

## MONTH SPECIAL

*RACISM IN WORKPLACE*

*NZ TO ATTRACT MORE ASIANS*

*NZ WINES IN INDIA*

## MONTH IN NEWS

*INDIAN SCHOOL GETS NZ S'SHIP*

*SCHEME FOR DIASPORA KIDS*

*FORUM FOR INDIANS A SUCCESS*

## CULTURE, LIVING

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## RACISM IN WORKPLACE INCREASES

Complaints about racial discrimination in employment made up almost one third of the 190 race related complaints dealt with by the Human Rights Commission last year. The figures have been published in the Commission's annual review of race relations released recently.

In all the Human Rights Commission received 491 race related complaints last year.

Workplace complaints made up 20% of race related complaints in 2005 up

from 16% in 2004. In one case a Russian teacher of English was refused a job on the grounds that she lacked local experience, a release from the commission said. A number of overseas trained doctors complained about the difficulty of obtaining New Zealand registration.

**"...a Russian teacher of English was refused a job on the grounds that she lacked local experience"**

The number of complaints about racial harassment continues to grow, the release added. In 2006 they

constituted 24% of race related complaints compared to 19% in 2005 and 15% in 2004. One case of harassment involved a religious minister who mimicked a recent migrant's accent during an incident involving a parking space.

Accommodation continues to be an area where discrimination persists. In one case a Korean landlord said he would only accept Korean tenants. In another a landlord agreed to rent a property over the phone but rescinded the offer when he discovered the person was Maori.

There were few complaints about comments made in the media.

## NZ TO ATTRACT MORE ASIAN MIGRANTS

Just two weeks before the race relations commission released its report about racism (story above), the government announced it is targeting skilled migrants from Asian countries like India with a focus on information technology. It is willing to overhaul its immigration policy to accommodate this new focus.

According to a Radio New Zealand report, the cabinet paper release to the radio show the proposed shake-up is designed to make New Zealand compete with other OECD (Organisation for Economic Co-operation and Development) countries.

The NZ Government is desperately trying to meet skill shortages in IT, and according to the cabinet papers, New Zealand's current immigration

policies cannot compete against intense international competition for skilled workers.

"We probably need to have an enhanced presence there because our IT sector is crying out for skilled professionals," Immigration Minister David Cunliffe said.

Radio New Zealand said the policy would target skilled migrants "in countries like India and China."

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## NZ WINE AIMS TO CAPTURE INDIAN MARKET

A Marlborough winery has secured a contract to supply its premium wine to an Indian distributor. This could well be the beginning of harnessing a huge market for New Zealand wines.

Saint Clair has sent a pallet of 56 cases to a distributor in India's western city of Mumbai, The Marlborough Express reported.

The global marketing director for New Zealand Winegrowers Chris Yorke told the newspaper in the year to June 2006, New Zealand exported 1757 cases of wine to India.

Saint Clair owner Neal Ibbotson said the wine is gaining favourable interest from top end hotels in Mumbai.

Quoting figures from his distributor, Neal told the newspaper India's wine market was forecast to grow 30% each year for the next five years.

In 2005, Indians consumed 635,000 cases of domestic and imported wine and this was forecast to grow to 1.8 million cases by 2010 and 10 million cases by 2015, he said.

Neal hopes to grow his Indian exports and include pinot noir and merlot eventually.

## A STAR IS BORN!



Stella is starring in the RNZFB's first "Red Puppy" Appeal

Stella and her mates want to grow up to be guide dogs but need your help

Watch out for Stella as she takes up the challenge to raise \$1 million for Guide Dog Services

For more information please contact:

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## INDIAN SCHOOL GETS NZ SCHOLARSHIPS

An Indian school will receive New Zealand government's under-graduate scholarships this year.

Carmel Convent School in school in India's northern state of Chandigarh is

## SCHOLARSHIP FOR DIASPORA CHILDREN

Indian government is inviting applications for scholarships from children of Indians living abroad. These scholarships will be offered to students to pursue undergraduate courses in higher and technical institutions in India in the academic year 2007.

