



# Federation of Graduate Women Southland Branch

## Next Meeting

Tuesday

22

September

7.30pm

Alison

Broad

Teen

Parenting

Unit

October

Meeting

Nellie

Garthwaite

Adult

Learning

Programme

## Pay Equity In NZ

The fight is on for pay equity in New Zealand. Pay equity? Wasn't that something that was fixed by the passing of the 1972 Equal Pay Act requiring all employers to pay men and women the same? The Labour Government set up the Pay and Employment Equity Unit within the Department of Labour to undertake investigations into the 12% gap in the pay between men and women, particularly in the health and education sectors. It commenced 85 investigations. Of the 67 completed all but one found that there were glass ceiling effects and pay gaps of between 3 and 35%. Studies in the education sector are understood to show that female principals, teachers and school support staff are paid less than their male counterparts and are passed over for promotion. However the Minister of Education, Anne Tolley refused to release the report of one study, and when it was released it had 21 of the 23 pages blacked out.

State Services Minister Tony Ryall announced in February the axing of two investigations aimed at improving the pay and conditions of female social workers in the Child Youth and Family Services, (female social workers are paid 9.5% less than their male colleagues) and school support workers. (School support staff are primarily female and many earn only 44c more than the minimum wage of \$12.50 an hour). Mr Ryall said that continuing with the investigations would "generate an additional form of remuneration pressure that is

unaffordable in the current economic and fiscal environment" Eh? This country will get through the recession by paying women less than men?

Eighteen investigations were unfinished when, in May, Labour Minister Kate Wilkinson announced that the Pay and Employment Equity Unit would be disestablished as "part of a reprioritising of government spending. She said "ultimately



achieving the goal of closing the pay gap can't be realised by having a singular focus on the state sector. This is the responsibility of all employers and food employers will work to tackle it. Disestablishing the PEE will not mean that women will lose their voice on employment issues. The Government continues to receive advice from other groups such as the National Advisory Council on the Employment of Women".

Then in June the Women's Affairs Minister, Pansy Wong announced that her Ministry had received an additional \$2 million over four years to do more research and policy work on the gender pay gap. She acknowledged the 12 percent pay gap but attributed this primarily to occupational segregation. This suggests that the

Government regards women moving into male-dominated occupations as being the solution to the pay gap issue. However it thinly disguises the Government's concerns that the research was demonstrating that there were gender inequities, both with occupational groups and across occupational groups within the public sector, and the findings would be used by public sector unions to achieve increased pay rates. It also means there will continue to be an acceptance that the work undertaken in health and education will be accepted as worthy of less pay than work in other areas of, mainly government spending, such as the military, Police and Corrections. Ms Wong has been vague about what the Ministry of Women's Affairs might do to eliminate the pay gap, but the Ministry has signaled an intention to inform women about non-traditional fields of employment. This approach flies in the face of the finding that when a field becomes female dominated the pay reduces. This has occurred in the education field as it has become feminised. The increasing numbers of females qualifying in medicine and law are predicted to have a similar effect.

A campaign has been launched to press for pay and employment equity. Labour MP Sue Morony has started a petition calling on the Government to reinstate the pay equity investigations in the public sector and implement their conclusions. Rallies have been held in June and July. The Public Service Association has filed a complaint against the Human Rights Commission alleging that the axing of the pay equity investigations is discriminatory and a breach of the Human Rights Act.

The Pay Equity Challenge coalition was officially launched on the steps of Parliament on the eve of Suffrage Day, 18 September, by campaigners dressed in the fashions worn by Kate Sheppard when New Zealand women became the first in the world to win the right to vote. The coalition held a 'Pay Equi-tea' at which they shared a cake, missing a symbolic 12% slice, representing the continuing gap between women's and men's pay. The Minister of Labour Kate Wilkinson and the Minister for Women's Affairs Pansy Wong were invited to attend, but they declined. (They and the Minister of Education also declined the opportunity to contribute to a recent Radio New Zealand Insight programme on Pay Equity.

"Although the Ministers are unable to attend today's tea party, Pay Equity Challenge coalition members will watch with interest how the Government plans to ensure women get a full share of the cake in the future," said coalition spokeswoman Angela McLeod, President of New Zealand Federation of Business and Professional Women.

The goals of the Pay Equity Challenge coalition are: —To achieve equal value and recognition of women's work keep pressure on government to address pay and employment equity To support groups of workers fighting for pay and employment equity To create pressure on employers to address pay and employment equity To look at industrial, social, legal and political solutions To keep pay and employment equity on the public agenda To educate the public about pay and employment equity and build support for the coalition

Pay Equity Challenge coalition members are: Women's Studies Association; New Zealand Union of Students Association (NZUSA); NZ Federation of Business and Professional Women (BPW NZ); Workplace Wellbeing Project; Working Women's Resource Centre; National Network of Stopping Violence Services; Coalition for Equal Value for Equal Pay (CEVEP); Child Poverty Action Group (CPAG); Rural Women NZ; Zonta Club of Mana;



NZ Council of Trade Unions (CTU); Public Service Association (PSA); NZ Educational Institute (NZEI); Post Primary Teachers Association (PPTA); NZ Nurses Organisation (NZNO); Tertiary Education Union (TEU); Engineering Printing & Manufacturing Union (EPMU); Service & Food Workers Union (SFWU); National Distribution Union (NDU); Dairy Workers Union (DWU); Finsec; Unite; Maritime Union of NZ (MUNZ); Meat Workers Union (MWU); Corrections Association.

