

From the President...

It is with a great sense of satisfaction I send this message after completing one of the most memorable musical events organized by the New Zealand Sri Lanka Foundation. Edward-Charitha Gee Miyuru, staged at Dorothy Winstone Centre on 18 June 2005 will undoubtedly remain in memory of those who witnessed it as one of the most memorable musical events staged at this venue in recent times. We have received highly positive and appreciative comments from our members and well-wishers, as well as from many of those who are from other organizations. I take this opportunity to thank specially the organizing committee and everyone who helped us making this event a great success.

Slowly, but surely we are approaching the end of our term. New Zealand Sri Lanka Foundation is holding its seventh Annual General Meeting on the 23rd July 2005. In many respects this year has been unique. An unprecedented disaster, the Tsunami that has very few parallels in human history caused an unforeseen disruption to our activities.

However, the year started on a highly positive note by staging a very successful musical event, Annesley and Indrani show on 24 October 2004. After completing this event, we were looking forward to yet another encounter for entertainment and fun, Lankanite 2004, the 31st night Dance, when the disaster struck. This changed our mood from fun and frolic to one of a sense of commitment and dedication to help the victims. During the gloomy period that followed, we had a very bright spot. We raised our National Flag on the Auckland Harbour Bridge on 4 Feb 2005, to commemorate our Independence Day. It was a very bright and sunny day with moderate winds, ideal for the flag-raising event.

Personally, I take this opportunity to thank the highly dedicated and supportive committee that was behind all these events. I would like to thank all their family members too for their support extended to the Foundation during the past year. We would not have been so effective without their continued support

I also like to thank all of you who supported, participated, appreciated and encouraged us during the past one year. I am sure that the incoming committee will be equally capable and effective. I take this opportunity to wish them success in their endeavours and request you all to extend your fullest support to them.

Dharmasena Maddugoda



Edward Jayakody and Charitha Priyadharshani performed at Dorothy Winstone Centre in Auckland on 18 June 2005 sponsored by the Foundation

The Committee

President:

Dharmasena Maddugoda (09) 526 5202

Vice President:

Lionel De Silva (09) 525 2550

Secretary:

Percy Perera (09) 525 6620

Treasurer:

Farrington Fernando (09) 570 1887

Committee Members:

Ariya Randeni (09) 627 3975

Lal Fernando (09) 627 6527

Samadara Ranaweera (09) 571 2080

Thesara Jayawardane (09) 846 3494

Auditor:

Nihal Jayawickrema (09) 579 1807



Veteran Tabla Guru Wijayaratra Ranatunga accompanied Edward and Charitha on their tour in New Zealand

Next Event

AGM of the New Zealand Sri Lanka Foundation will be held on 23 July 2005 at the Senior Citizens' Hall, Mt Albert at 6.30pm. All are welcome. Please bring a plate for a shared meal.

Nomination Paper and the Notice of the AGM are enclosed in this issue.

Calendar of Events:

23 July 05:	AGM
22 Oct 05	Arts/Crafts show
31 Dec 05	Lankanite 2005
04 Feb 06	Independence Day

Proposed Project... Tsunami Victim Rehabilitation...

New Zealand Sri Lanka Foundation has identified the following Project as a feasible Tsunami Victim Rehabilitation Project that would benefit a larger segment of the population in the affected area. This project would re-build a community health facility destroyed by the December 26, 2004 Tsunami.

Project Name: Shrama Shakti Mawatha Clinic (SSMC).

Services Provided: This facility will provide Maternity, Childcare and Family Planning services to the local community.

Target Population: Around 15,000 living within close proximity and around 200,000 living within the wider area of Moratuwa Municipality.

Description of Community in which the Relief/Reconstruction initiative will be carried out:

1 The area covered by the Moratuwa Municipal Council (MMC) with a population of around 200,000 and with an estimated 10 per cent floating population. This is the third largest Municipality in terms of population. All major ethnic and religious groups are present in this region.

