.

"It's exactly what you want from your students - that element of critical thinking and reflection," Mrs Cooper said.

"When the letter was read out to the staff Juliet wasn't there but there was basically a standing ovation."



House captains Juliet Esveld (left) and Geneva Hamilton, of new house Sheppard at Girls' High. Photo: John Stone

Mrs Cooper and Juliet consulted with staff, the Old Girls Association and students before finally putting it to a vote.

Changing the name to Sheppard was what the majority wanted, and was done in a formal ceremony at the first assembly of this year.

Mrs Cooper said she thinks Juliet is a special leader and an inspirational figure to younger students.

"This has been a once-in-a-career sort of thing to happen here," she said.

Juliet said she received a few negative comments from people who didn't want to change the house name, but most staff and students have been supportive.

"It just shows people that you can change things if you believe in it and are passionate about it," she said.

No social studies or history classes at Girls' High teach about Kate Sheppard, something that might need to be changed in the future, Juliet said.

NCWNZ would like to thank the Northern Advocate for giving us permission to re-produce this story and photo for The Circular.

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New Years Resolution

Last month I discussed resolution, the idea of boldness and firmness of purpose, especially over a long period of time. NCWNZ exemplifies this concept as an organisation that has been in existence since 1896 and one that has continued to educate women on topical issues and canvas their opinions to present before change agents. If you take some time to dip into "115 Years of Resolution", the NCWNZ policy document, you will notice that there are issues about which NCWNZ has shown concern over that entire period. The NCWNZ resolution on pay equity, for example, was first passed in 1897, re-iterated in 1900, 1901 and 1902, until eventually replaced with an updated version in 1970. We continue to use opportunities to present our views on this topic.

Backing up resolution is commitment; without commitment an organisation loses focus and falls away. Many of us are mourning the loss of Helen Bruce, a member of Hutt Valley Branch and formerly the NCWNZ Archivist, but who also assisted in the quiet background role of general helper in the National Office. Helen was a fine example of both commitment and resolution and we have benefitted enormously over a long time from her interest in and concern for the welfare of women and families.

Another woman who displays these qualities is Sue Barker who has been such a force working with the Board in the area of charitable registration and related tax implications. Many of you will have met and heard Sue when she gave a presentation to the Executive meeting last September. Both these women have given unstintingly of their time and expertise to benefit NCWNZ and we have been very fortunate to have such willing and dedicated interest.

However, these are only two women who contribute so much. Each of you, by attending your meetings and

taking part in discussion and business there, also demonstrate that you are women of commitment and resolution. I think of the Convenors of Standing Committees, who receive the results of your deliberations, and the time and work that goes into constructing each of the submissions that go to Parliament or other receiving body. The submission is a synthesis of your thoughts and suggestions that is presented in written form by the Convenor and verbally by members of the Parliamentary Watch Committee. The Board members are all in constant communication and contribute hours of extra time to both present and future functioning of NCWNZ.

The Board often hears from Branches that some members feel 'recycled' as the same people are the ones to take on the tasks necessary to keep the Branch operating. We do value your on-going committed contribution and are well aware of the work that you put in. All of us have low points when we think that nothing is happening and we are uncertain as to how to make change happen – this is when there is even more need to show that resolution and commitment. Maybe one way out of this impasse is to take up a new challenge.

The national meeting in October this year is a voting Conference, which provides both an opportunity and mechanism for change. Think about nominating someone for a position as a Convenor or Board member and making a different level of contribution; the need for elections shows people want to be involved and it is a sign of an organisation in good health.

Convenors and Board members are willing to share their experience; so discuss the idea with someone if this sparks an interest for you. The Board will be delighted to receive nominations for willing volunteers.



Barbara

Women's unheard voices from the Christchurch earthquakes

By Rosemary Du Plessis, for the Women's Voices Research Committee, NCW Christchurch Branch

The Women's Voices Research Committee has just produced a detailed report of a further 40 interviews with women in Christchurch about their earthquake experiences and the ongoing impact on their lives of the Canterbury quakes.

The women who told their stories were mainly concentrated in eastern Christchurch (e.g. New Brighton, Aranui, Wainoni, Avondale, Bromley, Bexley, Avonside, Richmond, Linwood, Waltham) and often had limited financial resources. Refugees from Afghanistan and Ethiopia, women on benefits, those in social housing, and mothers with insecure and anxious children spoke about their quake experiences, post-quake life and their hopes for the future. They tell stories that were unheard in the first stage of this research. Māori women and Pasifika women are better represented and the research team has benefited from collaboration with the Otautahi Māori Women's Welfare League and the Christchurch Branch of PACIFICA.

These stories highlight the uneven effects of the quakes on different parts of the city and also the unevenness in organised responses to the repeated quakes. They illustrate the importance of informal family, friendship and neighbourhood networks when disaster strikes, and the way women who received support in the early days and weeks of the February 2011 quake, also provided informal assistance to others. Resilience is often seen as crucial in times of crisis. The stories demonstrate the day by day, month by month and year by year practice of resilience as people cope with damaged homes, multiple house moves, financial stress, job loss, clingy children, uncertainty about the outcome of insurance claims, and strive to create 'normality' for their families. Women also talk about the ways in which things have changed forever in ways they could not predict; they talk about grief and loss and sometimes ongoing fears about tsunami, especially if they live near the coast. Some of them took pleasure in their own

resourcefulness when the quakes struck and their capacity to focus on the needs of others, especially their children.

There is always someone worse off – The unheard voices of women from the Christchurch Earthquakes and beyond - has been uploaded on the Community Research New Zealand site www.communityresearch.org.nz and submitted to the Lotteries Community Grants Board. The title was a repeated phrase in the interviews. Individual stories and audio recordings from this stage of the project (with the permission of the women interviewed) are being added to the University of Canterbury CEISMIC Digital Archive. The research team are currently working on a final report that will bring together the findings of interviews completed between late 2011 and early 2014. They are also considering the publication of a book based on these stories. Findings have been discussed with Christchurch City Council officials and the possibility of a presentation to Council members is being explored.

