

**NEW ZEALAND  
FEDERATION OF BUSINESS & PROFESSIONAL  
WOMEN (INC)**

**POLICY**

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# POLICY – CONTENTS

## Section A: FEDERATION POLICY

Federation Policy	1.0
Federation Manual	2.0
Conference	3.0
International Meetings	4.0
Affiliations	5.0
Membership	6.0
Programme	7.0
Projects & Awards	8.0
Publications & Publicity	9.0
United Nations	10.0
General Internal	11.0

## Section B: ISSUES POLICY

Education.	12.0
Environment	13.0
Employment & Business	14.0
Health	15.0
Legislation	16.0
Status of Women	17.0
Violence & Crime	18.0
General External	19.0

## Section C: HISTORICAL POLICY

Administrative	H1.0
Economic and Employment	H2.0
Health	H3.0
Legislation	H4.0
Projects	H5.0
Publications and Publicity	H6.0
United Nations	H7.0
General	H8.0
Education	H9.0
Environment	H10.0

**NB:** Subject Index at rear

**NB:** Historical Sections are prefaced by Letter "H"

# SECTION A: INTERNAL POLICY

## 1 FEDERATION POLICY

- 1.1 **THAT** the Policy of the Federation on such matters as are implicit in the objects and functions of the Federation, as expressed in its Constitution, be formulated in writing. (1956)
- 1.2 **THAT** the Policy on outstanding questions of the day be formulated at Conference and thereafter brought forward to each successive conference for re-affirmation or discard. (1969)
- 1.3 **THAT** where a policy has been defined by Conference, National Officers and spokeswomen for the Federation may take action consonant with the Policy without reference to Conference (1969)
- 1.4 **THAT** similar latitude is given where a Policy has been embodied in a resolution of the International Federation. (1977)
- 1.5 **THAT** the Policy of the Federation be printed in a loose leaf form. (1981)
- 1.6 **THAT** the updating of the Policy that is considered to be out-of-date at each Conference be undertaken by the Policy Revision Committee during the next term. (1985)
- 1.7 **THAT** all policy implemented be retained in the Policy. (1985)
- 1.8 **THAT** each section of the Policy be printed separately to allow for space for future additions, and than an Index be added. (1985)
- 1.9 **THAT** a Policy Sub-Committee be appointed during each term. (1985)
- 1.10 **THAT** the Constitution Advisory Sub-Committee be empowered to make any minor typographic, reference or other corrections which may be found to be necessary to the Constitution. (1985)
- 1.11 **THAT** the appropriate mechanisms be introduced between the New Zealand and Australian Federations of Business and Professional Women so that areas of common concern could be addressed and mutual support developed, such mechanisms to be investigated and decided by the 1989-1991 Executive (1989)
- 1.12 **THAT** the rationale presented to Conference in support of the adoption of any resolution forming policy be retained and included in the policy document. (1997)
- 1.13 **THAT** the Executive be empowered to correct, without change to meaning or intent, any minor typographical, reference or other errors in the policy document. (1997)

## 2 FEDERATION MANUAL

- 2.1 **THAT** the Manual also include guidelines on the duties of Federation Officers and on administrative policies. (1956)
- 2.2 **THAT** the policies, having received the approval of clubs, be embodied in the New Zealand Federation Manual. (1967)
- 2.3 **THAT** the Manual be printed in a loose-leaf form. (1981)

### 3 CONFERENCE

#### 3.1 Refund of Registration Fees - Conference/Council

**THAT** no refund of fees for Conference or Council be made to members unless notice on inability to attend be given to the General Secretary not less than two weeks before the meeting concerned. (1975)

#### 3.2 Venue of Conference or Council

**THAT** consideration be given to Conference and Council Meetings being held in a more central situation. (1977)

#### 3.2 Conference Resolutions referring to Legislation

**THAT** recognising that all resolutions passed at Conference referring to legislation are forwarded to the Minister concerned, who politely replies, and after hearing from the International President, Miss N Dane, how the Canadian Federation makes sure that the matters are brought before the House of Representatives, Federation recommends that letters be sent to the Prime Minister, the Minister concerned, the Leader of the Opposition and the Spokesperson for the Opposition and letters annotated accordingly, and

**THAT** clubs responsible for presentation of a remit on legislation to Conference be prepared to accept responsibility for any follow up under the direction of the Legislation Chairman if requested to do so by the Executive. (1973)

#### 3.3 Reporting on Resolutions

**THAT** the Executive of the New Zealand Federation of Business & Professional Women Inc within six months of National Conference, report back to all clubs on the current status of all resolutions passed at that conference.

Rationale:

(2006)

The current process gives no feedback to clubs and often remits seem to “vanish”. This would ensure that clubs know what action, if any, has been taken, and make the process transparent. It will also help clubs take further steps to lobby locally.

#### 3.4 Conference Raffle

**THAT** proceeds from conference raffles, unless designated for a specific purpose, become part of the Conference Funds and that once all accounts are paid, one third of any surplus be allocated to the Conference Planning Committee and two thirds be returned to the Federation. (2007)

### 4 INTERNATIONAL MEETINGS

#### 4.1 Representation at International Federation Meetings

4.1.1 **THAT** the National Executive formulate a firm policy and budget in connection with international representation bearing in mind the ratio between the small New Zealand membership and the high costs incurred when sending delegates to International Federation gatherings.

4.1.2 **THAT** the first point in Federation policy should be that the New Zealand Federation should endeavour to be suitably represented at International Federation Meetings, subject to certain conditions as to finance, and certain criteria as to the selection of delegates. (1956)

4.1.3 **THAT** where the NZFBPW is represented at any overseas meeting a written report be sent to all clubs through the Executive. (1981)

4.1.4 **THAT** each delegate be given a section of the meeting on which to report. (1981)

#### 4.2 ILO Meetings

**THAT** the New Zealand Federation of Business and Professional Women (Inc) urge the Minister of Labour, the Council of Trade Unions and Employers' Federation to include suitably qualified women in all official NZ delegations selected to attend Conferences of the International Labour Organisation in Geneva. (1989)

#### 4.3 United Nations World Conference

**THAT** a new paragraph 3.2.4 be added to the Finance Policy with subsequent numbering

- (a) Registration fees of accredited representatives to the United Nations Decade of Women World Conference and Associated Regional Conferences.

- (b) The leader of the New Zealand delegation shall be reimbursed for the cheapest available return airfare from New Zealand (which has no limit regarding the length of stay) to the venue of:
  - The United Nations World Conference on Women held once every ten years.
  - Associated Regional meetings in the Asia and Pacific Region.
- (c) Reimbursement of costs to the second delegate (who shall be deputy leader) shall be as determined by Conference.
- (d) Such costs shall be met from the general funds of the Federation, but not exceeding such sum as shall be determined by Conference. **(1994)**

#### **4.4 Young Career Women attending Congress**

- 4.4.1 **THAT** the New Zealand Federation of Business and Professional Women (Inc) ask the International Federation of Business and Professional Women to allocate substantial time in future Congress programmes for presentations by the Young Career Women. **(1989)**
- 4.4.2 **THAT** on each occasion of an International Federation of Business and Professional Women's Congress, BPW NZ sponsors a young career woman member to attend Congress as a young career woman representative of NZFBPW. **(1997)**
- 4.4.3 **THAT** the New Zealand Federation of Business and Professional Women (Inc) invites the Young Business and Professional Women's Congress representative to attend the first meeting of the Executive following the next BPW NZ Conference, in order to make best use of her knowledge and experience, and to be a mentor for the incoming YBPW Convenor for one year after Congress, ensuring that relevant international YBPW issues are being addressed by BPW NZ. **(2003)**

## **5 AFFILIATIONS**

### **5.1 Affiliations**

**THAT** the Federation continue its affiliation to the United Nations Association of New Zealand, National Council of Women and the Pan Pacific South East Asian Women's Association, and pay their required sub.

### **5.2 National Council of Women**

- 5.2.1 **THAT** wherever possible at least one of the delegates from any organisation sent to the National Council of Women should be or should have been a member of the Executive of the organisation. **(1965)**
- 5.2.2 **THAT** the Federation write a letter to NCW Executive asking that branches be requested to hold meetings in the evening to accommodate working women and to avoid discrimination against working women. **(1984)**

### **5.3 Human Rights Network**

- a. **RESOLVES** to join the Human Rights Network (HRN) and
- b. **ENCOURAGES** each club within New Zealand to join the Human Rights Network Trust.

**(2003)**

#### Rationale:

Since the 50<sup>th</sup> Anniversary of the Universal Declaration supporting the objectives of the network of Human Rights in 1998, there has been a growing commitment of the development of a human rights movement in New Zealand. People from a range of non-government organisations have established the Human Rights Network (HRN) as a contribution to this process. The network is open to any person of organisation (other than any government agency or political party) sharing a commitment to internationally-agreed human right, and The HRN is a growing network of individuals and organisations (including companies) throughout Aotearoa New Zealand who share an interest in, and commitment to, human rights, and who are linked via the Internet. The network was launched in Wellington on Human Rights Day 2000 with Sir Paul Reeves as Patron, and Human Rights Day 2001 saw the formalisation of the Network as a charitable Trust.

## **6.0 MEMBERSHIP**

### **6.1 Credentials**

6.1.1 **THAT** letters of introduction to overseas clubs or Federations or the International Federation should be given only to persons with not less than one year's financial active membership of any New Zealand club and on the recommendation of the local club executive. **(1952)**

6.1.2 **THAT** clubs be advised that New Zealand members requiring credentials for visiting overseas Federations should make application for same through their local secretary at least one month in advance. **(1959)**

### **6.2 Increasing Membership**

6.2.1 **THAT** clubs be encouraged to:

- (a) Recruit younger members
- (b) Have club programmes which would appeal to younger, as well as older members
- (c) Develop the social side of the club as well as the serious side of club life
- (d) Have wider representation of jobs and interests
- (e) Improve the value of visits to sister organisations. **(1957)**

6.2.2 **THAT** periodic contacts be made with neighbouring clubs.

6.2.3 **THAT** greater publicity be given to the activities and promotions of clubs.

6.2.4 **THAT** clubs endeavour to do something to train members for leadership each year. The dearth of good leaders in all organisations is appalling. **(1963)**

6.2.5 **THAT** each club develop a policy for increasing membership. **(1963)**

### **6.3 Membership Returns**

**THAT** each club furnish a Membership Return to the Membership Chairman as at 30 September each year, such return to include a full list of members showing all new entries and resignations during the year. **(1972)**

### **6.4 Life Membership**

**THAT** clubs whose Constitution so permits may bestow life membership of the Federation on members for outstanding services, provided that responsibility for payment of Federation dues in respect of such members is accepted by the club concerned.

### **6.5 Individual Membership**

**THAT** any woman because she is located in an area where there is no Business and Professional Women's Club, shall be eligible to become an Individual Member of BPW NZ.

- She may make an application in writing for individual membership. Such application may be accepted by the Executive on payment of a membership fee.
- The fee shall be set by the Executive Committee and shall include the BPW NZ and the IFBPW per capita levies, together with such sums as are required to cover the cost of information and materials.
- Individual members of BPW NZ may attend Conference, but shall not have voting rights at Conference and shall not be eligible for election. **(1996)**

### **6.6 Friends of BPW NZ**

**THAT** Individuals, clubs or businesses that make a donation to the general funds of BPW New Zealand be made 'Friends of BPW New Zealand' and

- (a). Receive a distinctive "Friend of BPW NZ" pin in recognition of their support at the following levels:

Bronze Friend	\$100.00
Silver Friend	\$250.00
Gold Friend	\$500.00
Diamond Friend	\$1,000.00

Platinum Friend \$3,000.00

and that for members, these amounts may be accumulated over time and that

(b) Friends be acknowledged in publications, have a special function at conference and receive their own personal copies of BPW NZ publications. **(2009)**

**6.7 BPW Levy Increase**

**THAT** the annual per capita levy to BPW NZ be \$50.00 + GST. **(2007)**

**6.8 Age Limit Young BPW**

**THAT** the Federation present a Constitutional Amendment at BPW International Congress 2008 to change the age for Young BPW's to be under the age of 40 years.

- 7.0 PROGRAMME**
- 7.1 Club Involvement**  
**THAT** Clubs should seriously consider the allocation of positions in the club membership to take responsibility for the portfolios of the relevant Standing Committees of the Federation. (1954)
- 7.2 Encouraging Participation in Public Affairs**  
**THAT** Federation urge greater participation in civic, national and international affairs by business and professional women and other trained women generally, including nomination for office where this is possible. (1954)
- 7.3 Meeting and Discussing with Business and Professional Men**  
**THAT** the Federation urge clubs to set aside at least one meeting in the year for the purpose of inviting their employers and/or other business and professional men, to meet with them for discussion of common problems. The Federation recognises the changes that are taking place in the role of women in employment and in the life of the community, and believes that this will enhance the good relationships between men and women. (1967)
- 7.4 Public Speaking**  
**THAT** since the objects of the Federation include the encouragement of women to take more adequate part in influencing the life of the community, the Federation recommends that where possible clubs should provide the opportunity and encourage members and particularly new members to acquire a knowledge of the art of public speaking and rules of committee procedure. (1967)
- 7.5 Study of Machinery of Government**  
**THAT** the Federation recommend to member clubs a study of the machinery of Government in New Zealand. (1967)
- 7.6 International Night**
- 7.6.1 **THAT** International Night be made a larger meeting so that it becomes of importance in the community. (1963)
- 7.6.2 **AGREE** that the CANDLELIGHTING CEREMONY should take place in BPW Clubs throughout New Zealand during the months of June/July instead of February/March, and that policy 13.6.2 (1972) (now H8.5) therefore be allowed to lapse. (1994)
- 7.7 Programme**  
**THAT** clubs keep the Programme Standing Committee informed of their year's programme. (1985)
- 7.8 Club Member to Monitor Women in Advertising**  
**ASK** each Club to appoint a member to monitor the way in which women are portrayed in advertising, and be responsible for reporting contentious advertising to the Club, and to the Status of Women Committee, for action where necessary. (1992)
- 7.9 Club Support for Victim Support Groups**  
**APPLAUDS** all initiatives which have resulted in the formation of the original Victim Support Group and the extension of the programme throughout New Zealand urges all BPW Clubs:
- to investigate where a Victim Support Group exists in their locality
  - if it does then to actively support it
  - if it does not exist, then to consider assisting in the formation of such a group.
- (1993)
- 7.10 Nominations**  
**REQUIRE** that all clubs each year encourage members to put forward their names and curriculum vitae to the Ministry of Women's Affairs Nominations Service and nominate at least one woman for an Honour, or as a Justice of the Peace. (1994)

- 7.11 Advancement of NZFBPW aims**  
**URGES** all BPW Clubs affiliated to New Zealand Federation of Business and Professional Women Inc to advance the aims of the New Zealand Business and Professional Women in 1996 by  
 (a) Organising an event which reflects one of the aims of the NZFBPW and reporting its success to the NZFBPW in Conference in 1997.  
 (b) Using the event to select a local BPW member as a nominee for one of the NZFBPW awards for promoting BPW eg. The Daphne Chapman Award or the Brooker Marketing Award. **(1995)**
- 7.12 Domestic Violence**  
 That BPW Clubs be **ENCOURAGED** to, annually:  
 (a) Have a presentation on Domestic Violence and  
 (b) Promote available material through the BPW network to workplaces. **(1999)**
- 7.13 Women's Loan Fund**  
**RECOMMENDS** that all BPW Clubs be encouraged to support Angel Fund/Women's Loan Fund Wahine Putea projects in New Zealand. **(1999)**  
Rationale:  
 The initiative which have resulted in the formation of the original Angel Fund/Women's Loan Fund Wahine Putea are applauded and we wish to encourage the extension of the programme throughout New Zealand. It is a voluntary financial service operated by women for women to counteract the feminisation of poverty by making access to credit available to women, and also to reinforce and empower civil society by rebuilding community.
- 7.14 Mentoring**  
**THAT** all BPW NZ Clubs encourage women to become involved in Mentoring Programmes **(2000)**
- 7.15 Dress For Success**  
**SUPPORTS** the organization "Dress For Success" and strongly encourages BPW Clubs throughout New Zealand to endorse and actively participate in the work of this organization. **(2002)**
- 8.0 PROJECTS & AWARDS**
- 8.1 Funding of Projects**  
**THAT** contributions to future national and international projects adopted by the Federation after Conference 1977 be compulsory, and that such projects be reviewed at each subsequent Conference. **(1977)**
- 8.2 Overseas Project in Conjunction with another Federation or Associate Club**
- 8.2.1 **THAT** the Federation donate NZ\$500.00 each year to the benefit of a community in a country where so much is needed to make life easier for women. This project to be reviewed at the next Conference. **(1983)**
- 8.2.2 **THAT** as a national project for the two years until June 1987 a donation of NZ\$500.00 each year be made to assist the Nepal Business and Professional Women in payment of their international dues. **(1985)**
- 8.3 Emergency Projects**  
**THAT** discretionary authority be given to the National Executive to spend up to NZ\$200.00 from the Projects Fund if requested by the International Federation. This to be reviewed at each Conference. **(1983)**
- 8.4 '85 Congress Funds**  
**THAT** the '85 Congress Funds as at 31 January 1987 be invested as decided by the Executive and the net interest accrued be used to finance the NZFBPW '85 Congress Awards. **(1987)**

## **8.5 Resource Kits**

- (a) **URGES** New Zealand Business and Professional Women's Clubs affiliated to the New Zealand Federation of Business and Professional Women, to establish and maintain resource kits of career profiles of local business and professional women who are club members. The resource kits shall be available as material for people who are seeking information advice, or mentors when considering their own careers.

In compiling resource kits all Clubs shall ensure that they comply with the Privacy Act 1993.

