



The Circular

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Making a Difference for New Zealand Women

The *Looking Ahead* conference now becomes the moving ahead reality

By the NCWNZ Board

Action packed and progressive are two phrases that aptly sum up the *Looking Ahead* conference 8-10 October 2014.

The conference was the culmination of many debates and much decision making by branch and national members, as well as considerable planning and activity by host branch NCW Auckland, the Board and national office.

All motions and remits put forward were passed, although there was considerable discussion and mixed feelings around some. The decisions that resulted mean instead of *Looking Ahead*, we are now moving ahead – at pace.

A summary of the conference and its key decisions and presentations follows, and many agenda items are the subject of stories in this Circular edition.

Our patron, Dame Lesley Max, gave a strong speech prior to formally opening the conference. Dame Lesley highlighted the importance of women as mothers in contributing to gender equality and helping sons to break the cycle of domestic violence and the ongoing challenges for women due to fertility. She likened the gender equality movement to the environmental one, in terms of its intergenerational nature.



Above: Barbara Arnold pins the President badge on incoming President Rae Duff.

Right: 5 x 5 speakers Jade Tang, Angela Wong, Cassandra Mudgway, Nive Sharat, Chelsea Bridgeman with Vanisa Dhiru.

Amongst the highlights was the revised constitution being passed after a few years of drafting and consultation. This constitution gives our rules a much needed modernisation to assist future membership and operations. We want to thank members for their commitment, patience and understanding.

We were delighted that you voted Elizabeth Bang to join our prestigious list of Life Members, recognising her work for the council since 1982, which built up to her taking on the National Presidency in 2008. Elizabeth was National President when we were wrongfully deregistered – which was challenging and uncharted territory.



In a high energy session, five 'younger' women gave us their tips on how we can empower young women in tomorrow's world. It is critical we increasingly enlist younger members in our work for our organisation's survival, so we encourage branches to keep focussed on how they can 'pass on the gender equality baton' to younger females.

Rae Duff was confirmed as the National President; Vanisa Dhiru as 1st Vice President and Dianne Glenn as the 2nd Vice President. Helen Gibson remains on the Board, and Cleone Campbell joins it.

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50/50 by 2020

It was good to see such a large turnout at the Auckland Conference with the theme 'NCW Women – Looking Forward'. It was an exciting and challenging event. Sincere thanks to the Auckland and Papakura Branch members and the Local Arrangements Committee who organised the event and ensured that the social, business and networking events ran smoothly.

The guest speakers, our Patron Dame Lesley Max, Dr Jackie Blue and Associate Professor Jennifer Curtin were inspiring and gave us much to think about as we look forward with energy and enthusiasm to the challenge of achieving gender equality (50/50) for New Zealand women by 2020. The Young Women's Voices presenters were astute and passionate and the debate which was expertly chaired by Liz Gordon, although light hearted, left us with much to consider on how NCWNZ sets policy. After five years of intense debate and consultation it is with a great sense of relief we now have a new constitution which will allow NCWNZ to move forward in a much more contemporary way and to adopt modern communication practices. Importantly, the changes will make it easier to become a member of NCWNZ and will make it possible for more rural women to participate.

In consultation with the NCWNZ membership our key focus for the next two years will be to develop and implement a gender equality strategy for New Zealand. This document will be designed to raise public awareness and get greater understanding of gender equality and what needs to happen to achieve it. We will call on influential parties to take action to progress gender equality – the Government, employers, educational institutions and members of the public and we will provide guidance to those who

want to take action. As well, we will provide a benchmarking and monitoring framework through which gender equality can be measured over time.

It is clear to the Board that to achieve those important gender equality goals we need to revitalise our organisation so that we once again become the 'voice for New Zealand women'. To do that we need to urgently address 4 key areas - Visibility, Credibility, Membership and Funding. If we are to succeed as an organisation we need to be relevant, effective and professional so that we can achieve the Gender Equality goals we have set for the benefit of all New Zealand women.

I am pleased that two new members have joined the Board bringing new energy and skills to NCWNZ, Dianne Glenn as 2nd Vice President from Business and Professional Women and Cleone Campbell, the previous Justice & Law Standing Committee Convener. We look forward to their contributions as well as from those who are standing for a further term, Vanisa Dhiru, 1st Vice President, and Helen Gibson, Circular Editor. Barbara Arnold will remain on the Board as the Immediate Past President where her knowledge and expertise will be greatly valued. We plan to co-opt up to two further members to complement the skills of the current Board.

We also now have a full complement of Standing Committee Conveners and we expect them to be very busy with new legislation being introduced by the recently elected National Government and the new policy derived from the 11 remits adopted at conference.

I am very much looking forward to working for you and with you all for the next two years as we put all our energies behind achieving our gender equality goal of 50/50 by 2020.

Rae Duff

Conference wrap up ...continued from front page

Barbara Arnold was acknowledged for her National Presidency, and the strong contribution of other retiring Board members Shirley Payes and Aida Tavassoli were noted.

Rae also noted with regret that Mary Gavin's resignation had been accepted due to family reasons.

The financial motions passed included membership of a Financial Advisory Committee; that the Board can borrow from the Centennial Fund as required; and to increase membership fees.

