



National Executive News

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www.nzfgw.org.nz

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NZFGW 2010 Fellow Gemma New.

Fellow thriving in Baltimore

In August 2009, I set out from New Zealand to commence Masters study with Gustav Meier at the Peabody Conservatory of the Johns Hopkins University in Baltimore, USA. I want to share with you some experiences from my year of having this brilliant overseas opportunity.

From Day One, Gustav Meier has demanded full energy, thorough knowledge of the score, and strong commitment to the music. He discusses orchestration, players' needs, conducting "fingering" (technique) and most of all, musical inspiration. I am learning so much repertoire, from the languages of Haydn, Mozart and Beethoven, to Debussy, Stravinsky, and Richard Strauss. It is also an absolute thrill to work alongside other Peabody students; this semester I am working with composers Jake Runestad and Emily Koh on the premiere performances of their new operas and chamber works.

The Meyerhoff Symphony Hall, residence of the Baltimore Symphony Orchestra, is just five minutes away from Peabody. This semester I have had the opportunity to work as cover conductor for their Music Director, Marin Alsop. Observing many of their rehearsals and concerts, I am constantly inspired by the high calibre of this orchestra under her direction.

In January 2010 I attended the International Conductors' Workshop and Competition in Macon, Georgia. With Tchaikovsky's Fifth Symphony I won the competition and have been invited to return as guest conductor. In the next few months I will be traveling to Arkansas, Ithaca and Scotland for other conducting festivals and master-classes. I aim always to create inspiring performances with musicians for positive change in the community. I would like to thank the New Zealand Federation of Graduate Women for supporting my career.

Gemma is one of the worthwhile recipients of an FGW Fellowship. Thank you for the branch donations which make these Fellowships possible.

EDITORIAL



Dot Page, National President

'That equal pay be the law for equal work'

I always enjoy dipping into *One Hundred Years of Resolution*, which brings together all the resolutions the National Council of Women has passed at its conferences in the century 1896 -1996. I appreciate the witty, meaningful *Resolution*, singular, in the title and I admire the meticulous work Dame Stella Casey did on the original centennial volume (there have been updates) categorising this unwieldy mass

of material by topic and listing it by date. In some cases the campaigns indicated by the sets of resolutions have been brought to successful conclusions, as in the section on the removal of women's civil and political disabilities. But it's fair to say that in most cases, although the wording may have been changed and the particular focus of the resolution modified, the basic issue is ongoing. On bad days I read this as evidence of head-banging against brick walls, on good days as evidence of our determination and persistence in pursuit of equality and social justice.

Equal pay is an example. The economically worded resolution at the head of this column dates from 1899, the fourth NCW conference. It is not the first on the topic. A longer but more precise one in 1897 (the second conference) reads:

That in all cases where men and women are engaged in the same work, either in the employment of Government or as private individuals, an equal wage should be paid for equal work.

This was reaffirmed in 1900, 1901 and 1902 and similar resolutions appeared throughout the subsequent century. In 1959, and again in 1974, NCW asked the government to ratify the (1951) International Labour Organisation Convention 100, calling for equal remuneration for work of equal value. (It was not ratified until 1983.)

Members of NZFUW joined NCW, Public Service Association women and others in the campaigns that led to the introduction of equal pay for women in the public service in 1960, which affected around a fifth of all women in employment at the time, and in the private sector in 1972. The Equal Pay Act, which established in legislation the principle that a pay rate was for the job, whoever performed it, should have been the end of the matter, but it wasn't. Equal pay had to be supported by equal opportunity for women in competition for employment with men, and equal pay for work of equal value for women in feminised occupations. The

work of women's lobby groups, the Ministry of Women's Affairs and the Human Rights Commission, various pieces of anti-discriminatory legislation and international pressure from the CEDAW monitoring Committee still haven't closed the gender pay gap, which is stuck at a stubborn 12%, down from 14% in 2001, but not by much.