- (b) That all BPW clubs who establish resource kits shall provide the following information to the NZFBPW standing committee chairperson for Membership at the NZFBPW conference in 1996:
- (1) The number of club members registered on their file
  - (2) The use of the resource material by the local community
  - (3) The manner in which the clubs are promoting the resource kits. (1995)

## **8.6 Increased Membership Award**

- 8.6.1 **THAT** the "International Candle", a candlestick presented by Mrs Lorraine Harrison-Lee, be awarded by the Federation at each Conference to the Club showing the highest percentage of membership increase in a membership expansion drive over a set period between Conferences. (1969)

- 8.6.2 **THAT** the "International Candle" be mounted on a plinth with a suitable plaque for the names of clubs to which it was awarded. (1981)

## **8.7 Massey University Study Award**

- 8.7.1 **THAT** the Federation for the next two years support the Massey University Study Award to assist a woman, who has studied extramurally, to undertake a year of full-time study so that she can complete her degree. (1979)

- 8.7.2 **THAT** the Selection Committee comprise the Director of Extramural Studies, the Research Officer of the Centre of Extramural Studies Department, a woman representing the Extramural Students Management Committee of Massey University and two representatives from NZFBPW to be appointed by the National Executive. (1979)

- 8.7.3 **THAT** two awards of NZ\$400.00 each be made annually to assist with fees, books, etc for two women in their last year of extramural study. (1983)

- 8.7.4 **THAT** three awards each year of NZ\$500.00 be made for women in their last year of extramural study at Massey University as a national project for the two years until June 1987. (1985)

## **8.8 Public Relations Award**

**THAT** to increase communication between members at club level an award will be given to the club that makes the best of a newsletter to inform members and make the most effective use of members' time. Clubs must send their newsletters on a regular basis to the Publicity Chairman and National President to enter for the award, which would be presented annually at Council or Conference. (1984)

## **8.9 Marketing Award**

- 8.9.1 **THAT** a special Marketing Award be created to be presented every two years at Conference to the club that has made the most vigorous effort towards promotion of BPW, this award to be a wooden sculpture presented by Colleen Brooker to the Federation. (1985)

- 8.9.2 **THAT** a date should be added for the consideration of the nominees for this award, and that this date should be 30 April each year. (1985)

- 8.9.3 **THAT** the Judges would be the President, Membership Chairman, Publicity Officer and an outside marketing consultant. (1985)

## **8.10 Margery Toulson Scholarship**

That BPW NZ establishes an annual scholarship to be known as the Margery Toulson Scholarship to support a BPW member in undertaking studies relating to governance at Board level. (2009)

## **9.0 PUBLICATIONS AND PUBLICITY**

### **9.1 Publicity**

9.1.1 **THAT** each Club's Publicity representative forward to the general secretary any clippings from their local papers concerning news of the development and progress made by New Zealand women, as well as discrimination against them; also any articles expressing the views and opinions of New Zealand women.

**(1953)**

9.1.2 **THAT** this policy be reaffirmed.

**(1957)**

### **9.2 Federation Publications**

9.2.1 **THAT** a quarterly report from the Executive be published.

**(1979)**

### **9.2.2 Speak-Up Magazine**

**THAT** the Federation discontinue the publication of the SPEAKUP Magazine in its present biannual form.

**(1994)**

## **10.0 UNITED NATIONS**

### **10.1 Human Rights**

10.1.1 **THAT** the Federation reaffirm its support for the long range objectives laid down in the United Nations Charter and its confidence in the Status of Women Commission.

**(1952)**

10.1.2 **THAT** the Federation express its full confidence in the Chairman and members of the Commission appointed to carry out the many functions laid down in the Act to promote the advancement of human rights in New Zealand.

**(1979)**

10.1.3 **THAT** the Government ensure that the appropriation by Parliament made annually to enable the Commission to function is sufficient funds are provided to enable it to carry out its first general function of promoting by education and publicity respect for an observance of human rights which the Federation regards as vital to the whole promotion programme.

**(1979)**

### **10.2 Club Involvement in Realising the Objective of the United Nations**

**THAT** the Federation reaffirms its belief in the objectives and work of the United Nations and its specialised agencies, and undertake to promote as far as possible through its clubs' understanding of and assistance in attaining these objectives; and

**THAT** it be a recommendation to clubs that small study groups be started for members who are prepared to give some time to the work of the United Nations; and

**THAT** clubs which have not yet done so endeavour to appoint a United Nations contact member or United Nations reporter.

**(1954)**

### **10.3 Beijing Platform for Action**

10.3.1 **ENCOURAGES** and supports the implementation of the Platform for Action adopted at the United Nations Conference on Women in Beijing China 1995.

**(1996)**

10.3.2 **URGES** the New Zealand Government in co-operation with non-government organisations to encourage and support the implementation of the Platform for Action adopted at the United Nations 4<sup>th</sup> World conference on Women in Beijing China 1995.

**(1996)**

**11.0 GENERAL INTERNAL POLICY**

**11.1 Recording Equipment**

**THAT** authority be given to the Executive to look into the matter of procuring recording equipment for the President, Honorary Secretary and General Secretary. **(1974)**

(Executive reported its decision that such provision was inappropriate at the time.)

**11.2 BPW NZ Trust**

**THAT** BPW NZ takes steps to create a trust deed to establish a charitable trust, to be known as the BPW NZ Trust, with

- (a) two BPW NZ Trustees and
- (b) two independent Trustees and
- (c) a financial officer,

for the purpose of receiving and managing donations and bequests to build a fund the income from which will be used to support the professional development of BPW NZ members and to advance the status of women.

This trust to be established only if charitable status is denied to BPW NZ **(2008)**

## SECTION B: EXTERNAL POLICY

### 12.0 EDUCATION

#### 12.1 Primary School Guidance to Courses at Secondary School

**THAT** the making available to primary schools of specially-trained Guidance Officers to acquaint girls and parents of the importance of wisely-chosen courses at secondary school.

#### 12.2 Guidance Counsellors

12.2.1. **THAT** believing that educated women are an asset to national economic development, aware of and endorsing the new Guidance Counsellor movement in secondary schools, concerned that the number of trained officers is insufficient to ensure that all girls are aware of the importance of the choice of secondary school subjects if they are to proceed to the career of their choice, NZFBPW urge the Minister of Education to continue with the development of the Guidance Counselling Movement and to appoint guidance Counsellors to schools in addition to existing Careers Advisers. To ensure there is no weakening of the Vocational Guidance Service, so that working under the Government those complementary groups can give the educational and vocational guidance necessary to prepare young people, and girls in particular for the technological and other changes taking place in the national employment field. (1969)

12.2.2. **THAT** the Federation urge the Government to train Guidance Counsellors for primary and intermediate schools, and that in the interim period until these are available, ancillary staffing in these schools should be increased to free headmasters and teachers to carry out the urgently-needed counselling services for the numbers of emotionally and socially maladjusted children now in these schools. (1975)

#### 12.3 General Education

12.3.1 **THAT** this Federation being convinced of the great and ever-increasing importance of education at all levels in the community, resolves:

- (a) to put before Government, with all possible emphasis, the need for an increasing proportion of the national product to be allocated to education, at least to the level of that voted by the United Kingdom Government;
- (b) to urge also the importance of immediate measures, despite teacher shortage, to extend the period of teacher training and to raise the standards required for entry to professional training as essential first steps towards lifting the whole status of the teaching profession and the quality of teaching;
- (c) to urge upon all clubs that a continuing study of educational questions is one of our practical responsibilities in the changing world; and specifically to recommend study of the findings of the Commission on Education when these are released. (1961)

#### 12.3.2 Class Size

**THAT**, being vitally interested in education at every level and concerned at the situation where an appreciable number of young people reach secondary school with problems in reading and mathematics the Federation urges the Minister of Education to give earnest consideration to drafting regulations which would ensure that the very important first, second and third year classes in our primary schools would never contain more than 20 pupils, thus ensuring that more individual attention would be possible for every child. (1973)

#### 12.3.3 Correspondence School

**THAT** the Federation supports the submissions to Government made by the Dominion Executive of the Correspondence School Parents' Association, seeking a special allowance for mothers of full-time pupils at the primary level in the Correspondence School, i.e. mothers who must teach their children at home because they live in remote areas or have handicapped children. (1975)

#### 12.3.4 Johnstone Report

**THAT** this Federation views with concern the secrecy surrounding the Johnstone Report and requests the details on which the Minister of Education's decisions had been made. (1980)

#### 12.4 Lifelong and Community Education

**THAT** the Federation requests the Minister of Education:

- (a) to promote the establishment in New Zealand of styles of education which will allow open educational opportunity at all ages.
- (b) to amend the regulations to allow schools, if they wish, to develop new approaches and expand present courses in the fields of community education.
- (c) to encourage the use of secondary schools for community education. (1975)

**12.5 Leadership Courses**

**THAT** the Federation actively encourage members to participate in the many educational and leadership courses which are available. (1989)

**12.6 Educational Television**

**THAT** the Federation urges the Broadcasting Council of New Zealand to establish educational programmes as an integral part of television broadcasting, and

**THAT** as a first step in the introduction of educational television an educational broadcasting council be set up to plan for television in schools and for further education programmes, and

**THAT** such programmes be designed for (1) pre-school children, (2) parents - to assist them in understanding the work and play of their children, (3) school children at all levels, and (4) early school-leavers and adults seeking further education, priority being given to further education programmes, vocational guidance programmes for young adults and social welfare programmes for parenthood and family life. 1975)

**12.7 Special Assistance for Nursing Students**

**MOVED** that the Federation urge the government through the offices of the Minister of Finance, Minister of Health and Minister of Education to take immediate action to provide special financial assistance, additional to the standard tertiary bursary, to all students enrolled in full-time comprehensive nursing studies courses at any recognised technical institute and/or polytech in New Zealand. (1985)

**12.8 Women Acquiring or Upgrading Skills in the Tertiary Sector**

**THAT** NZFBPW, urge the Prime Minister and the Minister of Education to encourage the Councils of universities and polytechnics to assist women wishing to upgrade or acquire skills to return to the workforce by providing part-time courses at all tertiary institutions, together with adequate childcare facilities. (1991)

**12.9 Tertiary Fees and Loans Scheme**

**URGE** the Minister of Education to abolish the proposed University and Tertiary Education Fees and Loans Scheme as this is a disincentive to women students in particular, and is inconsistent with the equity issues outlined in the government's "Learning for Live" tertiary education proposal. (1989)

**12.10 User Pays System in Tertiary Education**

**WRITE** to the Government expressing its opposition to the introduction of the user pays system in tertiary education. (1991)

**12.11 Release of Education Review Committee Findings**

**URGE** Government to review its decision not to release the Education Review Committee findings to the General Public. (1991)

**12.12 Study Right**

**URGE** the Minister of Education to make the Study Right available to first time tertiary students regardless of their age. (1994)

**12.13 P A F T**

**URGE** the Minister of Education to extend the Parents as First Teachers (PAFT) Programme nationwide. (1994)

**12.14 Means Testing Limits for Income**

**URGES** the Minister of Education to raise means testing levels applying to parents/guardians of students who are non-residents of the city in which they are attending universities or other tertiary institutions. For those students to qualify for a living away from home allowance the upper limit for joint parental/guardian income should be raised from \$50,752.00 to \$65,000.00. (1996)

**12.15. Student Loan Scheme**

12.15.1 **THAT** the NZFBPW request the Minister of Education and Minister of Finance to change the Student Loan Scheme so that no interest is charged on any student loan until students have completed their studies and are in paid employment. (1999)

12.15.2 **REQUESTS** that the Ministers of Education and the Minister of Finance review the Student Loan Scheme, to determine if the continuation of the scheme is the most desirable long term option to provide quality tertiary' education. (1999)

Rationale:

The Scheme itself, from anecdotal accounts, appears to be having an Impact on courses of study taken and who can go to university. As the wealth of a nation is tied up with its intellectual capital, the Student Loan Scheme should be reviewed to see if it is the most appropriate funding option for tertiary education and New Zealand's educational requirements.

12.15.3 **URGE** the government to provide an equitable repayment system for student loan debt, to address inequality experienced by female tertiary students who ultimately pay significantly more for their education. (2005)

Rationale:

- The impact of student loans on women is significant. Women take twice as long as men on average to repay their student loans. The NZ University Student's Association (NZUSA) currently has a claim before the Human Rights Commission based on the unfairness of current policies which see women pay nearly twenty percent more for a bachelor's degree due to increased interest charges. If women had an incentive to reduce their debt significantly, they would be inclined to stay in NZ or be enticed back after some overseas experience.
- There have been no policy initiatives to relieve women of the unequal debt burden created by the Student Loan Scheme. The scheme discriminates against women because of the gender pay gap and the traditional work break for child bearing. The longer repayment period results in women students paying considerably more interest on their loan. The NZ Students Association was quoted in the Herald on 3.9.02 as saying that it takes a man 14 years to pay off a loan for a bachelor degree yet a woman takes 28 years to pay for the same degree.
- New Zealand is party to the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). Article 2(f) requires parties to take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women.

**12.16 Funding for Tamariki programmes**

**THAT** the New Zealand Federation of Business & Professional Women Inc. urge the Minister of Child Youth and Family to restore funding to the NZ Women's Refuge Collective and other organisations operating women's refuges, for the Tamariki programme for children, and ensure that it is inflation adjusted in the future.

(2006)

Rationale:

This programme is an essential tool in dealing with the effects of domestic violence. The WellChild/Tamariki programme is a national educative, supportive and healing group – work programme and, as such, cannot be replaced by social work, even on an individual one-to-one basis. Funding for the provision of social workers in all refuges should be in addition to and not at the cost of current funding for existing children's programmes. The Government has obligations under the UN Resolution on the Rights of the Child, the Platform for Action, and CEDAW, to ensure that children's rights are protected and upheld.

**12.17 Methamphetamine education**

That the New Zealand Federation of Business & Professional Women Inc encourage all BPW clubs to initiate and Support public education programmes about the dangers of methamphetamine 'P'.

Rationale:

- 13.0 ENVIRONMENT**
- 13.1 Pelagic Drift Net Fishing**  
**THAT** the Federation urge sister Federations and Associate Clubs to draw the attention of their own governments to the undesirability of the abhorrent practice of drift net fishing and urge them to ban the practice of pelagic drift net fishing worldwide. (1989)
- 13.2 Production and Sale of Goods in Non-recyclable and Non-biodegradable Wrappings**  
**URGE** the Government to introduce legislation to phase out the production and sale of goods in non-recyclable and/or non-biodegradable wrappings. (1991)
- 13.3 Accessible Facilities for Recyclable Materials**  
**ASK** the Government to require local bodies to provide accessible facilities for the collection of sorted recyclable materials. (1992)
- 13.4 National Policy on Energy Use**  
**URGE** the Minister for the Environment to propose a national policy statement on energy use and development in New Zealand pursuant to the Resource Management Act 1991. (1992)
- 13.5 Legal Aid for Environmental Groups**  
**URGE** the Minister of Justice to promote legislation to make legal aid available for appropriate environmental groups, community groups and iwi appearing before the Environment Court on matters under the Resource Management Act 1991. (1992)
- 13.6 Sustainable Management**  
**SUPPORT** the concepts of sustainable management (as defined in the Resource Management Act 1991) and the precautionary principle in relation to environmental issues. (1995)
- 13.7 Waste Management**
- 13.7.1 **THAT** BPW Clubs in New Zealand investigate whether their Regional Council and their Territorial Local Authorities have adopted a Zero Waste or Waste Minimisation Programme, **AND** Lobby those Regional Councils and Territorial Authorities which have not already planned or implemented a Zero Waste or Waste Minimisation Programme, to do so **AND** Encourage their members to adopt a habit of “reduce, reuse, recycle” waste products and to support these programmes adopted within their communities **AND** Encourage their members to communicate with companies using excessive, non-reusable, non-recyclable packaging to inform them of Zero Waste or Waste Minimisation requirements in their region. (2000)
- 13.7.2 **Waste minimisation**  
**THAT** BPW NZ lobbies central Government to build on existing initiatives and legislation and implement a national waste minimisation and management strategy (2001)
- 13.7.3 **Waste Management & Product Stewardship**  
**THAT** the New Zealand Federation of Business and Professional Women Inc. urge the Minister for the Environment to fast track legislation on Product Stewardship, with
- (a) The introduction of Product Stewardship principles into the NZ Waste Management landscape, with all parties concerned from producer, to importer, brand owner, retailer and others involved in putting a product and its packaging on the market, taking responsibility for the environmental impacts of that product throughout its life cycle and
  - (b) That this be backed up by appropriate legislation to ensure compliance and equity among industry participants and
  - (c) That the time frame for this be 3 to a maximum of 5 years. (2006)
- Rationale:  
Food and all manner of goods produced in New Zealand and many goods imported into New Zealand are supplied to suppliers and consumers with excess packaging.  
(Many very small goods which are imported are individually wrapped).  
All of this packaging has to be disposed of in some way; much of it is dumped and a proportion of food wrapping becomes litter. There is a limited ability to recycle in New Zealand and so a great proportion is discarded to naturally ‘break down’. Some may never break down.  
Excessive packaging adds to the cost of goods at all stages of the marketing chain.

Profits from much of the paper and cardboard packaging go 'off shore' and do not directly benefit New Zealand. The manufacture of plastic packaging is in itself a pollutant process.

BPW New Zealand has in the past addressed related Environmental concerns remits on

- The Production and Sale of goods in Non-recyclable and Non biodegradable Wrappings (1991)
- Waste Management (2000)
- Waste Minimisation (2001)

This remits calls for research into the effects of this type of Pollution in New Zealand.

The Ministry of Environment and the Ministry of Economic Development are the appropriate Ministries to undertake research on this issue. As responsible New Zealanders and BPW New Zealand we should encourage the reduction of pollution caused by packaging.

### 13.8 **Biosecurity**

**URGES** that the New Zealand government uphold its rigorous biosecurity principles to preserve the integrity of the NZ environment; standing against any pressure from free trade agreements. **(2008)**

#### Rationale

As consumers we have deep concerns about the relaxing of border control measures which allow exotic pests and diseases from other countries to negatively impact on our environment and our livelihoods. For example, the planned importation of "high quality" uncooked pork meat cuts into NZ from countries who have the PRRS (porcine reproductive and respiratory syndrome) virus. We demand the right to choose meat we consider is safe to eat and we demand the right to eat locally produced meat that is free from disease.

