



The Circular

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Making a Difference for New Zealand Women

UK election results—What do they mean for women?

By Eva Hartshorn-Sanders, Justice and Law Reform convener

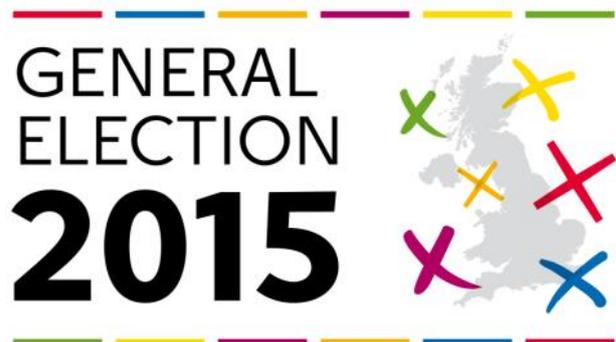
Many of you would have been following the British elections over the last few months and may have been surprised at the results. The polls leading up suggested a much closer result than the final—a landslide victory for the right-wing Conservative Party led by David Cameron.

So, now that the numbers have been counted, what does the Parliament look like and what policies are they planning to implement that will impact on women? The UK Parliament has two houses—an elected House of Commons (which is filled by the winners of the General Election under a First Past the Post electoral system) and an appointed House of Lords.

The good news is that the number of women in the House of Commons has increased and women now hold 29% of the 650 constituency seats (this compares to 23% before the election in the UK and 32% women MPs in New Zealand). All of the major political parties saw an increase in the number of women MPs, except for the Liberal Democrats, which saw a major decrease in the number of MPs generally and now have no women MPs in the House of Commons.

There is some good news for women in the policies of the new Government, with the Conservative Party committing to:

- 30 hours of free childcare per week for working parents of three and four year olds;
- A new requirement for companies with more than 250 employees to publish the difference between the average pay of their male and female employees;
- Initiatives to increase the number of women board members, women MPs and the proportion of public appointments going to women (though the details of this are unclear at this stage);



- Changes to ensure that women have access to mental health support during and after pregnancy, while strengthening the health visiting programme for new mothers;
- Changes to lift the number of women on national sports governing bodies to at least 25% by 2017, and it will also seek to increase participation in sport by women and girls;
- Working with local authorities, the NHS, Police and Crime Commissioners to ensure a secure future for specialist female genital mutilation and forced marriage units, refuges and rape crisis centres; and
- Improvements in the treatment of women offenders, exploring how new technology may enable more women with young children to serve their sentence in the community.

That said, we can expect some of the structural policy changes to have a disproportionate impact on women, particularly in respect of cuts to public services, the privatisation of the compulsory education sector, higher tuition fees, plans to restrict access to the European social and human rights, failure to deal with climate change, and further cuts to welfare support.

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Time to stand up and speak out against sexual harassment

How pervasive is the culture of silence that surrounds sexual harassment in our society? Is it really possible for New Zealanders to still be unenlightened in their attitudes towards women?



The John Key ponytail incident and the New Zealand Violence Against Women study shows that not only is this possible, it is a reality. Many people aren't even aware of what constitutes sexual harassment and a number disagree that it is even a problem.

Yet, statistics continue to tell us that it is not just a problem, it is an epidemic. The New Zealand Equal Employment Opportunities Trust (EEO) states one in three women have been victims of sexual harassment and 70 percent of those experience it in the work place. Australian Sex Discrimination Commissioner Elizabeth Broderick says "sexual harassment can occur in all types of workplaces—regardless of industry or workplace size. Ensuring women occupy positions of power equally with men is key to creating a safe and inclusive culture for both women and men."

A recent Australian Women's Weekly article highlighted the issue of sexism in the surgical profession. Yet surgeons are meant to represent the academic elite, shouldn't they know that women are their equals in both intelligence and ability?

At the council, we applaud people such as Kelvin Davis, Te Tai Tokerau MP, who is urging others to speak out against sexual violence because he knows how it feels to remain silent. He is launching the Massive hiko. Massive, standing for Men

Against Sexual Violence, will see him and others walk the length of the electorate over 17 days. "Massive is simply a rallying cry for any man who opposes sexual violence, against anybody, in any shape or form, be it verbal, physical or emotional," he said. The hiko will start in West Auckland on May 29 and end at Cape Reinga on June 14.

It is vital that all men are educated about sexual harassment and speak out against it. Gender equality is not only a women's issue, it is a human rights issue. We encourage you to share information on sexual harassment with the men in your life and encourage them to take action. One way they can do this is by supporting the #HeForShe campaign launched by UN Women. It is a solidarity movement for gender equality that brings together one half of humanity in support of the other half of humanity, for the benefit of all.

To make a change we all need to work together.