Guest speakers Equal Opportunities Commissioner Jackie Blue and Auckland University Associate Professor Jennifer Curtin were crowd-pleasers. Jackie spoke about domestic violence and the work of the Human Rights Commission, including the upcoming focus of its National Plan of Action on reducing it. Jennifer talked about women's political representation in recent times including the impact of the latest general election on numbers.

Eleven remits were put to the vote and all were passed, but with varying margins. Conference attendees commented to us on the quality of the debate and also the respectful way people put forward their differing views. The Board noted at the conference that our organisation is in good spirit when this many remits are put to conference.

Elizabeth Bang updated people on the High Court challenge around our deregistration and related issues, which still occupies the Board. Our lawyer Sue Barker continues to work for us pro-bono and put in significant hours. Our next court hearing is on 27 and 28 November. We

present quite a bit to various audiences on the High Court action, as there is widespread charitable sector interest in our case, and people are always surprised by what has occurred. This was no different at conference and there was good discussion and questioning after Elizabeth spoke.

Megan Blenkarne updated us on the *Women And Work: No Barriers* project, briefing us on the research underway and the upcoming opportunities for us to contribute to reducing occupational segregation. A team from the Women's Voices project outlined the work done to record the earthquake experiences of Christchurch women and what's next in this important and evolving award winning initiative. There is international interest in using this project as a best-practice research model, meanwhile next steps to look with a policy lens at the information gathered could generate learnings and changes for emergency management preparedness. Thousands of volunteer hours have gone into Women's Voices. Conference participants valued the presentation.

Rae Duff and Christine Knock let us know what is happening with gender equality on a global scale and New Zealand's contribution. Then we heard debaters entertainingly discuss the effectiveness or otherwise of our remit process to create policy. While humorous, it gave us food for thought. It was well chaired by Liz Gordon.

The Soapbox topics were as diverse as ever, once again showcasing the breadth of our activity and interests of members. Soapbox, like other sessions,

highlighted that NCWNZ is on the rise. The need for our organisation to speak across the different areas of gender equality and represent our members' varied viewpoints came through as did the passion of our members.

Outgoing President Barbara Arnold and incoming National President Rae Duff both captured this upbeat feeling in closing session of conference. Rae talked about being impatient with the rate of progress in achieving gender equality, pushing for 50/50 by 2020.

We would like to thank our committed and capable membership for their contribution whether it was providing feedback through an action item or a meeting; attending; volunteering; or presenting. The conference showed the strength and diversity of our membership which is critical for our ongoing relevance. Keep up your amazing work to make a difference to New Zealand women.



More from the Board

A short update from us as the conference has been the main feature for us since the last Circular. Our next meeting 27/28 November will focus on the excellent progress we made at our *Looking Ahead* conference, and what it means for us as we move our organisation forward.

There were many highlights at the conference, and stories in this Circular tell of them. Given the wealth of information we thought important to report more widely to members, this Circular is almost exclusively about the Conference. You'll see our usual features (including our historical snippet) return in our February edition.

A major focus for the Board has been on modernising our constitution. You can now find the updated constitution on our website. Changes made to the version sent out to the membership in June that were discussed at the conference were:

1. Delete clause 8.8 (on p6): Only a NOM that has at least three branches or sections of the NOM affiliated to Branches of NCWNZ shall be entitled to vote at Conference or Special General Meetings in accordance with Rule 17.1.
2. Change clause 17.1.2 (p14): The President or proxy of a NOM that has met the affiliation criteria. (*have deleted "at Rule 8.8".*)

The following change was made to By Law 11 (*addition in italics below*)
(p22) By Law 11:

- ◆ A quorum for Branch Meetings shall be determined by the Branch bylaws.
- ◆ Members of the Branch shall vote in one capacity only, and the vote of every Representative Member of a NOM (*has the value of two*), every Individual Member, LOM, National Life Member and Branch Life Member shall have the value of 1, except insofar as the Branch bylaws provide otherwise.



Left: Jennifer Curtin with Dr Jackie Blue, guest speakers at Conference.

Above: NCW Christchurch Women's Voices Project team present about their award winning research.

Right: Outgoing and incoming presidents Barbara Arnold and Rae Duff light candles at the Conference Interfaith service.



Looking back and ahead with our finances

By Rae Duff, National President & Vanisa Dhiru, 1st Vice President

All the financial motions put to conference were passed.

This article provides a summary of those decisions and the key points that framed the discussion and voting.

Decisions

- ◆ Moore, Stephens and Markhams was appointed our auditor for another year; and Gault Mitchell Partner Lisa Fraser was appointed honorary solicitor.
- ◆ The Treasurer's Report, and the statements of financial performance and financial position including a note for the year ended were adopted.
- ◆ A Financial Advisory Committee will now be appointed. The members will be the National President, Treasurer and Aida Tavassoli (recently resigned from being Treasurer). The Committee will be able to co-opt up to two more members.
- ◆ After discussion, member delegates at the conference also authorised NCWNZ to borrow from the Centennial Fund when no other funding is available to meet expenses.
- ◆ Membership also voted to increase the branch member fee by \$1.50 and the national member fee by \$5, to reflect increasing costs faced by the organisation.

