

~ COUNTDOWN TO BPWA NATIONAL CONFERENCE ~

3.5 Months

BPW NEWS Est. 1925
 www.bpw.com.au Made for women, by women Westpac

The Gender Agenda heading to NSW

Save the dates: 15 - 17 November 2013

Planning has commenced for the upcoming National Conference that will be held at the Mantra Hotel, Ettalong Beach, on the beautiful Central Coast of New South Wales.

We are putting gender front and centre with leading speakers including *Larke Riemer, Director of Women's Markets for Westpac*. We will also be celebrating our successes and acknowledging the work of our members with our Awards Dinner.

Keep updated via the ebulletin, *Facebook, Twitter* and on our website www.bpw.com.au

Designed by Crystal Webb



The BPW Australia 36th National Conference website is now live.

Go to <https://bpwaaustraliaconference.com.au/> to see all the details about the BPWA Conference and to Register

This is an event that all BPW members should attend!



Our Patron,
 Her Excellency Ms Quentin Bryce AC CVO
 Governor-General of the Commonwealth of Australia

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PRESIDENT'S MESSAGE



Dear Members

I am still homebound with my broken leg and looking forward to four more weeks of the twelve weeks when my surgeon told me that my leg would be healed as "older" people take longer to heal. He could have said those women who age beautifully takes longer to heal or something like that.

BPW Australia National Conference

The online registration will have been released by the time you receive the Bulletin and it has consumed a great deal of my time but it is going to be a fantastic Conference with world class speakers and we hope that you will go away inspired to be a BPW member. <https://bpwaustraliaconference.com.au/>

BPW Australia Club Membership Competition

The competition has concluded and was held over two years from July 2011 to June 2013. The competition was for the clubs that increased the percentage of members of the two year period and the prize is \$500 donated by myself and a trophy. I am very pleased to say that the finalists in no particular order are **BPW South West Victoria, BPW Harvey, BPW Darwin and BPW Melbourne North West**. The winning club will be announced at the National Conference.

Equal Pay Day Competition

A reminder that you should be working on your entry for the Equal Pay Day Competition at your club. Again this year there will be prizes of \$500 first prize, \$250 second prize and \$100 for good entries. We keep relating how not getting equal pay can impact on so many parts of your family and you. The financial disadvantage Australian women will face in retirement from not getting equal pay seems to be a long way in the distance but comes sooner that we think. By holding equal pay events you are raising awareness in your community and hopefully one day equal pay will not be on the agenda.

Landmark Agreement to Support Employees Affected By Domestic Violence

Congratulations to Swinburne University of Technology and the National Tertiary Education Union for a landmark agreement for new employees who experience situations of violence in their domestic lives. Employees will have access to additional paid leave of five days per year. I understand that universities across Australia are looking at a similar agreement so if you work at a university go and lobby for a similar landmark agreement.

*Warm Regards
Marilyn Forsythe*

President's Diary

27 August 2013
15, 16, 17 November 2013

BPW Maitland 60th Birthday, NSW
BPW Australia National Conference – Ettalong NSW
Term Concludes



Ruby Connection of Westpac Bank are the Platinum Sponsor of the BPW Australia 36th National Conference

To find out more about the Ruby Connection go to <http://www.westpac.com.au/business-banking/women-in-business/the-ruby-connection/>

Woman of the Year Award coming up at November National Conference...

Nominate Your Club/State/Division 'WOTY' before the 21st August!

It's been a huge pleasure and honour for me to be able to carry the WOTY title throughout the 2010-2013 periods. In particular, considering the inspiration, support and value that BPW has given me since 1999.



During my term, I have been mainly focused on how clubs can increase their membership, in particular in terms of younger members and by using technology as well as our meetings more optimally. The main deliverable was an Event Planning Kit, which a calendar of 'hot headlines' for meetings, advocacy topics, suggestions for real take-home value for the attendee, optimal (web) advertising/promotional options, follow-up procedures to ensure guests are converted into members, and a range of event planning checklists and templates. My current activities evolve around piloting a reignited Mentoring initiative to 'knit' the relationship between more and less mature members more tightly and ensure that the 'What's in it for me' (WIFFM) is addressed for our members. New strategies that assist capital cities (including my club, i.e. Sydney) and country clubs, with increasing membership have taken up most of my time and effort recently.