2. Although most of the Colombo District was spared by the Tsunami, the coastal belt of Moratuwa was devastated by this calamity. In this area 63 persons were killed with 7 missing. 3,500 houses were totally or partly damaged. Even at present around 7,000 persons of the region live in 15 refugee camps.

3. Since victims of regions of the North, East and South received greater attention, Colombo District was generally spared. Victims of Moratuwa have not received much attention from either local or international relief organizations.

4. The proposed SSMC building will cater to a population of over 15,000 of which around 65 per cent fall into lower income groups, employed in net fishing, carpentry and casual labour.

5. The number of births in this population for a year is estimated at 225. Clinics such as this cater generally for lower income groups as well as middle income group who do not have the luxury of owning a vehicle.

6. It is well known that Maternity, Childcare and Family Planning Clinics have to be visited by patients several times. Number of patients expected to call on the proposed clinic (presently using alternate places):

	Clinic	Visits per Month
1	Pre-natal	304
2	Post-natal	295
3	Childcare	1216
4	Family Planning	1860

Source MOH office - Moratuwa

Location and Construction Activity:

1. The proposed SSMC building will be located outside the 100meter zone, as approved by the government. The site is owned by the Moratuwa municipal Council and presently has a broken down and unused community centre.

2. The foundation for the two storied building will be constructed to add a third floor if necessary.

3. Ground floor will contain Maternity, Childcare and Family Planning clinics.

4. The first floor will house the offices, a library with a reading room, and quarters for a midwife. Rooftop will be level and will

provide a location for the community to hold awareness and training programs and to conduct activities specially for health care, physical fitness, vocational training and community functions.

5. Availability of the Library is an added advantage that could be used both by the children and the elderly.

6. Water supply, electricity and sanitary facilities will be provided. A suitable boundary and landscaping will be done to make the complex attractive.

7. Medical Officer of Health of the area and the Municipality will obtain the necessary furniture, equipment and other amenities during handover of the building.

Primary reason for selecting an area closer to Colombo was the ability to monitor and report the progress of the Project to the New Zealand Aid, which is a condition attached to Dollar-for-Dollar funding provided by New Zealand Government.

The Committee

The National Flag of Sri Lanka... How it came to being...

The Lion Flag identified as the Royal Flag (Rajakeeya Dhajaya) was hoisted on 4th February 1948 to mark the dawn of our independence. This was one of three flags of the last King of Kandy Sri Wickrema Rajasinghe, which were captured by Captain William Pollock of the 52nd regiment of the British Army on 13th September 1803 and transferred by the East India Company to the Royal Hospital in Chelsea, London in 1835.

The flag was traced by the late E W Perera, scholar, legal luminary and patriot and was brought back to Sri Lanka. Speaking on a motion by MP for Batticaloa A Sinnalebbe in the House of Representatives on 16th January 1948, the Prime Minister D S Senanayake announced the appointment of a committee to advise the Government on the National Flag.

The committee comprised of S W R D Bandaranaike, Minister of Health and Local Government and Leader of the House, G G Ponnambalam, MP for Jaffna, T B Jayah, Minister of Labour and Social Services, Col J L Kotelawela, Minister of Transport and Works, Dr L A Rajapakse, Minister of Justice, Senator S Nadeson and J R Jayawardane, Minister of Finance. Dr Senerath Paranavithana, Commissioner of Archaeology was selected to function as the Secretary to the Committee.

The final report of the Committee (with Senator S Nadeson dissenting) was issued on 14th February 1950. The Lion Flag was adopted in its entirety with the addition of "two vertical stripes, green and saffron of equal size, each being in the proportion of one to seven of the entire flag (excluding the vertical yellow border on the outside of the green stripe)". The two stripes represent minority communities and the motifs of Bo leaves in the four corners represent Buddhism. In the design, the yellow lion on the red background shall carry a sword in its right forepaw facing the two vertical green and saffron stripes. The Lion and the Bo leaves shall be outlined in black.

