



New Zealand Federation of Graduate Women (Inc.)

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## NEWSLETTER FEBRUARY 2011

### FEBRUARY OUTING

The first meeting of the year will be an outing to Lincoln on **Saturday 12 February** to visit the Community Garden there. This garden has been established by the Lincoln Environmental Trust and a guided tour by Sue Jarvis, for which there will be gold coin donation, has been arranged commencing at 10.30am. Following that at 12.00pm there will be lunch at Felix the Café in Lincoln. If you are going would you please let Enid Smith, phone 358 9492, know by 10 February. It is intended to car pool, so please tell her whether you can offer transport, or would like a ride. Enid will provide directions on how to get there.

### DATES FOR YOUR DIARY

Welcome to 2011 and we hope everyone has had a restful holiday break (despite the continuing aftershocks). Our theme for this year is REBUILDING CANTERBURY. At the recent committee meeting the following dates were decided on for you to note down. (*Shirley C'Ailceta*)

<b>12 February: Outing to Lincoln</b>	<b>5/6 March:</b>	<b>Mid term Council</b>
<b>24/25 March: CPIT Graduation</b>	<b>16 April:</b>	<b>Public Affairs Committee (PAC) Meeting</b>
<b>18/19/20/21 April: Canterbury Graduation</b>	<b>5/6 May:</b>	<b>Lincoln Graduation</b>
<b>21 May: PAC Meeting</b>	<b>26 May:</b>	<b>Awards Evening</b>
<b>2 July: PAC meeting</b>	<b>9 July:</b>	<b>Mid winter lunch</b>
<b>13 August: PAC meeting</b>	<b>24 September:</b>	<b>PAC meeting</b>
<b>20 October: AGM</b>	<b>5 November:</b>	<b>PAC Meeting</b>
<b>17 November: Branch Xmas meeting</b>		

### MID TERM COUNCIL

Enrolments are still being accepted subject to a late fee. Details can be found on the website [www.nzfgw.org.nz](http://www.nzfgw.org.nz) or contact the branch secretary.

As a result of discussion in PAC meetings and in the Website sub-committee The Canterbury Branch has forwarded the following remits and suggestions to the National Executive for consideration at the Mid Term Council.

### Website Remit

Acknowledging that electronic communication is vital to the long-term survival of the organisation, the Christchurch Branch recommends that the National Executive in consultation with the Branches and wider membership commits to developing and implementing a wider web presence by the 2012 NZFGW conference.

It is envisaged that this wider web presence will:

1. Make use of newer technology to enhance interaction including using communication platforms such as Facebook, Twitter
2. Be "user friendly" (current, comprehensive and convenient to use) for both members and the wider community
3. Provide the branches with more tools to communicate easily with members
4. Be easily updated without the responsibility lying totally in the hands of the National Executive
5. reach out to a younger generation of women who use the web platform frequently as a convenient, time friendly means of communicating
6. Be developed through NZFGW National Executive spearheading and managing the process with input and commitment (including possibly financial) from the branches.

### **Early Childhood Education Remit**

The New Zealand Federation of Graduate Women calls on the Government to reinstate the target of 100% qualified and registered teachers in Early Childhood centres by 2012.

### **Younger Members Remit**

That NZFGW adopt a policy of having two members on the National Executive who are under 35 years and that encouragement be given to all branch executives to adopt a similar policy.

### **Adult Education**

- It was suggested at a PAC meeting that a question on the relationship between reduced access to ACE and quality of life for women, in particular, in NZ be framed up by NZFGW National Executive and submitted for inclusion in the next national census.
- Branches were asked by National Executive to interview women regarding the impact on their lives of reduced access to adult education.
- The Canterbury Branch of NZFGW believe this data should be reviewed and relevant points extracted for use to canvas government about the value of community education

### **UN WOMEN – NATIONAL COMMITTEE AOTEAROA NEW ZEALAND CANTERBURY BRANCH (United Nations Entity for Gender Equality and the Empowerment of Women)**

are celebrating the 100<sup>th</sup> anniversary of International Women's Day and the launch of

#### **UN WOMEN NZ CANTERBURY**

by holding a breakfast at 7 am on

**TUESDAY 8 MARCH** at

HOTEL GRAND CHANCELLOR, 161 CASHEL ST

The 2011 theme for International Women's Day is

"Celebrate, Reflect, Inspire"

The guest speaker is **Amanda Ellis, head of the New Zealand Aid Programme**

Shirley C'Ailceta, branch president is going so if anyone wishes to join her, please phone 326 5231

The cost is \$28 which includes a donation of \$10 to UN Women NZ

### **WORKERS EDUCATIONAL ASSOCIATION**

The WEA is offering a six-week course in **Practical Organic Home Gardening** starting on Tuesday 15 February at 6-7.30pm at the WEA, 59 Gloucester St. This practical course will teach the basics of organic gardening including compost, worms, permaculture, pests and diseases, crop rotation and companion planting. Lily White has been gardening organically for 30 years and has done formal training at Christchurch Polytechnic. For the past 12 years she has been running the Kids