Rae Duff, President

Introducing Vashi Wood—our Operations Manager

Hi, I'm Vashi. I'm delighted to join the team at National Office, part-time over the next year. Two of my priorities are conference planning, and ensuring the office fulfils its various regulatory requirements like the new external reporting; health and safety rules; and finance and funding. As the Board moves more into its required governance role I will be picking up more of

the management work that was occupying the volunteer Board. My background is originally finance and over the past 16 years, I have worked in different NGO's in the UK. As I'm a relatively newcomer to New Zealand, I am really looking forward to getting to know more about the work of NCWNZ and see how it evolves over the next year.



Conference 2015

By Vashi Wood, NCWNZ Operations Manager

We're well into detailed planning for members' conference on the 26—27th September in Wellington. By the time you read this, registration forms will have been sent to branch and national member secretaries and can also be found in the members' section of our website.

The Board will announce the speakers and the programme soon. In the meantime, to assist you in booking flights, registration opens at 8am on Saturday September 26 with the conference starting at 9am. The conference ends on Sunday at 3pm. You will note that this is a shorter duration than in previous years as there will be no Friday night programme.

The registration fee is \$230 and the Saturday night buffet dinner will cost \$50. Book flights and accommodation early as the World of Wearable Arts is on that weekend in Wellington. Make sure you ask for the conference rate when booking at the Brentwood Hotel. The hotel offers a complimentary airport shuttle – we'll give more details to conference-goers nearer the time.

Registration closing date is August 30.

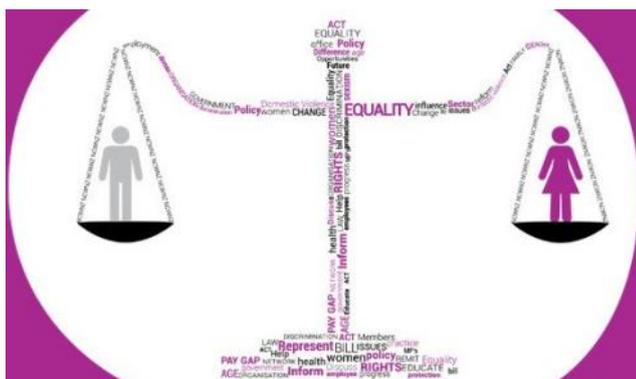
Under our new constitution branches can send their full delegation or the President can carry proxy votes (Clause 17.3 and Bylaw 1). Observers may also attend.

Proposers and the Board are now finalising remits which will be emailed to members following the next Board meeting on June 13-14.

2016 Conference

The Board is already undertaking initial planning for its 2016 conference. It'll be a special one to celebrate the National Council of Women's 120th anniversary. It will be in Wellington and have a fuller than usual programme and special events. You may want to factor this in to your planning around financing of delegates and the use of proxy votes.

We welcome any questions you have about the conferences now. Email them to office@ncwnz.org.nz or call us on 04 473 7623.



From the Board

It is with great pleasure we announce that two members have been co-opted onto the Board to assist with NCWNZ governance. This is due to vacancies that were not filled at last year's conference. We welcome back Mary Gavin from the Nelson Branch. Mary has previously served on the Board and is valued for her comprehensive knowledge of NCWNZ. We also welcome Terese Tunncliffe from the Wellington Branch. Terese has over 20 years experience as a governance and business professional and will assist the Board in its strategic planning and financial management.

Next steps with the white paper for gender equality

By Sue McCabe, NCWNZ Chief Executive

It's heads down on our project – writing the white paper for gender equality. Thanks to the 30 submitters who provided feedback on the draft. I'm now working my way through the submissions to make changes to the draft.

Within the next month we'll be able to distribute a summary of the key themes of those submissions and the Board will look at the revised draft.

Given we want to do justice to the submission feedback, we're reworking our timeline. A definite release date has not been scheduled but we'll let you know soon.

As well as altering the content, we also want to action what you said around the importance of the look of the final document and having summary material available. The design and production will take a few weeks after the content is finalised, but this period will also provide members with time to familiarise themselves with the document prior to the public release.

We will update you when we've got the release date finalised, but we're expecting it to be early August.

Letter: Endorsing the white paper

The National Co-ordinating Group of Presbyterian Women of Aotearoa New Zealand would like to endorse the content and the direction of the NCW Gender Equality White Paper. We like the fact that you have used 'White Paper' as this is language freely used in Government circles for authoritative reports and documents intended to challenge the status quo.

We recognise and applaud the enormous amount of work and research evident in the Draft Document and the manner in which you have invited feedback on content. It will in its final form constructively challenge, build relationships, and influence decision makers in all sectors of society to gain greater understanding of gender equality.

Our plea would be that the Government be encouraged to interact with NGO's more directly,

and consult more widely with Civil Society organisations. Time to consult with members should be factored in to enable consultation and feedback. Not doing this when women's empowerment and gender equality is at the heart of decisions being made under Governmental signed United Nations Declarations and agreed Policy renders these documents as mere window dressing and pay lip service to hard won women's rights.

Presbyterian Women of Aotearoa New Zealand look forward to receiving the final version of the White Paper to further discussion with members of our organisation and associated networks here in New Zealand and overseas.

