



Publications of the National
Advisory Council on the
Employment of Women:
Annotated Bibliography

Publications of the National
Advisory Council on the
Employment of Women:
Annotated Bibliography

ISBN: 978-0-478-33319-0

newzealand.govt.nz



NATIONAL ADVISORY COUNCIL ON
THE EMPLOYMENT OF WOMEN
MANA WAHINE, MANA MAHI

Disclaimer: The Department of Labour has made every effort to ensure that the information contained in this report is reliable, but makes no guarantee of its accuracy or completeness and does not accept any liability for any errors. The Department may change the contents of this report at any time without notice.

ISBN 978-0-478-33319-0

August 2008

© **Crown copyright 2008**

This material is Crown copyright unless otherwise stated and may be reproduced free of charge without requiring specific permission. This is subject to it being reproduced accurately and not being used in a derogatory manner or in a misleading context. The source and copyright status should be acknowledged. The permission to reproduce Crown copyright protected material does not extend to any material in this report that is identified as being the copyright of a third party.

Department of Labour
PO Box 3705
Wellington
New Zealand

www.dol.govt.nz

For more information about the employment of women, please visit
<http://www.nacew.govt.nz/>

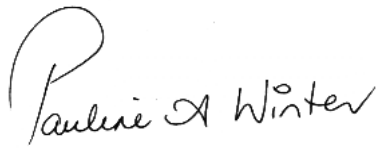
FOREWORD

One of the National Advisory Council on the Employment of Women's (NACEW) Terms of Reference is to express views and make recommendations as appropriate to the Minister of Labour on matters relating to the employment of women. To do this, the Council has developed a strong evidence-based approach which has been wide-ranging and robust.

The Council is also tasked with promoting the dissemination of information in New Zealand and overseas. Many of these publications have set out to inform wider audiences of issues related to women's employment.

As part of the activities undertaken to mark the Council's 40th anniversary in 2007, the Council's work has been collated in this annotated bibliography which provides a comprehensive overview of all work undertaken over the past 40 years. We anticipate it will be a valuable resource for a range of academics, policy makers, and for anyone interested in women's employment issues currently and in the future.

Having a record of the past is important in understanding how we are tracking now, and where we may be heading in the future.

A handwritten signature in black ink that reads "Pauline A Winter". The signature is written in a cursive style with a large, prominent initial 'P'.

Pauline Winter
Chair of the National Advisory Council on the Employment of Women

TABLE OF CONTENTS

INTRODUCTION	5
RESEARCH PUBLICATIONS.....	6
ASSOCIATED PUBLICATIONS	12
SEMINAR PAPERS	16
INFORMATION BROCHURES.....	18
JOURNAL ARTICLES	21
ANNUAL REPORTS.....	22
SUBMISSIONS 1967-2007	23
SELECTION OF PRESS COVERAGE	28
INFORMATION IN PERSONAL PAPERS	30
OTHER RELEVANT COLLECTIONS	30
PAPERS AT ARCHIVES NEW ZEALAND, WELLINGTON.....	31

INTRODUCTION

The National Advisory Council on the Employment of Women's (NACEW) publication programme is an essential part of its activities and referred to in one of its term of reference: to promote the dissemination of information on the employment of women in New Zealand and overseas.

The purpose of this bibliography is to record all of NACEW's publications and include an annotation for each where possible. This bibliography has been developed using the Council's annual reports, the National Library of New Zealand's online catalogue (including material held at the Alexander Turnbull Library), and NACEW's website, www.nacew.govt.nz.

This is an excellent resource for publications dating back to the early 1990s.

NACEW's publications are listed chronologically and grouped into research, seminar papers and information brochures. Journal articles, annual reports, submissions, and other documents of interest are also included in this bibliography and are not annotated. If available, the International Standard Book Number (ISBN) has been included in the citation, and a web address. In some cases, NACEW's involvement in publications has been more collaborative in nature and these publications are listed under *Associated Publications*. This bibliography does not include copies of papers written for internal use by NACEW.

NACEW's work is noted in various other publications. John Martin's book, *Holding the balance: A history of New Zealand's Department of Labour 1891-1995* examined NACEW's work under the section, the department and women. Work is also described in the *New Zealand Official Yearbook 1993*¹ which marked 100 years of women's suffrage, and focussed on women's progress and activities.