The report was submitted to Parliament by Prime Minister Senanayake and after a two-day debate was approved on 2 March 1951. The National Flag remains without a change to this day and is included in the constitution of the Democratic Socialist Republic of Sri Lanka of 1978.

Courtesy – Sunday Times

The ABCs of Interviewing...

Most people consider job interviewing a very stressful experience. Unfortunately, the stress itself becomes our greatest enemy, preventing us from creating a positive connection with the interviewer. In this article, I will show how creating a “less stressful – more successful” interview experience is as easy as A, B, C.

A IS FOR ATTITUDE

An interviewer wants to find an outstanding candidate as much as you want to find a fulfilling job. It helps to think of the process as one where both parties are hoping for a positive outcome. A positive attitude will enable to project an image of energy and enthusiasm. If you are competing a group of candidates with a similar background of skills and knowledge, enthusiasm might be the deciding factor. Here are four attitude suggestions that will help you in many interviews and job-related situations:

Never bad-mouth a current or a former employer, co-worker or company. It brands you as a “complainer”, and no one wants a complainer on the team.

Nurture the ability to accept criticism gracefully. All employers appreciate this quality in their workers. If anything said during the interview sounds like criticism, accept it with thanks, and treat it as helpful advice that may benefit you in the future.

See any job that you hold as a part of a large picture. Expressing knowledge and interest in the corporate and industry environment where you work (or hope to work) is a big selling point in any job-related discussion, not just in the interview.

Maintain a positive attitude - from the moment you wake up until the interview is over and you've sent a “thank you” note. Positive attitudes are catching, and you have a great deal of control over sustaining a positive atmosphere through out the interview. Even if you are asked to describe a failure, weakness or negative experience, you can finish your response on an upbeat note by mentioning a lesson learned or strategies used to improve the situation.

Every interview is unique. Because, interviewing is an unrehearsed conversation between two strangers, the discussion can take as many paths as there are people. For that reason it helps to maintain an attitude of willingness, tolerance and flexibility. Learn to accept and participate in the unfolding of the process.

Attitude can save interviews from “going bad”. Interviewers normally arrange to prevent calls or visitors from disrupting an interview. If a single brief-but-important interruption occurs accept it gracefully and resume the discussion afterwards. But if the situation is more severe (the interviewer, or the office, is in a crisis mode that creates ongoing distraction), offer to re-schedule the appointment. Be sincere, and make it clear that your objective is to maintain a positive atmosphere that benefits both you and the interviewer.

Another situation where attitude can save the day is when an interviewer asks an illegal question. If you are asked to provide personal information (age, ethnic background, national origin, marital status, family planning, or sexual, religious, or political preference), don't panic. You have three valid options;

1. You may choose to answer honestly. It is possible that the truthful answer is the one they want to hear and will add to your desirability as a candidate. (However, you should carefully consider whether you want to work for this particular organization.)

2. You can refuse to answer the question and advise the interviewer that it is not appropriate for you to respond. Unfortunately, it is very difficult to maintain a positive interview environment afterward, and it is likely you will be viewed as uncooperative or confrontational as a result.

3. You can assume the question was phrased poorly by accident. Put aside your negative reaction and focus on the job-related element that may have prompted the question.

Here are some ways to politely steer the conversation back where it belongs – your ability to perform the functions of the job;

If asked, “what country did you come from?” answer by confirming that you are eligible to work in this country. If asked, “what is your first language?” specify which languages you read or speak fluently. For questions such as “are you married?” “Do you have children?” or “do you have any physical handicaps?” answer by describing any limitations you have on physical activity, travel, overtime, or relocation as part of the job. If you do not see any relationship between the question and the position, it make sense to ask; “could you explain how this is relevant to the job we are discussing?” Most interviewers will appreciate your tact and your desire your interview back on track.