Key points about the past two financial years:

NCWNZ has run a deficit budget in 2012 and 2013. We have a surplus this year but it has been at great expense as the two full-time paid staff positions were disestablished and allowed us to save on wages.

As a consequence much of the office work was picked up by the Board and members who are all volunteers. This has had a big impact on the time given to the organisation by, in particular, the Wellington and Wairarapa branch members.

The interest gained from the Centennial Fund investments no longer is able to sustain the administration of the organisation.

The effect of the loss of charitable status still continued to make it difficult to raise funds from grants and charitable organisations and new donors as they thought that they could no longer collect a tax refund even though we had not lost our donee status.

This was due to two factors:

- ◆ Confusion around the status of NCWNZ
- ◆ Lack of office personnel to generate the funding applications over and above what we have done in the past and gain momentum in that area.

NCWNZ had to pay tax during the time of deregistration. While not a huge amount it was a cost to the organisation.

Thanks to the members who have contributed to our court costs.

We have renegotiated the same Ministry of Social Development (MSD) grant that we have been given in previous years. This however is now only a one year contract and there is no guarantee we will get it again.

In order to build capacity we sought and gained funding from MSD via the Capability Investment Resource (CIR) which has provided the organisation with an additional \$7,000 for capability mentoring and plan development.

In this financial year a second successful application has been obtained to implement the plan - \$40,000+GST. This has enabled NCWNZ to refine our focus and survive!

We also have a number of funding applications in the pipeline which will hopefully contribute to an improved financial position.

We know that we must now diversify funding streams if we are to survive and we have already started doing this. It is the first key performance indicator (KPI) for the Chief Executive.

However this will take some time to reach fruition and we may need to borrow from the Centennial Fund until we are on a much firmer financial position.

Gender equality an intergenerational responsibility

NCWNZ Patron Dame Lesley Max spoke at the Looking Ahead conference prior to formally opening the event.

A summary of her talk follows.

Dame Lesley Max, founder of Great Potentials, wished NCWNZ well as it progresses the intergenerational responsibility of gender equality.

Dame Lesley said NCWNZ was an "organisation of gravitas and consequence which is not allowing itself to be weighed down by its august history, but which is recreating itself, refreshing itself, rejuvenating itself, to face the challenges of the present and the future."

She acknowledged the gender equality questions NCWNZ put to politicians prior to the general election, specifically the issues of domestic violence and women's health and welfare.

"Gender equality is unobtainable for a large minority of women, if those issues are not addressed more effectively than they have been."

Dame Lesley was a member of the Advisory Committee on Family Violence to successive Ministers of Social Welfare and has been involved with later efforts to reduce family violence.

"Boys who experience instability, insecurity, unpredictability and violence in their crucial years, who experience the neglect – physical, emotional and developmental - that is usually a feature of such settings, grow up to have the strength of men in the psyche of toddlers.

"The women they feel compelled to control and possess, because of their own history of loss and neglect, are profoundly gender-unequal."

Parents needed to raise secure, attached boys who can form democratic, equal, non-violent, committed relationships.

"We need to have a concern for constructing families consciously – and women must be at the very heart of this consciousness.

"Families need to be sustainable, just as agriculture and industry need to be sustainable. Families need to be seen as crucial ecosystems. They are dangerously weakened when great stress is put upon some elements of the system."

Dame Lesley said the battles of the last century with regard to fertility have not been won for a large minority of women.

"Every week of my working life brings me in contact, directly or indirectly, with women who take no conscious control of their fertility, who are tired and drained by child-bearing and are unequal to the demands of child-rearing.

"There was a pitifully small take-up of the free, long-term and reversible contraception now available. Helping agencies shy away from this matter.

"We need more of that feature of the feminism of the 70s – consciousness-raising – specifically to support disadvantaged women to take control of their reproductive lives."

Dame Lesley also said mothers need to be valued for their critical role, and that she acknowledged her mother (a former NCWNZ representative) for her nurturing skills.

"I honour my mother's memory and I honour all the women, past and present, who realise what the environmental movement realises. We have intergenerational responsibility."

Dame Lesley wished conference attendees strength and wisdom in their work, then formally declared the conference open.

"Gender equality is unobtainable for a large minority of women, if those issues are not addressed more effectively than they have been." - Dame Lesley Max



Next steps against family violence

Looking Ahead conference guest speaker, Equal Opportunities Commissioner Dr Jackie Blue, spoke about family violence, what needs to happen and the work of the Human Rights Commission in this area.

Her speech started off with the following points. Her full talk can be found on the members' section of our website.



Above: Dr Jackie Blue. Photo courtesy of www.hrc.co.nz

Jackie acknowledged the work of Ruth Herbert and Deborah McKenzie and their report 'The Way Forward', Dr Janet Fanslow and Dr Pauline Gulliver from the Family Violence Clearinghouse, Jane Drumm from SHINE, the Glenn Inquiry "The People's Report" and Heather Henare and Women's Refuge who provide such crucial on the ground support for women who are victims of family violence.