Apart from clubs putting forward a Young BPW nominee, I wish all clubs the best with nominating their special woman to be considered for the Woman of the Year 2013-2016 Award. After submission using our forms on the BPW website, (<http://www.bpw.com.au/memberarea/resources> - you will need to login to the Members area of the website) each nominee will receive an essay topic which will be reviewed by a judging panel including Mary Dean (acting National Membership Director), a panel member independent from BPW, and myself. Interviews with shortlisted nominees will follow, as well as a speech at the National Conference.

Rinske Geerlings, Woman of the Year (WOTY) 2010-2013
Sydney Club Committee Member & Past President

Young BPW Award and National Conference

Are you a Young BPW Member coming to National Conference? It's only a few short months away, and it is time to start thinking about your entry for the Young BPW Award. The Award acknowledges a woman under 35 for her BPW and career achievements, as well as recognizing her potential for the future. It recognizes a woman who is achieving success in her chosen path and who is committed to raising the status of women.

Eligibility

To be nominated for the BPW Australia Young BPW Award in 2013 the candidate must:

- Be a current financial member of BPW
- Have been a member of BPW for at least 12 months at the time of national conference in 2013 or have significantly contributed to BPW at local and state/territory level
- Not be older than 35 at midnight on the night of the first day of conference 2013.
- Be employed, or have been employed, in a business or profession in the public, private or non-government sector for at least one year
- Be an Australian resident



The Young BPW Candidates Nomination is available on the BPW Australia Website in the Member Resources Section. (You will have to log in first to access this section.)

Nominations for the award must be received by BPW Head Office by 5pm (local time) on the 21st of August.

Young BPW Cocktail Night



It is tradition that Young BPW members get together on the Friday night of conference for networking, socializing and presentation of speeches by Award nominees. Bring your best cocktail gown and stay tuned for more information.

For further information or enquiries, contact Sarah Lynch, Young BPW Director (*pictured above right*) via email: sarah.lynch@hrva.com.au or mobile: 0403 010 140.

Who Are You Nominating for a BPWA Award?

Apart from the WOTY Award there are a number of Awards that you can nominate a BPW member from your Club for. All the Awards were outlined in the *Call to Conference* document that was sent to you on the 7th May 2013. Nominations must be completed on the form in the Call to Conference document and be received by the close of business on Wednesday, 21st August 2013. The Awards are presented at the National Conference. Awards that you can nominate BPW members for are:

The Jean Arnot Award - The Jean Arnot Award was established in 1994 to honour the life and commitment of Jean Arnot, a past National President and pioneer of the fight for equal pay in Australia.

Young BPW Award - The Young BPW Award acknowledges and recognises – a woman for both BPW and career achievements and/or her potential in both arenas, a good all-rounder, a woman who is both achieving success in her chosen path and within the community.

Pat Harrison Award - This award, determined by Club Members, is for members who currently are Club Presidents and/ or who held office between 1 July 2010 and 30 June 2013. The nominated member must have held the office of Club President for a minimum of 12 months.

Beryl Nashar Award (BPWA President's Award) - This Award is for a BPW member of 3 years or more who has made an outstanding contribution to BPW. It honours Beryl Nashar, OA, Past President of BPW Australia and BPW International. This is a President's Award and will be awarded by the National President to a member who has contributed significantly to the BPW Aims and Objectives during President's term of Office.

BPW Power to Make a Difference Award - An Award for the Club demonstrating the ability of BPW to make a difference to women.

BPW Australia – Equal Pay Day 2013

BPW Australia represents the interests of working women across Australia and takes the voices of women to government policy makers – and these voices are increasingly saying that Australia must address the gender pay gap. With Australia facing a current national pay gap of over 17%, BPW Australia is determined to improve pay equity for women across all professions and occupations.



Pay inequity impacts on working women because it:

- reduces income for women and their families
- reduces women's participation in the workforce with associated loss of skills and experience
- reduces women's superannuation and capacity for financial security during retirement

The Equal Pay Alliance was formed in 2009. BPW Australia partnered with the ACTU in order to harness the power of employers, employees and organisations that are committed to advancing the cause of pay equity.