"The objective of the 'Scholarship Programme for Diaspora Children' (SPDC) is to make available India's highly developed higher education system to Children of Indian Diaspora (PIOs and NRIs) living in select countries. There are ample facilities for higher education in

one of the three Indian schools selected by the New Zealand government.

Heather Ward, Deputy High Commissioner for New Zealand government in Delhi told India's Express News Service that the scholarships will be awarded to two

India," a release from the Indian High Commission in Wellington said.

This SPDC is offered for undergraduate programmes for professional and general courses (except medical and other related courses). It includes financial assistance towards tuition fee, as well as admission and post admission services. The scheme is applicable to 39 countries, including New Zealand.

The 100 admission-cum-scholarships shall be offered for undergraduate courses in engineering/technology, humanities/liberal arts, commerce, management, journalism, hotel management, agriculture/animal husbandry.

students from any of these schools. Heather and her team is currently interviewing students nominated by the schools. This is the second time that the New Zealand government is giving scholarships to the school students in India. The scholarship includes a rebate of admission and tuition fees.

The shortlisting for scholarships will be on the basis of an objective test comprising English language proficiency and general awareness being common for both technical and non-technical courses. The duration of the test will be two hours and will be conducted by the Missions. Children of NRIs who are studying in India will not be eligible for the scheme.

Last date for receipt of applications is 23 March 2007. Entrance tests will be conducted on 6 May, results of which will be declared by the last week of May 2007. Please contact the Indian high commission in Wellington for more details.

## SIDDHU-SPEAK

The biggest room in the world is room for improvement.

An optimistic is someone who calls bullshit fertiliser!

(These are some of the comments

made by Indian cricket commentator Navjyot Singh Siddhu during the Cricket World Cup recently.)

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## FORUM FOR SOUTH ASIANS DESCRIBED AS SUCCESS

Chris Carter, Minister of Ethnic Affairs

The Office of Ethnic Affairs recently held the inaugural South Asian Forum at the New Lynn Community Centre. The forum was attended by many members of the South Asian community as well as the Governor-General Anand Satyanand and his wife Susan, along with Dr Ashraf Choundhary and myself.

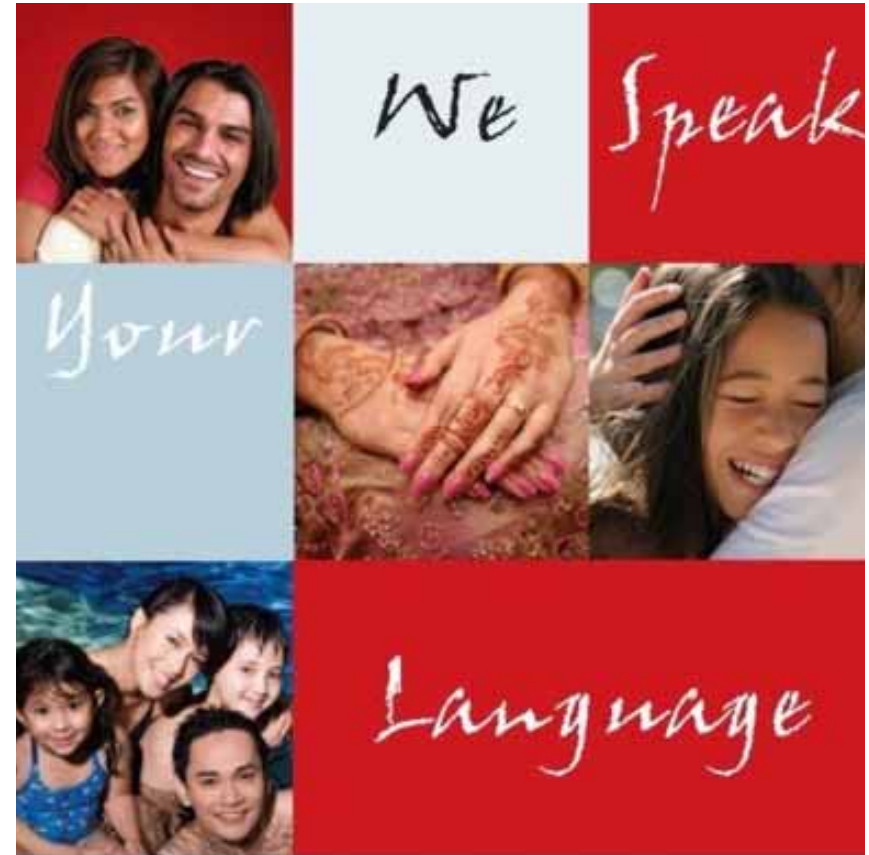
In his opening address, the Governor-General spoke of his perspective on diversity. He provided direction for the forum by setting down a challenge for participants to come up with some practical ideas to facilitate community and individual growth.