To contextualise her talk, she cited a research showing domestic violence, mainly against women and children, kills far more people than wars and costs the world economy more than US\$8 trillion a year. For every civil war battlefield death, roughly nine people are killed in inter-personal disputes.

Jackie said intimate partner violence and child abuse and neglect makes up 50% of all violent crime in New Zealand – this includes kidnapping, abductions, serious and grievous assault. This is the tip of the iceberg. Only 20% of cases are reported which equates to 95,000 per year.

Jackie provided the following story (right), following up her conference talk.



Human Rights Commission's National Plan of Action

By Jackie Blue, EEO Commissioner

Based on the recommendations made by the United Nations Human Rights Committee and agreed to by the New Zealand Government earlier this year, the Human Rights Commission is developing a National Plan of Action. There are five main themes and I am leading the work in the area of violence and abuse against women, children and marginalised groups.

We want the Government to be 100% successful in achieving the actions they agreed to in the five theme areas because we know that in doing so the lives of New Zealanders will be immeasurably improved through the realisation of their human rights and freedoms. We will be consulting with civil society and the relevant Government departments to develop a set of indicators across the five themes that will inform Government policy and also serve to track progress.

To give an example of what I mean, without pre-empting the process, one obvious indicator that could be used in the violence and abuse area is "the number of family homicide deaths". To see a reduction in the number of deaths would mean that there would have to be a whole lot of things done such as compulsory specialist family violence training of all professionals who work in this area – Judges, lawyers, police, social workers, doctors and nurses.

Those at high risk of dying and those who are repeatedly re-victimised must be identified and offered intensive case management. There needs to be healthy relationship training for all students. We shouldn't just focus on the victim and give her a great big list of things that she has to do to keep herself safe. We also need to focus on the offender because if we don't they will continue to be a risk to their victim and may also go and find another victim to terrorise.

I look forward to receiving feedback from any NCW members and can be emailed to jackieb@hrc.co.nz.

New NCWNZ Resolutions

Eleven remits were put at conference and all were passed – some unanimously and some with closer margins. Board members and proposers are now finalising action plans to progress these areas that our membership have judged important for women. These remits reflect a lot of work by proposers, seconders and considerable discussion and debate amongst branches and national members. Thanks to all contributors.

Remit 1: Aged Care Staffing Levels

That NCWNZ urges the Minister of Health to:

- ◆ make compulsory minimum staffing hours per resident for registered nurses, carers, occupational therapists and physiotherapists in residential care facilities. This includes setting the staffing levels in aged care facilities providing hospital level care at the same level as those in public hospitals.
- ◆ increase and ring-fence the funding to aged care providers to meet the compulsory staffing levels.

Remit 2: Mental Health of Women in Prisons

That NCWNZ recommends that:

- ◆ women in prisons are frequently screened for mental illness and those who are diagnosed with a mental illness receive appropriate treatment and support as required by Section 75 of the Corrections Act 2004
- ◆ these services are adequately funded.

Remit 3: Mental Health Reducing Suicide

That NCWNZ urges the Minister of Health to make the reduction of suicide and the incidence of self harming a national priority.

Remit 4: CEDAW

That NCWNZ strongly urges the New Zealand Government to:

- ◆ implement fully the articles of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- ◆ redress the recommendations of the CEDAW Monitoring Committee's concluding observations
- ◆ take cognisance of the most recent General Recommendations issued by the Monitoring Committee.

Remit 5: Early Registration of Pregnant Women to Improve Mother and Child Health Outcomes

That NCWNZ urges the Minister of Health to set a National Health Target that requires District Health Boards to set a key performance indicator

for all women to be booked in for antenatal assessment by 10 weeks gestation followed by wrap around maternal care services.

Remit 6: Sexuality and Reproductive Health Education

That NCWNZ supports:

- ◆ the promotion of education on sexuality and reproductive health rights particularly with regards to the prevention of teenage and unwanted pregnancies and sexually transmitted diseases
- ◆ the strengthening of measures to support pregnant girls to continue their formal education.

Remit 7: Legal Minimum Age for Marriage

That NCWNZ supports the legal minimum age of marriage being 18 years without any exceptions for parental consent.

Remit 8: Voluntary Industry Code of Conduct on Body Image

That NCWNZ supports the introduction of a voluntary industry code of conduct on body image to stop negative and exploitative portrayals of women and girls in all forms of media.

Remit 9: Universal Child Allowance

That NCWNZ recommends that each child between the ages of 0 and 18 years inclusive receives a universal child allowance to replace all present government living allowances for children, which is linked to the Consumer Price Index and paid to the main carer of the child.

Remit 10: Abortion Law Review

That NCWNZ request the government to review abortion law and practice with a view to simplifying it and ensuring a woman's right to choose.

Remit 11: Elder Abuse and Neglect

That NCWNZ requests the government to resource adequately the national contract for Elder Abuse and Neglect Prevention (EANP) Services.

Debate: That the NCWNZ resolution process is not effective in creating policy

At conference there was a debate around the way we currently formulate policy via remits.

Liz Gordon chaired the debate, with debaters being Beryl Anderson, Anne Todd, Suzanne Manning and Megan Blenkarne. They have summarised their main points below.