B IS FOR BEHAVIOUR

Attitude drives the second factor, behaviour. When you have a positive attitude and desire to perform well at the interview, you'll plan to get a good night's sleep, eat a nutritious breakfast, and allow plenty of travel time to get to the appointment. You won't schedule important activities following the interview, since you may be asked to stay and complete an application, take some tests or meet with another decision-maker.

Make an effort to arrive at the interview looking like the ideal job candidate. Have extra copies of your resume, something to write on and something to write with. Bring any items you produced that would support your presentation (writing samples, published articles, spread sheets, software programs, photos or videos). If possible, you should leave copies of everything you bring, so make sure they are crisp, clean and of good quality.

Be polite and friendly on the phone and to the people you encounter on the way to the interview. It pays to be courteous, professional and friendly with the receptionist, the secretary, and even the people in the parking lot and the elevator. You have no way of predicting which people you encounter on the way to and from the interview are part of the hiring team or have input into the hiring process.

Think of the interview as a conversation, not an interrogation. Introduce yourself in a relaxed confident manner. Sit straight and lean slightly forward to show openness and interest, but give the interviewer breathing room. Respect the importance of physical space and never get so close that it makes the other person feel boxed in.

Communication is a two way street. Focus your attention on what the interviewer is saying (not on what you'll say next). Don't talk too much. If you do most of the talking, you will probably miss cues to help you know what the interviewer feels is important.

Once you determine where the interviewer is “coming from”, you can follow his or her lead. Try to speak with the same rhythm and tone of voice. Make some friendly observations of your surroundings. If the interview is conversational, make small talk about your interest, hobbies, or what you did last weekend. Be positive and up beat. This will help both of you relax and establish a connection.

Remember that communicating information about yourself is your responsibility. It is not up to the interviewer to drag it out of you. The interviewer will often signal the end of the interview by asking if you have any questions. If you feel you haven't discussed some key points, take the initiative and say, "Before I ask my first question, there are a couple of points I would like to mention."

C IS FOR COMPATIBILITY

Think of two overlapping circles – one is you and one is the company. Everything that you say and do during the interview, should contribute to enlarging the space where these circles overlap. The bigger and more clearly defined you can make this area, the more desirable you will be as a candidate.

Your preliminary research of the company and the position should give you a clear idea of the skills being sought. Observation and before the interview should also give you clues as to the personal strengths and character traits that will be key to this position. (An auditor needs to be good at detail work and be very trustworthy. A salesman needs ambition and people skills, for example.)

Most companies typically conduct a situational interview. You will be asked open-ended questions that begin with phrases such as "Tell me about a time..." or "Describe an experience..." Interviewers assume your answers will reveal interesting information and be reliable predictors of your behaviour in future situations.

Think of each question as a table topic and give yourself about one minute to create an interesting answer. Part of your preparation will be to have several effective stories that you can use at the appropriate time to illustrate the trait or skill being addressed. Always plan and rehearse stories that illustrate some of your most marketable traits and talents. Be sure to include a relevant situation, what you did, and the results.

These open-ended questions give you the best opportunity to sell yourself to the interviewer. Closed-ended (yes/no) questions don't give you the chance to elaborate. Whenever you are asked a closed-ended question treat it as an open-ended question by assuming the interviewer is asking for a brief, comprehensive explanation. Respond with a "situation + action + results" answer.

An interview is primarily an attempt to assess your compatibility with the job and the organization. When you hear any of the following questions, you may have several different responses in mind, but the 'right' answer is the one that will emphasise how closely you the interviewer's mental picture of the ideal job candidate;

"Why do you want to work here?" or *"What about our company interests you?"* Few questions are more important than these, so it is important to answer them clearly and with enthusiasm. Demonstrate your interest by sharing what you have learnt about the job, the organization and the industry through your own research. Be specific as to how your skills will benefit this particular company.

"Tell me about yourself." This question deserves a well-prepared two-minute answer that includes, where you've been, where you are going, and why you want this position. Each part should focus on the skills, traits and the knowledge that makes you the best match for the job.