NACEW's name - National Advisory Council on the Employment of Women – is not always cited correctly in catalogues and databases. Errors include listing it as a *Committee* instead of a *Council*, referring to it as *Woman* instead of *Women*, missing out *the*, or using *of* instead of *on*.

The Council would not have an extensive publications programme without the research assistance it received from the Department of Labour.

¹ *New Zealand Official Yearbook 1993*. (1993). Wellington: Department of Statistics. p.265.

RESEARCH PUBLICATIONS

Kennedy, L.M. (1968). *A study of the education of girls in New Zealand*. Wellington: Department of Labour. 30pp. Held at the Alexander Turnbull Library

This paper concluded that girls' career opportunities would be increased considerably by studying mathematics, allowing them access to a wider range of vocational training and university disciplines more suited to the labour market. The Council anticipated this would also eliminate aspects of employment being exclusively male or female.

Stace, J. (1973). *Employers' attitudes, work opportunity for women: Report of a New Zealand survey 1971*. Wellington: Society for Research on Women in New Zealand Inc. and the National Advisory Council on the Employment of Women. 179 pp. Held at the National Library of New Zealand and the Alexander Turnbull Library

This paper contained information on New Zealand employment practices relating to women, and employers' attitudes towards women. The survey concluded that barriers to the wider employment of women seemed more social and psychological than legal, and it was concluded that women could lead the change.

***Kitset papers on equal pay. (1980)*. Wellington: Department of Labour. 19 pp. Held at the Alexander Turnbull Library**

This booklet, designed for use in schools and tertiary institutions, educated students about equal pay. The first section was heavily based on the pamphlet *Equal Pay* issued by the Department of Labour. The kitset had two sections – factual material on the Equal Pay Act, and the wider issue of equal opportunities for women workers.

Hansen, P. (1987). *Women's employment issues: New Zealand 1967-1987: An account of the activities and issues addressed by the National Advisory Council on the Employment of Women*. Wellington: Department of Labour. 48 pp. ISBN: 0477034160. Held at the National Library of New Zealand and the Alexander Turnbull Library

This publication covered the Council's key priority areas over its first 20 year period, including, equal employment opportunities, affirmative action, non-traditional occupations, equal pay, parental leave, and childcare. It reviewed the social, cultural and economic trends that influenced the Council's work.

***Beyond the barriers: The state, the economy and women's employment 1984-1990.* (1990). Wellington: Department of Labour. 213 pp. ISBN: 0477034748. Held at the National Library of New Zealand and the Alexander Turnbull Library**

This book examined women's labour force participation, trends in paid work, and analysed the impact of government policy changes on women in the labour market from 1984 to 1990. It focused on the experiences of different groups of women, including Māori and Pacific, disabled women, and young women. For many years, this publication was considered an essential reference and was widely consulted.²

***Forward: A series of forums on employment and training issues for women with disabilities.* (1992). Wellington: Department of Labour. 17pp. ISBN: 0477035027. Held at the National Library of New Zealand and the Alexander Turnbull Library**

This booklet summarised a range of views on employment held by women with disabilities and included recommendations based on five forums held throughout New Zealand in 1991. Issues discussed included anti-discrimination legislation, equal employment opportunities, education and training, the income/support wage relationship, work accessibility, and childcare.

Gray Matter Research Limited, Rivers Buchan & Associates. (1993). *Women and self employment: Te wahine hanga mahi.* Wellington: National Advisory Council on the Employment of Women. 85pp. ISBN: 0477035388. Held at the National Library of New Zealand and the Alexander Turnbull Library. Retrieved 14 June 2008 from NACEW web site: <http://www.nacew.govt.nz/publications/files/rpt-women-selfemployment.doc>

This paper looked at factors which influenced the increase in the proportion of self-employed women over the previous decade, and in-depth information on self-employed women which had not previously been studied. The Council was particularly interested in the extent to which self-employment was a positive career option for specific groups of women. The research included a literature review, an overview of statistical trends, interviews with 47 self-employed women, and a summary of the findings.

***Report of the National Advisory Council on the Employment of Women (NACEW) on women's access to industry training.* (1994). 26pp. Retrieved 14 June 2008 from NACEW web site: <http://www.nacew.govt.nz/publications/files/rpt-women-industry-training.doc>**

This report assessed the government's *Skill New Zealand Strategy*, and identified areas where equity and/or efficiency costs may have been likely. This was because specific groups of women were in danger of being left outside the industry training and national qualifications frameworks. The report noted that data monitoring would be required to assess whether, and to what degree, *Skill NZ* had improved women's access to employment and training.