The opposers

By Beryl Anderson and Anne Todd

We identified the key points of the current process that encourage the formation of good resolutions:

The pre-Conference/National Meeting remit process involves all members – branches, nationally organised societies and national members. The delegates to branches go out to their groups and discuss the remits, bringing back information and opinions on them.

The branch discusses the remits, maybe even bringing in an external speaker, and then vote on them to provide direction to how the delegate/s will vote. Where there is no unanimity in the branch, and a branch has multiple delegates, this vote may be split at the national meeting.

But let's be honest, the process is not perfect, and it can always be tweaked to improve it. The wording of some remits is not always as clear as it could be and there is a tendency to incorporate procedure into the wording. "Urging the Government" is procedure. NCWNZ needs to take ownership of its policy statements, and there are many instances of these see eg 9.9.34: That NCWNZ supports women's rights to breastfeed in all places.

At conference and national meetings we are time poor. Consensus cannot be reached when there are time constraints. It is essential that there is discussion prior to the national gathering to gather information and inform the vote.

By making use of the existing procedures (and utilising Renton's Guide to Meetings if needed) there is opportunity to redress the wording should the meeting believe that the wording as proposed does not fully meet the intent.

Action Item responses cannot be used to form policy as the response is not organisation wide – very rarely does every branch and organisation respond to an Action Item. Further, these responses are not constitutionally endorsed. They are a snapshot of the instant, a canvassed opinion, indicating why there is support for the current policy or a need for change.

Remits are – and need to be – a mix of broad policy statements and targeted policy. At this conference we have examples of both these, eg the remits on a universal child allowance and abortion law review.

Debate and voting on remits allows diverse views to be presented and challenged. The meeting minutes should be a record of the arguments presented.

Submissions go online

Wonderful volunteers Genevieve Windsor and Lynette Stutz are uploading hundreds of NCWNZ written submissions (often supported by oral presentations) to Parliamentary Select Committees to our website.

Many of the computer files with the submissions have various formats. So Genevieve and Lynette developed a standardised template. Now they copy the Word files into this template, re-format, transfer to a PDF file, and save them. As each year is completed they upload them to the members' section on www.ncwnz.org.nz.

Years 2008, 2009 and 2010 have been uploaded to the website with years 1999 and 2000 soon to be added. While there are electronic copies of submissions from 1999, National Office holds paper submissions from 1968.

Genevieve and Lynette are hopeful that they will have uploaded submissions from 1999 to 2014 to the website in 2015. And then maybe it's time for someone to look at how to efficiently place earlier submissions online...

A big thanks to Genevieve and Lynette for their hard work over months on this huge task. This work will mean the work of other volunteers in preparing the submissions will be more widely available. National Office also appreciates how this dynamic duo help in other ways when they are in the office – for example taking phone messages.

The proposers:

Suzanne Manning and Megan Blenkarne

As proposers of this moot, we wore boxes at the debate at Conference 14 to emphasise the restrictive nature of the current NCWNZ resolution process. Note that the debate was not about Action Items and submissions, but about remits that get voted on at Conference.

The process is very complex, and is only understood by a few people and therefore acts as a barrier to those with valid opinions but little knowledge of the system. It is time consuming in the sense that it can take most of a year or even years to get a remit through to a final decision, but then we strictly limit the time that is spent on debating the remit at Conference. Sometimes we spend more time debating grammar and points of order or process than we spend debating the issues. Not that it necessarily matters – delegates have generally already been instructed how to vote. We come together at great expense to talk at each other, not to listen. No time is routinely given at the end of remit speeches for delegates to discuss their voting position, so obviously it is not expected to be needed. Finally the end decision is one which assimilates all the expressed views into a yes/no endorsement of a pre-set position statement. What gets recorded are the resolutions, but not the rationales, the arguments for and against, the strength of the decision or the areas of agreement or disagreement.

The resolutions produced are not strictly policy, but usually a specific action to be taken on a narrowly defined topic. They are reactive statements, which (as a reply to the Action Item stated) “tell us clearly where we have been but ... not ... where we are going”. The resolutions are not prioritised or co-ordinated, and therefore do not give us a clear overall picture of what we stand for. Without being part of an overall strategy, action on resolutions are not sustained long enough to have an effect on government or society.

We were suggesting that the resolution process needs re-thinking with these principles:

Policy and action plans should be prioritised and coordinated, to make the most effective use of our limited resources. If we spread our efforts over too many topics, we have little impact (this does not refer to ongoing submission on legislation and discussion documents).

Policy should have a long term focus and align to the organisation’s strategic direction.

Better discussion will be had if we discuss fewer subjects, more in depth, and have the opportunity to listen to views from other parts of the organisation before we make our individual decisions.

Voting is not the only tool that democracy uses to ensure “rule by the people”.

One suggestion amongst many is having policy workshop discussions at Conference on identified priority areas, and the general statements contain what we reach consensus on. This would build on previous policy and be followed up with short, medium and long term action plans, to produce a flexible, proactive, coordinated and sustained effort to really make a difference for NZ women.

We are standing ready to answer any questions or critiques that readers might have!