Theme Scheme - a new book by Rosalie Sugrue

Rosalie Sugrue was a member of the *Dunedin Branch* for 10 years. She was on their executive as their publicity person for 3 years and in a subcommittee that won the Rosebowl one year. A further 10 years followed at *Kapiti* until the branch closed (2010) due to lack of younger members willing to take leadership. "We oldies felt we couldn't keep recycling ourselves in executive positions indefinitely." Rosalie had also been on the *Parliamentary Watch Committee* and was vice president of the Kapiti branch. She was a primary school teacher with an interest in struggling readers. Rosalie has recently written a book titled *Theme Scheme*, which offers really useful ideas for those involved in community groups.

The book offers a wealth of creative ideas, activities, games, puzzles, plays and quizzes to help

plan, organise and lead your group's programmes. All are fun and practical, requiring minimal equipment, resources and time to prepare. The first section covers a whole year, month-by-month, to help you celebrate New Zealand and international anniversaries, national days, organisations and causes. Games are a wonderful way for folk to mix and get to know one another. There are easy instructions for indoor and outdoor games suitable for active, young people, through to less mobile, older people. Great for convenors, leaders, teachers and diversional therapists. Available from: Philip Garside Publishing, Smashwords and Amazon.



Eulogy for Helen Bruce

Beryl Anderson has kindly shared the eulogy she delivered at Helen's funeral service.

My name is Beryl Anderson and I am honoured to talk about some of Helen's involvement with the National Council of Women of New Zealand. NCWNZ is an umbrella group that has been in existence since 1896. Helen's involvement includes as the founder president of the Gore Branch, with her more recent involvement being with the Parliamentary Watch Committee, the Hutt Valley Branch, and as the Archivist for NCWNZ.

Helen epitomised the NCWNZ prayer. It begins Almighty God, give us we pray You, Such concern for the welfare of all people. Helen's first actions were for the benefit of anyone in need, whether it was direct action she could take to support and encourage them, or indirect action through presenting a submission to Parliament. Helen's concern was for other people.

The prayer continues That setting aside all prejudice and distinction of race, creed and class, We may seek to serve, as You would have us do. Helen gave unstinting service to NCWNZ in numerous spheres. More often she was not at the forefront,

but serving behind the scenes. Helen had a quiet but determined way of getting things done. If Helen said it would happen we knew it would. The archives were sorted and deposited at the Alexander Turnbull Library, meticulous research was undertaken, meetings were attended.

The prayer asks for three things: firstly, that we have wisdom and understanding in our counsels. Helen was there to provide us with that wisdom, and she understood our frustrations yet smoothed off the aggressiveness and provided a more diplomatic path for our actions.

The second thing is Energy and enterprise in our labours. One activity shows Helen's energy and enterprise. She proposed and planned the review of the NCWNZ Book of Resolutions – the body of policy under which NCWNZ operates. Helen and I met many times to review the 200 plus pages of policies. She with her glass of white wine, me with my red, eating the finger food Helen prepared. We identified those policies that should be retired and those that needed

reviewing and those that were current. Helen researched many of the topics as we needed to understand the social norms of different times to make decisions. Her keenness for knowledge was unbounded. We discussed so many things on those evenings, many of them still so relevant today such as the age of marriage, the impact of contraception, drink driving, childcare, the rights of the child. Then when we'd completed this review, Helen helped broker the next stages – the approvals at Conference, the publishing of the new version, and its distribution, thus providing NCWNZ with an enduring gift.

The third thing the prayer asks is that we are united in a true fellowship of service. Helen had a natural talent for doing this, by identifying the best in a person, and bringing each person's talents into play. One of her favourite quotes is "If we each bloom where we are planted, what a beautiful picture we will make"**. Helen was and always will be in bloom.

*** Quote from Cathy McGowan, Rural Consultant, South Australia*

NCW branches concerned about damp housing

The NCW Dunedin branch has been raising the issue of damp housing and is involved in a City Council working party meeting on the topic. This issue is national concern. The NCW Christchurch branch *Women's Voices Research* is revealing that women and children are also facing a fourth winter in damp and inadequate housing. NCW Christchurch raised this with the Christchurch City Council and hope to arrange a meeting between city councillors and women participants for women's voices to be heard.

Drs find sick children live in cold and damp houses

Doctors say hospitalised children often live in harmful housing conditions and are calling for a warrant of fitness for all rental houses.

A study of children admitted to Wellington hospital last winter found half of the children lived in cold houses, a third in damp houses and a quarter in houses that had mould in their living areas.

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Michael Baker from the University of Otago led the study and said the health of children living in those conditions is constantly undermined, leading to repeated hospital visits.

Parents and caregivers of 106 children were interviewed over a period of two weeks in winter 2012.

Dr Baker said it was the first time a large number of parents whose children are in hospital have been interviewed about their housing conditions.

The study also found 38% of the children were exposed to second-hand smoke.

A warrant of fitness for rental housing was a recommendation in a recent report of the Children's Commissioner's expert working group on solutions to child poverty.

Source: www.radionz.co.nz/news/national/230729/drs-find-sick-children-live-in-cold-and-damp-houses, 13 December 2013

Introducing Aida Tavassoli, new NCWNZ National Treasurer

My name is Aida (pronounced as 'Ida') Tavassoli and I am the new NCW's Treasurer and Board member. I am a Chartered Accountant who has worked for Ernst & Young (as an auditor), AMP and Colliers International in Vancouver, Canada.

I come from Iran, a country where all human rights began; Cyrus the Great was the first advocate of human rights in history. More than 2,500 years later, I was born in a country where women's activists have been arrested and jailed since the 1979 revolution.

I immigrated to NZ hoping that I will find equality for women... for me. Women in NZ have come a long way but we have a long way to go yet. Something I am certain about is that we should neither stop nor forget. I have read about and seen first hand, countries with good track records in women's rights going back a century in a matter of years. We should not take things for granted. This is why I am here to do my bit to ensure prominent women's rights organisations such as NCWNZ stay active, present and transparent. Please let me know if you have any questions in regards to my profile above or in the finances of the National Office and I will be more than happy to respond.

I would like to thank you Anne Argyle for all her hard work as the previous Treasurer and supporting us during the handover period.

Email: aida@aida.nz.net, phone: 021 206 1015



At the February 2014 Board meeting, the NCWNZ Board co-opted Aida Tavassoli as the new National Treasurer until the October 2014 National Conference.

Aida replaces Anne Argyle who resigned from the role at the October 2013 National Executive.