***Rev Carol Grant, United Nations Convenor
Rev Shona Bettany, National Secretary***

Recent NCWNZ submissions

NCWNZ made the following written submissions in April and May. To read the full submissions, visit www.ncwnz.org.nz (Members' Area).

Title:	Submitted to:	Date:
Report to International Council of Women (ICW-CIF) 2012-2015	ICW-CIF	21-Apr
Drug and Alcohol Testing of Community-based Offenders and Bailees Legislation Bill	Law and Order Select Committee	23-Apr
Proposed Change to Gambling Fees	Department of Internal Affairs	24-Apr
Policy Proposals for inclusion in the Food Safety Law Reform Bill	Ministry for Primary Industries	7-May
Draft National Action Plan on Women, Peace and Security	Ministry of Foreign Affairs and Trade	19-May

New flexible work provisions aim to improve work-life balance

By Susan Rutherford, Ministry for Women

The Ministry for Women wants to see the word spread about the opportunities for flexible work resulting from recent changes to employment legislation. Changes enabling the right of all employees to ask for flexible working arrangements came into force in March this year with the enactment of the Employment Relations Amendments Act 2014.

By getting information about these changes out there and supporting a high take up of the new provisions there is the potential to improve the work-life balance of many employees and to increase people's participation in the labour market.

Work-life balance is about effectively managing the juggling act between paid work and other activities that are important to us—including spending time with family, taking part in sport and recreation, volunteering or undertaking further study.

Employers can benefit by normalising flexible work for all employees. Benefits such as increased retention of skilled and experienced staff, and higher levels of satisfaction and engagement of employees with their work have been shown by research. It can help build strong communities and productive businesses.

The Ministry for Women is shortly to appoint a principal advisor to lead its work in reducing barriers to the employment of women. They will work to encourage the 95 percent of businesses in New Zealand that are small to medium enterprises (SMEs—i.e. with fewer than 50 employees) to provide 'family-friendly' work opportunities. This can be a challenge but for SMEs to be sustainable and grow they need to attract and retain talented staff, who often need family-friendly work environments.

The information on the changes to flexible work is available on the Ministry of Business, Innovation and Employment website www.mbie.govt.nz (Choose their **Labour and Employment Relations** website and search for **work-life balance**). Also on those webpages there is practical information on ways to introduce and manage work-life balance in a workplace, including case studies.

The Ministry for Women has a range of articles on flexible work in its **Inspiring Action: Action plans and research to help you attract and**

retain talented women publication. To find this online resource search *Inspiring Action(2014)* on www.women.govt.nz.

How has the law on flexible working arrangements changed?

- The changes to flexible working arrangements aim to improve people's participation in the labour market and to better reflect modern lifestyles.
- The changes give all working women (and men):
 - the right to request a change to their working arrangements
 - the right to make this request on the first day of their employment
 - no limit on the number of requests in a year.
- The changes also reduce the maximum time an employer has to respond to a request from three months to one month and requires the employer to respond in writing.
- For more information on flexible work visit www.mbie.govt.nz, choose their **Labour and Employment Relations** website and search for **Work-life balance**.

Ways that employers can normalise flexible work

- Make it easy for employees to know what the changes mean to them.
- Promote the benefits for the organisation of providing flexible work for all employees when this is possible.
- Provide training for senior managers on unconscious bias recognition so that the underlying assumptions embedded in the organisation culture can be challenged.
- Ensure managers are provided with the opportunity to learn about the benefits of flexible work and how it can work within their organisation to attract and retain valuable skills.
- Ensure that those employees using flexible work are provided with challenging work, offered training along with other staff, considered for promotion and are able to grow and move ahead in their careers.

Contact details:

MBIE contact centre: 0800 20 90 20

Young feminist views: The best way forward is together

By Samantha Allen, Wellington branch YWCA representative

I initially got involved with NCWNZ in 2013 when I joined the Dunedin Branch. I was the Otago University Students' Association's Women's Representative and there to do my best to represent self-identifying Otago women students at the Branch, and to give a general youth perspective.

In 2014 I joined the Wellington Branch as National Women's Rights Officer for the New Zealand Union of Students' Association (NZUSA). I am in the Wellington Branch again this year as a YWCA representative.

The wealth of knowledge in these two branches, and I am sure in all of the branches throughout the country, is truly inspiring. The age range means that the things I had been studying in gender studies had been lived experiences for many across the last couple of decades: growing up in World War Two, experiences during second-wave feminism and the continuing struggle today.

While many of the issues of the second wave are still with us, the playground today through which we do our best to conduct our lives has changed considerably since the 60s. Globalisation, technology and the exploration and celebration of intersectionality have had a fair influence on all of this.

While many things are different for young women today compared to young women growing up 50 years ago, the multitude of gender discriminatory issues that filled the latter's hearts with passion still linger in most feminists' hearts today.

Although these issues such as gendered violence, unequal pay and reproductive rights look different to each of us because of geography, ethnicity, class, gender, sexuality and history, they are issues that we share nevertheless. This is important to remember.