## **14.0 EMPLOYMENT & BUSINESS**

### **14.1 State Service**

14.1.1 **THAT** the resolution by the 8<sup>th</sup> Session of the Commission on the Status of Women recommending to non-Governmental Organisations that they continue to emphasise the importance of extending opportunities for women in public service at the national level as a means of encouraging their participation in international civil services be endorsed. (1954)

14.1.2. **THAT** the Federation continue to press for equal opportunity for men and women in the Public Service, and **THAT** the Federation continues to support the Women's Committee of the PSA in this matter, and **THAT** Clubs be urged to implement this recommendation in their local areas by all means, including representation to their local Members of Parliament. (1956)

14.1.3 **THAT** the Federation write to the State Services Commission asking for more part-time work to be made available to women in the State Services. (1973)

### **14.2 Taxation And Social Security Benefits - Allowable Income**

**THAT** the Federation urge the Government to increase the allowable earnings of widows, separate and deserted wives, to enable them to bring their total income, including full pensions to the level of the national average income of female employees. (1975)

### **14.3 Aggregation of Income**

**THAT** the Federation oppose the concept of aggregation of income for tax purposes and strongly endorse the principle of personal income tax being based on individual earnings. (1983)

### **14.4 EEO/Equal Pay**

#### **14.4.1 Equal Pay Act**

**THAT** the Federation write to the Minister of Labour, Minister of Women's Affairs and Minister of State Services expressing approval that the government is now undertaking the Equal Pay Study announced in May 1986, and asking that the study be completed without further delay and furthermore that the review of the Equal Pay Act 1972 implementing Recommendation 37 of the Report on Equal Pay issued June 1979 be implemented forthwith. (1985)

#### **14.4.2 Study of Equal Pay**

**REQUESTS** the Ministers of Women's Affairs, Labour and Employment to undertake a study of how equal pay is being retained within the public and private sectors, given that employment contracts are now required. (1992)

#### **14.4.3 Support for Pay Equity**

**STRONGLY SUPPORTS** the continuing steps Government is taking to support the pay equity issue and urge the Government to fast track it and urge its implementation. (2004)

##### Rationale:

As outlined in the discussion document 'Next Steps Towards Pay Equity' (MWA), EEO, parental leave and childcare policies assist to extend women's employment options, but do not address the issue of "inequality in women's and men's average pay as a labour market-wide policy issue."

Statistics continue to show women earn less for work of similar value and jobs considered men's work are remunerated at a higher rate and also have more status. With increasing levels of debt under the student loan scheme, women are further disadvantaged, as it takes them longer to pay off their debt than men.

Government legislation must be pursued at a vigorous rate to ensure that equal pay for work of equal value exists for all women.

#### **14.4.4 Gender Pay Gap**

**ADOPTS** a policy relating to the gender pay gap with the intention of narrowing the gap and to actively encourage debate and research within BPW, with local and central government, with community organisations and through the media. (1998)

##### Rationale:

BPW recognises that the gender pay gap is continuing to widen to the disadvantage of women. The role of BPW is to foster debate amongst its members, provide them with factual information on the gender pay gap and encourage members to raise the issue in every appropriate forum.

Policy endorsed

(2000)

- 14.4.5 **EEO**  
**URGE** the Prime Minister, the Minister of Labour and the Minister of Women's Affairs to enact legislation before the end of this current year, embodying the principles of equal opportunity in appointment, training and promotion, and pay equity in the workforce, and further **THAT** measures be taken to ensure that the necessary resources are available and mechanisms in place to implement the provision of the Act immediately legislation is passed. (1989)
- 14.4.6 **Equal Opportunity in Appointment and Pay Equity in the Workforce**  
**THAT** NZFBPW, write to the Ministers of Labour, Employment and Women's Affairs reaffirming its support for the principles of equal opportunity in appointment and pay equity in the workforce expressing its dissatisfaction with the repeal of the Employment Equity Act 1990, and looking forward to the implementation of the recommendations of the working party on Equity in Employment. (1991)
- 14.5 Registration as Unemployed**
- 14.5.1 **ASK** the Minister of Labour, Minister of Women's Affairs and Minister of Social Welfare to actively encourage women through a major nationwide media campaign to register with the Department of Labour as available for work. (1985)
- 14.5.2 **THAT** NZFBPW reaffirm that the Ministers of Labour, Women's Affairs and Social Welfare, through a major nationwide media campaign, be urged actively to encourage women who are unemployed to register with the Department of Labour even though they may be ineligible for the unemployment benefit. (1991)
- 14.5.3 **Allowable Income**  
**URGE** the Government to raise the allowable earned income to a level sufficient to encourage beneficiaries to work towards independent employment. (2003)
- 14.5.4 **Benefit Entitlements & Levels**  
**URGE** the Government to:
- a. direct Work and Income to provide full disclosure of benefit entitlement to every applicant at the time of enquiry
  - b. adjust benefits to a level which enables the family unit to access the basic necessities of accommodation, food, health and education
  - c. direct Work and Income to establish a mechanism to quantify local levels of required benefit. (2003)
- 14.6 Unpaid Work**
- 14.6.1 **URGE** the Minister of Finance to include the value of unpaid work performed in New Zealand as a separate item in the National Accounts for New Zealand (1994)
- 14.6.2 **Unpaid Work Recording**  
**RECOMMEND** that the International Federation of Business and Professional Women appeals to the United Nations to establish a framework and methodology recording selected categories of unpaid work in satellite accounts for all United Nations countries, by December 1997.
- 14.6.3 **Unpaid Work Study**  
**REQUESTS** that the Minister of Statistics:
- (a) Implement a policy to measure the value of unpaid work by using the Household Labour Force Survey to collect statistics on non market production activities performed within households.
  - (b) Publish the results of the study on time use to be conducted in 1995 by Statistics New Zealand.
  - (c) Extend the use of the Gross Domestic Product measure to create an extended set of production accounts, which will include the value of the non market activities performed within households. (1995)
- 14.7 Paid Statutory Holidays**
- 14.7.1 **LOBBIES** the Minister of Labour to ensure that, at the minimum, the status quo remains with regard to paid statutory holidays. (1998)
- 14.7.2 **Paid Holiday Leave**  
**SUPPORTS** the retention of the current legislation for three (3) weeks paid holiday leave for employees plus statutory holidays. (2002)

- 14.8 Childcare**
- 14.8.1 **THAT** the Federation support the Government in any action taken regarding the formation of an independent committee for the investigation of various aspects of child care. (1952)
- 14.8.2 **Childcare Subsidy**  
**CALL** upon the Minister of Education to reinstate the \$7.25 subsidy for the under two year olds in childcare, recognising the importance of affordable, quality childcare in establishing the status and freedom of choice of women in society. (1992)
- 14.8.3 **Employers' Provision of Childcare**  
**BEING** aware that there are some employers who have implemented policies and practices to assist employees with family care, urges the New Zealand Employers Federation, the New Zealand Manufacturers Federation and the New Zealand Chambers of Commerce to actively encourage their members to investigate and implement supportive policies and programmes to provide for adequate coverage of childcare for their employees.  
 We offer the following ideas which have been collected from surveys in New Zealand and the United States.
1. Provide for flexible work times.
  2. Contribute to out of school care programmes.
  3. Foster the establishment of work teams which provide cover to support workers who need time off for family commitments.
  4. Contribute to home care service for sick children.
  5. Provide access to an information and referral service for employees.
  6. Consider setting up a creche as a joint venture with other companies. (1994)
- 14.8.4 **Tax Deductibility of Child Care**  
**URGES** the Minister of Finance to introduce amendments to the Income Tax Act so that all taxpayers who incur child care expenses (as a consequence of participating in the paid workforce) can claim these as deductible expenses for tax purposes. (1995)
- 14.9 Parental Leave**
- 14.9.1 NZFBPW adopts the policy that a one year period of parental leave without pay remains an economically viable option for New Zealand. (1995)
- 14.9.2 **Paid Parental Leave**  
**CONFIRMS** the existing policy that the status quo for parental leave be retained, being 12 months leave without pay. (1999)
- 14.9.3 **THAT** BPW NZ support the concept of Paid Parental Leave. (2001)
- 14.9.4 **THAT** Paid Parental Leave be provided for 14 weeks. (2001)
- 14.9.5 **THAT** Paid Parental Leave be funded by a specific tax paid by all employees, employers and the self-employed. (2001)
- 14.9.6 **URGES** the Minister of Labour to bring New Zealand's Paid Parental Leave scheme into full compliance with the minimum requirements of the ILO Maternity Protection Convention 2000. (2008)
- Rationale  
*Although New Zealand has taken steps to increase the leave, we are still not in compliance with International Labour Organisation (ILO) Maternity Protection Convention 2000, Clause 183 in two areas:*
- i) The level of payment received under the current Paid Parental Leave scheme.*  
*The Convention states payment needs to be two thirds of the average wage. Currently in New Zealand it is 46 percent of average earnings. In a recent survey it was found that it takes 80 percent of one median income to pay the mortgage on a median priced house. This often necessitates that women make an economic choice and return to work earlier than is desirable for the development of a strong parent /child relationship.*
- ii) Women who work on short term contracts such as seasonal and casual workers are not eligible for PPL.*  
*The UN CEDAW Committee expressed concern that seasonal and temporary workers remain ineligible for paid parental leave. This discriminates against those women for whom short term*

*contract work is the only available option. Self-employed women, who work more than 10 hours per week, work on a short term contract basis and are eligible for PPL under the current policy. This eligibility should be applied to all short term contract workers.*

#### **14.10 Caregivers Leave**

14.10.1 **URGE** the government through the Minister of Labour to amend employment legislation to:

- (1) include a period of unpaid leave to be available to employees called "caregiver leave";
- (2) described "caregiver leave" as available for the care of dependent relatives;
- (3) provide a timeframe for "caregiver leave" that is similar to the timeframe for "extended leave" which is available for the care of a new child (s.26 Parental Leave and Employment Protection Act 1987).

**(1994)**

#### **14.10.2 Pay Rates for Caregivers**

**THAT** the New Zealand Federation of Business & Professional Women Inc urge the Government, and in particular the Minister of Health, to:

- (i) Increase the minimum hourly rate of pay by the rate of inflation since the last increase for caregivers working in client's homes and
- (ii) Provide an inflation adjusted allowance for travel costs that is at least equal to the public service mileage rate.

**(2006)**

Rationale:

The subsidy paid to caregivers has not risen in line with inflation, and it is increasingly difficult to attract and retain suitable carers for an ageing population. As the main physical support and social contact for many housebound elderly and disabled people, carers fulfil an important role. Government policy is to enable people to remain in their own homes as long as possible. Home based caregivers are an integral part of this policy, and adequate resources are essential.

#### **14.11 Subsidies & Pay Parity for Residential Homes & Hospitals**

**THAT** the New Zealand Federation of Business & Professional Women Inc urge the Government to:

- (i) Raise subsidies for residential homes and hospitals for aged and disabled people in line with inflation and;
- (ii) Ensure that there is pay parity between care providers in private residential facilities and those in public hospitals.

**(2006)**

Rationale:

The subsidy has not risen in line with inflation and it is increasingly difficult to attract and retain suitable rest home caregivers for this service because wages are below the national average and are not inflation adjusted.

- (a) Rest home caregivers support the qualified staff, they have appropriate training, and with the increasing longevity of our population they are a vital component of the workforce.
- (b) Rest homes cannot attract sufficient registered nurses because the inadequate government subsidy means rest home operators cannot match the wages paid to their public sector counterparts.

#### **14.12 Family Friendly Workplace**

**THAT** BPW NZ encourage members to support the Equal Employment Opportunity Trust in their drive to provide Family Friendly Facilities within the workplace.

**(2000)**

#### **14.13 Job Sharing and Part-time Opportunities**

**THAT** NZFBPW advise the Minister of Labour that it endorses the views expressed by the New Zealand Planning Council in the publication 'EMPLOYMENT' of October 1980, and supported by the National Advisory Council on the Employment of Women, that increased flexibility in employment and greater personal choice by those in the labour force (women in particular) would be achieved:

- (a) by the removal of those restrictions on part-timers which would deprive them of the opportunities to train, earn promotion and have careers; and
- (b) by the greater use of such measures as flexible working hours and job sharing.

The Federation expressed the hope that policies will be developed and ways and means found of encouraging employers and unions to effect these desirable changes speedily.

**(1981)**

#### **14.14 Employment Relations Bill**

##### **14.14.1 Draft Employment Relations Bill**

**THAT** BPW NZ write to the Minister of Employment expressing concern about the draft Employment Relations Bill particularly in relation to employment of women as self-employed contractors and how they would be disadvantaged by the provisions of the Bill. (2000)

##### **14.14.2 90 Day Probationary Period**

**That** BPW NZ lobby the government to review the Employment Relations Amendment Act 2008 and to include a provision under Section 67A 2(b) for an exit interview (2009)

#### **14.15 Women on Boards**

**URGE** that all private and public sector boards of management within New Zealand be comprised of a minimum of 50% female members. (2005)

Rationale:

- The New Zealand Census of Women's Participation in Governance and Professional Life published in 2004 by the Human Rights Commission records that Boards of the 230 public companies listed on the NZX have only 5.04% of women directors. Boards of secondary publicly listed companies on the NZAX. only 16.39%, and Crown Companies only 35.07%
- There are important social justice and business cases for women's representation in governance and senior professional positions. Women bring to boards increased diversity, together with important insights into products and markets, which increases competitive corporate advantage.
- Following the Beijing Women's Conference in 1995, the NZ Government promised to improve the composition of women on statutory boards (Crown Companies) to 50% by 2000. This target was not reached. The Ministry of Women's Affairs in the Action Plan for New Zealand Women (March, 2004) pushed the 50/50 promise back to 2010.

CEDAW Article 7 urges all States Parties to ensure that women are accorded, on equal terms with men, the right inter alia to participate in the formulation of government policy and the implementation thereof, to hold public office and to participate in non-governmental organizations and associations concerned with the public and political life of the country. Meeting a 50% representation target would ensure New Zealand's adherence with CEDAW Article 7.

#### **14.16 Capital Equity Criteria**

**URGE** the Minister of Social Welfare to abolish the criteria relating to capital equity when assessing the entitlement to emergency unemployment benefits of students under 20, living at home with their parents, where parents are in business on their own account. (1993)

#### **14.17 Support for Apprenticeship Schemes**

BPW NZ supports the Government's reintroduction of the apprenticeship schemes, and urges the Government to encourage young women to take up the opportunities to enter non-traditional occupations. (2004)

Rationale:

- Provides much needed skilled women for our present day work place
- Signals that the Government's recognition of the contribution that women with practical skills make to society
- Provides incentives for employers to offer alternatives to tertiary institution based training, which in some instances leaves graduates ill equipped, in a practical sense, to serve in the work place.

#### **14.18 Copyright Protection**

**URGE** the government to develop a legal mechanism under which small businesses owners are not penalized due to lack of funds when they are required to pursue rectification and / or redress of disputed matters, and to protect their rights using the legal system when registered copyright has been infringed. (2005)

Rationale:

Small businesses or individuals are at a distinct financial disadvantage when their rights under the law are infringed by larger, more affluent businesses. There are cases where designs and ideas under copyright to a small business have been used and promoted by large companies to their financial advantage, with no

recognition or recompense to the small copyright holder, whose financial and legal resources do not permit them to pursue the matter through the Courts.