Call for 2014 Remits

Remits are now called for National Conference 2014. Remits need to include:

- ◆ The remit
- ◆ The rationale
- ◆ The objectives, which must be achievable and measurable
- ◆ Consideration of any financial implications
- ◆ A practical follow up Plan of Action (eg. draft letters and/or press releases) so that the Remit once passed is able to be actioned without delay.

Timeline of Remit Process

- ◆ **March:** Circular call for remits.
- ◆ **April:** Remits must be submitted to National Office by Friday 25th April
- ◆ **May:** Board selects remits at 9th -11th May Board meeting and contacts proposers
- ◆ **June:** Circular prints Board approved remits; Amendments to remits close 30th June
- ◆ **July:** final remits approved by Board by 10th July
- ◆ **August:** Final remits printed in The Circular
- ◆ **October:** Remits voted on at Conference 10th - 12th October
- ◆ **November:** Remits passed printed in The Circular and progress on the accompanying action plans notified.

Remits with supporting material must be submitted to National Office by Friday 25 April 2014.

We look forward to your remits and action plans.

Please check with the Book of Resolutions 1896 - 2010 that your remit is not already covered by existing NCWNZ policy.

Time for Annual Returns

All Nationally Organised Societies (NOS) and National Member Organisations (NMO) should have received their 2014-2015 Annual Returns Form, which includes an invoice, by 1 March 2014. If you have not yet received it please contact the NCWNZ National Office office@ncwnz.org.nz or phone 04 4737623.

Returns must be filed by 24 April 2014. All Branches will be sent their 2014-2015 Annual Returns Forms early in April 2014 and they must be filed by 20 June 2014.

Your prompt payment of membership dues is a significant factor in meeting our financial goals.

Chief Executive recruitment for NCWNZ

Applications were sought over February and now have closed. The Board are reviewing potential candidates to interview over the next few weeks.

Working for Justice for all voluntary groups

We urgently seek any donations to assist with meeting High Court costs involved in appealing the Charities Commission's decision not to back date our re-registration and in filing an appeal with IRD seeking a refund of taxes paid in the stand-down period. Our fundraising target is \$20,000.

Donations can be made by online deposit to Westpac bank: 03 0502 0100 220 00 giving your name and 'donation' as references or by cheque posted to National Office or by donating online at www.givealittle.co.nz/cause/ncwnzhighcourt

If you would like to refresh your knowledge of all the steps involved in this very long process, it is well worthwhile reading the two key documents filed in the High Court by our lawyer Sue Barker - the NCWNZ Statement of claim and the Notice of Proposed Adjustment (NOPA). These documents are in the members area of our web-site under the Resources tab www.ncwnz.org.nz/members/resources/

As Barbara Arnold said in her Press release of 31 January :

"..NCWNZ is obliged to appeal against the Charities Regulator in the High Court, this being the only option under the Charities legislation. The Court's decision will have far reaching effects for the Charities legislation and Barbara Arnold said she expects a clear direction for future charitable organisations. No voluntary group should be put under this sort of pressure in the future"

Source: www.ncwnz.org.nz/mediarelease310114/

To the Editor

13 February 2013

To the Editor, I wish to record my appreciation of the efforts of the six current Board members in guiding NCWNZ in these difficult and stressful financial times. As an ex-Board member I know just how much work Board members do, especially

the President and those on the spot, the Wellingtonians. January-February is probably the worst possible time for having to ask for donations, but I hope that members have responded generously to meet our organisation's needs. All good wishes.

Frances Townsend

Update on NCWNZ Constitution Review

By Megan Blenkarne, Constitution Review Committee

The subcommittee collated, documented and reviewed the significant amount of feedback it received, both in emails and from the two feedback sessions held at National Executive. This feedback ranged from identifying typographical errors to fundamental changes in the way the Constitution expresses key issues relating to NCWNZ.

The draft Constitution has now been redrafted to reflect this feedback. This took longer than originally anticipated as some of the changes (for example, having only one type of nationally organised member and having annual Conferences) had downstream impacts on other parts of the Constitution which

had to be worked through.

Several Members asked that we review NCWNZ's current registered Constitution and identify any relevant clauses or structural elements from this document, which we have also completed. The draft has also been reviewed to remove duplicative clauses, improve the logic of the document, and to simplify elements where possible. You can imagine the many hours and many, many sheets of paper that were expended in this effort!

As I write this, the draft is now in final review with the subcommittee. The changes will then be finalised by the subcommittee and the final draft

will be sent to National Office. The existing Constitution provides that Members will receive a copy by 10 June. Members will then have the opportunity to discuss the document further at their Branches before Conference in October.

At Conference you will be presented with the opportunity to vote as to whether or not to accept the new Constitution. Under the current Constitution it is not possible to make amendments to the draft Constitution once it has been presented to Conference so this will be simply a yes/no vote. The vote requires a two thirds majority to succeed.

Employment Committee

By Margaret Ledgerton, Employment Standing Committee Convenor

Employment Issues 2013 - 2014: NCWNZ maintained its watching brief on employment issues during 2013 and responded to a number of major developments. Activity included: parliamentary submissions; support for the Pay Equity Coalition; comment on the introduction of youth rates; the production of a resource on occupational segregation; and the passing of policy supporting the living wage. A summary of that activity follows, together with a look at some upcoming issues in 2014. More detailed information including the full submissions and related articles in *The Circular* can be found on www.ncwnz.org.nz.

Submissions: Submissions were made on the Employment Relations Amendment Bill and the Industry Training and Apprenticeship Bill. NCWNZ had significant concerns about aspects of the former, however, the Bill was passed and will come into force in 2014. At time of writing, the Select Committee has yet to consider submissions on the latter Bill.

Support for the Pay Equity Coalition (PEC): NCWNZ is a member of the PEC, along with Business and Professional Women, the Campaign for Equal Value Equal Pay, Rural Women of New Zealand, the Women's Studies Association, the Young Women's Christian Association (Auckland) and a range of both public and private sector unions.

PEC activity has largely focused around support for a claim to test the Equal Pay Act 1972 (EPA). The claim, made against Terranova Homes and Care Ltd, was filed in the Employment Court by the Service and Food Workers' Union and an individual care worker, Kristine Bartlett. The claim stated that Ms Bartlett's pay rate of \$14.32 an hour is based on her gender, not her skills, effort and responsibilities (Women make up 92 per cent of the care giver workforce). The Employment Court found for the claimants. However, the Attorney-General joined the case as an intervener and the finding was appealed in the High Court in February. We await the result of that appeal...