This year another push is under way to publicise and reduce the gender pay gap. We have been reminded that the CEDAW committee has urged New Zealand to adopt 'special temporary measures' - affirmative action - to address the issue. We have watched with dismay the disestablishment of the Department of Labour's Pay and Employment Equity Unit, its functions taken over, without adequate resources, by the Ministry of Women's Affairs. Amidst the economic uncertainty we are increasingly aware of inequities in income for specific groups of women: older women poorly placed to supplement universal superannuation with savings from employment, women in undervalued and underpaid feminised occupations such as care-giving, women graduates entering professions where the average gender pay gap of 6% immediately after graduation expands to 17% five years on.

Our Wellington Branch has centred its first two meetings this year on equal pay, both reported in its newsletter with a vividness that makes you want to roll up your sleeves and join in. If you haven't seen the newsletter, look up the NZFGW website for what Anne Else had to say on pay equity, including her belief that individual contracts under the 1990 Employment Contracts Act make it harder to monitor, and Celia Briar's description of tools she helped develop to enable businesses to undertake pay and employment equity reviews. There's too much in the report of the second meeting, a lively panel discussion on the graduate gender pay gap, chaired by Professor Margaret Clark and with enthusiastic audience participation, to attempt a summary. But you get a very clear impression that participants believed it was time for action, time to uncover pay inequities and challenge them.

And why not? It's a long time since 1897 and although we may have the structures of pay equity in place, it's a slow business, changing mind-sets.

CIR

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United Nations – not always leading by example

19 MEN + 0 WOMEN = GENDER EQUALITY?

United Nations Secretary General Ban Ki-Moon's recent appointment of an all-male Advisory Board on Climate Change Financing has angered gender equality activists around the world. The appointment came as a surprise, as the UN has shown some progress in appointing women to decision-making positions. In reaction, IFUW was one of many NGOs that signed a letter by WEDO, the Women's Environment and Development Organisation, which urged "equitable representation of women and men" in the Advisory Board. The IFUW Board of Officers has also decided to circulate a petition that will call for gender equality in all UN appointed Committees and High Level Advisory Boards, Working Groups and Task Forces.

Read the full blog post and leave a comment: www.ifuw-forums.org/blog/

On your behalf, NZFGW posted the following blog:

NZFGW strongly applauds the action taken by IFUW in signing the WEDO letter. We share IFUW and other NGOs' indignation that the United Nations – the organisation with crucial leadership roles and responsibilities for the state of the world – has conducted itself so inappropriately. As there is no shortage of excellent women eminently qualified for positions in the Climate Change Financing group, one has to conclude that women were not wanted. We shall

be registering our concern in other quarters also.

Mexico Conference, 5 – 9 August 2010

Request for Branch Views or Guidance

Nine Policy Resolutions will be considered at the 30th IFUW Triennial Conference. These areas of vital interest and concern are:

- Worklife balance
- Numeracy and women
- Financial literacy
- Abuse of female migrants
- Human Trafficking
- Bioethics and women
- Greenhouse gas emissions
- Cluster munitions
- Peacekeeping.

The Resolutions – together with well documented Plans of Action and Supporting Statements – are available on the **ifuw.org** website. (Click on “2010 IFUW Conference” and then on “Documents”.) **Any comments, guidance or further information from Branches or individual members would be very welcome and much valued by your Conference delegation.**

Also on this Documents webpage, you will find five Internal Resolutions and six proposed amendments to the IFUW Constitution and By-Laws. Any views on these from Branches or individual members are likewise welcome.

The New Zealand Contingent

It now looks likely to be 13-strong: Louise Croot, Martine Cashell-Smith, Rae Duff, Joy Dunsheath, Lyn Foote, Shirley Gillett, Sian Halcrow, Lorraine Isaacs, Claire Matthewson, Dorothy Meyer, Dorothy Page, Beverley Turner, and Sheila Williams.

Based on membership numbers, NZFGW is entitled to three voting Delegates. These are Dorothy Page, Joy Dunsheath and Claire Matthewson. Alternate voting delegates are Rae Duff and Sheila Williams.

Update on Call for interest in IFUW Special Committees 2010–2013

Since last month’s newsletter, NZFGW has formally suggested to IFUW a highly suitable candidate for the Hegg Hoffet Committee. With a **1 May 2010** closing date, there is still time to suggest a candidate for the **Projects Development Committee**. Please let me know as soon as possible if you are interested in serving on this.