References;

Worth Fighting for—Catriona MacLennan—Werewolf Issue 1, July 2009

Radio NZ Insight programme on Pay Equity

Pay Equity Challenge press release on [www.voxy.co.nz](http://www.voxy.co.nz)

## Farming for 9 billion people

How will the world meet the growing energy and food demands of a population of nearly 9 billion people in 2050? How can it do so in a sustainable manner despite the prospect of climate change?



Two frequently cited solutions – raising productivity through large investment in fertilisers, irrigation, mechanisation, and extending farming to degraded abandoned or pasture lands – would still leave food and energy supplies falling short of demand. This is according to a study released by the climate change advice division of Deutsche Bank. The report also notes that such measures are also likely to make existing water constraints even worse and increase carbon emissions.

To overcome these constraints, the bankers say that it will be necessary to explore alternative approaches to present day agribusiness practices. Such alternatives would include radical shifts in land use, genetically modified crops, and organic farming.

NCW The Circular No 525 August 2009.

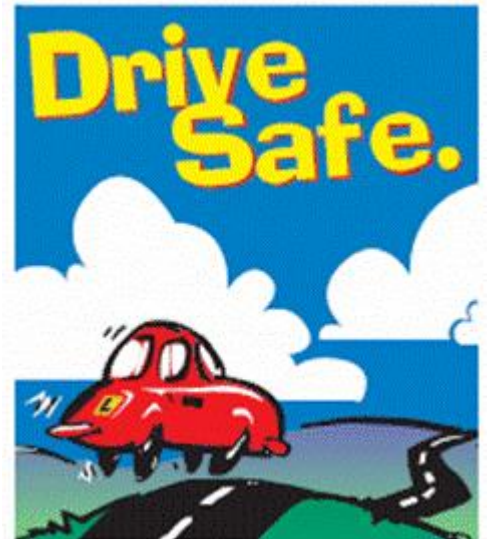
## August Speaker—Debbie Grumball

Debbie kept our small gathering stimulated by her life story. Starting with growing up in Otago to setting up a successful driving instructing business in Invercargill, that is driven by a passion for road safety, breed by career policing traffic, . Debbie was head girl at Otahuhu College and her first passion was for cricket, represented Auckland. She was one of four women taken in on the second intake of Police cadets, but pulled out early, only to take up the 3 month training with the Ministry of Transport a little later, where she learnt “how to drive a bike slowly and how to drive a car fast”. The Ministry of Transport was absorbed into Police 7 years later.

ting or driving with varying levels of alcohol can be experienced. Learner drivers will also have the opportunity to achieve unit standards in the course of their driver education.

Drive Safe Southland has also developed driving courses for those drivers who have committed a serious driving offence. It takes a problem solving approach to identify the underlying cause, which may be a skill deficit, an attitudinal problem, or, in an example outlined, a serious lack of self care and lack of sleep. She also runs courses in backing trailers!

Debbie outlined the trends in road deaths, which increased as the power of cars and the speed limit increased. Over the past 18 years there has been steady decreases in the road toll in response to a variety of strategies; seat belts, increased policing, education and road engineering. The trend of a decreasing road toll alters last year, with a cost of \$3.8 billion. Debbie reviewed the wide range of interventions which are currently under consideration.



## Oophorectomy

Hang on to your ovaries. A paper recently published in the May 2009 issue of the Journal of Obstetrics and Gynaecology has revealed that removal of ovaries as a part of a hysterectomy (oophorectomy) does not lead to an increased rate of survival for women. While the removal of the ovaries is associated with a decreased risk of breast and ovarian cancer, it increased the risk of heart disease and lung cancer. The paper concluded: “In no analysis or age groups was oophorectomy associated with increased survival”. Dr William Parker, the lead author of the paper, is quoted as saying: “this finding is contrary to 35 years of teaching in gynaecology”. Women who are considering hysterectomy must be given this information and encouraged to make their own decision.

Reprinted from NCW The Circular July 2009.

---

## Minutes of the FGW Committee held on Tuesday 18th August 2009 at 7:30pm at Julianne's place

Present: Alana Reid (chair) Julianne Watson, Jenny O'Donnell, Maggie Elford (Minute secretary), Claire Martin, Marie Lockie, Betty Gilliam, Glenda Graham and Di Brown.

Apologies: Angela O'Callaghan

Minutes: Minutes of the previous meeting were read and confirmed as a true and correct record.

Matters Arising: To be dealt with throughout

Correspondence:

Inwards: National Exec Newsletter – August 2009

Outwards:

Financial Audit of AGM financial reported has been completed by Mike Piper.

Treasurer to send out accounts to current and past members unless they have resigned.

General Business: Roles for subcommittees – confirmed.