Further information on the PEC and the equal pay claim can be found in *The Circular*, February and September 2013 and regular updates are available on:

- ◆ www.cevepnz.org.nz
- ◆ www.facebook.com/allthewayforequalpay
- ◆ www.nzno.org.nz/get_involved/campaigns/equal_pay

Support for a Living Wage: In November 2013, NCWNZ passed a remit supporting the principle of a living wage. More information about the living wage can be found in *The Circular*, March and October 2013.

Minimum (Starting-out Wage) Amendment Bill 2012: NCWNZ made a submission on the Bill in November 2012. In May last year NCWNZ President, Barbara Arnold, issued a media statement expressing disappointment at the legislation and the introduction of a youth wage – the new "starting out wage" of 80 per cent of the adult minimum wage for young people and those undertaking training. The media statement can be found on page 13 of Circular #563.

Women and Work: No Barriers: Earlier this year NCWNZ produced a resource about occupational segregation in NZ. It identifies statistics and other information on the issue and provides some strategies for tackling it.

Coming up in 2014: The above issues will continue to have relevance for NCWNZ in 2014, in terms of our ongoing activity in supporting employment equity and in terms of the impact they will have on the lives of women and their families. Other employment issues to be aware of this year include:

- ◆ **Paid Parental Leave (PPL):** It is expected that there will be some change in current PPL legislation. Last year, the National Government asked for an extension of time for the Select Committee report back on Labour MP Sue Moroney's private member's Bill. The Bill proposes an extension of PPL to 26 weeks. Since then, the Government has indicated that it is working on its own legislation to extend PPL, but for a period of less than 26 weeks.
- ◆ **Employment Relations Amendment Act 2013:** The Act will come into force early in 2014, bringing in significant changes to employment law.
- ◆ **The Living Wage campaign:** Activity around the campaign is expected to continue in 2014 and a number of local authorities have either agreed to implement a living wage or are considering it.
- ◆ **Equal Pay Case:** A decision on the appeal to the High Court is expected early in 2014. Whatever the decision, the equal pay campaign will continue and indications are that the impact on the wider aged care sector will be significant. A 'Carers' Week' is planned for the end of March.
- ◆ **YWCA Auckland:** The Association will be launching a new phase of its 'Demand Equal Pay' campaign in February/March 2014. Its objectives are to create discussion and develop resources for work sites and organisations.

Inquiry into improving child health outcomes and preventing child abuse

By Billa Field, Family Affairs Standing Committee Convenor

This Health Committee report was released in December 2013. NCWNZ wrote their submission to the discussion document in April 2012.

There are 12 major recommendations and 130 detailed recommendations in this report to Government asking that more focus be placed on and investment into the pre-conception period until three years of age for children.

The report is very detailed and clearly spells out recommendations to Government that there needs to be a proactive, health promotion, disease prevention approach to improving children's outcomes and diminishing child abuse.

James Heckman a Nobel Prize winning economist has stated "The longer society waits to intervene in the life cycle of a disadvantaged child the more costly it is to remediate the damage".

An important chapter that I felt needed to be highlighted was that of 'The economics of early intervention with children'. It is a very broad heading, but there is compelling economic evidence that investment in the very early years will yield a significantly higher return for every dollar than delayed investment, provided the interventions are of high quality and evidence based.

Over the last few years many of NCWNZ submissions relating to children, parenting and families, have drummed the same beat – the bottom line being 'better outcomes for children and to ensure families function for the optimum benefit of the child'.

Included in the significant barriers that influence the outcomes for children in New Zealand the NCWNZ submission listed; alcohol and substance abuse; family and social isolation; reduction on investment of parent time with children in the early years; language barriers especially for immigrants; young age of parents; poor education and poor nutrition.

What we read in this report confirms what NCWNZ members have been advocating and making comment on. To do this the NZ Government needs to establish a New Zealand and international evidence base for the economic value and cost-effectiveness of very early intervention programmes. The Health Committee have tasked the Government for an initial economic analysis to be completed within 12 months of the release of this report. There is urgency to reprioritise investment towards achieving

- ◆ best-practice reproductive health services and

education

- ◆ optimal prenatal, natal, postnatal, and whole-of-life-nutrition action plans
- ◆ best-practice maternity and post natal care and monitoring
- ◆ best-practice health, early childhood education, and social service intervention programmes for the first three years of life [with particular focus on the vulnerable, disadvantaged, and Maori and Pasifika children].

No doubt there will be many varying opinions as to how to achieve or what is appropriate for 'best-practice'. For the next ten months we need to vigorously continue with this debate as to how to achieve 'best-practice'.

The scientific evidence is clear that the environment in which a child is conceived, develops in utero, and then is born, has profound effects on its subsequent life course. Investments in interventions need to be made when there is a better chance of long-term success. New Zealand according to the 2007 international comparison data is at the high end of government expenditure on families within the Organisation for Economic Co-operation (OECD), although expenditure on families with children under the age of three is relatively low.

In the Christchurch longitudinal Child Health and Development Study, the findings suggest that childhood income inequalities are associated with a wide range of later adverse outcomes; spanning educational achievement, later earnings, crime, welfare dependence, mental health, and risks of teen pregnancy. This could be the simple and clear indication for addressing child poverty and improving the long term wellbeing for children. Further analysis is also showing that family income is related to a series of other family characteristics, such as parental education, family stability, family violence, parental substance use and child intelligence. Therefore a two pronged approach is needed to address the issues raised. Policies need to be developed to a) reduce income inequalities and child poverty and b) address the range of psychosocial problems that are more common in low income families.

New Zealand to improve child health outcomes and prevent child abuse needs well researched economic policies that help influence changes in family functionality as well as that of improving income inequalities. More investment in parent time with children would make for an excellent beginning.

Contaminated Rivers, Lakes, Aquifers: Procrastination or Intervention?

By Dell Panny, Environment Committee Standing Committee Convener

The water quality that our children and grandchildren will inherit is of increasing concern to New Zealand's mothers and grandmothers.