Young women may feel as though they are not quite on the same page as older women, but the essence of the issues are still the same. I believe that what it takes to get a better understanding is to talk to one another. To listen to stories and experiences and to understand where one another has come from.

While young women have new and exciting ideas, older women too have a wealth of experience and knowledge. The best way forward is together.

I really value the time I have had in the two branches and feel privileged to have been a part of them. I hope to have a long history with NCWNZ as many members have already had, and I look forward to seeing how the organisation takes our ever changing society in its stride.

Cuts to the Ministry for Women

By Deborah Russell, Economics Standing Committee convener

Finance Minister Bill English released the 2015 Budget on May 21. The overall pattern of government expenditure will remain much the same: about 72% of government spending goes on welfare, health and education. The largest single item of expenditure is New Zealand Superannuation, at 16.4% of total spending, closely followed by district health board funding (15.6%).

Funding for government departments has remained the same in dollar terms, but even when inflation is low, that represents a cut in real terms. Sadly, the Ministry for Women has suffered a cut in dollar terms. In 2014, the Ministry for Women was allocated \$3.7million for policy work, and \$460,000 for running a register for women who could be nominated for state sector boards and committees. In 2015, the allocation for policy work was reduced by \$5,000, and allocation for the nominations service was cut by \$160,000.

The cut in funding for policy advice work is tiny in dollar terms, but in a small Ministry it will have an impact.

We need greater gender analysis in policy, not less.

The cut to the nominations service is severe. It's a 35% cut in funding. It demonstrates that the government does not think that the service is required at the current level.

The overall pattern of funding of the Ministry for Women is discouraging. Their funding has remained much the same since 2011, when overall funding for their work was \$4.7million. It has remained at much the same level ever since, until this year's decrease, without even any adjustment for inflation. All government departments have been required to review their operations, and to do more with less. However it seems that the Ministry for Women is now being asked to make do with even less money again.



Gender equality headlines from May

By Claire Newton, NCWNZ Communications Advisor

At the end of each month we send out our gender equality news summary On Balance. The e-newsletter highlights just how much is happening in New Zealand's gender equality space. May was a busy month for gender equality and we thought we would highlight some of the happenings.

The month of May saw us mark a number of dates celebrating women's contributions to society. There was International Day of the Midwife and International Nurses Day which recognised the significant impact these female-dominated industries have on our society and the vital roles they play in women's lives. We also celebrated mothers on May 10.

The New Zealand College of Midwives noted that this year marks 25 years since midwifery was separated from nursing as a distinct profession, stating that "as a result...New Zealand women have a system which enables most of them to access a midwife who they know for the whole of their maternity...Significantly the last 25 years have seen a steady improvement in maternal and baby outcomes."

However, a report released this month found that despite improvements in New Zealand's maternal health care, it could still be better. When ranked on the wellbeing of mothers and children, New Zealand came in 17th out of 179 countries. Some of the reasons for this were barriers to accessing maternity care and the high rates of infant mortality among Maori and Pacific Island families.

This month also saw the Public Service Association (PSA) present an invoice of \$294,827,136 to Treasury as a representation of the 14.1% gender pay gap in the public service. PSA National Secretary Erin Polaczuk said "This huge gap in pay is no accident, and can be fixed through targeted action from the Government and their departments and ministries."

On a more positive note, the New Zealand Portrait Gallery invited the public to nominate three people they believe deserve to be included in the collection. Women were a popular vote with trail-blazers, including our founding President Kate Sheppard, receiving the most votes. Other nominees included prison researcher Celia Lashlie, sexual violence victim advocate Louise Nicholas, former Prime Minister Helen Clark and writers Janet Frame and Eleanor Catton.

This month we also saw the loss of another woman to intimate partner violence. Auckland woman Parmita Rani was killed while attending her international school. Her husband has since been arrested for the murder. Rani's death is another sad reminder of New Zealand's high rates of intimate partner violence.

As a response to such violence, ethnic women's support group Shakti launched a "Find Your Voice" campaign this month. The campaign brings together youth of migrant and refugee backgrounds in the aim of highlighting their experiences. Youth Project Coordinator at Shakti Family Centre Mengzhu Fu said they "want migrant and refugee youth to know that if they are going through this, they are not alone. It's not their fault and there are people who can help. For the young people who have spoken up about it, we want their voices to be heard."

May, like most months, has been a mixture of both positive and negative news. It is great to see that a lot of the positive is working to combat the negative. It is a reminder of the incredible work that is being done to progress gender equality and the work that still needs to be done to make it a reality in New Zealand.

If you haven't yet signed up to receive On Balance, you can do so at <http://eepurl.com/bf-Zzj> or email claire.newton@ncwnz.org.nz. You can also catch up on the latest news at www.ncwnz.org.nz/news



Gloriavale: A question of rights and values

By Liz Gordon, NCW Christchurch branch

When I added my bit to the publicity around the Gloriavale community last month, I was quite surprised at the negative reaction. Leave them alone, I was told, they are peaceful, happy people living out good lives. Why should anything change?