- 15.0 HEALTH**
- 15.1 Standing Committee**  
**THAT** the NZFBPW create a Standing Committee for Health in accordance with Resolution No 22 of the XVI Congress of the International Federation. (1985)
- 15.2 Health Contracts**  
**RECOMMEND** to the Minister of Health and the Minister of Crown Health Enterprises, that a review of the process by which Crown Health Enterprises contract for services from the Regional Health Authorities be undertaken with objects of, including but not limited:  
 (a) renewing CHE contracts every three years as opposed to annually which is now the case.  
 (b) gaining commitment from Government that funding for RHAs will be retained at the level of contracted services for that three years.  
 (c) standardising purchase units and prices for services across RHAs. (1995)
- 15.3 Health Reforms**  
**RECOMMENDS** to the Minister of Health that a review of the Health Reforms be undertaken and that the parameters for this review be developed to include consumer satisfaction and that such review be undertaken by January 1996 and thereafter on a continuing basis every successive three years. (1995)
- 15.4 Deregulation of Pharmacies**  
**URGE** to Government to repeal the cabinet decision of 13 August 2001 to deregulate pharmacies. (2002)
- 15.5 Cost of Prescription Drugs**  
**THAT** the Federation regard with grave concern the tremendous increase in the prescription of drugs in New Zealand over the past ten years. On economic grounds and in the interests of public health this Federation urgently recommends that the Government, the medical profession, hospital authorities and all interested parties take further steps to reduce wastage due to too-free prescribing and to promote a campaign for the education of people in the dangers of over-reliance on drugs and a fuller understanding of the positive importance of good food and healthy ways of living in restoring and maintaining health. (1959)
- 15.6 Review of Health Charges**  
 In light of the recently introduced charges to the public in the health area, urge the Minister of Health to set up, in February 1993, a Committee to request submissions from the public expressing views, opinions and personal experiences following a year of these charges, and the Committee to report to the Minister on the success or otherwise of this scheme. (1992)
- 15.7 Nursing Care in the Home**  
**THAT** the Federation recommends the provision of a Government subsidy towards payment of private nursing and or nurse-aiding in the home in those cases where more nursing help is required than can be provided by district nurses and where patients would otherwise be hospitalised. (1975)
- 15.8 Disabled Services and Support**
- 15.8.1 **URGES** the Minister of Social Welfare to amend the Disabled Persons Community Welfare Act 1975, to increase the number of substitute care or rest days (currently 4 weeks per year) for caregivers of disabled persons to an entitlement of 48 days per year and further that this level of entitlement be continued once administration of the Act is passed to the Regional Health Authorities. (1994)
- 15.8.2 **Services for Disabled People**  
**URGES** the Minister for Disability Issues, the Minister of Health and District Health Boards to increase the resources to accelerate the rate at which services can be redesigned to provide improved services and support for people with disabilities who are more vulnerable to abuse and domestic violence. (2007)  
Rationale:

- 15.8.3 **Disabled Support at Refuges**  
 URGES the Minister of Justice, Minister of Women’s Affairs, Minister of Health and Minister for Disability Issues (and any other Minister with responsibility for this issue) to unite to provide adequate resources to fund appropriate access, facilities and care (where required) at Women’s Refuge Centres, and other community agencies working in the area of Domestic Violence, to provide for women with disabilities, who are experiencing abuse and require a supportive network and/or a safe house in which to stay. (2007)  
Rationale:
- 15.8.4 **Needs Assessment for Disabled Women**  
 URGES the Minister for Disability Issues, the Minister of Health and District Health Boards to provide adequate resources to:
- Review the role of the Needs Assessment Agencies to ensure that all needs are met for people with disabilities to improve contact and monitoring services to satisfy the physical and emotional needs of both the person with disabilities and the caregiver(s), and that assessments are implemented in a timely manner with more regular checking.
  - Increase the actual frequency of visits of a Needs Assessor to a minimum of once per annum.
  - Increase the rate paid to those who provide Respite Care for disabled people from \$64 per day to a more equitable rate comparable with that received by other paid care givers. (2007)
- Rationale:
- 15.9 **Beds for Short Term Care of Elderly Patients**  
**THAT** the Federation urges the Department of Health and Hospital Boards Association to encourage Hospital Boards to provide more beds for the short-term care of elderly patients. (1979)
- 15.10 **Myalgic Encephalomyelitis**  
**THAT** the NZFBPW urge the Minister of Health to carry out an intensive programme of research into early identification and accurate diagnosis of myalgic encephalomyelitis with board publication of the results. (1985)
- 15.11 **Venereal Disease**  
**THAT** the Federation endorse the principle that a massive publicity advertising and education programme be presented to the general public, through a government agency, e.g. Health Department. (1977)
- 15.12 **Cervical Cancer**
- 15.12.1 **THAT** the Federation endorse the recommendation of the 1988 Cartwright Cervical Cancer Inquiry and congratulate the Minister on her action, and the action of the Department of Health, in setting up a national cervical screening programme. (1989)
- 15.12.2 **THAT** clubs are urged to -
- a) ensure that members are aware of and utilize cervical cancer prevention and treatment strategies, and
  - b) encourage members to lobby for the immediate implementation of a vaccination program for girls and young women up to 19 years of age. (2008)
- Rationale
- Cervical cancer is a fully preventable disease and can be eradicated.
  - Approximately 200 NZ women develop **cervical cancer** each year and about 70 women die from it. It is caused by specific strains of a common virus, the human papilloma virus or HPV. While HPV infections are temporary and harmless for most women, some women develop a persistent HPV infection that exposes them to a high risk of developing cervical cancer.
  - HPV screening helps identify persistent infections allowing for appropriate treatment of reduce the risk of cancer.
  - HPV vaccines are now available and can protect girls and young women from ever developing the viral infection.
  - At this time world wide the vaccines are funded for women 11 – 17 years of age.
  - CEDAW Article 12 states (in part) “ that “Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on the basis of equality of men and women, access to health care services, --”

- 15.13 Condoms and Needle Exchange Facilities in Prison**  
**THAT** NZFBPW urge the Government to provide both condoms and needle exchange schemes in prisons to prevent the spread of AIDs within prison communities, and from there into the wider heterosexual population. (1991)
- 15.14 Prescriptive Rights for Nurses**  
**RECOMMEND** that the Government grant prescriptive rights to Registered General and Obstetric Nurses who have successfully completed a pharmacology course, to use specified drugs in certain work situations. (1993)
- 15.15 Assisted Reproduction**
- 15.15.1 **URGE** the Minister of Justice to release to the public the findings of the Ministerial Committee on Assisted Reproductive Technology, and further urges the Minister of Justice, Health and Women’s Affairs, to introduce legislation, following public submissions, which would provide guidelines and regulations for this industry. (1994)
- 15.15.2 **LOBBY** Government to backdate Government funding for a second cycle of the IVF Programme to January 2000. (2005)  
Rationale:
- Historically Government funded two IVF programmes for infertile couples but in January 2000, it was cut back to one per couple.
  - In July 2004 Government reinstated public funding for a second IVF cycle.
  - Without any promised consultation taking place it became apparent that those couples who had their first treatment before July 2003, were not going to be eligible for a second round of treatment.
  - Where resources allowed for it, flexibility to back date further “could” be possible
  - Recently a further group of couples heard that they are now eligible for further treatment. However, this is not enough. There are still hundreds of couples in an unfair state of emotional and physical turmoil, caught in a time frame, while they wait to see if the criteria changes further and in their favour.
- 15.16 Contraception**
- 15.16.1 **Prescription charges on Contraceptives**  
 Appeal to the Minister of Health to rescind the prescription charges imposed on contraceptives in order to reduce ongoing costs associated with unwanted pregnancies. (1992)
- 15.16.2 **Free Contraception**  
**WRITE** the Honourable Jenny Shipley, Minister of Health, congratulating her recent initiative regarding the introduction of free contraception for women up to the age of 25. (1996)
- 15.17 Abortion**
- 15.17.1 **Legal Termination of Pregnancy**  
**URGE** the National Advisory Committee on Core Health and Disability Services and the Minister of Health to ensure equitable access throughout New Zealand to legal termination of pregnancy as a core health service. (1993)
- 15.17.2 **Doctors Performing Abortions**  
**WRITE** to the Honourable John Banks, condemning his recent threat to release the names of doctors performing abortions in New Zealand. (1996)
- 15.17.3 **Health and Physical Education Curriculum**  
**THAT** NZFBPW congratulate the Government on the Draft Curriiculum on Health and Physical Education and urge in light of the increasing number of abortions its early adoption and introduction. (1998)  
Rationale:  
 In New Zealand the general abortion rate has increased from 16.4 per 1000 women of child bearing age in 1995 to 17.7 in 1996. These figures show that New Zealand has the fourth highest abortion rate in the Western World. Presently in NZ there is one abortion for every 4 live births.

**15.18 Provision of Maternity services**

**OPPOSES** the Provision of Maternity Services under the Notice Issued Pursuant to Section 51 of the Health and Disability Services Act, 1993 Concerning the Provision of Maternity Services 1996, and urges the government, through its agency, the Health Funding Authority, to review in an informed way, the costs, delivery, and effectiveness of current maternity services as they affect consumers and providers. **(1998)**

Rationale:

Our members do not believe that the terms and conditions set out in the notice provide safe and acceptable maternity care to women and their babies. The need to have the appropriate access to care and information during the different stages of pregnancy is vital to both mother and child.

**15.19 Alcohol & Drugs**

**15.19.1 Liquor Advertising**

**APPEAL** to the Broadcasting Standard's authority to revoke its decision to allow brand advertising of beer, wine and spirits on television and radio, since its likely effect will be to increase alcohol consumption which has concomitant adverse social effects. **(1992)**

**15.19.2 Alcohol Labelling**

**URGE** the Minister of Health to ensure that any product containing 5% or greater alcohol content be identified with a health warning label and that any advertising of such products also include a health warning. **(1999)**

Rationale:

Alcohol taken by pregnant women may cause foetal alcohol syndrome or foetal effect. Alcohol is a major factor in criminal behaviour and domestic violence. Alcohol can alter the efficiency of prescribed medication causing major disruption to individual health status.

**15.19.3 Alcohol Minimum Purchasing Age**

**URGE** the government to restore the minimum alcohol purchasing age to 20 years. **(2005)**

Rationale:

New Zealand and international research shows a clear relationship between lowering the age at which alcohol can be purchased, and an increase in alcohol related problems, for example injuries, illnesses, violence, time away from work or education, crime, in younger age groups. There is also a predicted rise in sexually transmitted diseases as a result of increased access to liquor at a younger age.

**15.9.4 URGE** the Minister of Health to allocate specific funding to:

- a) help prevent people from becoming Methamphetamine users,
- b) establish intervention strategies and rehabilitation programmes
- c) give support to the families of Methamphetamine users.

**(2008)**

Rationale

- Methamphetamine is a powerfully addictive synthetic stimulant which triggers the release of specific brain chemicals, causing a euphoric high. Known more commonly in NZ as "P" its overwhelmingly addictive nature, combined with its almost irreversibly destructive impact on the user, has seen it cut a swathe through all socio-economic boundaries. This makes it one of the number one issues facing not only employers, but everyone in the community. It is the quickest growing industry, with New Zealand now in the unenviable position of being one of the top three countries in the world for addiction to P.
- Relevant training needs to be sourced, and specialist positions created, to assist in prevention, intervention and recovery programmes in all communities in New Zealand
- In 2007, the New Zealand Federation of Business and Professional Women Inc passed the resolution to encourage all clubs to initiate and support public education programmes about the dangers of methamphetamine.
- Some of the issues highlighted by those clubs who carried this out, include:
- Victims and family members of P users do not have the appropriate support agencies to call on.
- Health agencies consist of staff with limited experience in dealing with methamphetamine.
- Funding in the Health care industry specific to P is limited.

**15.20 Cochlea Implants**

**REQUESTS** that the Health Funding Authority or appropriate agency increase the funding for Cochlea Implants for young children who meet the criteria of suitability, and for the establishment of permanent positions for the requisite number of habilitation specialists. (2000)

**15.21 Water Quality**

15.21.1 **URGE** the Ministry of Health to increase funding and other resources to provide adequately for quality fresh water monitoring in all areas of NZ, so that all communities have access to potable water which is essential for good health and that compliance with these standards be made compulsory for reticulated water supplied by service providers. (2001)

15.21.2 **Publishing of Water Standards**

**URGE** the Ministry of Health to ensure that territorial local authorities or water supply agencies publish the standard of local water supplies at least annually. (2005)

Rationale

Legislation is about to become law which will set minimum standards of drinking water for New Zealand Communities. It is essential that the standards actually achieved in a locality are readily open to public scrutiny so that people are aware of any risks to their health from substandard water supplies and can take appropriate action.

15.21.3 **THAT** BPW NZ Clubs are encouraged to comment on results annually and to make public, the standard of water which their communities are currently receiving, and where this is unsatisfactory, to lobby the territorial local authority or water supply agency for improvement. (2005)

Rationale

Data relating to water local standards is not always readily available or overtly advertised to the local community. Women are pivotal in protecting the health of their families, and are primary users and controllers of water in households and many businesses. Water standards information needs to be readily available to them and to the community.

**15.22 Monitoring of all New Born Babies**

**URGE** the Government through its agencies to use the national register of all new born babies in New Zealand to enable monitoring of their individual progress. (2002)

Rationale:

There are too many children growing up in dysfunctional families, where abuse is occurring. It is an ongoing cycle, which our society has to address. When a child does not appear for compulsory health checks, or schooling, the register could be used to allow immediate steps be taken to ascertain the child's whereabouts and well-being. Assistance and education could be provided to parents, especially young solo mothers, who were having problems and not able to cope. Early detection of child abuse, neglect or truancy could also be followed up.

**15.23 High Quality Drugs**

**URGE** the Ministry of Health to increase funding and other resources to enable Pharmac to purchase high quality drugs and that those drugs be made available to all New Zealanders. (2002)

**15.24 Breast Cancer**

15.24.1 **Mammographic Screening**

**THAT** the Federation urge the government through the Minister of Health to establish pilot programmes for mammography screening of asymptomatic women in carefully designed and evaluation studies, and further **THAT** the Minister of Women's Affairs be requested to support the implementation of the programmes and to ensure ongoing publicity of the advantage of regular screening. (1989)

15.24.2 **Breast Cancer Treatment**

**URGE** the Government to ensure that the maximum waiting time between surgery and commencement of radiation treatment for breast cancer patients is within optimum time frames for patients and within twelve (12) weeks, by increasing the funding, training and retention of qualified radiologists and other personnel. (2002)

15.24.3 **Breast Cancer Treatment Audit**

**URGE** the Minister of Health and the Government to undertake a national audit of treatment of breast cancer throughout NZ, as recommended by the WHO in the 1990s;

and that, in order to enhance prevention, attention is given to understanding the reasons for the high death rate of breast cancer in NZ;  
and that any impediments in relation to obtaining this information, such as the privacy of the individual, be weighed against the welfare of the population generally. (2003)

#### 15.24.4 Funding for Herceptin

**THAT** the New Zealand Federation of Business & Professional Women Inc urge the Government and in particular the Minister of Health and Pharmac to fully fund the use of Herceptin for appropriate cases of breast cancer, i.e. those women whose cancers indicate they would respond to treatment. (2006)

Rationale:

The use of Herceptin and other anti-cancer drugs such as lapatinib has been shown to increase the life expectancy of patients suffering advanced breast cancer. Herceptin is the only FDA-approved therapy for women with metastatic breast cancer whose tumours have too much HER2 protein. For patients with this disease Herceptin is approved for first-line use in combination with paclitaxel, and as a single agent for those who have received one or more chemotherapy regimens. Herceptin is not chemotherapy. It is a monoclonal antibody (sometimes called biologic therapy). While results may vary, on average, people who received Herceptin plus chemotherapy:

- Lived longer than those who received chemotherapy alone.
- Their cancer was kept from growing for a longer time compared with those who received chemotherapy alone.
- Tumours shrunk in size more often than those who received chemotherapy alone.

#### 15.25 Hospital Chaplaincy

**URGE** the Government to reconsider the level of funding available from the Government through the Ministry of Health to the Interchurch Council for Hospital Chaplaincy to either;

- fully fund the chaplaincy as they do the Maori Kaumanaki, who provide spiritual and cultural support to Maori patients, or
- provide additional funding to at least maintain present chaplaincy services (2002)

Rationale:

Chaplains in hospitals not only provide spiritual support to patients they offer advocacy and many other skills and support to patients and their families.

The ministry of Health are not providing any additional funding from the Government it is expected the number of hospital chaplains will need to be halved.

#### 15.26 Mental Health Services

15.26.1 **URGE** the Government, through the Ministers of Health and Finance to increase funding for Mental Health as a matter of urgency, in both acute and non-acute services, and require District Health Boards to;

- increase the number of acute beds AND
- increase salaries, and post graduate educational opportunities, for mental health staff to attract a greater number of qualified people to the speciality. (2003)

#### 15.26.2 Establishment of Post-acute Mental Health Residential Centres

**URGE** the Government, through the Minister of Health, to require District Health Boards to;

- establish post-acute residential centres for recovering patients on discharge from acute mental health services in all District Health Board areas.
- establish forensic units with an open (yet secure) environment close to large communities, to provide 'secure' longer term care for people with severe behavioural problems who have been referred from forensic, general and intellectual disability services. (2003)

#### 15.27 Bioethical Issues

**URGES** the New Zealand government to ensure that strict controls exist for activities which raise bioethical issues, and to keep the public informed so that citizens can make choices based on adequate consumer labelling and appropriate information. (1997)

#### 15.28 Medical Insurance

That the New Zealand Federation of Business and Professional Women Inc. urge the Government through the Minister of Finance to introduce a tax rebate on all premiums paid for private medical insurance and to make this rebate available to all payers of medical insurance whether they be individuals or employers.

(2005)

Rationale:

- When hospital procedures are done privately the patient in effect pays twice – once for the private service and once through taxes for the public services which he/she does not use.
- A tax rebate would encourage and create an extra incentive for a larger proportion of the population to pay for private medical health insurance.
- With more people electing to have medical procedures carried out in the private sector, public hospitals would have more resources available for non-insured persons.

**15.29 Protection of Children in Hospitals**

**URGE** the Ministry of Health to formulate a protocol to be followed by all District Health Boards to ensure the protection of children with suspected non-accidental injuries from further injury while in hospital.

(2005)

Rationale:

There have been cases where children admitted to hospital with suspected non-accidental injuries have been assaulted again while still in hospital. Protective action by social agencies can take considerable time, particularly if Court action is needed. There is no process in place requiring hospitals to take steps to ensure that children who are admitted to hospital with suspected non-accidental injuries are protected from the time of their admission.

**15.30 Osteoporosis**

**THAT** clubs are urged to ensure that their members know about the impact of osteoporosis on women's lives and are aware of the information, diagnosis and treatment services, support, and assistance available in their communities for the prevention and alleviation of this condition.

(2008)

Rationale

- Osteoporosis is a disease in which the density and quality of bone is reduced, increasing the risk of fracture. As the bones become more porous and fragile, there is an increased risk of fracture – even after a minor bump or in the course of normal daily activities. There are usually no symptoms until the first fracture occurs.
- Osteoporosis is a major health issue for women. It is estimated that one out of every three women and one out of five men over the age of 50 will sustain an osteoporotic fracture. Although osteoporosis can be easily diagnosed and treated, studies have shown that it remains seriously under diagnosed and under treated.
- In women over 45, osteoporosis accounts for more days spent in hospital than many other diseases, including diabetes, myocardial infarction and breast cancer. Aside from its personal and human cost, osteoporosis is a major public health problem which has enormous social and economic impact, particularly on women as both sufferers and care givers of those affected by it.
- CEDAW Article 12 states (in part) “ that “Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on the basis of equality of men and women, access to health care services, --”
- In January 1999, the International Osteoporosis Foundation and BPW International formed a partnership to work together to educate women around the world on the problems of osteoporosis. BPW affiliates in almost 80 countries around the world are encouraged to develop contacts with local osteoporosis societies and participate in projects to fight against osteoporosis and skeletal diseases, including lobbying their governments for access to appropriate diagnosis and treatment services.
- This Resolution confirms the commitment of BPW NZ to the partnership, and to taking action to reduce the impact of osteoporosis on women.

**15.31 Import Standards for Raw Meat**

**That** the New Zealand Federation of Business and Professional Women urges the government to set import health standards, requiring imported raw meat products to come from countries that are either disease free, or share the same disease profile as New Zealand.