The forum focussed on the government's key theme of national identity and included speakers from a variety of backgrounds, including academics, bureaucrats and community-based participants.

One member of the community wrote to us expressing her thoughts, "I came away with a real positive buzz and that we are going to have our very own conference, driven by the community very soon. The conversations have begun (the arguments will come :-D ) but hey that's how we are and we take ownership of that."

Thank you to those who came on the 24th of February and I hope see all of you at the next forum facilitated by the Office of Ethnic Affairs.

Source; *The Ministry of Ethnic Affairs newsletter*



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## BUILDING ON INDIA-NEPAL TIES

Sudeshna Sarkar

TIED TOGETHER by culture, cuisine and commerce, India and Nepal have forged a symbiotic relationship that has seen the two nations traverse through a chequered past into a present marked by strategic synergy.

The manifestations of this bonding are many. When Bipasha Basu, a leading actress in India's film industry Bollywood, was asked what were her

favourite dishes, she answered unhesitatingly: "Dal-bhaat (rice and lentils) cooked by my mother."

In an interesting repetition, when former Miss Nepal and the Nepali film industry's poster girl Jharana Bajracharya was asked what she liked to eat, her answer was the same, almost word for word, "Dal-bhaat."

The stunning similarity in response was not entirely coincidental. This Bollywood rage in Nepal reflects deeper mental, cultural and linguistic

kinship people of the two countries feel for each other.

India's Hindi film industry is the dream destination of Nepali talents and Nepal has given Bollywood stalwarts like actor Manisha Koirala, grandniece of Prime Minister Girija Prasad Koirala, and playback singer Udit Narain.

Bollywood, however, just skims the surface. There are deeper psychological and religious linkages that binds these two countries and their two peoples together. ...

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Language is another important element in cementing ties.

Nepali is recognised as a national language in the Indian constitution and a large percentage of Nepalis understand and speak Hindi fluently, thanks to the inroads made by Bollywood and Indian TV serials into the Himalayan country.

But perhaps the most enduring tie is of real flesh and blood. Inter-marriages bring communities in Nepal and India closer.

From kings, army generals, ministers and commoners, marriages across the border have flourished and show all signs of doing so in future.

Nepal is the only country in the world where an Indian will not feel a foreigner. Go to Kathmandu, or any major towns of Nepal like Biratnagar or Birganj, you will find not only Indian faces everywhere, but will get instinctive welcome from Nepalis also.

India and Nepal are both Hindu-majority nations with vibrant multi-cultural societies. The majestic Pashupatinath Temple located in

Kathmandu is a must-see for a visiting Hindu from India.

Till the other day, Nepal was the only Hindu monarchy in the world. The new democratic dispensation, however, declared Nepal a secular state last year but maintained the traditionally close political and cultural relations with

India.

Besides commonality of Hindu traditions and cultures, albeit with local variations, the influence of Buddhism in Nepal is quite pervasive. "Culturally, their heritage is the same. They are both Hindu dominant religions with pluralistic societies," says S.D. Muni, a Nepal expert at Jawaharlal Nehru University in New Delhi.

Cultural symmetries apart, there is a convergence of economic and strategic interests.

Not for nothing did Nepal's elder statesman Girija Prasad Koirala choose to visit India after becoming prime minister June last year and thanked New Delhi profusely for its support in Nepal's "peaceful struggle for restoration of democracy". In a

special gesture meant to underscore the close ties, Prime Minister Manmohan Singh went to the airport to receive Koirala. "Our cultures are complementary," former Indian foreign secretary Shyam Saran, who was also former ambassador to Nepal, often said.