Detailed information about the experience and qualifications being sought and the forms to submit can be downloaded from the following sites.

[Call for the 2010-2013 Projects Development Committee](#)
[Project Committee Biodata Form](#)

Reminder: IFUW Fellowships and Grants 2011 – 2012

The closing date for IFUW fellowships and grants is **1 October 2010**. To allow sufficient time for their consideration, the NZFGW closing date for receiving applications is **31 July 2010**. Information on fellowships and grants and the Application Form are available on the website www.ifuw.org. As IFUW requires applications to be submitted electronically, applications will also need to be submitted to NZFGW electronically.

54TH SESSION OF THE COMMISSION ON THE STATUS OF WOMEN

A view from the centre

Rachel Mayanja, Special Adviser on Gender Issues and Advancement of Women

Greetings from United Nations Headquarters! Spring has begun to leave its mark with lots of rain and higher temperatures. Just over two weeks ago you began your journey to New York City to attend the fifty-fourth session of the Commission on the Status of Women - filled with anticipation about contributing to the process of assessing what has been achieved since the Fourth World

Conference on Women in Beijing 15 years ago.

You came in great numbers – over 3,400 individuals from some 460 organizations in 138 countries, showing that you attributed great importance to the occasion. Despite experiencing a difficult registration process and strained facilities with limited seating, you attended over 90 parallel events hosted by Permanent Missions and UN Entities as well as hundreds more organized by NGOs in the Church Center. You added an important dimension to the high level round tables, inter-active panels and general discussion of the session, bringing diversity and wisdom and turning many lifetimes of rich experience into recommendations to improve women's lives. You seized the opportunity to meet others who share your passion for gender equality and exchanged expertise and swapped success stories on how to tackle injustice and discrimination against women and accelerate progress in all areas of the Beijing Platform for Action.

I recognize the important role of the vibrant women's movement that you represent and credit you with concrete achievements and measurable progress. Once again you have done us proud. – I hope that you took away with you a sense of renewed purpose and strength for your future work as a result of being a part of the session.

I wish to encourage you to let the message of Beijing + 15 resonate in your home countries – that equal rights and equal opportunities mean progress for all - and I look forward to continuing our partnership.

A view from the periphery: Beijing + 15 jottings from a first time participant...

Louise Croot – leading a strong IFUW delegation – and Beverley Turner attended the 54th session of the United Nations Commission on the Status of Women in New York. The following piece is Beverley's observations

Beverley Turner, Member emerita

Long live networking!

My linkage with IFUW was via my long-term involvement with Pacific Graduate Women's Network and it was a delight to meet up with IFUW contingent at pre-CSW briefing at which Louise Croot briefed us well. We also heard from the three IFUW Reps to the UN in New York and I was impressed by their commitment to keep us abreast of key meetings and decisions and to explore new linkages that could benefit IFUW: eg Girl Child initiatives of UNICEF. Four hectic days later we met again over a Mexican dinner – informal networking flourished.

Despite the snow (which I thought was beautiful), the early morning queues for tickets to access practically all country or UN agency presentations ('What are you focussing on?' was an infallible conversation starter), the scattered venues (nothing like brisk 10 minute walks to clear the head between one challenging presentation and the next) and the UN's concluding statement (very pedestrian especially when compared with regional caucus statements: eg Asia Pacific) - I am so pleased I attended.

The NGO Global Forum on Women Beijing + 15 was held in the Salvation Army's capacious Art Deco complex in the Bronx and it opened and closed with drama and music. The 18 panelists were world-class and over the two days spoke with passion and from rich experience in four themed sequences:

- 'Advancing Women's Rights, 1975-2010 – what world conferences on women accomplished';
- 'State of the World's Women - patriarchy, violence against women and girls, women's health and climate change';
- 'Voices from Around the World – regional priorities and action';
- 'Fulfilling the promise of gender equality, peace and development: women, peace and security, strengthening international mechanisms, world economic crisis, building women's leadership and the MDGs' (Yes, all in one panel of very practised speakers).

The microphone queues for NGO input after each panel were long and a wide interchange of opinions were shared.