I did notice that much of the criticism of my position came from men. This is, I think, because women were more aware of the implications of an education focused solely on turning girls into breeders, who spend their time between having babies almost entirely in domestic chores.

There were certain ironies in the critique of my position. Often the same people who told me to leave the community alone, drove their own children halfway across major cities to leverage what they considered the 'best' education for them. While acknowledging the importance of education for their own children, they were happy to eschew the same rights for the Gloriavale children.

The problem I was publicising was that the Ministry of Education and the Education Review Office sign off on the 'private' Gloriavale School on the basis that it had adequate facilities, caring staff and offered the "skills and appropriate relationships for a life of faith and practical service within the community."

Essentially, the government's position is that, while the school does not (and is not required to) meet the national curriculum, it does meet the needs of the community. The fact that the community is a patriarchy, and continually breaches the rights of girls and women to equality with men, is irrelevant.

The fact that the community does not educate young people beyond the age of 15 is also ignored, even though the official school leaving age is 16. A few more facts (Gloriavale is very open about its beliefs and practices):

- The community does not teach sex or health education, which is of concern because, like most such communities, there are allegations of sexual abuse of adolescent girls;
- There is no access to higher education for Gloriavale youth – they are brought up to serve their community; and
- Beyond literacy and numeracy, the girls are educated specifically to be wives and mothers – no other human talent is nurtured in them.

I got publicity for calling on the Ministry to deregulate and close the school, thus forcing the community to send the children out to local state schools. Such action would, over time, set up a contest of ideas within the community that may lead to liberatory changes for girls and women. Of course, it is precisely this that the community patriarchy are desperate to prevent. What is of concern is how the state, through the registration agency (Ministry) and the audit agency (ERO), tacitly support the oppressive practices of the community by registering and funding its school.

The power of the community's ideas and beliefs comes from the fact that they are uncontested. People keep saying to me that the people are free to leave, but in fact the freedom is illusory. They have had drummed into them that the outside world is evil, that only they are happy and living good lives. Those who leave go through a traumatic process of de-programming, and are relatively unprepared for life in the wider community. What sort of freedom is that?

The government, through the Education Act, appears far more interested in whether the buildings, equipment and staff are suitable than the nature and content of what is taught. Apparently in New Zealand a community of Islamic State extremists could set up, register and receive funding for a private school teaching jihad. As long as that is what its community wanted, no problem, if the facilities are adequate. Surely it is not the intention of the Education Act that any oppressive creed be taught in a state-registered school?

It is a little strange that the rules around the curriculum offered by private schools are virtually non-existent, when there is so much focus on the plant and equipment and the appropriateness of teaching staff (although they do not have to be registered teachers). It is the ideas of education, the curriculum, that matters. Gloriavale's main textbook is the Bible, supplemented by a bunch of mainly American fundamentalist resources. This does not stack up well against the diverse and high quality national curriculum deemed appropriate for 97% of New Zealand's schoolchildren.

Continued at the bottom of the next page...

WILPF: Celebrating 100 years

By Joan Macdonald

In April this year the Women's International League for Peace and Freedom (WILPF) celebrated the 100th anniversary of its founding at The Hague. WILPF began at an International Congress of Women which was held during the First World War, as a result of the perseverance of Dr Aletta Jacobs, a Dutch doctor and suffragist. Aletta Jacobs insisted that because of the terrible war, women must get together to show that women of all countries could work together.

The meeting was remarkably free from tension, despite there being representatives from both sides of the conflict. They concentrated on practical ways of bringing about peace, and a delegation was chosen to visit the heads of states to persuade them to stop the war.

WILPF was known as the International Committee for Permanent Peace until 1919 when the present name was chosen.

The New Zealand Branch was founded in Auckland in 1916, which that year was visited by Adela Pankhurst, daughter of the suffragist Emmeline Pankhurst. Adela was living in Australia at that time. She toured the main centres giving speeches to large audiences about women's involvement in peace, internationalism and constructive proposals for peace.

The original aims of WILPF to bring together women of different political beliefs and philosophies who are united in their determination to make known and help abolish the causes and legitimisation of war have remained the same.

The Auckland and Wellington Branches of WILPF were among the few societies which came together to re-form the National Council of Women of New Zealand in 1918. They did not stay permanently affiliated at that time because they found the newly formed NCWNZ much more conservative than its predecessor of 1896. The WILPF branches did rejoin later.

A number of our New Zealand members attended the centenary meetings and celebrations in The Hague in April, where over 300 women gathered at the Peace Palace to commemorate the first, 1915 gathering. The 2015 Congress adopted a manifesto and a programme of work to take WILPF into its next hundred years. We also elected a new international president, Kozue Akibyashi from Japan, and four new Vice Presidents.

At The Hague meeting, our WILPF Aotearoa Section focus was to promote awareness of climate change, particularly the consequences for Pacific Island peoples as ocean waters rise. Our resolution on climate change was integrated with one from the United States, and asked among other things for recognition of a category of climate refugee in international law.