Some lakes – Horowhenua and Ellesmere (Te Waihora) – are seriously polluted and there are rivers in most regions rated "poor or very poor". (*Dominion Post*, "Your Weekend", Jan 4th, 2014, pp. 9-10)

The Commissioner for the Environment's major investigation into water quality has been "greeted by Government and dairy industry leaders with a chorus of faint praise." (*Listener*, Jan 11, 2014, p. 28) Her report shows that, "the amount of nitrogen entering fresh water every year in virtually every region of the country will continue to rise ... The impact of this ongoing and increasing stress will generally be worsening water quality – more blooms of algae and cyanobacteria, more streams trailing metres of brown slime, fewer stream insects and fish, and more wells and waterways exceeding nitrate toxicity limits."

Commissioner Jan Wright is accused of failing to take account of recently implemented freshwater reforms. The Government's 'National Objectives Framework' regarding water resources has an impressive ring, but its current bottom-line sets an acceptable toxicity level that would poison 20% of a river's aquatic life. Furthermore, a requirement to monitor macro-invertebrates in rivers has been omitted.

The National Policy Statement requires councils to set objectives for water quality by 2030. No time-line accompanies this distant goal. If, however, the crisis predicted by the Commissioner is to be

averted, political will is required.

Upgrading of urban sewage treatment is needed in many places. Reduction of pollution associated with dairying is essential. To date, responsible dairy farmers apply measures such as 'stand-off pads' and 'herd homes' (the latter sheltering cows from summer sun and winter rain). These take dairy cows off the pasture for a number of hours each day, allowing their excrement to be drained for that time through a mesh to holding tanks, to later fertilise crops such as maize. The nitrogen load on pasture is reduced, with soil enriched by the optimal amount dropped. Better soil quality and less trampling from hooves means improved pasture growth. Increased milk production is the outcome. Organic dairy farmers, who run relatively few cows per hectare also report better pasture growth, no toxic run-off, reduced mud in winter – and higher milk yields.

In Canterbury, the number of hectares given over to dairying increases each year. Nitrogen seeps through its stony and porous soils. Recently, Canterbury's Medical Officer of Health reacted to the discovery of high nitrate levels in 20 wells in the vicinity of Ashburton, a situation that places the lives of babies at risk. While dairying is under suspicion as the major contaminator, discharges such as wastewater from meatworks may also contribute. To reverse nitrate contamination of ground water is close to impossible.

The cost of remediating polluted waterways and lakes is huge. Forestalling further degradation is essential. Tough water quality regulations need to be implemented, not gradually over a period of fifteen years, but without delay.

Public Issues

By Beryl Anderson, Public Issues Committee Standing Committee Convener

A very big thank you to those people – Branches, NOSs and individuals – who responded to the action items over the December/January period. A letter of substance was sent to the Human Rights Commission on developments in religious diversity, and to Parliament on the Human Rights Amdt Bill, the inquiry into the 2013 local authority elections, and the Local Government Act 2002 Amdt Bill (No. 3).

Two items of overseas news that are of interest:

- ◆ In the Port Vila (Vanuatu) Municipal Council elections not one of the 43 women candidates was elected. However five women will occupy

the seats reserved for women by government legislation.

- ◆ In Malaysia, the High Court passed a landmark decision that pregnancy as a reason not to employ a woman is a form of gender discrimination, and therefore unconstitutional under Article 8 of the Federal Constitution. In its determination, the High Court cited Articles 1 and 11 of CEDAW. The government is appealing the decision. Read more at www.themalaymailonline.com/what-you-think/article/noorfadilla-case-triumph-and-tribulations-wei-meng-lim-kabaa

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The New Collaborative Education Era?

By Suzanne Manning, Education Committee Standing Committee Convener

The government has announced new education policies, that will not require new legislation to implement. Most commentaries have focused on the four new teaching and principal roles that will be created, although there are a couple of other smaller initiatives as well. The purpose of the policies are stated as creating a system change that uses teacher-led innovation and encourages collaboration both within and between schools. The specific initiatives are:

- ◆ A Teacher-led Innovation Fund of \$10 million over 2 years, to “enable teachers to develop innovative and effective practice.” (As an aside, this sounds similar to the early childhood “Centre of Innovation” research programme that was scrapped by National when they first became the government.)
- ◆ Four new roles: *Change Principal*, where struggling schools will be given a \$50,000 extra for the principal’s salary, in order to secure a principal experienced in school performance improvement; *Executive Principal*, who will get a \$20,000 allowance for working with a cluster of schools for two days a week, providing leadership and mentoring; *Expert Teacher*, also receiving \$20,000 allowance to provide expert advice to schools and principals on particular subjects or areas of teaching; and *Lead Teacher*, who, for \$10,000 per year, will open their classrooms for purposes of observation, leadership and mentoring of other teachers within their schools and their local areas.
- ◆ “Inquiry Time” funded for schools to release teachers to observe lead teachers or otherwise participate in professional development.

The response from commentators, unions, educators and the public has mostly been cautiously optimistic. Cathy Wylie, as one commentator noted, has been advocating for more connection between schools for some time. Her book *Vital Connections* makes a strong case for schools to have knowledgeable feedback from experienced educators built into our education system, and for a culture both within and between schools of open and honest dialogue and shared endeavour to improve the quality of the learning experiences of *all* students, not just the ones fortunate to attend the schools which are currently performing well. These policies appear to have the potential to create such a collaborative culture in

place of the competitiveness that *Tomorrow’s Schools* unleashed. It would mean that struggling and smaller schools could afford to attract more experienced principals, and that teachers and principals with proven track records would have career progression options that kept their expertise available to other educators. The resourcing attached to these policy initiatives appears sufficient for effective implementation – which has not always been the case with educational initiatives.

Most commentators, however, have added words of caution, often to do with how the policy is to be implemented and in particular, regarding the selection of people to fill these roles. Graeme Aitken, Education Dean at the University of Auckland, comments that the best teachers are not necessarily those that get the best ‘results’, narrowly defined, but those that get the best *improvement in results*, and where ‘results’ encompass such things as setting students up with dispositions for life-long learning. Martin Thrupp from Waikato University, in his criticism of the policies, talks about the potential politics of who gets the roles. Will they only be given to teachers that are prepared to promote the current education policies, rather than those who ask the challenging questions? In Martin’s view, the new roles equate to a new way of the government controlling teachers, with a focus on getting teachers to meet the government’s targets. Certainly this view is supported by the mention in the released Cabinet paper outlining the policy of the need for schools to make better use of student achievement data, and the perceived usefulness of National Standards data for this purpose (whilst acknowledging them to be currently flawed). Another concern raised by Martin is the potential for principals and teachers working across schools to create conflict rather than collaboration, if there is a tendency for these people to advise schools without fully understanding the context and history of the other schools. The right people to fill these roles would need to be active listeners, empathetic, collaborative workers, independently minded, proactive and creative. Hmmm, sounds like they need women!