(2009)

Rationale:

## 16.0 LEGISLATION - GENERAL

- 16.1 Women Magistrates**  
**THAT** the Minister of Justice be urged to consider the appointment of women as magistrates or judges in courts of law. (1971)
- 16.2 Photographs on Drivers' Licences**  
**THAT** realising the difficulty in providing an easy method of identification for cheques, credit accounts etc the Federation through the Minister of Internal Affairs urge the Government to introduce legislation requiring a current photograph duly endorsed by the licensing authority in each and every issue of a Driver's Licence, no licence to be valid after a set date without such a photograph (1975)
- 16.3 Matrimonial Property Act**
- 16.3.1 **THAT** the Federation endorses the principle:
- (a) that in the event of death of husband or wife the surviving spouse is not financially more disadvantaged than he or she would be in the event of a divorce, and
  - (b) that the assets of the first marriage should not become the assets of the second marriage to the extent that the children of the first marriage do not have inheritance rights. (1977)
- 16.3.2 **THAT** the Federation, meeting in Council, reaffirms its policy to endorse the principle that in the event of the death of husband or wife the surviving spouse is not financially more disadvantaged than he or she would be in the event of a divorce, and urges the Minister for Women's Affairs to consider this recommendation. (1986)
- 16.5 Fines for Drunk Driving**  
**URGE** the Ministers of Transport and Justice to investigate the claim that judges are not making full use of legislative changes that trebled maximum fines for drunk driving three years ago, and rarely utilise the provision for confiscation of drunk driver's cars that exists under the Criminal Justice Act 1985. (1991)
- 16.6 Oaths and Declaration Act**  
**URGE** the Minister of Justice to revoke the requirement of the Oaths and Declarations Act that children under the age of twelve must prove a special understanding of the responsibility involved in promising. (1992)
- 16.7 Children, Young Persons and their Families Act 1989**  
**URGES** the Minister of Social Welfare to amend the Children, Young Persons and their Families Act 1989, Section 22(h) to read  
"The presence of a lay advocate to take the child's part be mandatory at Family Meetings and Family Group Conferences"  
and to remove the words "or paragraph (h)" from subsection (2) of the same section. (1994)
- 16.8 Section 59 Crimes Act**
- (a) **SUPPORT** the Commissioner for Children's call to repeal section 59 of the Crimes Act 1961 which allows parents to use reasonable force in disciplining their children, and
  - (b) **URGE** the Minister of Justice to repeal Section 59 of the Crimes Act 1961 so that children are provided with the same right to protection from the use of physical force as adults have. (1994)
- 16.9 Matrimonial Property**  
**IN** view of the increase in the number of women in de facto relationships (80,745 - 1991 census figures) and in light of the recommendations contained in the Report of the Working Group on Matrimonial Property and Family Protection 1988, urge the Minister of Justice and Women's Affairs to prioritise and action the Report and to introduce legislation to correct the anomalies highlighted, before the end of 1994. (1994)

- 16.10 Criminal Justice Act 1985**  
**URGES** the Minister of Justice to amend Section 139 of the Criminal Justice Act 1985 to provide for the prohibition of the publication of the name of any person affected by the section to include offences of a similar nature committed against New Zealanders overseas. **(1996)**
- 16.11 Same Sex Marriages**  
**URGE** the New Zealand government to pass legislation allowing couples of the same sex to legally celebrate their entry into a relationship in the nature of marriage and to have that relationship formally acknowledged. **(1997)**
- 16.12 Statutory Duty**  
**URGES** the government to reinstate the statutory duty of the Human Rights Commission and the Race Relations Conciliator under the Human Rights Act 1993, to examine New Zealand's acts, regulations, policies and administrative practices, and to report to the Minister of Justice on any conflict with the Human Rights Act. **(1998)**  
Rationale:  
 The introduction of legislation with respect to Consistency 200 and the altered process, weakens the protection of Human Rights of New Zealanders within the framework of United Nations Covenants and Conventions.
- 16.13 Social Security(Conjugal Status) Bill**  
 In response to the Beijing Platform for Action issues (a) Women and poverty and (b) Women and violence, strongly **URGES**
1. the government of New Zealand to abandon the Social Security (Conjugal Status)Bill and to develop a regime which encourages women to move away from violence in a relationship and which sends a clear message to violent partners that society reserves the right to impose financial as well as criminal penalties for violent behaviour.
  2. The Minister of Social Welfare to re-evaluate both the time restriction of a period of six months emergency benefit in lieu of a domestic purposes benefit, and the criteria used to determine who qualifies for an emergency benefit. **(1998)**
- Rationale:  
 There are two motives for the introduction of this Bill, namely:
- (i) The desire to support women wanting to leave violent relationships
  - (ii) Fiscal consideration.
- This Bill perpetuates the view that violence against women is the responsibility of the woman involved and does not place responsibility where it should lie – with the violent man.  
 If fiscal considerations are foremost, the Department of Social Welfare could rigorously prosecute women on the DPB to reduce the numbers and therefore expenditure. The possibility of making savings from women who are living in violent relationships is abhorrent.
- 16.14 Access to Legal Aid**
- THAT** the New Zealand Federation of Business and Professional Women Inc urges the Minister of Justice, Minister of Women's Affairs, Minister of Health, and relevant Ministers to unite to enable any woman experiencing Domestic Violence and seeking a Protection Order, immediate access to Legal Aid **free of charge regardless of income** and ask the above Ministers to increase the funding for Legal Aid to family lawyers acting on domestic protection issues". **(2009)**
- Rationale:

**17.0 STATUS OF WOMEN**

**17.1 Shared Responsibility by Both Spouses**

17.1.1 **THAT** the Federation adopt as Policy recognition that acceptance of shared responsibility by spouses for the upbringing of children and the upkeep of the home is essential if married women are to have equality of opportunity in economic, civil and political life.

17.1.2 **THAT** clubs be encouraged to support and sponsor activities that would help to achieve general acceptance in New Zealand of the principle that responsibility for child rearing and home-making should be shared by both spouses. **(1979)**

**17.2 Women's Commissioner**

**OPPOSES** the establishment of a Women's Commissioner and lobbies for the funding available for a Women's Commissioner to be allocated to the Ministry of Women's Affairs as an increase in its budget. **(1997)**

**17.3 Women's Human Rights**

That NZFBPW **URGES** the International Federation of Business and Professional women to lend its support to:

- (a) the exposure of all regimes which dehumanise, degrade, or stifle the voice of women or treat them as second class citizens, be it through cultural, religious or political means; and
- (b) monitoring by BPW International Status of Women Committee of breaches of women's human rights world wide, to keep each BPW Affiliate informed, encouraging them to actively fight for the rights of these women in their own country by highlighting the women's plight, organising petitions, lobbying their governments and any other appropriate legal activity. **(1999)**

Rationale:

In a national organisation it is easy to become passionate and deeply involved in a local issue. However, we are part of an International organisation and our objective is to try to improve that status of all women. To do this we need to keep apprised of situations and conditions under which women are suffering injustices under a worldwide co-ordinated approach.

**17.4 Right to Vote**

That BPW NZ promotes and encourages women to exercise their right to vote. **(2003)**

Rationale:

It is our right and responsibility as part of a democracy to vote in General and Local Government elections. In most recent elections, however, voter turn out was very low. Despite a lack of confidence in government processes, and time frames for change, women need to be encouraged to believe that their one vote can influence the way our nation is run, and act upon that belief by voting.

**17.5 Sexual Harassment**

**THAT** members, as individuals or through their clubs raise women's awareness of the provisions of New Zealand's Human Rights Legislation concerning sexual harassment. **(2000)**

## 18.0 VIOLENCE & CRIME

### 18.1 Control of Semi-automatic Rifles

**THAT** NZFBPW urge the Government to implement appropriate measures to control and restrict the ongoing public and private sale of those semi-automatic weapons already in circulation in New Zealand, for example by special licensing, limited authorised dealerships, amnesty or total recall. (1991)

### 18.2 Pornography

#### 18.2.1 Enquiry into Pornography

**THAT** the Federation urge the Minister of Justice to act with all speed in implementing the prime recommendation of the Committee of Inquiry into Pornography by rationalising all legislation presently dealing with aspects of pornography into one legislative code. (1989)

#### 18.2.2 Sentences for Pornography Offences

**URGE** the Minister of Justice to increase the maximum sentence imposed for charges for possession and sale of indecent videotapes and other pornographic material, to better reflect the seriousness of the crime, the substantial profit made from such perversion and the need for strong deterrent effect. (1992)

#### 18.2.3 Pornography on the Internet

**URGES** the Government to introduce legislation and controls to adequately monitor perpetrators of child pornography on the internet and to impose upon them greater penalties than at present. (2002)

### 18.3 Treatment for Sex Offenders

**URGE** the Minister of Justice to fully implement the recommendation of the 1989 Roper Report on prisons in relation to the treatment of Sex-Offenders, particularly recommendations that two Sex-Offender Treatment Centres be established providing treatment upon entry to prison and throughout the term of imprisonment, a structured pre-release programme and post-release assistance.

### 18.4 Training for Nurses

**URGE** the Ministers of Health, Police and Justice to enable female nurses to gain appropriate training and authority to examine a victim of rape or sexual assault. (1993)

### 18.5 Violence Against Women:

#### 18.5.1 Funding for HAIPP

**URGE** the Ministers of Social Welfare, Police and Justice, to ensure the continued funding of the Hamilton Abuse Intervention Pilot Project (HAIPP) so that this project can complete its three years and be evaluated, with a view to the introduction of such schemes in other areas if the evaluation is positive. (1993)

#### 18.5.2 Protections Orders

**THAT** the Government to take urgent action to improve the implementation of the legislation relating to protection orders to ensure that such orders are effective in providing protection for battered women and their children. (2008)

##### Rationale:

- The key issue for NZ NGOs is the level of violence against women and children in New Zealand. Domestic violence includes both physical and psychological violence, bullying, and harassment. Laws are adequate but application is poor and resources inadequate.
- The recent report “The Cutting Edge - women’s experiences of protection orders” identified from women’s experiences of protection orders that little action is taken to deal with repeated breaches of protection orders.
  - Few convictions are made and sentences are trivial
  - There are ineffective controls after a breach, with a huge gap between women’s experiences and the justice and legal system’s responses.
  - Legislation is sound but implementation by police, lawyers, judges and courts is poor. Decisions are often contrary to international research findings. 61% of judgments are not based on mandatory risk assessments.
  - Family Court judges are not required to give reasons for denying an application for a protection order, seriously compromising the ability of the applicant to appeal the decision.
  - Judges do not have training before taking protection order cases.
  - 214 women and children have died from family violence since 1996.

- Battering and sexual abuse co-exist in 60% of cases
- 70% of boys who see their mother being abused will themselves become abusers.
- CEDAW Article 2 (c) requires Parties “to establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination”
- CEDAW Article 5 (a) states that “Parties shall take all appropriate measures to modify the social and cultural patterns of conduct of man and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority of the superiority of either of the sexes or on stereotyped roles for men and women

#### 18.5.3 Campaign to End violence Against Women

**THAT** members support the campaign to end violence against women and urge their organisations to ensure that their members know about how to exercise their right to live without fear of violence, and are aware of the information, resources, support, protection and assistance available in their communities for victims of domestic violence. (2008)

##### Rationale

- Research shows that domestic violence is a gender issue, the perpetrators are overwhelmingly male and that education / counselling programs for women are vital in empowering women to deal with domestic violence.
- CEDAW Article 5 (a) states that “Parties shall take all appropriate measures to modify the social and cultural patterns of conduct of man and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority of the superiority of either of the sexes or on stereotyped roles for men and women”
- BPW NZ Policy does not include formal acknowledgement of our stance on domestic violence.
- BPW has a key role to play in ensuring that women are aware of what resources are available in their own community to protect and support women dealing with domestic violence.

#### 18.5.4 Government Funding Refuges

**THAT** the Government fully funds women’s refuges. (2008)

##### Rationale

Women’s Refuges are struggling to meet a 65% increase in demand over the last 5 years without any corresponding increase in government funding. They are very concerned about being able to meet further increases in demand generated by the advertising campaign “It’s not alright”. At present Government only funds 45% of refuge budget, the remainder has to be raised by refuge itself. Government Ministers will not discuss funding with IWR and have no answers to the problem. Heather Henare, CEO of Independent Women’s Refuges quotes the following statistics :

- 50 refuges throughout New Zealand
- 759 workers, only 230 of whom are paid, 529 are volunteers.
- The average age of women seeking refuge is dropping, 25% are now 26-35 years.
- Domestic violence is a gender issue, the perpetrators are overwhelmingly male.
- Psychological abuse has an even greater impact on women than physical abuse.
- Most domestic homicides occur after a women has left her partner.
- Education / counseling programs are vital in empowering women to take action and get out of a violent situation but they must be encouraged, not mandated.
- CEDAW Article 2 (c) requires Parties “to establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination”
- Adequate funding of refuge services is a critical element in ensuring the safety of women and children who have to flee a violent relationship.

#### 18.5.5 Domestic Violence Act – Protected Persons

**RECOGNISING THAT** in the NGO Report to CEDAW in July 2007 the overwhelming concern for New Zealand Women was violence in all it's forms; **ACKNOWLEDGING THAT** the Domestic Violence Act provides for programmes for Protected Persons, usually women and children, but that the uptake of these programmes is only 6% ; all clubs are urged over the coming year to lobby the Ministers of Justice and Women's Affairs to:

- i) review and amend Section 29 of the Domestic Violence Act to ensure that Protected Persons are directed to commence programmes within six months of any Protection Order being made.
- ii) provide increased education and resourcing to promote the benefits of such programmes. (2008)

##### Rationale

Section 29 of the Domestic Violence Act provides that the Court Registrars may authorise programmes to Protected Persons or their Children for up to three years after the making of a Protection Order. Under Section 32 of the Domestic Violence Act the Court must, unless there is good reason not to, direct the Respondent to attend a programme. Many Family Court Judges report recommending women attend programmes and the Courts write to all Protected Persons advising them that there are programmes, for groups and individuals, available and free. The letter strongly recommends the uptake of a programme and notes that those who have attended report many benefits. Unfortunately whilst the Domestic Violence Act provides for programmes for Protected Persons, usually women and children, the uptake of these programmes is only 6%;

Given that a programme

- (a) assists the protected person to deal with the effects of Domestic Violence by educating, informing and supporting that person and building that person's self esteem; and
- (b) increases their understanding about the nature and effects of Domestic Violence, including the intergenerational cycle of violence; and
- (c) raises the person's awareness of the social, cultural and historical context in which Domestic Violence occurs in order to help that person put past experience in perspective; and
- (d) assists the protected person to address safety issues and put in place strategies to maximise their safety; and
- (e) (i) provides information about the effect of Orders and the way in which the Act operates; and
  - (ii) builds support networks; and
  - (iii) provides details of programmes available for Children; and
  - (iv) provides details of programmes for Respondents; and
- (f) develops of realistic expectations of behavioural and attitudinal change in respondents; and
- (g) assists the protected person to identify and explore options for the future.

These programmes are invaluable, particularly in preventing the intergenerational transmission of violence and assisting women to move forward in their lives, breaking the pattern of returning to the abuser.

The recognized benefits for women attending these programmes is huge. The cost to these women (and society) who continue to return to the abuser or repartner, as many do, with a similarly abusive partner has been previously well documented by a Report undertaken by Susan Snively. Within the Cutting Edge Report 2007 those women who reported undertaking programmes/counselling seemed to move on positively, most quickly and were less likely to return.

Given the research that we now have that much violence is intergenerational, and that domestic violence is enormously damaging to children and predictive of serious adjustment difficulties later in life, mandatory programmes will go along way to ensuring women, especially Mothers gain the skills and knowledge they need to protect themselves and their children.

BPW has policy on Women's Human Rights 8.5, Sexual Harassments 11.15, and on Sexual Abuse under 18.3 and 18.4. Policy 13.13 **Domestic Violence** simply encourages an annual presentation on domestic violence and promotion of material. This Resolution seeks active involvement by clubs in programmes that can and do increase the wellbeing and status of women (and their children) who are subject to domestic violence.

## **18.6 Funding for Victims of Sexual Abuse**

18.6.1 **ASK** the Government to provide sufficient funds to run a full-time service for all Rape Crisis Centres and Women's Refuges. **(1993)**

18.6.2 **URGES** the government to provide sufficient, long term funding to ensure that:

- i) Fully subsidized counselling and therapy are provided to victims of sexual violence for as long as is necessary to enable the victim to deal with the trauma and cope with every day life, and that
- ii) These services are available free of charge to all survivors of sexual violence throughout New Zealand. **(2005)**

### Rationale:

- The government has recently drafted an Action Plan for the Reduction of Violence and Sexual Violence; however it has not specified a remedy for the problem faced by many survivors of sexual violence regarding the cost of counselling. Research has shown that sexually abused women are taking longer to recover from their ordeal because of the high cost of counselling and restricted access to subsidized therapy funded by the Accident Compensation Corporation. Some women report feeling pressured to finish counselling before they are ready due to lack of financial resources.