WILPF's international work is organised through four programmes: Human Rights; Disarmament; Women, Peace and Security, and Crisis Response. A proposal for a new programme focusing on environmental issues was adopted at the 2015 Congress.

International WILPF is now adopting a process of regionalisation to facilitate smoother communication between sections and the international offices in Geneva and New York. WILPF Aotearoa section is part of the Asia Pacific Region which includes The Philippines and Japan, the island nations of Micronesia, Melanesia and Polynesia, and Australia.

After the Congress, a bigger conference with the theme of 'Women's Power To Stop War' was also held at The Hague. It was an exciting and stimulating mixture of plenary sessions, talks and workshops. More information is here: www.womenstopwar.org

To celebrate the centenary in New Zealand the Tamaki Makaurau (Auckland Branch) held an afternoon tea on 27th April, with representatives from other organisations joining us to celebrate the occasion.

Gloriavale: A question of rights and values cont'd

The government states that the school leaver benchmark is the NCEA level 2 qualification, yet is apparently happy to fund Gloriavale where the pass rate is zero, because none of the students stay at school that long. Such contradictions need to be subject to clear-headed analysis and possibly legislative clarification.

Perhaps there is a woman MP somewhere who may be prepared to put forward a private members bill to change the conditions for registration of private schools? Or the government may act itself, to uphold the rights of all children in this country to a rights-based education in public and private schools.

The Christchurch Hospital Nurses' Memorial Chapel

Adapted from www.cnmc.org.nz by Helen Gibson, Circular Editor

The Christchurch Hospital Nurses' Memorial Chapel is the only purpose-built hospital chapel in the world which commemorates nurses who died in the Great War. It was built during 1927 and 1928 and is located on the Christchurch Hospital site. Although twice threatened with demolition, the building's future has been secured. It is a testament to New Zealand's pioneering nurses and to the thousands of nurses who were called away to the battlefields during times of conflict. The chapel is of vital cultural importance. It is:

- New Zealand's first hospital chapel;
- The only purpose-built hospital chapel in the world which commemorates nurses who died in the Great War;
- New Zealand's only memorial chapel to women who died in any war or the 1918 influenza epidemic;
- A repository of memorials to local, national and internationally known medical men and women; and
- It also commemorates the ten nurses who died, along with many others when the Marquette was sunk off the coast of Greece on 23 October 1915.

This beautiful chapel, of great architectural and historic significance, has an extensively timbered interior with carvings by Frederick Gurnsey and Jake Vivian together with important stained glass windows by English artist Veronica Whall (1887-1967) and other works.

Nurses Memorial Window

This is one of two recent additions to the chapel which was designed to commemorate the contribution and sacrifice of nurses who served in both World Wars. It includes references to nurses in uniforms of the times and seven nursing medals. The WWI nurses are seen with a representation of the Marquette in the Aegean while the WWII nurses are depicted in Egypt and the Middle East with association to the pyramids.



The window was designed and constructed by Stephen Belanger-Taylor ARCA, FMGP, RCA with some of the glass made by his wife Denise.

The other recent window on the west side commemorates Poppy Blathwayt who was home sister at the nurses hostel during the 1950's and the 1960's. The window was designed by Auckland designer Suzanne Johnson and constructed by her partner Ben Hanly. The window was dedicated in a service on March 26 2000.

For more information about NZ nurses during conflict, read Anna Rogers' account—*While you're away: New Zealand nurses at war 1899–1948* (Auckland University Press; 2003), Christchurch.

Anna Rogers captures the brave and moving story of the New Zealand women who nursed overseas in the South African

War, the First World War, the Spanish Civil War and the various theatres of the Second World War. They enlisted for much the same reasons as their male counterparts—duty, patriotism, adventure—and they endured many of the same dangers and discomforts. But their experience was very different from that of the men they nursed. Drawing on diaries, letters, interviews and a range of other sources, *While You're Away* focuses on their personal experiences and memories, to give a fascinating picture of the courage, adaptability, practicality, humour and strength of these remarkable women.

Source: <http://www.booksnz.com/product/59672-WhileYoureAwayNewZealandNursesatWar1899-1948-9781869403010>



Hawke's Bay branch marks 25 years at AGM

By NCW Hawke's Bay branch

The Hawkes Bay branch of National Council of Women used the occasion of its annual general meeting to mark 25 years since, to reflect the wider membership, local branches amalgamated to form the Hawkes Bay Branch. Members enjoyed coffee and dessert prior to the commencement of the meeting. We were very pleased to have Faye White the Deputy Mayor of Napier as our guest for the night. Following on from the AGM she shared her experiences of being a city councillor, why she put herself forward and the difficulties she encountered. One of the main difficulties she found was trying to juggle the role while having another job. She felt this was only possible if you were self-employed or could work flexible hours. She was extremely grateful for the wonderful support that was available once she was elected and the courses that were offered to councillors.

We are looking forward to our annual dinner at the end of May when we will be welcoming the President of the New Zealand Red Cross, Dr Jenny McMahon, as the guest speaker.