Message from Immediate Past President Barbara Arnold

To the members of NCWNZ I want to express my thanks for your contributions of time and effort through the past two years when I have been President. Your work has contributed to the feeling of positivity that I detect. To turn the ship the inner parts go slowly, as it was in the office between staff; the middle bits proceed as normal, as the work of the Branches and Standing Committees has, and the outside sections have to work hard to get round the bend, as the Board and the newer office staff have done. Together we have turned the ship and are on a new heading and the drive into a rewarding future. Thanks for your support for the Board and for me - it is greatly appreciated and we are strengthened by your encouragement. I send my personal thanks to you for your generous gift and it will give me continued warm memories.

Soapbox summary

At conference delegates have the opportunity to talk on a topic of their choice. A list of topics and a few points from each follow to give you a flavour.

Topic: A plea for NCW members to provide items to sell at the next ICW conference

By Wendy Pearce, Consumer Affairs Convenor

Wendy said Dame Miriam Dell and her had previously collected and taken items to an ICW conference. These items went to the conference shop that gives any money made from the sale of donated items to a local cause. She encouraged members to think about what they could donate to the shop at the conference in Turkey next year.

Topic: As a respected and apolitical organisation, NCWNZ has the opportunity to challenge and encourage the Government to approach key issues affecting us all, such as child poverty in a non-partisan way

By Kay Whelan, NCW Hawkes Bay Branch

Kay talked about how destructive partisan politics can be, causing voter apathy, loss of confidence in Government and serious issues being overshadowed. Kay talked about the benefits of cross-party policy creation. Given the apolitical status of NCWNZ, it could play a role in ensuring more constructive approaches.

Topic: The part that NCWNZ played in the lobbying to have National Women's Hospital provided in Auckland – based on Linda Bryder's recent book "The rise and Fall of National Women's Hospital"

Dame Jocelyn Fish, NCW Auckland Branch

Dame Jocelyn recommended this book for reading, as well as the biography of Dr Doris Gordon, also written by Linda Bryder, for Te Ara – the Encyclopedia of Zealand. NCWNZ is regularly mentioned for being effective at working collectively.

Topic: An update to members on the WEPS principles and take-up by major New Zealand Companies

By Vicki Mee, Business & Professional Women

The Federation of Business and Professional Women (BPW NZ) are very proud to be part of the joint committee for WEPS in New Zealand.

41 CEO's have now signed up and agreed that their enterprises will work towards implementing the seven principles. See <http://bpwnz.org.nz/index.php/what-we-do-our-work-a-summary/womens-empowerment-principles2/>

Providing pay equity, training, safety and managerial opportunity are now key to these companies and they are setting targets and measuring progress. Gender equity is a priority for companies like Deloitte, ANZ, Farmers Trading Company, BNZ, Bell Gully... The list is growing.

WEPS is changing the employment landscape.

Topic: On Access to health care

By Margaret Cook, NCW Southland Branch

Margaret asked that NCWNZ pursued the 1945 resolution that the Government ensure a 24 hour readily, financially and geographically accessible health service for all. She gave the example of Invercargill where people choose between the helpline, an expensive after-hours clinic or sometimes unacceptably long waiting times in the hospital's Accident and Emergency Department.

Topic: Legislation related to capping of interest rates

By Lia deVocht, NCW Christchurch Branch

Lia said the remit asking NCWNZ to fast track legislation that would put a cap on loans did not make it to conference. Lia said 'easy finance, fast-money lenders' often charged interest of 30 to 400 per cent and significant fees for payments missed. Low-income families are most likely to need to go to a 'loan shark', and this could lead to increasing cycles of life-long debt. NZ was one of the last western countries not to have an interest-rate cap.

Topic: Women and Low pay

By Carol Beaumont, NCW Auckland Branch

Women in paid employment remain concentrated in lower paid positions- vertical and horizontal employment segregation. A significant element is the under valuing of roles overwhelmingly undertaken by women eg. aged care work or school support staff.

We are awaiting the outcome of a legal test case – other than that little progress is being made in lifting the value of women's work and consequently increasing their wages.

Soapbox continued...

Women are concentrated in low paid roles – there are consequences for their and their family's standard of living, ability to save for retirement etc. Collective bargaining as a means of lifting wages is currently being undervalued. NCWNZ must be a strong advocate for lifting wages.

Topic: An online presence for branches

By Cassandra Mudgway, NCW Christchurch Branch

Cassandra advocated on behalf of the CHCH branch for Branch-run pages on the National NCWNZ website and social media policy to assist with branch online presence. Increasing an online presence for branches will assist with funding, outreach to young people and people who cannot attend physical meetings.

Topic: Malala Yousafzai

By Raewyn MacGregor, NCW Auckland Branch

During the conference Pakistani taliban attack survivor, Malala Yousafzai, was jointly awarded the Nobel Peace prize with Indian, Kailash Satyarthi. Raewyn wanted to ensure that NCWNZ acknowledged this amazing woman. She spoke about what she went through to get to where she is. She noted Malala said she would not stop her fight for freedom for women in countries that oppress women and young girls. NCWNZ should support her and others like her in all that they do.