The Equal Pay Day date will be announced around the 15th August and the Gender Pay Gap Statistics factsheet at the Workplace Gender Equality Agency www.wgea.gov.au will be updated at that time. It is estimated that the Equal Pay Day Date will be in the first week of September.

What is your BPW Club doing for Equal Pay Day? Send me your photos and articles for the next BPWA Bulletin by the end of September. Editor

The Workplace Gender Equity Agency's Fact Sheet contains information, such as the following:

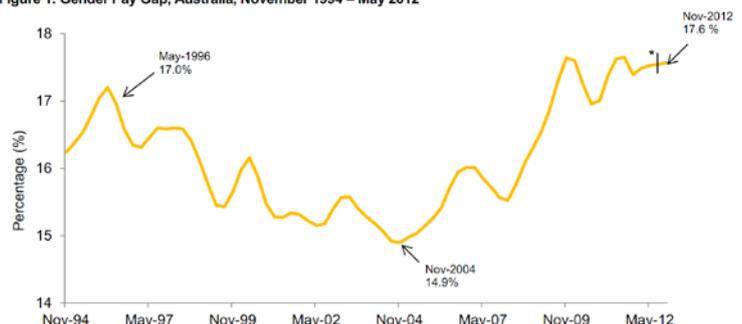
In November 2012, the gender pay gap stood at 17.6% (ABS data)

The average weekly ordinary time earnings of women working full-time were \$1,227.50 per week, or \$261.60 per week less than men, who earned an average weekly wage of \$1,489.10 per week.

The figures show that there has been little change in the gender pay gap from a year ago (17.4% in November 2011).

Over the period of 18 years, the pay gap has increased by 1.3 percentage points (pp) (Figure 1 right)

Figure 1: Gender Pay Gap, Australia, November 1994 – May 2012



BPW Belmont Member Honoured - Permanent Impressions

On Friday 12th July, Carol Hanlon, one of the International Women's Day Centenary 100 inaugural inductees to the Western Australian Women's Hall of Fame, was honoured as her portrait was on display as one of 50 WA women profiled and recognised for their contribution to Western Australia.

It was a magical evening with 28 of the 50 women present – all achievers against the odds and from all walks of life. It was a joy to walk amongst them and hear their self-effacing talk, always refocusing us back to their first passion – the cause or career path each had chosen.

There were many friends of BPW and past speakers over the years who were also honoured by a unique painted portrait in the exhibition; including Cheryl Edwardes, Kath Mazzella, Hon. Lisa Scaffidi, Carina Hoang, Priya Cooper, Carmen Lawrence, Liz Davenport, Judith Parker and Anne Russell-Brown.



Carol Hanlon with her portrait - one of 50 WA Women Honoured in Permanent Impressions

The evening was a great opportunity to get to know some of the other women who had been honoured. All remarkable women, young, mature-aged, from different cultures and each with an inspirational story from science, advocacy, law, the arts, business, government and more – all kinds of passions. It was wonderful to see so many great contemporary women profiled so positively and recognised for their contribution. The exhibition will travel around WA to be shared.

All the paintings were done by Perth artist, Jana Vodesil-Baruffi and were completed over 18 months. The paintings represent Jana's desire to give something back to the state came to in 1981 from communist-controlled Czechoslovakia. She initially sketched and photographed each of the women in the portraits and then gave herself 24 hours to create each work.

BPW Victorian Representative – Taj Mahal



Victorian State Representative Dr June Kane AM was in India for the first time in June/July, on a United Nations mission to evaluate and draw lessons from UN project activity in the High Himalayas. June has been working as a team of six pulling lessons from UN activity in relation to democracy-building; her special area is Gender and Governance. Unfortunately, the towns she was due to visit in the Himalayas were washed away the week before the mission! June spent her time in northern India working with those who had been involved in the project. She took a few days before work began to cross the Taj Mahal off her bucket list.

Please send your stories and pictures to the BPWA Bulletin Editor, Margaret Tipper at tipptruck@bigpond.com by the last week of September. Thank you to all members who contributed to the Aug/Sept Bulletin. There is no guarantee given that all stories will be published, or in their entirety, as submitted.