- **The scale of the problem is huge as New Zealand research suggests that up to 1 in 4 women may have had one or more unwanted sexual experiences before the age of 12. For adults, the National Survey of Crime Victims (NZ) in 1996 suggests that 1 in 16 women is sexually assaulted per year.**
- While not all people with a history of sexual abuse will experience serious long-term negative effects on their lives, the list of possible long-term consequences of sexual violence is long. These include a wide range of mental health problems such as depression, substance abuse, eating disorders, anxiety disorders, suicide attempts and self-harming behaviours.
- Government funding for services for the resolution of the effects of sexual violence is essential for maximization of the individual's quality of life and for the society as a whole. That New Zealand subscribes to this view seems evident from:
  - i) New Zealand's role in co-sponsoring the UN Commission on Human Rights Resolution 2003/45 Elimination of Violence Against Women, which "encourages States to ensure that women have access to comprehensive and accessible health services and programmes and to health-care providers who are knowledgeable and trained to meet the needs of patients who have been subjected to violence, in order to minimize the adverse physical and psychological consequences of violence" and "calls upon States ...to support initiatives undertaken by women's organizations and non-governmental organizations on the elimination of violence against women .... Including in the area of support services for victims".
  - ii) The Safer Communities Action Plan To Reduce The Victims' Rights Act 2002
  - iii) Community Violence and Sexual Violence, released in June 2004

*This resolution is in accordance with articles 5, 6 and 13 of CEDAW and paragraph C3 and D of the Beijing Platform for Action.*

**18.7 DNA Sampling**

**URGE** the Ministers of Justice and Police to introduce legislation providing for:

- a) Retention of DNA samples, upon conviction where samples have already been obtained, for the purposes of establishing a DNA information bank; and
- b) Authority to take samples from suspects for a crime currently under investigation who have been previously convicted of serious violence and sex related offences where DNA samples have not already been obtained. (1993)

**18.8 Roper Report**

**AGAIN** urge the Minister of Justice to fully implement the recommendations of the Roper Report on prisons (reaffirming policy 18.1) and in particular to provide for compulsory rehabilitation courses for those convicted of sexual abuse or violent crime; and further urges the Minister to make provision for adequate funding for such courses to be available both in prisons and in the community. (1994)

**18.9 Criminal Responsibility**

18.9.1 **RECOMMENDS** that the Minister of Justice lower the age of criminal responsibility to 10 years for crimes of sexual violation or aggravated robbery. (1995)

18.9.2 **RECOMMENDS** to the Minister of Justice that those children and young persons found guilty of such offences referred to in 18.7.1 should be housed in a secure place with sufficient resources for them to attend compulsory therapeutic courses conducted by suitably qualified and experienced personnel. (1995)

**18.10 Invasive Crime**

**SUPPORTS** the submission to Government by Victims Of Invasive Crime (V.O.I.C.E.) for

- a) A minimum 17 years sentence for murder
- b) Detention of offenders until the Parole Board is completely satisfied that their release would not
- c) put the community at risk (2002)

**18.11 Review of Acts**

18.11.1 **REQUESTS** the Minister of Justice to review the Parole Act to ensure that the earliest time for a parole application and review is increased from one third of the sentence served to two thirds. (2003)

18.11.2 **URGES** the Minister of Justice to ensure the right of juries to be informed of previous relevant or similar convictions of defendants. (2008)

Rationale

Juries need to make fully informed decisions with regard to the people they are expected to judge guilty or not guilty.

- By withholding background information from juries, there is an implication that those selected are incapable of making impartial, informed choices.
- The Evidence Amendment Act 2006 codifies a lot of the judicial discretion that now can take place. The challenge is for the judges to make sure that this discretion is used (particularly in cases of sexual and domestic violence) so that the juries do have all the relevant information.
- The suppression of evidence in the Louise Nicholas case which was deemed likely to bias the jury in favour of the plaintiff was withheld. It was felt by many people that through this action that the legal defence for the then accused was able to exploit the plaintiff's character, and suggest to the jury that such behaviours by the accused was incredulous and fanciful.

#### **18.12 Increase in Legal Aid**

**URGES** the Ministry of Justice and Legal Aid Service Agency to increase the hourly rate currently paid to fund legal aid in any court of New Zealand where the legal aid covers legal costs pertaining to the protection of women and their families from violence and abuse. **(2007)**

Rationale:

## 19.0 GENERAL EXTERNAL POLICY

### 19.1 Nuclear Weapons

19.1.1 **THAT** this Conference voices its wholehearted approval of the action already taken by the Executive in correspondence with the Prime Minister and subsequent study in connection with the recent hydrogen bomb tests in the Pacific Trusteeship area, and urges the Executive to continue study and action along the same or similar lines. In addition, this Conference feels that for a permanent solution of the problems the manufacture of atomic and hydrogen weapons of mass destruction should be abandoned and existing stocks destroyed, and that research in atomic and nuclear science and its application should be directed only to peaceful purposes and the betterment of mankind. (1954)

19.1.2 **THAT** the Federation reaffirms its resolution regarding nuclear research and in line with that policy resolves that the Prime Minister be advised that the Federation

- (a) supports his policy of opposition to the projected nuclear testing by the French Government in the Gambier Islands, and
- (b) opposes the use of nuclear weapons in the settlement of international disputes, and supports the work of the Disarmament Conference at Geneva.
- (c) desires that the New Zealand Government endeavours to interest the nationals of the world in the extension of the Antarctic nuclear-free zone to the whole of the Southern Hemisphere with a view to further extension as and when opportunity permits. (1963)

#### 19.1.3. French Nuclear Testing

**THAT** being aware of the international theme for the next triennium and its importance to the whole human race, and also of the United Nations Conference on Human Environment at Stockholm, Sweden in June 1972, and learning of the intention of the French Government to resume nuclear tests in the South Pacific in 1972, and of protests made by the New Zealand Government and the Australian Government against the further subjection of the inhabitants of the South Pacific to additional pollution of their environment by fall-out of poisonous substances from the explosions; the Federation urges the IFBPW clubs through its representative to the United Nations Conference on Human Environment at Stockholm Sweden, in June 1972, to seek the support of the delegates in conference assembled for a protest to the French Government against the policy of nuclear testing in the South Pacific, and also for a request to that Government for a declaration of intent on the part of France to sign and thereafter adhere to the Partial Nuclear Test Ban Treaty 1963, and abandon atmospheric nuclear testing permanently. (1972)

19.1.4 **THAT** concerned about the need for:

- (i) the control of atomic energy
- (ii) the limiting of nuclear test explosions
- (iii) protection against radiation
- (iv) disarmament, and

believing that a general treaty amongst nuclear and non-nuclear powers on the non-proliferation of nuclear weapons is of the highest priority, the Federation

- (a) commends the New Zealand Government on measures being taken to stop nuclear tests and explosions and supports a continuation of such efforts, and
- (b) urges it to continue to press for such universal co-operative measures as will:
  - (i) effectively cease nuclear testing, other than for the betterment of mankind, and
  - (ii) verify the existence of stockpiles of nuclear weapons in order to create a reliable worldwide surveillance system.

**THAT** the above resolution be sent to the International Federation as well as to the French Federation of Business and Professional Women and any other national federation we think appropriate. (1973)

19.1.5 **THAT** Federation reaffirms in the strongest possible terms its opposition to the use of nuclear weapons, the escalation in the manufacturing of these, any nuclear bomb-testing in the Pacific, AND  
**THAT** Federation affirms its support of any move to declare the South Pacific a nuclear-weapons-free zone, AND

**THAT** in implementing the above this resolution be forwarded to the International Conference of Business and Professional Women with copies also sent to the Prime Minister, leaders of the opposition parties, all women MP's and the National Council of Women, AND

**THAT** Federation urge the Government to take positive steps to ensure that New Zealand is not made a target for a nuclear attack by ensuring that no military base in New Zealand carry stocks of weapons with nuclear warheads or stocks of any other nuclear weapons, AND

- THAT** Federation urge the Government not to permit the building of nuclear silos in New Zealand (with particular reference to Mt. John and Black Birch areas). (1983)
- 19.1.6 **THAT** Federation reaffirms the policy opposing the use of nuclear weapons. (1985)
- 19.1.7 **THAT** Federation supports a ban on visits by nuclear armed vessels. (1985)
- 19.1.8 **Nuclear Free Zone**  
**ENTREAT** the Government to honour the intentions of the Nuclear Free Zone, Disarmament, and Arms Control Act by maintaining the moratorium on visits by nuclear-powered ships. (1992)
- 19.1.9 **Nuclear Power**  
**THAT** Federation shall continue to promote or support all measures towards the creation of informed and responsible public opinion on the uses of nuclear power and its implications for New Zealand and in world affairs. (1956)
- 19.2 Housing**  
**THAT** strong representations be made to the Government to ensure that in view of the world food shortage and the rapid growth of New Zealand towns, and in order to avoid the indiscriminate encroachment on good agricultural land, active encouragement be given to the provision of housing with a greater density of population to the acre within easy reach of industrial centres. (1954)
- 19.3 Playground Safety Standards**  
**THAT** NZFBPW urge the Government to require all local authorities and Boards of Trustees to adopt the Standards Association safety standards for playgrounds by the end of 1992. (1991)
- 19.4 Superannuation**
- 19.4.1 **URGE** the Prime Minister, Minister of Social Welfare, Leader of the Opposition and Opposition Spokesperson on Social Welfare, to develop a bi-partisan, long-term policy on superannuation prior to the next election. (1992)
- 19.4.2 **URGES** the Government of New Zealand to ensure that changes in policy for National Superannuation schemes include transition provisions that ensure that those already in the existing scheme are not disadvantaged and can enjoy the benefits of the new regime. (1999)
- Rationale:  
Changes to national superannuation which do not make provision to ensure fairness in changes from one regime to another may cause hardship for those caught in transition and to women in particular because:
- women are disproportionately represented among low income earners
  - women are less able to save for retirement because of broken employment patterns and the fact that society does not acknowledge the value of their unpaid work in the home and community
  - women live longer than their male counterparts and will need to save more and manage on less
- 19.4.3 **Compulsory Retirement Scheme**  
**THAT** BPW New Zealand oppose the introduction of a Compulsory Retirement Savings Scheme. (1997)
- 19.5 Banning of Dangerous Dogs**  
**CALL** upon the Minister of Local Government to ban without delay the importation and ownership of those breeds of dogs considered dangerous - including the pit bull terrier, the Japanese tosa, the dogo argentino and the fila brasileiro - as well as their genetic material such as semen and frozen embryos. (1992)
- 19.6 Consumer Labelling**
- 19.6.1 **Standard Unit Pricing**  
**REQUEST** the national supermarket chains to introduce standard unit pricing on shelf labels for all pre-packaged products so that the consumer is able to make informed choices regarding the better value of different sizes of container, different brands, and/or different products. (1992)

19.6.2 **Country of Origin Meat**  
**LOBBY** the government to ensure that all meat or meat products on sale in New Zealand carry a label showing the country of origin. (2005)

5.3.1 **Rationale:**

- New Zealand needs to ensure that meat or meat products all carry the identity of the country that the meat was grown and also processed in. Since some meat is imported into New Zealand and then processed here it is labelled "Product of New Zealand". This does not indicate the source and the general public is led to assume that this is locally grown, where in fact it is not.
- For example, pork may be imported from countries that have Foot and Mouth Disease. Without doubt the meat is treated to limit any spread of the disease. However New Zealand's policy is that if there is an outbreak of Foot and Mouth Disease within New Zealand all meat is slaughtered and carcasses are incinerated to ensure that this virus does not enter the food chain.
- Foot and Mouth Disease is not the only imported disease that has arrived in this manner with the meat being sold to the general public removing their choice to purchase local meat known to be free from such potential hazards. New Zealand markets its 'clean green image'. Many BPW women run businesses associated with good food and promote this through the tourism industry. This unlabelled meat has the potential not only to damage the reputation of the New Zealand farming industry but to damage many businesses related to tourism, the environment and the export food market.

19.6.3 **Country of Origin Labelling of Food**  
**URGES** the Minister of Food Safety to introduce mandatory country of origin labelling on all food products. (2007)

Rationale:

19.7 **Prostitution**  
**URGE** the Ministers of Justice and Health to introduce amending legislation to decriminalise prostitution while maintaining legislative controls to protect the independence and welfare of sex workers. (1994)

19.8 **Judicial Commission**  
**LOBBIES** for the establishment of a Judicial Commission incorporating public representation. (1997)

19.9 **Justices of the Peace**  
**URGES** the Government to ensure an equitable representation of gender and ethnicity, as reflected by the population, in the appointment of Justices of the Peace. (1997)

19.10 **Nominations Service**  
**RECOMMENDS** that all BPW Clubs in New Zealand ensure that at least 20% of their membership is registered with the Nominations Service of the Ministry of Women's Affairs and the Consumer Appointment File. (1997)

19.11 **Multilateral Agreements on Investment (MAI)**  
**URGES** the Prime Minister to ensure that the public and Parliament have the opportunity to fully and democratically debate the provisions of any multilateral agreements including those on investment or the environment before any decisions are made. (1998)  
Rationale  
The Multilateral Agreement on Investment (MAI) for example, is an international treaty which would bind the present and future governments of New Zealand to a set of rule which allow foreign investor free access to invest any aspect of this country and to remove the profits of such investments at will. The provisions of the MAI have not been debated in Parliament. It is undemocratic to foist a binding agreement which has many unknown implications on New Zealanders, without their full knowledge and participation.

19.12 **Casinos**  
**LOBBIES** the Minister of Internal Affairs to ensure that communities can accept or reject casinos or other gambling venues on the basis of a majority community view. (1998)

**19.13 Code of Social Responsibility**

**THAT** in light of the low response rate to the Code of Social Responsibility discussion that NZFBPW Inc. advises the Minister of Social Welfare that it views with disquiet the possibility that legislative change may be made on these responses. (1998)

**19.14 Knowledge of Maori Culture**

**ENCOURAGES** Clubs to increase their knowledge of Maori culture and language in order to develop an awareness and understanding of our nation's foundations. (2005)

**6 Rationale**

- In founding BPW International, Dr Lena Madison Phillip's vision was to "achieve a just and equal status for women in all levels and areas of society where decisions are taken in true partnership ..., based on mutual respect, for a more balanced and peaceful world".
- She challenged the women present at the founding conference in 1930: "You are pioneers in the dream of peace and social justice. This dream will come to pass. It matters little whether you or I live to see the day. It is only important that each of us struggle without pause towards that day".
- The above remit draws on key elements of Dr Phillips vision: true partnership, mutual respect, and social justice. It envisages the beginning of a journey for BPW NZ, Clubs and members. We believe taking these steps will build understanding and pride in the uniqueness of New Zealand's peoples.

**19.15 Volunteer Liability**

**URGE** the government through the Minister of Internal Affairs and the Minister for the Community and Volunteer Sector, to develop specific legislation to protect volunteers from liability, as they give their services in good faith, so that the community may benefit from their actions. (2005)

Rationale:

- There are approximately 15,000 charitable trusts and 22,700 incorporated societies registered with the Companies Office. These figures do not include organizations that have no legal status. The majority of volunteers who are involved in these groups are women.
- The time and considerable expense for women to be trained to meet regulations, increased compliance costs, the requirement of more documentation, the need for insurance to cover individual and group activities and the fear of litigation, has caused many volunteer groups difficulty in keeping their members let alone encouraging new ones.
- Many events and activities are no longer taking place in communities because of the fear of litigation even though volunteers are acting in good faith. Looking after the neighbour's children or coaching at a sports club is now being put at risk for fear of prosecution under present OSH laws, or exposure to very expensive and lengthy Court proceedings filed by third party claimants.
- Community - based organizations, manned by volunteers, provide essential services and support to their communities at a local level, and on a national scale make a significant contribution to the economy and social well being of all New Zealanders.

**19.16 Migrant/Immigrant Women**

**URGES** the Minister of Social Development to introduce ways to improve the support, protection and legal rights of women sponsored to come to New Zealand under the immigration category 'Partnership' often with the intention to marry, who are then physically, sexually and/or psychologically abused while still on a visitor's visa. (2008)

Rationale

New migrant women move to New Zealand under the classification of Partner, being sponsored by men with the intention of a long term stable relationship including marriage. They enter New Zealand on a visitor's visa. A proportion of these relationships break down as a result of physical, sexual or emotional abuse and threats of withdrawal of sponsorship.

Police or Safe Houses are dealing with those desperate enough and supported enough to seek help. However, there are those who are afraid to approach the police and do not know where and how they can get help. Instead they feel they cannot leave the abusive situation. Police records publish the type of abuse reported i.e. physical or sexual, however there is a lack of information of the total number of instances of abuse in these kinds of relationships. SHAKTI and other women's refuges report to the Ministry of Social Development (MSD) of the number each year of those new migrants seeking help.

If sponsorship is withdrawn before permanent residency has been granted, the sponsored partner must return to their country of origin. Children born within these relationships are registered as New Zealand citizens and

this creates huge stress on the mother if she is deported and difficulties for social services and immigration. The women have no legal rights in New Zealand, usually have no financial independence and no legal means of support. If they do not return to their country of origin, they become overstayers.

The most recent NGO's CEDAW report expressed concern for the plight of these sponsored women and also the instances of trafficking and exploitation of women particularly from Asian countries. More could be done to assist sponsored women already in New Zealand who are suffering abuse.

## SECTION C: HISTORICAL POLICY

### H1.0 ADMINISTRATION

#### H1.1.1 Federation Policy

**THAT** the policies formulated in the resolutions of past Conferences be attached to the Manual in a loose-leafed book. (1977)

H1.1.2 **THAT** the fee structure be changed to allow an affiliation fee or per capita levy of say \$7.50 per member (plus GST), to be discussed further by the 1985-1987 Executive. (1985)

H1.1.3 **THAT** the 1989-1991 Executive undertake a thorough revision of Article XII and XIII of the Constitution (Trustees) and thereon reports back to 1991 Conference (1989)

H1.1.4 **THAT** the Manual be amended by the Constitution Advisory Committee to give clearer instructions to clubs. (1983)

### H1.2 International Meetings

#### H1.2.1 1985 Board Meeting/Congress - to be held in New Zealand

**THAT** the action of the National Executive in agreeing to host a Congress in 1985, if the restructuring takes place, to be endorsed.