Archives – Betty/Julianne

Membership - Claire

Newsletter – to be emailed to National Librarian and South Island and Wellington branches – Glenda to add these to her email list.

AGM Minutes, Treasurer and President's reports to be emailed to National Secretary

Claire to be the contact the person for Website.

Study Grant Committee – advertising/publicity needs to be done for this. Glenda and Jenny to meet and decide on what to do. Notices could be sent to schools to add to the school newsletters. Also advertising in local newspapers. Di to help if a third person is needed.

Motion moved: that we have grants up to a total of \$4000 with a capacity to award up to a \$1000 per grant.  
Julianne/Alana

A discussion took place on the value of the grant – maybe \$500 is not enough? Down need to look at increasing it to \$1000. Di suggested advertising grants up to \$1000. Is \$4000 enough? If we are chasing membership do we need some of the money for advertising, as well as money for employing for the regalia? Maybe the \$4000 for this year and review this for the following year. The amount that we give should be based on a percentage of our profit.

Amendment: Beyond this amount the Study Grant sub committee comes back to the committee with a recommendation for more. Carried

Membership – need to look at why people would want to belong? Alana talked about how this was discussed at Mid term councils. What have we got to offer? Should we be helping and offering people who are our own members doing post grad and tertiary work? This may not always be monetary. Do we need to look at what other groups are doing e.g. Dunedin? Support to conferences – both national and international? Projects to get involved with – e.g. Education. Talked about making sure the project, if it was in underdeveloped countries, that it was going through a charity and that the money wasn't taken up in administration costs. FGW groups in these areas can be contacted. Should be looking closer to home. Maybe we should be looking to our older community. Glenda talked about 'baby scholarships' for children from beneficiary families to belong to sports or music lesson with parental 'buy in'. The tricky part will be defining a project like this. To make this manageable look at supporting music for a year or two, then art, Junior Repertory.

We need a meeting to devote just to this.

Regalia sub-committee meeting – Marie to email us the present forms before meeting. Thursday 27 August 1pm at Claire's, 102 Abbot Street.

Meeting closed at 9:30 pm

### Action List

Maggie- Minutes, Send AGM minutes, president and financial report to National Secretary

Julianne—Letter to go with account for membership, arrange September speaker.

Angela – send out letters for subs to all current financial and past members

## Subscriptions Due.

Just a friendly reminder that subscriptions are now due.

They can be deposited into the FGW (Southland) bank account, detailed below, or sent by cheque to our

Treasurer, Angela

## Hegg Hoffet Fundraiser.

The Hegg Hoffet Fund for Displaced Women Graduates was established in 1936 as the IFUW Emergency Fund to help university women who had been deprived of the right to work and, in many cases, the right to live in their native countries due to displacement as a result of war, political upheaval or other serious emergencies. It also makes short-term grants for refresher courses for integration into new countries. Assistance to graduate women on arrival in a new country is still the activity of the Fund today. At every IFUW Conference there is a Hegg Hoffet shop selling small items of goods donated by women from all over the world.

At this years NZFGW Conference in Auckland there will be a "shop" for selling donated items and all money from the sale of those items will go to the Hegg Hoffet Fund.

Now is the time to look through your drawers and cupboards and identify small items that you no longer use. For example; scarves, necklaces, bangles, Christmas decorations, earrings, shawls, embroidery, small ornaments, packaged cards, silver items, coffee spoon, new packaged items, clutch bags, travel guides, boxed pens, linen, coffee/tea cups, mystery packages, small works of art, cushion covers, brooches, CDs, DVDs, rings, sunhats, gift vouchers and so on.

Ask friends, family and neighbours to donate. Price the items reasonably, if you wish, or they will be priced by the organizers.

The organizers would also like two or three more valuable items to raffle at the Conference Dinner. Also, it would be superb if an Branch or someone was prepared to donate a gift basket for one of the raffle prizes.

The organizer, Joy Dunsheath can be contacted at [joy.dunsheath@xtra.co.nz](mailto:joy.dunsheath@xtra.co.nz).



**WE'RE ON THE  
WEB!**

[www.nzfgw.org.nz](http://www.nzfgw.org.nz)

Political Influence

Friendships

Local & International  
Networking

## Remember the FGW Mission Statement

To advocate for the importance of the status of women and girls at the international level.

To enable graduate women to use their expertise to effect

To promote lifelong education.

### Directory.....

President – Alana Reid

Secretary – Maggi Elford & Julianne Watson

Treasurer – Angela O'Callaghan ph 03 215 6207 or [angela.oc@xtra.co.nz](mailto:angela.oc@xtra.co.nz)

Annual Subscription \$45.00, payable 1 July.  
Internet Banking FGW A/C 03 1746 0042439 00  
Please include your surname + initials.

EDITOR GLENDA GRAHAM [glenda@glendagraham.co.nz](mailto:glenda@glendagraham.co.nz), or at home 03 213 1397, at work, 03 214 5233

Editors Note: We send the newsletter by email, in a pdf format (which can be downloaded from the net free of charge) if we have an e-mail address for you. Please contact me if you would prefer the newsletter to be sent to you. - Glenda

Return Address:

33 Rakiura Parade, 9 RD.,