Topic: Glow vests save lives for cyclists

By Anne Todd, NCW Nelson Branch

Anne urged conference attendees to think about a remit for 2015 making it compulsory for cyclists to wear a glow vest to improve their safety. She reflected on an increase in cyclists' deaths and serious injuries and how much easier she finds it to see cyclists who are wearing the right clothing.

Thanks to our soapbox speakers for sharing.



The NCWNZ High Court update - A battle yet to be completed

By Elizabeth Bang, MNZM JP, NCWNZ Life Member

It was a privilege to update those at the Conference about the situation we found ourselves in when deregistered by the Charities regulator in April 2010. This session enabled lively questions and discussion.

Funding sources dried up as most major funding agencies require proof of being a charity before accepting an application.

Alongside this Park Street was sold with the opportunity to move to a more suitable space in the city. Selling triggered an unexpected cost as city council planning uses had changed since time of purchase and we were liable for \$50,000+GST. This was a separate issue from the charities tax expected to be paid from the time of deregistration until reregistration. A tax return was filed with the help of BDO for 2011 and 2012. This was costly.

Reregistration was granted in April 2013. Nothing had changed. A new registration number had been applied with no reference or link, very confusing. This took four more months to correct.

NCWNZ has continually asked both the Charities regulator and IRD to backdate our application to the date we were deregistered this has not happened.

We will go to the High Court at the end of November this year with both cases being heard together, a saving of more time and money.

NCWNZ could not have done this work without the help of Sue Barker Charities Law and we are indebted to her.

Whatever the outcome we know there will be publicity.

We are hopeful that Sue Barker and NCWNZ continuing to progress these issues through the courts will help other charities, so that others do not have to have this prolonged and frustrating battle to face.

NCWNZ international activities



The report this month summarises the conference presentations given by National President Rae Duff, and International Council of Women Vice President Christine Knock.

By Rae Duff, National President

CEDAW still represents the most important international legal instrument for enforcing women's rights, as the New Zealand Government has committed itself to implementing its provisions. It defines the civic, political, economic, social and cultural rights of women.

That means every woman has the right to an adequate standard of living and housing; conditions of work that include fair wages and equal remuneration for work of equal value; access to health services including family and reproductive health, access to education; to participate in decision making and cultural activities and be a valued member of society. Violence against women and children in New Zealand remains a pervasive abuse of human rights. Gender inequality in the workforce is an issue largely unrecognised by New Zealanders.

The CEDAW Monitoring Committee noted the following challenges to the full implementation of CEDAW in New Zealand:

- ◆ the high level of gender-based violence and lack of use of gender neutral language, particularly in regard to domestic violence and violence against women
- ◆ pay inequality and pay equity
- ◆ the low status of vulnerable groups of women, including women with disabilities and ethnic and migrant women
- ◆ impact of social policy changes such as changes in legal aid and welfare
- ◆ and the insufficient dissemination and promotion of CEDAW.

For the first time, the New Zealand Government was requested to report back with an **Interim report** at the two year point on issues relating to:

- ◆ data and information on the situation of women with disabilities, rural women, older women and women from ethnic minority

groups with regard to their access to education, employment and healthcare services.

- ◆ impact of welfare reforms on women
- ◆ impact of 2011 Canterbury earthquake on women
- ◆ forced and underage marriage and raising the minimum age of marriage to 18 years without exception.

NCWNZ is producing an Alternate report which is due at the UN by 16 November 2014. The draft report has been sent out to all our Branches and affiliated NGOs for comment before final editing.

Ahead of the 20th anniversary of the Beijing Declaration, the United Nations Economic and Social Council called on all governments to review their progress in implementing the Beijing Declaration and Platform for Action. NCWNZ has collaborated with the UN Women National Committee for Aotearoa NZ in producing an Alternate Civil Society report.

Vanisa Dhiru, 1st Vice President, and I are registered to attend the Asia-Pacific Regional Conference which will take place in Bangkok, in November. It is organized by the Asia-Pacific Regional Council (APRC) of the International Council of Women (ICW), the National Council of Women of Thailand (NCWT), in cooperation with the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP).

The theme of the conference is "Asuring Sustainable Development Goals: Challenges in Transforming Women and Girls in Asia and the Pacific" and we plan to take the opportunity to present our Beijing+20 report.

Through signing international treaties such as the CEDAW convention, the convention on the Rights of the Child and UN declarations our government has committed to protecting the human rights of women and girls and must be held to account. This means that the women of New Zealand need to be constantly vigilant to ensure that government is living up to its side of the bargain to respect, protect, promote and fulfil the rights of women and girls.

Thank you to everyone who contributed to the International raffles at conference. The funds raised will cover my registration fees to attend the ICW Bangkok meeting in November.