A further criticism is one that has been made particularly by the Green Party. The criticism relates to the fundamental principle of the policy:

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Beijing+20 Review

By Rae Duff, 1st Vice-President and NCWNZ International Secretary

We are pleased that this year as in 2004 NCWNZ through its branches will collaborate with New Zealand Women's Watch (NZWW) in gathering data through Workshops and responses to the Questionnaire "How are We Doing" for the 20-year review of the Beijing Declaration and Beijing Platform for Action. The review will be taken at the 2015 session of the Commission on the Status of Women in March in New York. Governments and non-governmental organizations (NGOs) will be submitting reports on women's advancement during the five years since the fifteen-year review in 2010.

New Zealand Women's Watch under its registered name Pacific Women's Watch (New Zealand) (PWW (NZ)) will again be gathering data to prepare and publish the NGO New Zealand Country Report for the 20-year review. In this process the longitudinal measure created from responses to the Questionnaire "How Are We Doing" across the previous reviews in 1999, 2004 and 2009 will be further strengthened. NGOs are invited to take the Questionnaire into their communities for response from a broad cross-section of women of all ages and ethnicities to give a view on how women are faring in their daily lives compared to five years ago.

Nation-wide workshops will also gather information from women on achievements, gaps and challenges

in the current implementation of the Beijing Platform for Action.

The New Zealand NGO Report will be made available to UN Women and to the Economic and Social Commission for Asia and the Pacific (ESCAP). Data from the Report will be included in the summary of findings from the Asia-Pacific Region, compiled by Asia Pacific Women's Watch.

NCWNZ Branches are invited to hold a Workshop and to distribute the Questionnaire "How Are We Doing" in the snapshot of time, mid-April until mid-June. There is the option of responding to and circulating the Questionnaire without holding a Workshop. *For NCWNZ Branches wishing to take part in gathering data and background information, the Workshop Plan and the Questionnaire can be sent to you. If you would like to hold a workshop and/or distribute the Questionnaire please email office@ncwnz.org.nz or randsduff@xtra.co.nz or phone National Office on 04 473 7623.*

Thank you for your assistance and input to produce a representative alternative NZ report for the Beijing+20 review. All those involved in data gathering will be acknowledged in the Report.

Jane Prichard - Chair, Pacific Women's Watch (NZ)

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that the quality of teaching is the single biggest factor affecting student achievement. As Graeme Aitken comments, this is true only if we consider in-school factors. External factors such as socio-economic status and the family and home environment have effects on school achievement that far outweigh the effects of quality teaching. Without "bold initiatives to address social inequity and poverty" (Aitken), the policies might have limited impact on the overall score sheet. The released Cabinet Paper refers to out-of-school factors affecting student achievement, but considers that the government is already addressing these with their work programme such as the Inquiry into Engaging Parents and Whānau, which NCW members

submitted on last year. The wider issues of social inequality and poverty are not mentioned.

Overall, then, it appears that these policies are limited in scope; but within that scope they have the potential to move school cultures from competitive to collaborative, and more open to ongoing feedback and professional learning. It seems that the success of the policies will depend on the appropriate selection of sensitive and knowledgeable educators to fill the new roles, and on these people being trusted to use the skills and knowledges that they have developed to create such culture changes, rather than being used as control instruments and constrained to simply implement the government's agenda.

Selected sources:

Aitken, G. (2014). Focus on social inequality will aid teachers. *NZ Herald*, 28/1/2014.

Parata, H. (2014). *Investing in educational success. The learning and achievement challenge*. Cabinet paper, retrieved on 25/1/2014 from www.minedu.govt.nz/theMinistry/EducationInitiatives/InvestingInEducationalSuccess/KeyInformation.aspx

Thrupp, M. (2014). "Super" roles won't bring the intended improvement. Saveourschoolsnz.wordpress.com 26/1/2014.

Wylie, C. (2012). *Vital connections. Why we need more than self-managing schools*. Wellington: NZCER.

Are Te Tiriti o Waitangi and the English version the same?

No. Te Tiriti o Waitangi confirms Maori authority and sovereignty, while the English version states that Maori gave their sovereignty to the Queen - this is a total contradiction.

Preamble

The preamble is fundamentally about the commitment to a peaceful future. There are differences between the two texts and these are reflected in the following articles.

Article I

Te Tiriti o Waitangi uses a transliteration of the word governorship - *kawanatanga*. This did not mean a transfer of authority from Maori to British, but allowed the setting up by the Crown of a limited legal and administrative system for British subjects migrating here.

However the English version says the Queen has total power and sovereignty over everything and everybody.

Article II

Te Tiriti o Waitangi states that Maori hapu (through their *rangatira*) retain "unqualified exercise of their chieftainship (*tino rangatiratanga*) over their lands, villages and all their possessions (*taonga*)".

In te Tiriti, te *tino rangatiratanga* has a much broader and more

profound meaning than the English version, which only guarantees to Maori "the full, exclusive and undisturbed possession of their lands and estates, forest, fisheries, and other properties...". The word *taonga* in te Tiriti is not limited to property and possessions, as stated in the English version, but includes all things held precious: for example, language and culture.

Article II also sets out a procedure for buying and selling land. Te Tiriti allows the Crown to purchase, lease or rent land if the hapu consents - hapu had to give the Crown the first right to buy (the right of pre-emption). But in the English version, Maori can sell only to the Crown (exclusive right of pre-emption).

Article III

Te Tiriti accords to Maori similar rights to those of British people, additional to the rights they already enjoyed in their own society. In the English version, Maori would become British subjects.

Article IV

At the first Treaty signing, two church leaders, Bishop Pompallier (Catholic) and William Colenso (Anglican), recorded a discussion on religious freedom and customary law. In answer to a direct question from Pompallier, Hobson agreed to

the following statement which was read to the meeting before anyone signed: "The Governor says the several faiths (beliefs) of England, of the Wesleyans, of Rome, and also Maori customs and religion shall alike be protected by him." The English version does not record this guarantee, but some *Rangatira*, at the first and subsequent signings, signed the Treaty on the strength of Article IV alone, which they saw as guaranteeing continuance of their way of life.