"What are your best skills?" or *"What are your biggest accomplishments?"* Keep your answers job-related. By now you should know what skills the company values. List them,

and then describe situations where skills contributed to success for you and your company.

"What kind of tasks and responsibilities motivates you most?"
"What kind of work environment do you prefer?"
"Do you work better by yourself or with others?" Many questions don't have an obvious "right or wrong" answer, but these questions are clearly intended to measure the compatibility between you and the job environment where you would be working. Unless it has already been stated clearly that this is a job involving one extreme or another, the ideal answer will emphasise your flexibility. Be honest, and give examples describing your ability to deal with a broad spectrum of alternatives.

ASKING QUESTIONS DURING A JOB INTERVIEW

Prepare five good questions (you may not have time to ask them all, so ask in order of importance to you). Concentrate on gaining information on about the responsibilities of the position and the culture of the organization. Reinforce the awareness that you already possess knowledge about the company and industry. One question might be, "I read in *The Wall Street Journal* that... How would that factor create an impact on your business?"

While you are leaning more about the employer, your interviewer should be using this opportunity to further evaluate you as a job candidate. He or she will be measuring your interest in the organization, knowledge of the field, maturity, professionalism, and communication skills.

Note; Never bring up salary, benefits or work-hour question at this first interview. Salary and benefit negotiation occur during a second or a third contact with the employer. Your initial interview should help the recruiter see whether you "fit" the company and position, and help you determine whether you want to work for this organization.

AFTER THE INTERVIEW

When you leave, thank the interviewer for his or her time and attention. If the interviewer does not volunteer specific follow-up details, ask about the next step in the process. Is additional information needed, or forms for you to provide? Who can you contact when checking on the search status? If they offer to contact you, politely ask when you should expect the call.

While situations will vary, look for positive signs that the interview went well. These may include; The interview lasts longer than you expected, longer than the company said it would; the interviewer asks you at the end whether you are still interested; you are given a very specific date when they will follow up. (Normally, a follow-up date is general or vague.)

As soon as you leave the building, find a quiet place to sit down and evaluate the interview. How did it go? What did do well? What can you improve? Be sure to note what you learn about the company or the industry, impressions of the people you met, your responsibilities for any follow-up, and when you can expect to hear from them. If you did not receive business cards from the people you met, you may call the company directly when you get home and ask the receptionist for the correct spellings for their names and titles. This information will become crucial if you are invited back for a second interview.

Write a brief (no more than one-page) thank-you note. Include an expression of appreciation to each decision-maker that you met, confirmation of your interest in the job, summary of how your background and skills fit the responsibilities of the position, and one or two conversation details to demonstrate that you listened carefully. Be sure to include your full name and contact information on this note.

If the job contact was made through the Internet or the e-mail, send an e-mail thank you note immediately after the interview. Then mail a second letter by regular post, timed to arrive a week before the hiring decision will be made. Take advantage of this second communication to expand on one or two significant topics that will reinforce your strength as a job candidate.

Will there be a second interview? If you have done all of the above, you have demonstrated the Attitude, Behaviour and Compatibility to make you a formidable candidate for the position. Even if this job doesn't land in your lap, you will have begun accumulating some positive interview experiences and memories that will help you in future interviews.

**By Shelia Spencer, DTM – bockr@attglobal.net
The toastmaster, Feb 2003**

Eat and be healthy...

Proteins...

The body uses proteins for growth and to build and repair bone, muscles, connective tissue, skin, internal organs and blood. The immune system (body defense), hormones and enzymes that control body's chemical reactions are all proteins. Basically proteins are everywhere in the body and are involved in everything happening inside the body. In extreme conditions when carbohydrates and fat are not available, protein is used as a source of energy.