#### H1.2.2 Venue 1985, Board Meeting/Congress

**THAT** the venue to be Auckland (as agreed Council 1982), the exact venue to be left to the National Executive to decide). (1983)

#### H1.2.3 Regional Conference

**THAT** the Federation goes into the question of the practicability of organising a Regional Conference between the New Zealand, Australian and Philippines Federations, with women from other Asian countries to be invited to attend. (1953)

#### H1.2.4 Singapore BPW Association - Asian Conference

**THAT** we agree in principle to the holding of an Asian Conference. (1978)

**THAT** we offer to hold a future Conference. (1978)

**THAT** we recommend that the first Conference be held in Thailand. (1978)

**THAT** we recommend that the Conference be for not less than five days. (Topics suggested were - Status of Women, including legal rights, illiteracy, education, health, women in industry). (1978)

**THAT** such a Conference be held no sooner than 1981, or in a year in which no IFBPW meeting was to be held. (1978)

#### H1.2.5 Briefing of Travellers

**THAT** a study of the position should be made with a view to devising means of preparing travellers for more adequate enjoyment of, and benefit from their trips, and equipping them to bring back something of definite value to themselves, their professions and New Zealand. (1954)

#### H1.2.6 Overseas Travel Fund

**THAT** clubs be asked to look into the question of a sales table at Conference, funds from which are to go to the Overseas Travel Fund. (1972)

#### H1.2.7 Young Career Women Member to attend Congress

**THAT** the New Zealand Federation of Business and Professional Women Inc sponsor a young career woman member of the New Zealand Federation to the XVIII IFBPW Congress at The Hague in 1987, subject to confirmation by a postal vote. (1986)

### H1.3 Conference Council

#### H1.3.1 Roster of Clubs willing to host Council/Conference

**THAT** the Executive investigate the drawing up of a roster of clubs willing to hold Council Meetings and/or Conferences in their towns or cities, and **THAT** the Executive take the result of their investigations to the next Council Meeting for further action. (1971)

- H1.4.1 **THAT** Miss Daphne Chapman be made a life member of the New Zealand Federation of Business and Professional Women (Inc). (1989)
- H1.5.1 Federation Levies**  
**THAT** the annual per capita levy to BPW NZ be \$45.00 + GST. (2006)
- H2.0 ECONOMIC AND EMPLOYMENT**
- H2.1 Taxation and Social Security Benefits**
- H2.1.1 **Persons paying PAYE under S Codes**  
**THAT** the Minister of Social Security be asked to review the social Security Benefit of persons who are working and paying PAYE under 'S' Code. (1971)
- H2.1.2 **Housekeeper's Exemption**  
**THAT** the Minister of Finance be urged to introduce an amendment to the Land and Income Tax Act to extend the 'Housekeeper's Exemption' to include any person who is solely responsible for the care of a dependent relative in the home. (1971)
- H2.1.3 **Petrol Tax Revenue**  
**THAT** apart from the percentage of petrol tax which is available to local bodies the total revenue from the petrol tax should be made available to the National Roads Board Fund and that none should be channelled into the Consolidated Fund. (1977)
- H2.2 **Intellectually Handicapped Children**  
**THAT** the Federation urge the Government to further the facilities already granted to the Intellectually Handicapped Children's Parent's Association Occupational Group for the advancement of occupational therapy and advocate the extension of occupational group assistance to Senior IHC Groups. (1956)
- H2.3 **Fare Concessions**  
**THAT** the Federation shall support any approach by clubs to local Transport Boards throughout the country with the request that a substantial reduction be granted to Age Beneficiaries during the non-rush hours. (1957)
- H2.4 **Employment Opportunities**  
**THAT** the Federation urge the Government to take steps to set up a unit for co-ordinating research, planning, programming and action on women workers' opportunities, needs and problems. (1965)
- H2.5 Equal Pay**
- H2.5.1 **THAT** this Conference recommends that letters be sent to the Prime Minister and the Minister of Labour asking that the New Zealand Government give its approval to the "Equal Pay for Equal Value' Convention and to the implementation of the decision made by the I.L.O. Conference in June 1951. (1952)
- H2.5.2 **THAT** the above policy be reaffirmed (1953, 1954, 1957,1969)
- H2.5.3 **THAT** satisfaction be expressed at the proposed introduction of Equal Pay legislation. (1972)
- H2.6 **Consumer Council**  
**THAT** the Federation support the Consumer Council, and that clubs and individual members of clubs should be urged to also support it. (1961)
- H2.7 **Special Tax Code Certificates**  
**THAT** the Federation requests the Minister of Finance to initiate a scheme giving more effective publicity to the advantages of using the Special Tax Code Certificates which are available upon request in particular for those in secondary employment, whose tax deductions at source at 19c in the dollar are insufficient to meet their annual tax liability (1977)
- H2.8 **THAT** the Federation seek assurance from all political parties that the legislative changes required to remedy defects in the Equal Pay Act 1972 be introduced with all speed. (1985)

H2.9 **Older women Pre-employment Orientation Courses**  
**THAT** the provision of pre-employment orientation courses for older women with financial incentives and where necessary either refresher courses or technical training so that they can take up paid employment if they so desire be referred to the Economic and Employment Conditions Committee (1977)

H2.10 **THAT** all clubs are encouraged to nominate representatives to sit as members on their local Employment Advisory Committees (1983)

### **H3.0 HEALTH**

H3.1 **THAT** noting with concern the high percentage increase in patient:doctor ratio in the rural and semi-rural areas recorded by the Department of Health in its annual report for the year ended 31 March 1968, and the comment “if this trend continues it must lead eventually to a doctor shortage, even in the towns, whilst the existing shortage in some rural districts will get progressively worse” and knowing the difficulties associated with recruitment and retention of competent public health nurses, social workers, specialists, to serve rural areas, Federation commends the Minister of Health for the steps he has already taken to improve the position and urges him to search even more vigorously for ways and means of achieving:

- (a) a more equitable urban and rural distribution of medical practitioners and an increase in their numbers; and
- (b) a stronger supporting service (nursing and specialist) for medical practitioners in the rural areas.

(1969)

### **H3.2 Nursing**

H3.2.1 **THAT** in view of the importance to the community of reforming nursing education the Ministers of Health and Education be urged to set up study Committee including representatives from the nursing profession to study the Carpenter Report in depth and to bring down recommendations for its implementation. (1971)

H3.2.2 **THAT** in the matter of the Royal Commission to inquire into the report upon hospital and related services the Federation was deeply interested in all aspects of the inquiry and had a special concern for the need for changes in the system of nursing education as a factor in the quality of patient care at all levels. (1972)

### **H3.3 Easier Access for Physically Handicapped**

H3.3.1 **THAT** the Federation commends all local bodies which have already adopted by-laws requiring that suitable access by ramps and kerb crossings to be provided to public buildings, universities, hospitals, schools, banks, churches and hotels, and urges clubs to press for adoption and implementation of same in their areas. (1975)

H3.3.2 **THAT** this policy be reaffirmed (1986)

### **H3.4 Noise Laws**

**THAT** the Federation urge all Members of Parliament to support Dr Bassett’s proposed private members bill on noise control (1981)

### **H3.5 Midwife’s Professional Standing**

**THAT** the Federation express its dissatisfaction to the Minister of Health, Minister of Women’s Affairs and the New Zealand Medical Association concerning the present professional status and role of the New Zealand midwife. (1985)

## **H4.0 LEGISLATION**

### **H4.1 Jury Service**

**THAT** it is the policy of the Federation that jury service should be on the same basis for men and women and that it be a recommendation to the Executive that the matter should be taken up again with the new Minister of Justice. (1954, 1959 and 1965)

- H4.2      **Status of Women**  
**THAT** the Federation urge the Government to set up a Status of Women Commission.      **(1967, 1969 and 1970)**
- H4.3      Role of Women in the Community**
- H4.3.1    **THAT** the Government be urged to establish a Royal Commission early in 1973 on the role of women in the community.      **(1972 and 1973)**
- H4.3.2    **THAT** Standing Committees study the section or sections of the report on the Role of Women in New Zealand society which comes within their function, and make appropriate recommendations for Federation action or policy adoption, and
- H4.3.3    **THAT** all clubs study it so that they are aware of what has been recommended.      **(1976)**
- H4.4      National Advisory Committee on Women**
- H4.4.1    **THAT** Federation send a letter to the Hon J McLay congratulating him on his recent announcement that a National Advisory Committee on Women is to be set up as a restructuring of the Committee on Women, thus establishing a small committee with an active rather than a reactive role to speak on women's affairs, and
- H4.4.2    **THAT** Federation forward nomination(s) to the Minister for this Committee by 10 June 1981.      **(1981)**
- H4.5      **Air Pollution**  
**THAT** in view of the danger from increasing pollution of air the government be congratulated on the action already taken to control the hazard and be urged to exercise continued vigilance to deal with this hazard.
- H4.6      **Escapees and Parole People**  
**THAT** noting the growing public concern at the results of violent action by escapees and parolees, and recognising the social pressures on parolees, the Federation requests the Minister of Justice to take further measures both to protect society and the parolees and escapees themselves, with
- (a)    immediate police notification that an escape has occurred, and  
    (b)    suitable personnel in the escapee's home district be notified accordingly, and  
    (c)    more supervisors be employed to minimise the incidence of escapes      **(1975)**
- H4.7      **Detention Centres**  
**THAT** representation be made to the Minister of Justice urging that male offenders, thus standardising the system of corrective establishments for all offenders either male or female.      **(1971)**
- H4.8      **Speed Restrictions**  
**THAT** the Federation expresses concern at a proposal to abolish the speed limit of 20 kph when passing a stationary school bus and urges both Minister of Transport and Minister of Education to reconsider the move.      **(1977)**
- H4.9      **Common Concern**  
**THAT** the Federation joins Common Concern, Wellington.      **(1977)**
- H4.10     **Mining Laws**  
**THAT** the Federation press for the revised Mining Act to be presented to Parliament this session, the revision to ensure that all mining activities be subject to over-riding local body approval under the Town and Country Planning Act and that there should be provision for public participation in the consideration of prospecting and mining licences and that prospecting licences already granted should be suspended until the Act has been revised.      **(1981)**
- H4.11     **I L O Convention 89**  
**THAT** the New Zealand Government be urged to denounce ILO convention 89 and that clubs be asked to study the problems and effects of nightwork on women and men in their local communities so that an opinion can be put forward by the Federation to Government on the desirability of relaxing the restrictions on nightwork for women when the Factories Act comes up for amendment following the denunciation of Convention 89.      **(1979)**
- H4.12     Freedom of Information Act**

- H4.12.1 **THAT** noting the Committee on official information, set up by Government in 1978, presented its general report to the Prime Minister in December 1980, and that therein it has enunciated that the main principles behind an Official Information Act would be that information should be available unless there is good reason for withholding it and provision should be made for the proper collection, use and protection of personal information and to provide for proper access to it by those to whom it relates, and noting also that technological communication systems such as computers are being used more and more in New Zealand, not only in the public but also in the private sector, with no legislative protection for the privacy of individual citizens, the Federation urges the Government to bring down legislation in the 1981 Parliamentary Session on freedom of information such legislation to cover inter alia
- (a) maximum freedom of and ease of access to public information, and
  - (b) recognition of the right of individuals to know what information is held about them by both public and private authorities, and to challenge and correct it if it is wrong, and
  - (c) recognition of the right of citizens to the protection of their individual privacy. (1981)
- H4.12.2 The Federation further urges that this important legislation be not rushed but that adequate time allowed for full public participation through the Select committee system. (1981)
- H4.13 **Bill of Rights**  
**THAT** members obtain a copy of the White Paper on the Bill of Rights and that each club debate the issues involved there. The paper contains relevant background material to, and a draft of, the proposed Bill of Rights as a focus for constructive debate. It is intended that the document be referred to a Parliamentary Select Committee in late 1985 and members/clubs/Federation should be prepared to make informed submissions at the various hearings to be held throughout the country. (1985)
- H4.14 **Homosexual Law Reform**  
**THAT** the Federation supports decriminalisation of homosexual acts between consenting males over the age of sixteen (16) years (1985)
- H4.15 Reform in Parliamentary Representation and the Voting System**
- H4.15.1 **THAT** the Federation adopt as policy support for major reform in parliamentary representation and the voting system, urge the government as a matter of urgency to set up a Committee of Inquiry to consider ways and means of ensuring that this country has a more democratically-elected Government than now exists under the “first-past-the-post” system (1979)
- H4.15.2 **THAT** this policy be reaffirmed. (1986)
- H4.16 **Referendum on Proportional Representation**  
**THAT** NZFBPW urge the Government to honour its election promise to hold a fair and binding referendum on proportional representation before 1992, and that should the outcome be in favour then to introduce proportional representation without delay at the 1993 election. (1991)
- H5.0 PROJECTS**
- H5.1 **Ramallah**  
**THAT** monies collected on a voluntary basis be forwarded annually to the International Federation of business and Professional Women as a contribution towards the Ramallah Project. (1977)
- H5.2 **South Pacific University National Project**  
**THAT** a national project for the New Zealand Federation be approved, for a period initially of three years when it is to be reviewed, and accept in principle the proposition that the national project take the form of educational assistance (academic or technical) to a girl in the island territories of the South Pacific, and **that** the Executive be directed to determine any further study and research on the territory where the assistance is to be given and the form the assistance is to take i.e. whether in the field of tertiary education (university teacher training) or technical assistance such as Derrick Institute, Fiji, and to present the draft project to the 1970 Council meeting for adoption and implementation, and to recognise the need for regular revision of the national project. (1969)
- H5.3 South Pacific Education Project**
- H5.3.1 **THAT** the incoming Executive and the Projects Committee investigate the proposal of tuition fees of the University of the South Pacific and the scheme of education of high school girls in the South Pacific and the scheme of education of high school girls in the South Pacific, and that full details be forwarded to clubs with

a view to voting at the 1978 Council Meeting, and that the scheme be submitted to the New Zealand Government seeking approval for a Government subsidy. (1977)

H5.3.2 **THAT** Federation support the NCW project to send a girl from Western Samoa to attend the South Pacific Commission Community Education Training Centre in Suva, Fiji, to a maximum commitment of \$NZ300.00 p.a. for two years. (1979)

H5.3.3 **THAT** Federation support the Cook Islands project at a value of N Z250.00 per annum for the next two years, and that the matter be reviewed at the 1983 Conference. (1981)

#### **H5.4 Golden Jubilee Project**

H5.4.1 **THAT** the Federation have a Golden Jubilee Project and that we set up Golden Jubilee Fund to finance the Golden Jubilee Project, that the Federation's project be the selection of a New Zealand Career Girl, and that the Golden Jubilee Fund be used for this project and that it commences on 25 October 1977, and that finance for this fund be raised by clubs on a basis of a minimum of \$1.00 per member per year until Conference 1979, and that each club choose a career girl and that selection of the finalise be made at Conference 1979, and that the incoming Executive, Project Chairman and Finance Officer bring down rules for the contest to the 1978 Council Meeting. (1977)

H5.4.2 **THAT** the fund be \$3.00 per member, and that the winner only receive a prize, and that the amount of prize money be left to the Committee to decide, (the Committee later advising that the prize would be \$3,500.00), and that the clause "candidates can be nominated by two members of local BPW clubs, or by an allied women's organisation - NCW, Zonta, Quota, WDFP, Toastmistresses etc. be deleted, and that the panel and the five sections be Success ins Career, Personality, Personal Appearance, Community Involvement and Leisure Activities, Interview and Speech, and that any profit made at zone level be paid to the Federation.

#### **H5.5 Audio-Visual Tape**

**THAT** this Conference endorse the National Executive's decision to donate up to \$NZ600 towards the audio-visual tape being produced by the University of Auckland, and that the money be taken from the Projects Funds. (1983)

#### **H5.6 Women's Leadership Course**

H5.6.1 **THAT** the Projects Committee investigate the establishment of a Women's Leadership Course to be open to women of all ages. (1985)

H5.6.2 **THAT** a Leadership Course open to women of all ages not be undertaken by the Federation. (1986)

#### **H5.7 Rosemary Seymour Research Award**

**THAT** a donation of \$NZ400 to the Capital Fund of the Rosemary Seymour Research Award, as a national project for the two years until June 1987. (1985)

#### **H5.8 Massey University Study Award**

**THAT** the project be carried on for a further two years at NZ\$750.00 per annum. (1981)

#### **H5.9 Project No. 5-0**

**THAT** a donation of NZ\$500.00 each year be made to Project No 5-0, a joint project of five international women's organisations establishing centres for women and girls to receive training in low income-earning skills, as a national project for the two years until June 1987. (1985)

#### **H5.10 Jubilee Project**

**THAT** as a Golden Jubilee Project an Award for a Female Apprentice of the Year in a Non-Traditional Job be made. (1989)

### **H6.0 PUBLICATIONS AND PUBLICITY**

#### **H6.1 Publicity Leaflet**

**THAT** when the final badge design had been approved the printing of a publicity leaflet be actioned.  
(1975)

## H6.2 **Broadcasting**

**THAT** being aware of certain broadcast programmes being repeated for the benefit of those who have been unable to hear the initial broadcast, and believing that there are many programmes broadcast during the day which are of vital interest to working men and women but which are not repeated, the Federation urges the Broadcasting Corporation to consider the feasibility of repeating further programmes that are of special interest to both men and women at a time when business people will have the opportunity to enjoy them.

(1970)

(This Resolution was passed in implementation of a Resolution of Conference 1969).

## H6.3 **Badge**

H6.3.1 **THAT** we adopt the International Badge.

H6.3.2 **THAT** a competition be held to design a New Zealand Federation badge, but after discussion that no prize be offered for the design competition.  
(1972)

H6.3.3 **THAT** the NZFBPW badge be produced in stainless steel, sized approximately 220mm x 350 mm and suitable for outside mounting, be purchased by each club.

(1984)

## H6.4 **President's Brooch**

**THAT** an insignia of office in the form of a suitable brooch be provided for the New Zealand President.

H6.4.2 **THAT** in order to mark the end of office of the retiring President the Federation present her with a Past President Badge as a permanent symbol of her term of office, such a badge to be a small replica of the President's badge with the words "Past President" suitably inscribed.