In the Treaty, the Queen agreed to arrange governorship over Pakeha living here without British law. Maori were abiding by their own laws. In return, the Crown guaranteed the continuance of Maori authority and sovereignty (*tino rangatiratanga*) over their lands, villages, and everything else they treasured - including language and cultural customs - and accorded Maori similar rights to those of British people. It also protected religious freedom.

In summary, the Treaty guarantees to Maori full control and authority over their own people, lands and culture - including their social, political and economic relationships and institutions.

Question: Democracy is? Answer: Democracy is Government by the people

By Jean Fuller, Parliamentary Watch Committee Convener

How is that managed? That's a big question and it doesn't just involve the people to whom we delegate power. Democracy is about the people taking their part in the process. 2014 is election year so are you ready?

Step 1. Are you on the electoral role? Can you encourage others to enrol?

Step 2. Will you vote? In recent years New Zealand has had a low percentage of citizens who have voted. The voting system is often blamed but no one who is eligible is prevented from voting so the accountability for voting lies with the individual.

Will you be an informed voter? If a party or Candidate does not address your issues, or you are unclear as to their position, send them an email, write a letter to the media, or ask a question at a meeting. We have never had so many opportunities to make our views known and find out what policies really mean.

Step 3. A Government is elected and everyone else can relax - wrong! As the new Government sets about enacting law or amending existing law we, the people, have a

responsibility to consider the proposal and advise the Members of Parliament of our views. But that is not so easy for the ordinary citizen unless they belong to the National Council of Women of New Zealand (NCWNZ).

Step 4. NCWNZ reviews a significant proportion of the Bills brought before Parliament. Through our Standing Committees we seek your opinions by sending out Action Items, and by consulting our established policies. The submissions are then brought before Parliament's Select Committees often with an extra Oral submission to emphasise our main points. We reflect your views both for and against a Bill. We make it easy for every member to express a view and have it taken seriously. We make a difference.

The Parliamentary Watch Committee sees all the submissions and the Action Item Responses that underpin them. The considerable increase in responses during 2013 has been very encouraging and we would particularly like to thank those Branches and individuals who took the trouble to send material during December/January. All your work is invaluable. Please keep it up.

Student issues in new academic year

By Zoe Hammond

Following from our cover article in the February Circular, we have invited Zoe Hammond, Communications student at Massey University in Wellington to share more thoughts from young women in New Zealand.

It's that time of year where university students return to study. It's a time where many students, like myself, try to mentally prepare to learn again. I know, tough break after a long summer. It makes me think though, what issues do I face this time around? How might I seek to fix them? If I asked you, what sector of society do you fit into? Would you think it was an impractical question? Not if all I wanted to know was what you do for a living, but we can't be too generalised. We need to look deeper. Diversity. Everyone is different, and with our differences come varying issues that affect us as women. What issues do you presently face as a female in today's society? What concerns the young stay at home mother is likely be different to the concern of the new migrant and similarly the full-time student. It is a common idea that students live it rough. We dwell in cold flats and we eat baked beans as part of a staple diet. So you might think money may be a concern? How about our workload? I know for myself going from a full-time job to a full-time student I have never had so many holidays. So I resolved to speak to a Jazz student and a recent university leaver so see how their concerns compel them in life.

One young and talented Jazz vocalist who studied at the New Zealand school of music lives very much pay



cheque to pay cheque. Coming towards the end of her degree one recent Facebook update reads, "Sup. I'm broke. Selling my voice: got charts, got a microphone, and some sweet count ins. HIRE ME." But wait, you spent the better part of three years broke, is there no green grass on the other side? The reality is that it's difficult to find work in Wellington. With so many graduates spilling in to the city, jobs are few and you are most likely one of a hundred applying for the same position. When I asked her though what concerns she faces right now, she specified

reading, eating healthier and spending less money on fast food. "I was told there were many avenues but there are few jobs in those areas and across all creative based jobs," she advised. For this young student, whose goals are to travel and play music, it's about working on her physical and inner health as well as her interior self development. Money, while not inconsequential to daily needs, will come later and is therefore not as much of a concern right now.



I spoke to a 21 year old girl who started a degree in Communication in 2012, and then left half way through. She had, and still has ambitions to be in a position that gives her room to grow, both as a person and within the business as a cosmetics representative. What does she worry about now? Saving. "Now of course having savings is a huge part of my budget and even more importantly, money I do spend isn't spent so frivolously," she advises. She has concerns for the future, something which she believes she lost sight of while studying. "With the job I have now I am far more ambitious about the quality of life I will be living going forward as a woman, wife and with my future family." She goes on to advise that there is a stigma associated with woman being able to work as well as having time for their families. This is something she hopes to quell while eventually working full time and raising a family, something that for her, she never saw possible as a student.

Going into my final year of study and I am predisposed to being concerned about work experience, it's about getting a foot in the door. Making conscious healthy choices is another common goal, I know I have seen the amount of women filing in to the gym at lunch time steadily increase. But as a full-time student, what goes through my mind while on the treadmill will be different to you. Diversity. It is even evident that students are duty-bound to be concerned about the varying stages of finding the right job for them after study. This is after all our environment.

We hope to see Young Women's Issues as a running feature in future editions of The Circular.

Bold policies needed to tackle child poverty

Child Poverty Action Group applauds the Salvation Army's strong message to political parties in election year that New Zealand must tackle the root causes of child poverty with bold policies.

In its 7th State of the Nation report "Striking the Balance", released today, the Salvation Army provides a snapshot of New Zealand's social progress over the last five years.

While there has been welcome improvement on some of the indicators monitored, sadly child poverty receives another 'D'. The report says there has been virtually no effort to address the underlying causes of poverty, despite increased political and media attention about the issue.

CPAG shares the Salvation Army's deep concern that little of significance has been done to reduce child poverty in the past 5 years and that the broad-based political will necessary to effect change is lacking.

Spokesperson Associate Professor Mike O'Brien says, "Too many New Zealand children are spending their lives limited by poverty and carry the harmful effects into adulthood. We need bold, comprehensive and urgent action to address this ticking time-bomb."

Housing availability also receives a "D" rating in the Salvation Army's report. This is extremely worrying, says O'Brien. "Child poverty and housing are inextricably linked. Families with children need warm, dry, affordable housing."