Edible Gardening programme. For further information, or to enrol, phone the Canterbury WEA on 366 0285, email [cwea@xtra.co.nz](mailto:cwea@xtra.co.nz) or see [cwea.org.nz](http://cwea.org.nz)

### **NEW HORIZONS FOR WOMEN**

There will be four vacancies on the Board of Trustees for NHWT in 2011 and as one of the listed nominating organisations NZFGW has been invited to submit nominations for consideration. Under the rules of the Trust nominees do not have a member of FGW. The closing date for nominations is 14 February 2011.

Information on the Trust is available on their website [www.newhorizonsforwomen.org.nz](http://www.newhorizonsforwomen.org.nz) and if anyone is interested in nomination please contact Pat Sivertsen at [patsivertsen@xtra.co.nz](mailto:patsivertsen@xtra.co.nz)

### **NATIONAL COUNCIL OF WOMEN**

NCW wish to advise that the Minister of Women's Affairs, the Hon. Hekia Parata will be speaking on **1 March, 5.30 to 7.30 pm, at the Canterbury Women's Club, 190 Worcester Street**. Women are encouraged to come with 'pertinent questions'. Nibbles and Juice will be available. Details of her actual address will be advised later.

### **NEWS FROM OTHER BRANCHES**

Dorothy Meyer, President of the North Shore reports as follows: *'our branch of NZFGW will start 2011 on a high note with the launch of the history of the branch. We have good reason to honour women who had the vision, enthusiasm and commitment to establish what was to become a significant organization within our North Shore community. We acknowledge Helen Sturm, whose initiative it was to prepare the history, and the team of writers who researched our archives and their memories to put together a fascinating record of the social and economic changes that have taken place over the last 45 years, and which are reflected in the variety of activities in which branch members have been involved. This event, on Thursday 24 February at Takapuna Library, takes priority over all other meetings for the commencement of this year.'*

### **FROM THE NATIONAL EXECUTIVE NEWS**

#### **NZFGW FELLOW REPORTS A BUSY FIRST YEAR AND POSITIVE PROGRESS**

Reem Jan, NZFGW Fellow

My PhD research employs functional and structural magnetic resonance imaging (MRI) with an aim to determine the effects of methamphetamine addiction on the human brain and investigate the potential for pharmacological replacement with a safer oral alternative, namely methylphenidate (commonly known as Ritalin). The project is well underway and I have successfully completed my first year.

I have completed recruitment and data collection of my patient group (methamphetamine-dependent participants) and most of the control group. During August of 2009, I attended my first international conference; the Australasian Winter Conference on Brain Research (AWCBR) in Queenstown where I was exposed to a variety of brain research from different fields i.e. anatomy, physiology, pharmacology and psychology. Being a pharmacist, I had very limited knowledge of brain anatomy and MRI data analysis. So, in December 2009, I attended a short course on Magnetic Resonance Spectroscopy (MRS) in Brisbane, Australia which helped me understand MRS basics and spectroscopy data analysis.

My results comprise two main parts; structural and functional MRI data. Although data analysis was very challenging and not without problems, I have completed analysis of half of the functional data. I presented those findings in a poster format at the College on Problems of Drug Dependence (CPDD) meeting in Phoenix, Arizona, USA in June 2010. At the CPDD meeting I was exposed to a variety of current research in the drug addiction field, and was able to meet and establish connections with researchers from different parts of the world. I also attended an MRI data analysis (FSL) course in June 2010 in Heidelberg, Germany which has been invaluable to the data analysis of both functional and structural results. I was fortunate in being eligible for two travel grants which helped support my academic trips, namely the Faculty of Medical and Health Sciences (FMHS) Post Graduate Travel Grant, the Royal Society of New Zealand (RSNZ) Travel Grant. I have also been successful in receiving the AWCBR Student Travel Grant which will be used to fund my trip to

Wanaka during August this year to attend the AWCBR.

I have given a departmental seminar at the School of Pharmacy, University of Auckland on my work in the first year of my PhD, as well as a short oral presentation at the University of Auckland's Centre for Brain Research Emerging Scientists Seminar series on Neuroimaging. I have published, as first author, a paper in Psychopharmacology; a highly ranked international peer-reviewed journal, and I am one of the authors on a paper from my undergraduate fourth year dissertation research which is currently under review.