You can also find BPW Australia on Facebook, LinkedIn and Twitter. Just search BPW Australia on Facebook and LinkedIn to join the group and follow us on www.twitter.com/@bpwaustralia.

The Quicksand Effect: Women Struggling to Keep Pace on Pay

On the 29th July 2013, the ACTU released a fact sheet indicating that: "Men out-earn women in every occupational group in Australia – even in those jobs dominated by women, ABS data analysed by the ACTU shows.

ACTU President Ged Kearney has called for a renewed push to tackle the 'quicksand effect' where women fall further and further behind on pay and work opportunities for a cluster of reasons including caring responsibilities, lack of skills training, access to overtime and pay bonuses and straight-out discrimination. Ms Kearney said discrimination was much more wide-spread than most people realised, "In Australia there is a situation where a large percentage of the workforce might as well be standing in quicksand."

"Women are paid less than men across every occupational group. That means from managers to technicians to sales and clerical, there is no workforce group where the median income for women is greater than for their male counterparts. These groups are across all industries and sectors and therefore paint a true and disturbing portrait of how women struggle to get ahead."

"Employers can no longer hide behind the excuse that women are working different jobs or jobs at different skills levels to men and that accounts for the pay differential. This data shows even in the same occupation group, with the same skill level women still go home with less."

The Media Release and the Fact Sheet are available at:

<http://www.actu.org.au/Media/Mediareleases/Thequicksandeffectwomenstrugglingtokeeppaceonpay.aspx>

Articles like these show the disadvantages that women are still under in employment. As BPWA moves towards our Equal Pay Campaign, in September it is important to remember what the Campaign is about. Editor



It's Not a Choice – Women's Super Disadvantage

The financial disadvantage Australian women will face in retirement has nothing to do with whether they have a family, according to new research by The Australia Institute. The paper "What's choice got to do with it?" found that women retire with substantially less savings than men, even if they don't have children or care for elderly parents and stay in full time work.

The analysis uses hypothetical examples to illustrate how the life course and work patterns of four different women, a nurse, a lawyer, a finance analyst and a retail worker will likely impact on their superannuation earnings. "We found that these four women were earning between 44 per cent and 88 per cent of the superannuation of a male of the same age earning the average wage," report author, Prue Cameron, said.



The report shows that a woman working in commerce, with no children and who doesn't need to care for elderly parents still ends up with around 9 per cent less superannuation than the average male on retirement. Meanwhile, a woman who works in retail all her life, has two children and cares for her elderly parents will retire with less than half of the retirement savings of an average male of the same age. "There's been a lot of discussion from key figures like Julia Gillard and Julie Bishop about how women make choices which impact on other areas of their lives," Ms Cameron said.

"The reality is that most often choice doesn't come into it. The fact that women continue to earn on average 17.6 per cent less than men is not a result of their choices. Nor is the fact that many women continue to be the primary carers simply a matter of individual preference, but the consequence is that women end up poorer.

"The uncomfortable facts are that women earn less than men and spend more time out of the workforce caring for children and elderly parents. All of these facts ensure that women will retire with less money than men and, bizarrely, receive far fewer taxpayer contributions to their superannuation than men." (*The Australia Institute, Media Release, 25 July 2013*)

The Paper can be read at: [TAI Report - What's choice got to do with it?](#)

Women Vote 2013



The six National Women's Alliances (NWA) have come together to encourage women to use their votes in the 2013 Federal election. NWA think that it's important that women's voices are heard in this election. They want women to vote in a way that reflects the diverse lives and experiences of women in Australia. But really using your vote means more than just turning up on election day and sticking your ballot in the box. Your vote needs to be effective, informed, and independent. To cast an effective ballot, you need to know the rules about filling out your ballot forms. To find out more go to <http://womenvote.org.au>

Calendar

BPW Club Events

BPW Australia clubs hold regular meetings and events around the country and always welcome new faces. Club Events can be placed onto the BPWA website by sending your event to tipptruck@bigpond.com. If you're travelling on business or holidays consider meeting up with other members and benefiting from new social and networking opportunities. You can contact BPW clubs by visiting BPW's web site at www.bpw.com.au and clicking on the map.

You can check the events callendar online at www.bpw.com.au/current-events/all-events/

President's Diary

November 2013	BPW Australia National Conference – Ettalong NSW
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