Each protein is a large complex molecule made up of 20 different amino acids. The 20 amino acids are linked in thousands of different ways to form thousands of different proteins each with a unique function. Nine of the 20 amino acids are considered "essential" as they come only from the diet; the other 11 are considered "nonessential" because the body can make them. The quality of protein differs among foods; the foods that supply all essential amino acids in amounts needed by the body are called high quality proteins. Animal proteins for example eggs, meat, fish, cheese and milk are considered high quality proteins. Many plant proteins are low in one or more essential amino acids and therefore are considered lower quality. However they complement each other when number of different plant proteins is combined. Combining plant proteins such as grains, pulses, seeds, nuts and vegetables leads to a high quality vegetarian diet which is just as good as animal protein. Soya is a high quality protein on its own and regarded as equal to meat protein. Since the quantity of protein per gram of Soya is less than that of meat, the amount of Soya needs to be eaten will be higher than that of meat to get the same amount of protein.

An average man needs 50-60 grams and woman needs 40-50 grams of high quality proteins each day. During pregnancy and breast feeding woman needs to increase the intake to 50-60 grams a day. The above protein requirements are sufficient only if the energy need of the individual is met by carbohydrates and fat. Otherwise part of the proteins usually used for numerous functions in the body will be diverted to get energy and causes protein intake insufficient.

Protein is not usually stored in the body except a short-term store of essential amino acids. Excess proteins will be broken down; nitrogen is converted to urea in the liver and filtered in the kidney and out in urine as waste. However eating too much protein can increase the risk of kidney stones and osteoporosis. In addition many high protein foods such as meat, eggs and milk are high in fat and cholesterol and increase the risk of cardiovascular diseases. Therefore eating too much protein could be harmful. The protein intake should never exceed twice that of the recommended intake! Some weight loss strategies place emphasis on increasing the intake of protein. Even though it appears as losing weight, it creates a dangerous physiological

state and difficult to keep the weight off once the diet comes to an end.

Almost any reasonable diet will give you enough protein each day, but it is important to make healthier choices. Four ounces of lean meat, poultry or fish (about the size of a deck of cards) provides 25-30grams. The balance protein requirement can be obtained from other foods such as pulses (beans, peas, peanut and lentils), cheese, milk, grains (rice, corn, bread, pasta, and cereals), vegetables and fruits. Soybeans, tofu, and other soy-based foods are an excellent alternative to red meat. It is also important to pay attention to what accompanies protein; choosing high protein foods that are low in saturated fat and cholesterol will help the heart even as it helps the waistline.

Teckla Perera



Edward, Charitha and Wijayarathne, with some members of the Committee and their families on the Mt Eden summit

New Zealand Sri Lanka Foundation wishes to extend their sincere thanks to Nanda Gunawardena, Rasendra Ratnayake Sarath Pannila, Jayasiri Basnayake, Omar Fahmy, Manjula Walgampola, Niroshan Niriella and Farrington Fernando for their special contributions to the Edward-Charitha show.

INTRODUCTION TO... THE NEW ZEALAND IDENTITY...

New Zealand's social history is founded on migration – from the movement of early Polynesian settlers from Hawai'i to New Zealand more than 1000 years ago, to the arrival of Captain James Cook in 1769, to the 50,000 or so migrants who arrive annually to live in this welcoming country. As such, migrants have played a major part in shaping the identity of New Zealanders.

Dutch navigator Able Tasman was the first European to sight this land, in 1642, but he didn't stay. It wasn't until late in the 18th century once Cook had arrived, that New Zealand (known as Aotearoa in Maori) was settled by European missionaries and whalers.

In 1840, the indigenous Maori people signed the Treaty of Waitangi with the British Crown, which gave the British Government sovereignty over New Zealand. The Treaty of Waitangi is now regarded as Aotearoa New Zealand's founding document.

During the peak time of British migration to New Zealand in the 1860s and the 1870s, it was a lot more difficult to get here than it is today! The migrants' journey was a dangerous 75-115-day ship voyage that cost each of them about five months' worth of wages. Many young children died during the journey due to the bad conditions. To many it was worth it – the gold rush of the 1860s meant New Zealand's non-Maori population doubled between 1861 – 1864. From 1865, Chinese miners arrived in Otago, many from gold fields in Australia, but also directly from China. Their numbers grew to about 5000 in the 1870s but many returned home after they had made their fortune.