I have had some teaching and tutoring responsibilities in the past year including giving a lecture for the first year General Education paper (Pharmacy 111G), tutoring fourth year Integrated Pharmacy Studies 407 and 408 workshops, as well as tutoring fourth year Pharmacy Maori and Pacific Admission Scheme (MAPAS) students. At present, I co-supervise a fourth year Pharmacy Dissertation project with my PhD supervisor, Dr Bruce Russell. My research has been both challenging and enjoyable, and I look forward to the next stage of my PhD. By the end of my second year of doctoral study, I aim to finish recruitment of my control group, resume data analysis with the prospect of publishing some of my findings, whilst applying for travel grants to enable me to attend CPDD in the USA during 2011.

### **FROM LINDA ROBERTSON NATIONAL PUBLIC AFFAIRS CONVENOR**

It was disappointing to hear that the Bill discussing compulsory membership to the Student Association was passed, despite more than 90% of the 4,800 submissions received by the select committee being against the Bill. (Our submission can be viewed on the PAC link in the NZFGW website.) We have asked that groups resend this submission to their local MPs indicating dissatisfaction with the democratic process.

Headlines in the papers recently indicate that women are underrepresented in powerful positions in the workplace. There are many issues in the workplace that influence women being in positions of authority one being 'contracts'. Shirley Gillett who gave a workshop on this topic at the Mexican IFUW conference shares her insights and findings.

#### **Short Term Contracts and Gender**

The following is a focused summary of the paper I gave at IFUW conference this year looking at the discrimination in short term, temporary and long term employment in relation to gender. The full version is in the process of getting ready for publication.

Is the workplace a level playing field today? One would think that with more women in senior jobs and more women combining career and family, the barriers which hampered the progress of previous generations of women would have been eroded and the inequalities evened out. However the statistics tell a different story. At the higher levels of most organisations, the proportion of women is lower. Even in the USA where the idea of equal opportunities is ahead of the United Kingdom, women's showing at the top is still poor. Similarly recent statistics in the New Zealand Census of Women's Participation 2010 demonstrable inequalities remain. For example in the eight New Zealand Universities women make up 22.45% of the higher ranked professors and associate professors. Also a study conducted at Otago University in 2008 showed that, as the level of seniority goes up, so does the proportion of males.

This decrease of women in relation to seniority has a "knock-on" effect producing greater proportions of women in temporary or contract lower status positions. According to the 2006 Australian Time Use Survey between 1992 and 2006, the proportion of women who were employed increased from 48% to 55% [with] an increase in the average time women spent on paid work, ... to 16 hours and 25 minutes a week. However women in permanent tenured work with the accompanying securities and opportunities to move upwards and earn top salaries, are still represented disproportionately less than males of similar ability level and professional training. With the recession it would seem that short term contracts (STCs) in workplaces especially Universities are increasing worldwide. Caroline Roughneen explained that in her role as the Director, Centre for Women in Science and Engineering Research, Trinity College, Dublin she is being forced to give more STCs in recent years.

The certainties of a staff position vanish in a world of STCs. There is often no provision for payment during sickness or holidays, and no occupational pension scheme. Sometimes the employer will even insist on specific waiver clauses renouncing rights to compensation for redundancy or unfair dismissal. Research in England on how people on STCs feel about their jobs showed that many felt unable to take out a mortgage because of their perpetual hand-to-mouth existence and the uncertainty of their future salary. They also described the psychological stress. Other reports note that the combination of poorer pay and conditions with contemporary patterns of atypical and non-standard ways of working reflect what the EEOC calls the "inflexibility of flexible working".

### **Why do women tend to occupy part time and short-term positions?**

The limitations on working in the competitive hierarchy of the public world that arise from being responsible for the domestic sphere have been well documented. A participant from the IFUW Discussion group on Women and Work" (2009) said: "Since I chose to have four children, an anomaly in my country and classified as a large family, looked on somewhat askance, I spent the next 10 years re-signing for child raising and going back to work. It was very difficult to find a balance. Part time work created this balance but part time work offered no security. I had to sign a resignation letter at the same time I accepted a part time position....."

Chodorow argued that gender-role stereotyping was due to women's exclusive responsibility for mothering. The resultant female personality was caring, dependent and empathic. Arguably these relational and caring female characteristics result in her non-bargaining style, underplaying abilities and skills, being a doormat and not being hard nosed in the workplace.

The connection of this gendered personality with occupying the spaces of short term and temporary work is the cornerstone of the book "Women Don't Ask" (2003). The authors suggest that men are asking for things they want and initiating negotiations two to three times as often as women. A person's success they argue is, to an extent, influenced by the degree to which they seize opportunities to negotiate. The concept of negotiation fits more with male characteristics such as being self promoting and aggressive than female being other directed and selfless with the net result being that men are promoted much faster than women.