Pictured: Faye White, Deputy Mayor of Napier, Kay Whelan, incoming President, Rosalie Sutherland outgoing President

Treaty: How did the crown gain control of Aotearoa?

In 1858 the numbers of Māori and non-Māori were equal, at about 67,000 each. In less than 20 years, the effect of contagious European diseases, conflict, land sales and alienation of land involving relocation, had resulted in a massive decline in the Māori population. At the same time, immigrant numbers had spiralled from only 2,000 in 1840. The huge influx of new settlers did not learn the Māori language, and arrived with a firm sense of their entitlement to land, fairly-bought or not.

As people of the British Empire period many had racist attitudes towards Māori, believing in the inherent superiority of the British, particularly the English, way of life. This was well expressed throughout the creation of the British Empire:

the native race is physically, organically, intellectually and morally far inferior to the European. No cultivation, no education will create in the mind of the present native race that refinement of feeling, that delicate sensibility and sympathy, which characterise the educated European...the Māori [is] an inferior branch of the human family. (A Bellara, *Proud to Be White*, citing *Southern Cross*, 1844, p. 18).

Once the numbers of Māori and Pākehā were similar, violence was used to take land. During the land wars, the number of British troops deployed was the equivalent of one soldier to every three Māori men, women and children.

In the South Island (Te Wai Pounamu) the Crown

used "Sale Deeds" to claim ownership of huge areas of land, which included much more than was agreed to. Rangatira were actually only allowing the use of the agreed tracts for agricultural purposes but not the complete alienation of important food sources. What is more the Crown promised retention by the hapū of a tenth of any land it "bought" but this was not honoured. The Crown's actions with South Island Māori included blatant fraud, application of duress and repeated denial of access to justice. These patterns were repeated across generations.

What has happened since 1840, up to and including the present day, has been a process of colonisation by successive Pākehā-controlled governments through military force and the use of laws to -

- Take Māori land and resources, destroying the economic base of hapū and iwi;
- Impose systems based solely on English law
- Undermine the practices of Māori customary law, spirituality, health, education, language, cultural, economic and political systems and institutions.

Source: *The Treaty of Waitangi: Questions and Answers published by Network Waitangi, 2015 edition. Reproduced by Creative Commons License: Can be accessed at www.nwo.org.nz*

Next Circular: How can a document 168 years old have relevance today?

Seven resolutions for Izmir

By Vanisa Dhiru, International Secretary

The NCWNZ Board is pleased to announce that NZ will be well represented at the International Council of Women (ICW) General Assembly in Izmir, Turkey this month.

President Rae Duff and myself will be attending along with members Wendy Pearce and Judi Goldsworthy, and the current ICW Vice President Christine Knock.

On the Izmir agenda are the following resolutions:

Remit 1: The humanitarian impact of nuclear weapons

The ICW calls on its National Councils to:

- Cooperate with all stakeholders and to work towards stigmatising, prohibiting and eliminating nuclear weapons in the light of their unacceptable humanitarian consequences and associated risks;
- Request the implementation of the 2010 Non Proliferation Treaty Review Conference Action Plan;
- Remind governments of their moral and ethical responsibility to prevent nuclear disasters and their immediate and long-term health consequences; and
- Stress the urgent need to work towards the achievement of nuclear disarmament including a Nuclear Weapons Convention.

Remit 2: Corruption

The ICW calls on its National Councils to:

- Urge their respective governments to support and ratify the UNCAC and to renew efforts to ensure the effective implementation of the Convention.

Remit 3: Women and palliative care/lack of access to controlled medicines for relief of pain

The ICW calls on its National Councils to:

- urge their respective governments, the International Narcotics Control Board (INCB) and the United Nations Office on Drugs and Crime (UNODC), and relevant organisations to ensure access to controlled medicine such as morphine and opioids to treat pain and suffering from war wounds, surgery, Cancer, AIDS etc.;
- ensure that governments provide technical, educational and legal support to regions with inadequate and insufficient access; and

- support organisations like the International Association for Hospice and Palliative Care in working towards these goals.

Remit 4: Gender pay gap - discrimination against women in the workplace

The ICW calls upon all ICW Member Councils to seek appropriate action in their countries to remove this form of discrimination in the work-place, known as the gender pay gap, in order to permit women and girls to receive the same rate of remuneration for their work as men and boys, and to recognise the important role of women and girls in their countries' economies.

Remit 5: Working for sound regulations on fracking technology

The ICW calls on its National Councils to:

- strongly encourage their members to understand the sustainability, environmental and health issues associated with fracking;
1. investigate if their country or state has regulations for fracking technology; and
 2. advocate that their country or state minimise the risks associated with fracking through a strong regulatory framework and regular environmental monitoring to prevent degradation of air, water and health.

Remit 6: Gender equality in sanitation

The ICW calls for immediate and urgent action to provide access to safe and private toilet facilities for all women and girls and urges all governments and other relevant agencies to make such provision a top priority in the allocation of resources for overseas aid.