H6.4.3 **THAT** the funds held in the Margery Toulson Trust Fund be used to purchase a more suitable chain for the Presidential badge.  
(1983)

## H6.5. **Newsletter**

H6.5.1 **THAT** the Executive, Publications and Publicity Committee and Finance Committee investigate the replacement of the newsletter. ( )

H6.5.2 **THAT** the Executive investigate the feasibility of publishing a newsletter 3 to 4 times a year. (1982)

## H6.6.0 **History**

H6.6.1 **THAT** the history of the Federation be brought up-to-date for the Federation's 40th birthday, by Miss D Jamieson (Wellington) (if she accepts).  
(1977)

H6.6.2 **THAT** publication of the Federation's history from 1964 to 1981 proceed, and the Federation's history be published in decades from 1981 onwards.  
(1982)

## H6.7.0 **Widening Horizons**

H6.7.1 **THAT** each club pay for its President's copy of IFBPW magazine "Widening Horizons" and that individual orders and complimentary copies of Widening Horizons be cancelled, and bulk order of 100 or more be purchased to be sold at a price to cover costs.  
(1965)

H6.7.2 **THAT** clubs subscribe to the IFBPW magazine "Widening Horizons" on the basis of two copies per club in addition to any privately ordered copies.  
(1983)

## H7.0 **UNITED NATIONS**

### H7.1 **Elimination of Discrimination against Women**

H7.1.1 **THAT** the Federation urge the Government to support the Draft Declaration on the Discrimination against Women when it comes before the United Nations General Assembly for consideration.

(1967)

- H7.1.2 **THAT** affirmation of concern that the Convention be supported be ratified. (1977)
- H7.1.3 **THAT** Federation urges all its branches and individual members to call on the Government through the Prime Minister, Minister of Foreign Affairs and Spokesman for Women by letters and personal contact to ratify the United Nations Convention on the Elimination of All Forms of Discrimination Against Women which was signed by New Zealand at the United Nations Mid-Decade Conference in Copenhagen in 1980. (1984)  
(This was ratified by Government in December 1984)
- H7.2 United Nations Status of Women Commission**
- H7.2.1 **THAT** the Federation, concerned that New Zealand has not been represented on the United Nations Status of Women Commission since 1952/53, and aware of the limited number of New Zealand personnel available at any one time, and believing that New Zealand has not only a contribution to make but much to learn from participation in the work of the Commission, urge the New Zealand Government to seek representation at regular intervals on the Status of Women Commission and when invited to membership to nominate an outstanding woman to represent New Zealand. (1969)
- H7.2.2 Concern reaffirmed (1975)
- H7.3 **Racial Discrimination**  
**THAT** in consideration of the fact that 1971 is International Year, the Federation urges Government to ratify the Convention on the Elimination of Racial Discrimination. (1971)
- H7.4 Human Rights**
- H7.4.1 **THAT** the Resolution of the International Board Meeting at The Hague on Rights and Responsibilities be supported, and that the New Zealand Federation act on the recommendation to bring the proposed amendment to the Draft International Convention on Human Rights to the attention of the New Zealand Government. (1951)
- H7.4.2 **THAT** the Federation requests that the right of ‘everyone’ to vote and hold public office be included in the Draft Covenants. (1952)
- H7.4.3 **THAT** the Federation reaffirm its strong belief, founded on fifty years of working in the field of women’s rights, in the need in New Zealand for a Human Rights Commission Act. (1979)
- H8.0 GENERAL**
- H8.1 **Housing - Provision of Flats for Single Women**  
**THAT** this Federation press the Government and local authorities to include rental flats for single women in their housing schemes and to reserve such flats exclusively for this purpose.(1952 and 1954)
- H8.2 **Affiliations**  
**THAT** the Federation withdraws its membership from Corso, ECO (Environment and Conservation Organisations of New Zealand) and the Demographic Society Inc. 1977. ( )
- H8.3 **Bulk Mail Discount**  
**THAT** the Federation urge New Zealand Post to reconsider the abolition of the Registered Publication Mail category, and the number of items required for bulk mail discount. (1989)
- H8.4 **Human Rights in China**  
**THAT** the Federation send a letter to the China Embassy in Wellington protesting at the injustice and indignity occurring in Tiananmen Square, and the oppression in China. (1989)
- H8.5. **Programme**  
**THAT** clubs adhere to the date set by International Federation (namely the latter part of February), but if clubs find this date impossible International Night to be held early in March. (1972)
- H8.6 **Housing Shortage**  
**THAT** the Government be urged to prohibit the conversion of housing accommodation into business and/or professional premises until such time as the housing shortage has been overcome. (1954)

- H8.7 **General Elections**  
**THAT** the representatives of clubs of the Federation meeting in Wellington for the celebration of their 21st Anniversary appeal to all political parties to conduct their campaign for the coming general election to such a dignified standard that the citizens of New Zealand will have no cause to feel ashamed in the eyes of the world. (1960)
- H8.8 **Catering**  
**THAT** in view of the grave shortage of suitable domestic staff the Minister of Education and the Minister of Labour be approached to establish training courses in institutional cookery and allied subjects, and that appropriate certification be awarded at the conclusion of the course with a view to improving the standard and status of this class of work. (1961)
- H9.0 EDUCATION**
- H9.1 Hostels**  
**THAT** the Federation views with concern the great shortage of suitable accommodation for students in University centres and requests the Government to give urgency to the provision of halls of residence with adequate supervision in all such centres as recommended by the Parry Report. (1963)
- H9.1.2 **THAT** concern be reaffirmed. (1965)
- H9.1.3 **THAT** the Federation urge its members to support organisations which are endeavouring to raise funds for building hostels for young people who are working or studying away from home. (1965)
- H9.2 **THAT** the Federation urge the Government as a matter of urgency to offer the same subsidy for provision of accommodation provided for technical tertiary students as is given for accommodation provided for university students. (1979)
- H9.3 **THAT** the Minister of Education be asked to institute immediately an inquiry into the present method of application to, and selection of candidates for a studentship, in Division C at Teachers Colleges. This inquiry to encompass:
- (a) the present procedure which limits application to only one Education board, i.e. the Education Board which served the area in which the applicant is domiciled; and
  - (b) the Selection Panel system:
    - (i) the composition and appointment of members of the selection panel.
    - (ii) the criteria on which the applicants are assessed.
    - (iii) the format of the interviews
    - (iv) regulations which restrict the applicant to only one interview by the local selection panel, regardless of the location of the nominated teachers college. (1979)
- H9.4 Pre-School Funding  
**THAT** the Federation request the Minister of Education to allocate a minimum of \$250 million to the funding of pre-school education as recommended by the “Education to be More” report. (1989)
- H9.5.0 Co-Action Programme**
- H9.5.1 **THAT** the New Zealand Federation adopt the Hostel for Village Girls as a project for 1981, and donate NZ\$250.00 towards the programme. (1981)
- H9.5.2 **THAT** the Federation contribute NZ\$750.00 this year to the UNESCO Co-Action Project No 71 “Water for All”. (1985)
- H9.5.3 **THAT** the Federation contribute NZ\$500.00 each year to the UNESCO Co-Action Project No 71 “Water for All” until June 1987. (1985)
- H10.0 ENVIRONMENT**

**H10.1 Standing Committee**

**THAT** the New Zealand Federation of Business and Professional Women (Inc) create a Standing Committee for Agriculture in accordance with Resolution No. 21 of the 16<sup>th</sup> Congress of the International Federation.  
**(1985)**

## 1

- 10.0 HEALTH, 21
- 10.1 Standing Committee, 21
- 10.10 Review of Health Charges, 21
- 10.11 Prescription charges on Contraceptives, 22
- 10.12 Prescriptive Rights for Nurses, 22
- 10.13 Legal Termination of Pregnancy, 23
- 10.14 Care Givers of Disabled, 21
- 10.15 Assisted Reproduction, 22
- 10.16 Health Contracts, 21
- 10.17 Health Reforms, 21
- 10.18 Doctors Performing Abortions, 23
- 10.19 Free Contraception, 22
- 10.2 Myalgic Encephalomyelitis, 22
- 10.20 Bioethical Issues, 25
- 10.3 Cost of Prescription Drugs, 21
- 10.4 Nursing Care in the Home, 21
- 10.5 Beds for Short Term Care of Elderly Patients, 21
- 10.6 Venereal Disease, 22
- 10.7 Cervical Cancer, 22
- 10.8 Mammographic Screening, 24
- 10.9 Condoms and Needle Exchange Facilities in Prison, 22
- 11.0 LEGISLATION - GENERAL, 27
- 11.1 Women Magistrates, 27
- 11.10 Matrimonial Property, 27
- 11.11 Criminal Justice Act 1985, 28
- 11.12 Same Sex Marriages, 28
- 11.2 Photographs on Drivers' Licences, 27
- 11.3 Matrimonial Property Act, 27
- 11.4 Conference Resolutions referring to Legislation, 3
- 11.5 Fines for Drunk Driving, 27
- 11.6 Oaths and Declaration Act, 27
- 11.7 Legal Aid, 14
- 11.8 Children, Young Persons and their Families Act 1989, 27
- 11.9 Crimes Act, 27
- 12.1 Credentials, 5
- 12.2 Increasing Membership, 5
- 12.3 Increased Membership Award, 5
- 12.4 Membership Returns, 5
- 13.0 PROGRAMME, 6
- 13.1 Club Involvement, 6
- 13.11 Nominations, 6
- 13.12 Advancement of NZFBPW aims, 7
- 13.2 Encouraging Participation in Public Affairs, 6
- 13.3 Meeting and Discussing with Business and Professional Men, 6
- 13.4 Public Speaking, 6
- 13.5 Study of Machinery of Government, 6
- 13.6 International Night, 6
- 13.7 Programme, 6
- 13.8 Club Member to Monitor Women in Advertising, 6
- 13.9 Club Support for Victim Support Groups, 6
- 14.0 PROJECTS, 7
- 14.1 Funding of Projects, 7
- 14.2 Massey University Study Award, 8
- 14.3 Overseas Project in Conjunction with another Federation or Associate Club, 7
- 14.4 Emergency Projects, 7
- 14.5 '85 Congress Funds, 7
- 14.6 Resource Kits, 8
- 15.0 PUBLICATIONS AND PUBLICITY, 9

- 15.1 Publicity, 9
- 15.2 Federation Publications, 9
- 15.3 Public Relations Award, 8
- 15.4 Marketing Award, 8
- 15.5 Speak-Up Magazine, 9
- 16.0 UNITED NATIONS, 9
- 16.1 Human Rights, 9
- 16.2 Club Involvement in Realising the Objective of the United Nations, 9
- 17.0 GENERAL, 33
- 17.1 Nuclear Weapons, 33
- 17.10 Control of Semi-automatic Rifles, 30
- 17.11 Playground Safety Standards, 34
- 17.12 Sentences for Pornography Offences, 30
- 17.13 Nuclear Free Zone, 34
- 17.14 Superannuation, 34
- 17.15 Liquor Advertising, 23
- 17.16 Banning of Dangerous Dogs, 34
- 17.17 Standard Unit Pricing, 35
- 17.18 Prostitution, 35
- 17.19 Platform for Action, 9
- 17.2. French Nuclear Testing, 33
- 17.20 Judicial Commission, 35
- 17.21 Justices of the Peace, 35
- 17.22 Nomination Service, 35
- 17.23 Compulsory Retirement Scheme, 34
- 17.3 Nuclear Power, 34
- 17.4 Housing, 34
- 17.5 National Council of Women, 4
- 17.6 Affiliations, 4
- 17.7 Recording Equipment, 10
- 17.8 Pelagic Drift Net Fishing, 14
- 17.9 Enquiry into Pornography, 30
- 18.6 Roper Report, 31
- 18.7 CYP - Criminal Responsibility, 31

## 2

- 2.0 FEDERATION MANUAL, 2

## 3

- 3.0 CONFERENCE, 3
- 3.1 Refund of Registration Fees - Conference/Council, 3
- 3.2. Venue of Conference or Council, 3
- 3.3 United Nations World Conference, 3

## 4

- 4.0 INTERNATIONAL MEETINGS, 3
- 4.1 Representation at International Federation Meetings, 3
- 4.5 ILO Meetings, 3
- 4.6 Young Career Women attending Congress, 4

## 6

- 6.0 ENVIRONMENT, 14
- 6.1 Production and Sale of Goods in Non-recyclable and Non-biodegradable Wrappings, 14
- 6.2 Accessible Facilities for Recyclable Materials, 14
- 6.3 National Policy on Energy Use, 14
- 6.4 Sustainable Management, 14

## 7

- 7.0 BUSINESS, TRADE AND EMPLOYMENT, 16
- 7.1 State Service, 16
- 7.10 Childcare, 18
- 7.11 Unpaid Work, 17
- 7.12 Parental Leave, 18
- 7.13 Tax Deductibility of Child Care, 18
- 7.14 Unpaid Work Recording, 17
- 7.2 Taxation And Social Security Benefits - Allowable Income, 16
- 7.3 Aggregation of Income, 16
- 7.4 Registration as Unemployed, 17
- 7.5 Equal Pay Act, 16
- 7.6 Equal Opportunity in Appointment and Pay Equity in the Workforce, 17
- 7.8 Study of Equal Pay, 16
- 7.9 Economics & Employment Policy, 18

## 8

- 8.0 STATUS OF WOMEN, 29
- 8.1 Shared Responsibility by Both Spouses, 29
- 8.2 Job Sharing and Part-time Opportunities, 19
- 8.3 Primary School Guidance to Courses at Secondary School, 11
- 8.4 Women's Commissioner, 29

## 9

- 9.0 EDUCATION, 11
- 9.1 Child Care, 18
- 9.10 User Pays System in Tertiary Education, 12
- 9.11 Release of Education Review Committee Findings, 12
- 9.12 Childcare Subsidy, 18
- 9.14 Capital Equity Criteria, 20
- 9.15 Study Right, 12
- 9.16 PAFT, 13
- 9.17 Means Testing Limits for Income, 13
- 9.2 Guidance Counsellors, 11
- 9.3 General Education, 11
- 9.4 Lifelong and Community Education, 12
- 9.5 Educational Television, 12
- 9.6 Leadership Courses, 12
- 9.7 Tertiary Fees and Loans Scheme, 12
- 9.8 Special Assistance for Nursing Students, 12
- 9.9 Women Acquiring or Upgrading Skills in the Tertiary Sector, 12

## H

- H.4.5 Air Pollution, 40
- H1.0 ADMINISTRATION, 37
- H1.1.1 Federation Policy, 37
- H1.2 International Meetings, 37
- H1.2.1 1985 Board Meeting/Congress - to be held in New Zealand, 37
- H1.2.2 Venue 1985, Board Meeting/Congress, 37
- H1.2.3 Regional Conference, 37
- H1.2.4 Singapore BPW Association - Asian Conference, 37
- H1.2.5 Briefing of Travellers, 37
- H1.2.6 Overseas Travel Fund, 37

- H1.2.7 Young Career Women Member to attend Congress, 37
- H1.3 Conference Council, 37
- H1.3.1 Roster of Clubs willing to host Council/Conference, 37
- H10.0 ENVIRONMENT, 46
- H10.1 Standing Committee, 46
- H2.0 ECONOMIC AND EMPLOYMENT, 38
- H2.1 Taxation and Social Security Benefits, 38
- H2.1.1 Persons paying PAYE under S Codes, 38
- H2.1.2 Housekeeper's Exemption, 38
- H2.1.3 Petrol Tax Revenue, 38
- H2.2 Intellectually Handicapped Children, 38
- H2.3 Fare Concessions, 38
- H2.4 Employment Opportunities, 38
- H2.5 Equal Pay, 38
- H2.6 Consumer Council, 38
- H2.7 Special Tax Code Certificates, 38
- H2.9 Older women Pre-employment Orientation Courses, 38
- H3.0 HEALTH, 39
- H3.2 Nursing, 39
- H3.3 Easier Access for Physically Handicapped, 39
- H3.4 Noise Laws, 39
- H3.5 Midwife's Professional Standing, 39
- H4.0 LEGISLATION, 40
- H4.1 Jury Service, 40
- H4.10 Mining Laws, 40
- H4.11 I L O Convention 89, 41
- H4.12 Freedom of Information Act, 41
- H4.13 Bill of Rights, 41
- H4.14 Homosexual Law Reform, 41
- H4.15 Reform in Parliamentary Representation and the Voting System, 41
- H4.16 Referendum on Proportional Representation, 41
- H4.2 Status of Women, 40
- H4.3 Role of Women in the Community, 40
- H4.4 National Advisory Committee on Women, 40
- H4.6 Escapees and Parole People, 40
- H4.7 Detention Centres, 40
- H4.8 Speed Restrictions, 40
- H4.9 Common Concern, 40
- H5.0 PROJECTS, 41
- H5.1 Ramallah, 41
- H5.10 Jubilee Project, 43
- H5.2 South Pacific University National Project, 41
- H5.3 South Pacific Education Project, 42
- H5.4 Golden Jubilee Project, 42
- H5.5 Audio-Visual Tape, 42
- H5.6 Women's Leadership Course, 42
- H5.7 Rosemary Seymour Research Award, 42
- H5.8 Massey University Study Award, 42
- H5.9 Project No. 5-0, 43
- H6.0 PUBLICATIONS AND PUBLICITY, 43
- H6.1 Publicity Leaflet, 43
- H6.2 Broadcasting, 43
- H6.3 Badge, 43
- H6.4 President's Brooch, 43
- H6.5. Newsletter, 43
- H6.6.0 History, 43
- H6.7.0 Widening Horizons, 44
- H7.0 UNITED NATIONS, 44
- H7.1 Elimination of Discrimination against Women, 44
- H7.2 United Nations Status of Women Commission, 44
- H7.3 Racial Discrimination, 44
- H7.4 Human Rights, 44

**H8.0 GENERAL**, 44  
**H8.1 Housing - Provision of Flats for Single Women**, 44  
**H8.2 Affiliations**, 45  
**H8.3 Bulk Mail Discount**, 45  
**H8.4 Human Rights in China**, 45  
**H8.7 General Elections**, 45

**H8.8 Catering**, 45  
**H9.0 EDUCATION**, 45  
**H9.1 Hostels**, 45  
**H9.4 Pre-School Funding**, 46  
**H9.5.0 Co-Action Programme**, 46