Despite all the positive change achieved over the past half-century, some employers still will not concede as much to a woman in negotiation as they will to a man and people's attitudes slow down women's progress in business to such a degree that the average male has a ten-year advantage on a female:

"Thus, cut off from using their positions of power and influence directly, prohibited by gender prejudice from negotiating aggressively on their own behalf, and without a strong advocate, women often find themselves stymied, unable to progress as rapidly or as far in their careers as their abilities should dictate." (p. 154)

### **Where to from here?**

How can gender employment experiences and statistics be moved towards a more balanced and positive reality for women? The IFUW's written submission to the UN CSW Dec. 2008 stated: As women account for 50% of "human talent" in the world, it makes the most sense to optimize this talent in regards to international trade agreements by requiring equal treatment of women and men in the work force everywhere and provision of equal opportunities for job advancement through training, education and promotion.

The EEOC accepts that flexible working is widespread and here to stay but believes that the challenge is to tackle the inequalities in the way flexible working causes disadvantages to women, because the insecure conditions arising from temporary employment are more likely to apply to them.

An alternative view, however, could be to see the advantages for women emerging from their inequities in the traditional hierarchical workplace with its privileging of men's attributes and to resist and explore creatively different work options. The rapid growth of female entrepreneurial work worldwide - Hong Kong is a good example - allows for flexible hours and a flat and co-operative structure free from the "boys club" power base. *Thanks to the IFUW website*

## **Resolutions of the IFUW Mexico Conference**

There are two items of interest, relating to Resolutions 5 and 8.

### **NZ plan of action to prevent people trafficking**

In 2002 New Zealand became party to the UN Convention against Transnational Organised Crime and to the UN Trafficking Protocol (Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children). In June – July 2008, the Dept of Labour on behalf of the Inter-Agency Working Group on People Trafficking undertook public consultation on the development of a plan of action. The consequent *Plan of Action* was released in July 2009 and is available at: [www.dol.govt.nz/publications/research/people-trafficking/people-trafficking.pdf](http://www.dol.govt.nz/publications/research/people-trafficking/people-trafficking.pdf)

### **NZ to fund cluster bomb clearance in Laos**

New Zealand's announcement of funding for clearing cluster bomb remnants in Lao People's Democratic Republic "will help save lives and promote economic development," Aotearoa New Zealand Cluster Munitions Coalition (ANZCMC) Coordinator, Mary Wareham, said on 10 November 2010. "This donation by New Zealand will help prevent further casualties from cluster bombs, landmines and other explosive remnants of war in a country that urgently requires international assistance."

According to *Cluster Munition Monitor 2010*, the United States dropped more than two million tonnes of bombs on Lao PDR between 1964 and 1973. Possibly 30% of the bombs dropped (81 million) failed to explode.

New Zealand signed the Convention on Cluster Munitions on 3 December 2008 and ratified it on 22 December 2009, the 25<sup>th</sup> country to do so. NZ legislation to enforce its provisions, the Cluster Munitions Prohibition Act of 2009, was enacted on 17 December 2009.

## **WHITE POPPY PEACE SCHOLARSHIPS**

The Peace Scholarships comprise at least two grants that are awarded each year to assist with research into:

- the impacts of militarism, militarisation and warfare;
- alternatives to militarism, militarisation and warfare; or
- collective non-violent responses to state violence

The Peace Scholarships are for students at any tertiary education institution in Aotearoa New Zealand. Each grant is a minimum of \$1,000 - one is for a Maori or Moriori student, with the other/s open to any student with New Zealand citizenship or permanent residency.

The White Poppy Peace Scholarships were [launched by Professor Cynthia Enloe](#) at her [public lecture](#) in Wellington on 30 October 2009. The [first two Peace Scholarships](#) were awarded in April 2010.

The deadline for applications for Peace Scholarships to assist with research in the 2011 academic year is Friday, 11 February 2011 and information may be obtained from [www.whitepoppies.org.nz](http://www.whitepoppies.org.nz)

### **A brief history of the white poppy**

So far as is known, white poppies were first produced by the Co-operative Women's Guild in Britain in 1933, and later the [Peace Pledge Union](#) undertook their annual distribution. In subsequent years, white poppies spread to other countries around the globe, and the white poppy became an international symbol of remembrance and peace. How and when white poppies first came to Aotearoa New Zealand is unknown, but certainly they have been worn around ANZAC Day and Remembrance Day in the past. In recent years, the annual white poppy appeal was run as a fundraiser for the Campaign for Nuclear Disarmament in Wellington around the time of Hiroshima Day in August. Responsibility for organising the annual appeal was transferred to Peace Movement Aotearoa, as part of the Campaign for Nuclear Disarmament's closing down process in 2008, on the understanding that:

- ◆ It would revert from August to April, around the time of ANZAC Day. This was in response to requests from Peace Movement Aotearoa members and member organisations over the years to change the time of the appeal to be more in keeping with the original (and ongoing) message of white poppies; and
- ◆ It would be a national appeal from 2009 with the proceeds going to the new White Poppy Peace Scholarships.