The report shows Government's spending on income support for families under 'Working for Families' has fallen 15% over the past 5 years.

"This has significant consequences for children in families receiving this assistance," says O'Brien. "Poorly designed children's income support is a major factor perpetuating child poverty. Removing the discrimination of the In Work Tax Credit would significantly reduce poverty."

"CPAG urges the government and all political parties to prioritise children and introduce with urgency policies and programmes that tackle the underlying causes of child poverty."

Source: News from Child Poverty Action Group, 12 February 2014.

NCWNZ Media Release: Equal pay for work of equal value – Pay Equity Court of Appeal Challenge

Issued on 4 February 2014

NCWNZ congratulates the Service and Food Workers' Union (SFWU) for bringing to the Court of Appeal the case of Kristine Barlett vs. Terra Nova and wishes them well for success in this landmark case.

Barbara Arnold, National President explained that NCWNZ has been making submissions constantly to governments since 1897 on the issue of equal pay for work of equal value, and continues to be concerned about the lack of negotiation available to women in low paid industries, especially the care giving sector.

The outcome of this case will hopefully establish a just precedent in the complex issue of pay equity, she said.



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Local government reorganisation

Two proposals are out for consultation:

- ◆ Northland (submissions close Friday 21 February, public hearings expected to begin first week of March);
- ◆ Hawke's Bay (submissions close 7 March, public hearings expected to begin second week of April).

The Local Government Commission is still analysing information to develop options for Wellington Region (including Wairarapa), with a decision expected during the first half of April.

Two new proposals have been received:

- ◆ North Rodney – a proposal to form a separate unitary authority;
- ◆ Nelson-Tasman – a proposal for the union of Nelson City and Tasman District.

The next step is for the Commission to decide whether or not to assess these applications.

New breast milk bank opens in Christchurch

The country's first official human breast milk bank has opened at Christchurch hospital.

The bank takes in donated milk from breastfeeding mothers, then screens and pasteurises it before making it available for those who need it. Nearly all premature babies in Christchurch Women's Hospital's neo-natal unit are fed milk formula by syringe and tube.

But the hospital's new human milk bank is set to change that, meaning that breast milk will soon be on the menu for the first time.

"It's very exciting. It's been four years in the making. It's been a very long pregnancy and today our baby is born so we are very excited," says Anthea Franks, of the Christchurch hospital neonatal

intensive care unit.

Nearly all of the preterm babies in the neo-natal unit are unable to breast feed straight away because they can't suck, leaving their mothers no choice but to express their breast milk with much of it going to waste.

Now, those mothers can donate their excess milk to the milk bank, which will screen it and then make available to the 800 odd babies that come through the neo-natal unit each year.

"We now have a place that we can store it, pasteurise it, freeze it for up to three months and then use for the babies in the unit," says Ms Franks.

Most milk banks closed in the 1980s amid fears around HIV and

the emergence of specialised formula.

Starting one back up in Christchurch wasn't cheap, the \$150,000 price tag covered by the Canterbury Neo-natal Trust fund.

"Everywhere else in the world has them; Australia's got about eight of them over there and the UK. Why not have one in Christchurch?" says Paul McEwan, of the Canterbury Neo-natal Trust fund. Initially the milk bank will only service babies at Christchurch women's hospitals neonatal unit, but there are there plans to expand the scheme into the wider community.

Source: www.3news.co.nz/NZs-first-breast-milk-bank-opens-in-Chch/tabid/423/articleID/331120

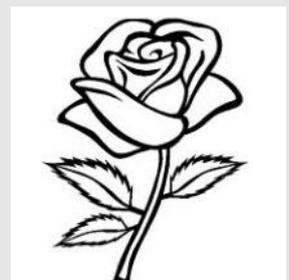
Remember International Womens' Day on 8th March and celebrate the centenary milestone

It is 100 years this year since International Women's Day was held on 8 March 1914, possibly because that day was a Sunday and the focus was the socialist movement to improve conditions for women working. The 8th March has remained the global date ever since. The range of observances over a century, including the Bread and Roses campaign, is an inspiring story.

www.internationalwomensday.com/about.asp#.UwP2oKv2-Uk



"Our lives shall not be sweated from birth until life closes; Hearts starve as well as bodies; give us bread, but give us roses!"



Recent Submissions made by NCWNZ

NCWNZ made the following written submissions last month. If you would like to read the full submission, please visit: www.ncwnz.org.nz (Members' Area).

Title	Submitted to	Date
Immigration Amendment Bill (No2) 156-1	Economics Committee	7 February 2014
Local Government Act 2002 Amendment Bill (No3) 165-	Justice and Electoral Select Committee	14 February 2014
Land Transport (Safer Alcohol Limits for Driving) Amendment Bill 175-1	Select Committee	14 February 2014
Harmful Digital Communications Bill 168-1	Justice and Electoral Select Committee	21 February 2014

Calendar

March		15-21	National Volunteer Week
8	International Women's Day	July	
12	April Circular copy due	25-27	NCWNZ Board Meeting
21	International Day for the Elimination of Racial Discrimination	August	
22	NCWNZ Board Meeting	1	Nominations for Board and Standing Committees published in Circular
April		September	
13	NCWNZ Founder's Day	1	Closing date for National Conference registrations
24	NOS and NMO Returns and subs due at National Office	6	NCWNZ Board Meeting
May		10	World Gynaecological Day
9-11	NCWNZ Board Meeting	19	Suffrage Day
15	International Day of Families	21	International Day of Peace
31	Branch Annual meetings to be held no later than this date. Updated list of Branch officers to be sent to National Office	October	
June		2	International Day of Non-Violence
5	World Environment Day	9	NCWNZ Board Meeting
9	Nominations for Distinguished Service awards to reach National Office as per Bylaw 6(b) (i)	10-12	NCWNZ National Conference, Auckland
9	Nominations for all Board positions and Standing Committee Convenors to reach National Office as per Bylaw 5c.	11	International Day of the Girl Child
21	Branch returns and subs due at National Office	November	
	Two copies of Branch Annual reports and Financial statements due at National Office	25	International Day for the Elimination of Violence Against Women
		28-30	NCWNZ Board Meeting
		December	
		5	International Volunteer Day
		10	International Human Rights Day

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The deadline for material for the April Circular is Wednesday 12 March.

Please send all contributions to the Circular Editor via NCWNZ National Office: office@ncwnz.org.nz

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