My next eight days included time in the galleries of UN Conference rooms, listening to key UN or country speakers: eg UK and EU women gave stunning speeches on gender justice and urgency re establishment of new gender entity. Parallel events continued through the weekend with a stimulating range of workshops by international agencies: eg Association for Women's Rights in Development (AWID) or lesser-known country-specific agencies such as Green Women of Sweden. Particular highlights of CSW54 included a ticketed Pacific 'side event' hosted by the Australian Government at which Ruth Maetala (PGWNet, Solomon Islands) spoke on 'Women and Decision Making in Solomon Islands'. Ruth was definitely the star of that panel! Another highlight was a UNICEF sponsored dialogue between a 16 year old Cambodian HR activist, the strongly male, pro gender equality UN Ambassador from Norway and two of my most admired women: Mary Robinson, ex UN Human Rights Commissioner and Charlotte Bunch, Rutgers University, who has been driving NGO advocacy for Gender Equality Architecture Reform (GEAR).

Quirky coincidences abounded – such as sitting close to an Iranian HR activist with whom I have been emailing but despaired of locating, meeting an elderly Virginia Gildersleeve supporter at an unrelated reception who wondered if I had news of her old friend, Dame Dorothy Winstone, and finding that the Ghanaian security guard at the YMCA who let me use the computer classroom one evening has a sister at the University of Auckland! To explore CSW 54, resources for UN and NGO events include webcast archives www.un.org/webcast/2010.html and www.livestream.com.salvationarmyny

For UN docs: www.un.org/womenwatch/daw/beijing15/documentation.html and for NGO/CSW/NY blogs and shadow reports, see: <http://ngocswny.wordpress.com/>

PUBLIC AFFAIRS

Linda Robertson, National Executive
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Submission: Education (Freedom of Association) Amendment Bill

We (Nat Exec) argued that removing compulsory membership of student associations would be likely to result in the collapse of some student associations, or at best a significant reduction in their activities particularly in the areas of advocacy. This action would impact on female students as many services (tangible and intangible) have been beneficial in encouraging the participation and success of women in tertiary education. Wellington branch also sent a submission on this issue.

Letter to Hon Tony Ryall, Minister of Health

Copies to Associate Minister of Health (Hon Dr Jonathan Coleman), Health spokesperson for labour (Ruth Dyson), the Green Party (Sue Kedgely) and the Maori Party (Hon Tariana Turia).

Topic: Vulnerability of young New Zealand women, especially Maori women, to HIV & AIDS.

This letter was drafted by Marylyn Hills and arose from a concern amongst women's groups in Hamilton at the greater increase in the HIV & AIDS virus in heterosexual women, particularly young Maori women (aged 15-23), than in any other demographic group in New Zealand. This statistic bears out WHO predictions for the region. The main message of the letter was to strongly urge the Government to provide funding equivalent to that provided to the NZ Aids Foundation, for adequate and appropriate HIV & AIDS education in schools.

ACE Project

Information has been sent to all branches to assist with the task of gathering stories related to the loss of Adult Community Education (ACE) funding. The value of this task will be in accumulation of stories

so don't feel that any branch or individual needs to carry out several interviews – one interview is very acceptable. This should be a very interesting task for those who undertake the interviews. Many of those who have been involved in both teaching and as class members have definite opinions on the impact on the community and are willing to contribute to a project such as this where views are captured. If you have not accessed the guidelines already, please contact me. roylinda@xtra.co.nz

International Women's Day, 8 March

Many NZFGW members attended special functions to celebrate this event. Meanwhile the Minister of Women's Affairs, Pansy Wong, attended the United Nations Commission on the Status of Women in New York to report on the current status of women in New Zealand.

Elizabeth Bang NCWNZ National President stated that "It is disappointing to see that the Minister is sugar-coating the current situation and relying on achievements from years ago, before the current government was elected, to highlight the progress made." She went on to note that the National Council of Women of New Zealand (NCWNZ) was concerned that New Zealand had not made any significant progress towards gender equality in the last few years. It was noted that the economic status of women had been negatively impacted by the recession, while the social and political advancement of women has not been supported with adequate policy formation. NCWNZ urged the government to fulfil its obligations under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and produce an accurate report on the progress being made to ensure that the principles in the Convention are being applied.