Remit 7: The rights of asylum seeking women and children

The ICW urges:

1. Its affiliated National Councils to bring to the attention of their national governments:
 - the need for full compliance of existing laws, policies and practices with UN Conventions and other relevant international instruments and standards particularly in the application of such laws, policies and practices affecting children and women who migrate from their country of origin;
 - that the best interest of the child shall be the primary consideration in any situation; and

Continued on next page...

Seven resolutions for Izmir cont'd

- the need for women to be protected from gender-based violence; and that asylum seeking children and women should not be subjected to punitive, arbitrary, indefinite immigration detention.
2. The relevant ICW Permanent Representatives to the UN continue to raise the issue of asylum seekers and recommend that a multi-stakeholder group be set up by the UN to develop specific principles

and standards on how States can best support and process asylum seekers crossing sea, land and air borders.

Our best wishes are with Christine Knock who is standing for the ICW Vice President position for a further three years (this will be her final term), and to Rae Duff who will be presenting our proposed NCWNZ remit on fracking (remit 4 as noted above).

Patriotism and peace

By Mary Gavin, NCWNZ board member

In recent weeks there has been a heightened awareness of New Zealanders' experiences in World War One. One hundred years on, these profoundly sad stories prompt us to consider NCWNZ's policies about armed conflict and the maintenance of world peace.

Chapter 11 in our *115 Years of Resolution* charts our commitment to peace from the earliest days of our organisation. The Conference proceedings of 1900 were a challenging time for Kate Sheppard who had to arbitrate between members strongly opposed to the Boer War and those wishing to distance themselves from the public expression of these unpalatable views. Eventually however, delegates reiterated their support for the Resolution of 1897 condemning war to be a 'savage, costly and futile method of settling disputes.'

Consequent Resolutions in the next three decades of the 20th century, some succinct and some verbose or equivocal, reflect the ongoing dilemma posed by prevailing attitudes which equated patriotism with militarism counterbalanced by the pacifism of Quaker women and by women aligned with organisations opposed to the introduction of compulsory military training.

Dr Dorothy Page discusses these issues in Chapter 6 'War and Peace' in *The National Council of Women – a centennial history*.

'Throughout the 1920s and 1930s, as in its earliest days, the NCW was consistent in claiming that peace was a women's issue and in urging arbitration for the settlement of international disputes.' (Page, D. p82).

Eventually the 1937 Conference directly addressed its own members with a statement which still stands as NCWNZ policy:

11.10.9 That the National Council of Women be urged to work unceasingly for world peace, this being the paramount need of the world today. (1937)

The Second World War again confronted our members with the challenge of demonstrating practical help for soldiers and their families and the victims of war while concurrently denouncing militarism to resolve conflicts. 'Patriotism did not sit easily with the NCW's commitment to peace and divided allegiance could be heart-rending' (Page, D. p 88). Dorothy's special tribute to Helen Benson, a prominent pacifist who served a brief term in 1940 as national president of NCWNZ, illustrates the difficulty of these divided allegiances.

The anxious years of the Cold War, nuclear weapons testing and arms trafficking saw almost every NCWNZ Conference strongly condemn weapons of mass destruction. The International Relations and Peace Standing Committee established in 1974 was led by some very dedicated Convenors before organisational restructuring saw it absorbed into the scope of the Public Issues and Social Issues Standing Committees. The Women's International League for Peace and Freedom Aotearoa (WILPF) has been a valued member of NCWNZ for many years and has consistently sought to raise members' awareness of these important issues.

Our most recent statement was a rather quiet one in 2006:

1.10.17 That NCWNZ endorses initiatives by women to negotiate for the peaceful resolutions, at both local and global levels, of long standing conflicts in their regions. (2006)

Is it time to raise our voices and examine military conflict from a gender equality perspective?

Calendar

May

30 – 05 International Council of Women (ICW) General Assembly, Izmir, Turkey

June

05 World Environment Day
13 - 14 NCWNZ Board meeting

July

12 Malala Yousafzai Day
17 World Day for International Justice
30 International Day of Friendship

August

01 - 07 World Breastfeeding Week

August cont'd

12 Youth Day
29—30 NCWNZ Board meeting

September

19 Suffrage Day
21 International Day of Peace
25 NCWNZ Board meeting
26 - 27 NCWNZ Conference 2015
26 World Contraception Day

October

01 - 31 Breast Cancer Awareness Month
02 International Day of Non-Violence
15 International Day of Rural Women
17 International Day for the Eradication of Poverty

November

13 World Kindness Day
16 International Day for Tolerance
20 Universal Children's Day
25 International Day for the Elimination of Violence against Women
28 - 30 NCWNZ Board meeting

December

03 International Day of Persons with Disabilities
05 International Volunteer Day
10 Human Rights Day

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The deadline for material for the July Circular is Wednesday 10 June 2015.

If you would like to contribute to the Circular, please contact the Editor via NCWNZ National Office to discuss what you can do.

Email: claire.newton@ncwnz.org.nz Phone: 04 473 7623

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