In this year, the two neighbours hope to come closer still through new political understanding and economic ties. As Nepal plans to hold an historic election by June, when the nation will decide between its 238-year monarchy and becoming a republic, New Delhi has pledged all possible help for the poll and a senior Indian Election Commission official has already visited Kathmandu to discuss procedures with his counterpart.

The poll, which will signify an end to a decade-old communist insurgency that killed over 13,000 and destroyed infrastructure worth billions of rupees, has a key intermediate step - disarming the rebels - in which too India plays a role.

*Contributed by Indian High Commission, Wellington (Source: IANS)*

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MANAGING BY WALKING AROUND!

On walking into the factory, the CEO noticed a young boy leaning against the wall, doing nothing.

He approached the young man and calmly said to him,

How much do you earn?"

The young man was quite amazed that he was asked such a personal question, he replied, none the less,

"I earn \$ 2 000.00 a month, Sir. Why?"

Without answering, the MD took out his wallet and removed \$ 6000.00 cash then gave it to the young man and said:

"Around here I pay people for working, not for standing around looking pretty! Here is 3 months

'salary', now GET OUT and don't come back".

The young man turned around and was quickly out of sight.

Noticing a few onlookers, the CEO approached one of the onlookers and asked him, "Who's the young man that I just fired?"

To which an amazing reply came of, "He was the pizza delivery man, sir!"

FUNNY CALL CENTRE CONVERSATIONS

1. There was a caller who asked for a knitwear company in Woven.

Operator: "Woven? Are you sure?"

Caller: "Yes. That's what it says on the label; Woven in Scotland."

2. On another occasion, a man making heavy breathing sounds from a phone box told a worried operator:

"I haven't got a pen, so I'm steaming up the window to write the number on."

Tech Support: "I need you to right-click on the Open Desktop."

Customer: "OK."

Tech Support: "Did you get a pop-up menu?"

Customer: "No."

Tech Support: "OK. Right-Click again. Do you see a pop-up menu?"

Customer: "No."

Tech Support: "OK, sir. Can you tell me what you have done up until this point?"

Customer: "Sure. You told me to write 'click' and I wrote 'click'".

Compiled by Brian D'Silva, Auckland



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POWERFUL MANTRA

Jasbindar Singh

A few weeks ago, a colleague sent me a piece with Guy Kawasaki's thinking on the matter of mantra vs. mission statement. Guy, a former Apple Evangelist and now a venture capitalist, is an ardent supporter of individuals and organisations having

Mantras are effective because they tap into what is important to us...

mantras rather than mission statements. The idea of having a mantra for the New Year appealed almost instantaneously!

I began to explore the "Mantra for the year idea" with some of my coachees. I noticed that many of my coachees already had some existing theme in their coaching conversations with me. And not too long after introducing the idea of having a personal mantra for the year, we would arrive at something

they liked and felt they owned. Some of their mantras include: taking decisive action, having effortless flow, reaching for the stars,

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creating massive value, being in the moment, challenge and stretch and elegant synchronicity.

Mantras are effective because they tap into what is important to us at the core level of our value base. Compared to the more formal mission statements, mantras tend to be powerful because they hit the mark almost instantaneously. It engages the right brain as well as the heart and spirit along with left-brain thinking. And like our core value base, we can resort to our mantras during the year when we are challenged, stretched and need to make a decision. In such instances, good questions to ask

include "what truly matters here?" "what do I stand for in this situation?" and "in light of my mantra, what might be the best decision here?" Your mantra could help you navigate your way from a perspective you may not have had previously.

Incidentally, according to the Vedas - ancient scriptures of the Hindu teachings, Sanskrit mantras with their unique sounds backed by one's mental intent have been known to have immense power.

Your SQ "Mantra" reflection:

- 1) Have you noticed any emerging themes for you this year?
- 2) Where would you like some stretch in your personal and professional life?
- 3) What might be an apt mantra and touchstone for you in 2007?

Be experimental. Play with the idea until you get the feeling of having arrived at the right one for you. And keep the following in mind: Insight alone may not be enough. However, insight combined with "behaviour change" will result in you achieving your desired outcomes.

NZ's No. 1 Indian publication Website\*

Source: Alexa, an independent website ranking

www.theglobalindian.co.nz



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