It was advised that NCWNZ would be producing an NGO CEDAW Report, in collaboration with over a hundred other community organisations to highlight the many areas in which New Zealand is under-achieving in regards to gender equality. This report outlining the current status of women in New Zealand from an

NGO perspective would "encompass all aspects of gender equality and reflect more accurately the achievements and challenges of the last few years," says Elizabeth Bang.

Press Release: National Council of Women

www.scoop.co.nz/stories/PO1003/S00102.htm

The National Council of Women of New Zealand invites women to respond to the issues and questions outlined in the discussion document: **NGO Consultation: Module One**. Contributing to this CEDAW consultation document is your opportunity as a group representative, or an individual woman, to oppose the barriers women and girls face in this country. The deadline for contribution is May 20th. See the following link for more information: <http://ncwnz.org.nz/ngo-consultation-module-one>. Completing this task could be an interesting project for members or branches.

CONGRATULATIONS TO PACIFIC WOMEN'S WATCH NZ

Pacific Women's Watch (NZ) has been advised that its application for special consultative status with the United Nations Economic and Social Council (ECOSOC) has been successful. It will be formally confirmed when ECOSOC meets mid-year. PWW (NZ) applied for special status because of the significant amount of work the organization has done on UN matters and President Jane Prichard reports that it was a very demanding process, achieved with huge support from the New Zealand Permanent Mission to the UN. Jane herself went to the Committee meeting in a chilly New York in February (two days were minus 10 degrees) and 'sat, very visibly, for seven and a half days, lobbying when required, but not so much as to become a nuisance' – or, we hope, an iceberg.

Hearty congratulations to our sister organisation.

OBITUARY – Elizabeth Sivyer (1923 – 2010)

Marlene Smith, Secretary, Manawatu



Elizabeth Sivyer died in February this year, after an association with the Federation of Graduate Women spanning more than sixty years. Back in 1946, after graduating from the American University in Cairo, Elizabeth was surprised to be given a celebratory lunch by a branch of the Federation of University Women in Alexandria. One of the members gave her an FUW contact address in Dunedin, New Zealand.

When the Manawatu Branch was formed in 1956, Elizabeth became a foundation member. She served two terms as President and many years on the committee, in due course earning the title “Honoured Member”.

In the 50s and 60s, FUW was an important source of intellectual stimulation for young graduate women who were housebound with children. They were able to attend study groups, debate topical issues and make submissions on proposed legislation. They valued their link to the United Nations where the International FUW had NGO status.

In 1974, when her children were adults, Elizabeth chose to train as a librarian. This involved weekly trips to Wellington and she was grateful to receive an FUW Harriette Jenkins Award, which gave her recognition and supported her study.

Elizabeth held the International Relations portfolio on the National Executive of NZFUW from 1986-89. While she was in that position, the International FUW Conference took place in Christchurch, during which Elizabeth was appointed to the Special Committee on Relief. She served on that Committee for six years, offering support to graduate women who had been displaced in political upheavals. Having come from a refugee family, she had great empathy for this work.

In Palmerston North, Elizabeth was a member of the volunteer team at Academic Dress Hire, the business that provides funds for student scholarships. She worked as part of the team every Wednesday morning, eight months of the year for many years.

Elizabeth has offered the following tribute to FGW:

“... my membership of FGW has enriched my life with role models who gave me direction and gave support to my activities. I now rejoice in the scholarships and assistance the Branch provides for the coming generations of students.”

WHAT'S NEW ON THE WEB

The NZFGW website – at www.nzfgw.org.nz has extra information and detail that many may find interesting. Recent updates include:

- Public Affairs page has details of two recent submissions: Education (Freedom of Association) Amendment Bill and Alcohol in our lives.
- CIR Page has copies of the Internal and Policy Resolutions Proposed to the 30th IFUW Conference, 90th IFUW Council and 91st IFUW Council. Comments on these from Branches or individual members would be very welcome. Please send by email to the CIR no later than 30 April.
- Updated Wellington Branch news: *The Graduate Gender Pay Gap: A Panel Discussion*
- There is a link to the new PGWNet website(www.ifuw.org/pgwnet)