International Council of Women activities



INTERNATIONAL COUNCIL OF WOMEN

Summary of conference talk by Christine Knock, MNZM, International Council of Women Vice President

I was elected as an ICW Vice President at the General Assembly in Seoul in 2012. I am jointly responsible for overseeing the ICW Standing Committees. These committees are;

- ◆ Status of Women: Implementation of Conventions, International Relations and Peace, Legislation, Human Rights
- ◆ Sustainable Development: Economics, Women and Employment, Consumer Affairs, Rural and Urban Women
- ◆ General Well-Being: Health, Habitat, Environment, Nutrition
- ◆ Communication: Education, Arts and Letters, Mass Media, Music
- ◆ Social Issues: Child and Family, Ageing, Youth, Migration

These committees liaise with the National Councils of ICW and the UN Representatives, and gather and collate information and this is then forwarded to the UN Reps in New York, Geneva, Vienna and to the Huairou Commission and at other meetings as and when requested. Our theme for this Triennium is "Caring for Women, is for caring for the World".

I email NCWNZ's International Secretary updates to share and pass onto you through the Circular. I am also a member of the ICW Finance Committee and also one of the trustees of an ICW Fund.

Over the past two ICW General Assemblies and ICW Executive Meetings I have been responsible for the ICW Gift Shop, at which attendees bring things from their countries to enable these to be sold in the Gift Shop. What is raised is donated to a local project or needy organisation.

I have led the Interfaith Service at the past two meetings. I am a member of the Resolutions Committee for our forthcoming ICW General Assembly in Izmir, Turkey in May/June next year.

ICW is now preparing its Statement for CSW next year. ICW organise a workshop each year at CSW and is generally very well attended. Rae Duff attended this year's CSW meeting with ICW personnel. Our next ICW Board meeting is happening now in Paris.

I would like to thank NCWNZ for their support and encouragement over the past years with the various roles I have held within ICW.



Above: Conference attendees listen to a speaker at the Waipuna Hotel.



Right: Outgoing National President Barbara Arnold opens the 2014 NCWNZ Conference.

Follow up on Body Image remit

The week after the Body Image remit was passed at conference the publicity erupted on the skinny mannequins used by Glassons.

Business and Professional Women (BPW NZ) who moved the remit and who passed a similar resolution at their conference in April put out a media release which joined other initiatives asking Glassons to rethink their position. Glassons has since apologised. It was heartening to see the public support around this issue which was widely reported.

The call from BPWNZ for a voluntary code of practice is reported in the following article: www.stuff.co.nz/life-style/fashion/10625417/Glassons-removes-thin-mannequins

change.org

Start a petition Browse

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Petitioned Glassons ▾

Please exchange the mannequins with protruding ribs, that perpetuate the idea that 'skinny' is the ideal, for regular mannequins.

What is Aboriginal (native) Title?

The legal doctrine of aboriginal (native) title comes from European international law and British imperial policy in the 18th and 19th century. It is called a common law doctrine, and judges have stated that it is an important feature of New Zealand common law. Common law rights would exist even if the Treaty had not been signed.

The doctrine binds the Crown to recognize Māori customary rights in respect of lands, forests, fisheries and other resources. These rights remain until they are legally extinguished either by Crown purchase, or legislative action.

Unlike many other countries with two tiers of government, the New Zealand parliament assumes the power to pass the laws it wants, claiming parliamentary sovereignty.

Under this system, legislative action to extinguish native title can be imposed without the consent of, or compensation to, the custom right-holders. Apart from Acts of Parliament, extinguishment of these rights must have the consent of the owners, who must be paid compensation, or native title continues.

Courts have generally not dealt with any principles deriving from the Treaty unless it is specifically

mentioned in an Act. But they can act on the principles of common law, which the Court of Appeal did in 2003 when it ruled that the iwi of Marlborough Sounds could bring customary right claims to the Māori Land Court.

The Foreshore and Seabed Act of 2004, which overruled that decision, is an example of legislative action which extinguished common law native title without the consent of hapu or iwi, and without payment of compensation.

Many laws like the Wastelands Acts, Public Works Acts and Māori Land Court provisions, have been aimed at removing Māori property rights guaranteed in both texts of the Treaty and by aboriginal title. Much more land was taken from Māori through such laws, than was seized by warfare.

Source: The Treaty of Waitangi: Questions and Answers published by Network Waitangi, 2012 edition. Reproduced by Creative Commons License. Can be accessed at www.nwo.org.nz

Next Circular: What about lands that were not perceived as physically occupied by Māori tribes?

Conference conversations online via social media

There were a handful of active social media activists at the Conference, sharing conversations and snippets online via Twitter and Facebook. NCWNZ has grabbed a few of the comments and placed them in order online to share with you the journey of Conference, from the eyes of those tweeting at the event.

Head online to our Storify page: <https://storify.com/NCWNZ/national-council-of-women-of-new-zealand-conferenc>

Storify is a social network service that lets users create stories or timelines using social media such as Twitter, Facebook and Instagram.



Calendar

November

- 20 Universal Children's Day
- 25 International Day for the Elimination of Violence Against Women
- 25 - 10 Dec 16 Days of Activism Against Gender Violence
- 28-30 NCWNZ Board Meeting

December

- 3 International Day of Persons with Disabilities
- 5 International Volunteer Day
- 10 International Human Rights Day
- 18 International Migrants Day
- 20 International Human Solidarity Day

Recent submissions made by NCWNZ

NCWNZ made no submissions last month. If you would like to read our submissions, please visit: www.ncwnz.org.nz (Members' Area).

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The deadline for material for the February Circular is Wednesday 14 January 2015.

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

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