In the 1870s more than 90 per cent of the migrants to New Zealand were British (from England, Scotland, Wales and Ireland), and numbered around 100,000. In 1861 New Zealand's non-Maori population was 99,000; by 1881 it had soared to 490,000.

After the 1880s, most of New Zealand's population was due to natural increase. Then from 1901 – 27 (excluding wartime), and from 1940 to the mid 1970 there were further waves of migration, firstly from British countries, but then from non-British such as the Netherlands. Many of these came under "assisted immigration" government programmes.

In the early 1970s most migrants came from the United Kingdom, Australia, Europe and the Pacific Islands. High levels of immigration between 1971 and 1974, especially from the UK and some Pacific Island countries, saw the New Zealand government introduce stricter immigration controls in 1974. However, this resulted in less migrants coming to New Zealand in the early 1980s, so the government announced a major review of immigration policy and legislation. This legislation came into force in 1987 and meant that, for the first time, New Zealand had an immigration policy that did not discriminate explicitly on the basis of country of origin. Previously, New Zealand had what was known as a "traditional source country" immigration policy. This meant it focussed on attracting people from the UK, Australia, North America and Europe. The change in policy opened the door to business migrants from Asia and other countries for the first time. Following the introduction of the point-based selection system in 1991, aimed to attract the most appropriate people for New Zealand's needs, immigration into New Zealand from Asia increased dramatically.

New Zealand's current immigration policy is designed to reap social and economic benefits for this country. Since the late 1980s, successive governments have operated proactive immigration policies with the aim of contributing to New Zealand's human resource and knowledge base. Such policies

also helped develop strong social and economic ties with other countries. New Zealand has a system of bilateral visa-waiver agreements with more than 50 countries in Europe, Asia, the Americas and Africa.

New Zealand's immigration policy also seeks to attract migrants with entrepreneurial skills and experience. Specific business migration schemes encourage such people to bring their skills to this country. Temporary work permits are often given to fill short-term skills shortages. For example, skills shortages in the information and the communication technology (ICT) sector have been eased through New Zealand's enlightened immigration policy.

New Zealand also responds to the humanitarian needs of those who have close family connections with residence in New Zealand. The current immigration programme allows for around 30 per cent of total migrant approvals to be in the family and humanitarian categories. As well, New Zealand has a refugee programme that accepts an annual quota of 750 refugees. Approximately 700 asylum seekers are granted refugee status each year.

The New Zealand government encourages diversity in the country's ethnic make-up. New Zealand's immigrant selection does not discriminate on the basis of country of origin – it has what is known as an open door policy. That does not mean just anyone can enter though – immigrants must pass English language requirements (levels of which were raised in November 2002), have professional qualifications and be of good character. The government's belief is that these people will be able to integrate well into a bicultural society founded on the principles of the Treaty of Waitangi. The result of New Zealand's immigration policy is that today, around one in five New Zealand residents was born overseas. **KIWI ORA**

"What is important is not where people come from, or what colour they are, but that they want to live here, have the skills, qualities and connections we need and that they contribute to our social fabric. If we have a vision of what we want New Zealand to be and what is needed to achieve that, then we will go out looking for the people that can best help us to do it, irrespective of colour, race, religion or national origin".

Joris de Bres
Race Relations commissioner, March 2003

Views expressed in articles are those of the contributing authors and may not necessarily reflect the views of the NZSLF

Contributions

This newsletter is published quarterly. We thank everybody who sent contributions to this newsletter and apologize for not being able to publish all contributions due to the limitation of available space. Please send your contributions to the Spring issue by the end of September 2005 to the correspondence address below, Attn Editorial Committee or by e-mail to NZsif@nzslfoundation.com

Correspondence: Editorial Committee, NZSLF, P O Box 41191, St Lukes, Auckland, New Zealand, www.nzslfoundation.com