² Davies, L. with Jackson, N. (1993). *Women's labour force participation in New Zealand: The past 100 years.* Wellington: Department of Social Welfare.

***The current position of women in the labour market.* (1994). 14pp. Retrieved 14 June 2008 from NACEW web site:
<http://www.nacew.govt.nz/publications/files/current-position-women-labour.doc>**

This report illustrated that in many cases women's current position within paid employment is linked to their structural position in the labour market, particularly their high representation in part-time and casual work.

***Report on parental leave.* (1997). 24pp. Retrieved 14 June 2008 from NACEW web site:
<http://www.nacew.govt.nz/publications/files/rpt-parental-leave.doc>**

This report examined parental leave policies, in terms of labour market and wider benefits that flow from the provision of parental leave. It gave an overview of the components and objectives of parental leave schemes internationally. The report then focused on New Zealand provisions available under the Parental Leave and Employment Protection Act (PLEPA) 1987, and discussed three key issues: payment, eligibility and access to information.

***Childcare, families and work: The New Zealand childcare survey 1998: A survey of early childhood education and care arrangements for children.* (1999). Wellington: Department of Labour. 192pp. ISBN: 0477036244. Held at the Alexander Turnbull Library and the National Library. Retrieved 14 June 2008 from NACEW web site:
<http://www.nacew.govt.nz/publications/workandcare/index.html>**

This survey was New Zealand's first comprehensive national survey on early childhood education (ECE) and care. It was designed to gather information from parents on the use of ECE and care arrangements for children under 14 years of age, and on the relationship between labour force participation and the use of ECE and care. A total of 3,809 families participated in the Childcare Survey. The Survey was conducted by Statistics New Zealand as a supplement to the Household Labour Force Survey from July to September 1998.

***Key findings: Childcare, families and work – the New Zealand childcare survey 1998.* (1999). 9pp. Retrieved 14 June 2008 from NACEW web site:
<http://www.nacew.govt.nz/publications/files/nz-childcare-survey.doc>**

This report discussed the key findings of the *New Zealand Childcare Survey* and found that the use of early childhood education (ECE) and care, and the types of ECE and care used, vary by parental labour force status, family income, the number of parents in the household, and ethnicity.

Armitage, J., Burges, F., & Stephenson, A. (2001). *A strategy for supporting pacific nations women into early childhood education courses*. Wellington: Wellington College of Education. Phase 1 (8pp), Phase 2 (18pp) and Phase 3 (17pp)

This three-phased report identified a bridging course as a way of supporting Pacific women to succeed in tertiary level training for early childhood teacher education. The report included a consultation process, identified language difficulties for Pacific students applying for course entry, and outlined a bridging course tailored to Pacific women.

Ehrhardt, P. (2002). *Does the student loan scheme impact differently on males and females, and does this vary between different cultural groups?* 73pp.

Retrieved 14 June 2008 from NACEW web site:

<http://www.nacew.govt.nz/publications/files/report-revisions.doc>

This paper looked at the differential impacts of the student loan scheme on males and females, and examines differences between different cultural groups. The gender differential in repayment times is significant in terms of equity and its likely impact on the life plans of debtors. This is due largely to inequalities in the labour market and women's continued responsibility for childrearing. Solutions are likely to lie in creating equal employment opportunities and providing greater access to childcare.

Harris, C. & Massey, C. (2003). *Discovering the potential of women in small business*. 45pp. Retrieved 14 June 2008 from NACEW web site:

<http://www.nacew.govt.nz/publications/files/potential-women-sm-biz.doc>

This report aimed to improve an understanding of the status, motivations, and experiences of self-employed women in New Zealand, and ultimately to improve the potential of women to contribute to the growth of the wider economy.

Fawthorpe, L. & Gendall, K. (2006). *Decisions about caring and working: A qualitative study*. Wellington: Department of Labour. 79pp. ISBN: 0478280742

Held at the Alexander Turnbull Library and the National Library. Retrieved 14 June 2008 from NACEW web site:

<http://www.dol.govt.nz/publications/research/decisionsaboutcaring/decisionsaboutcaring.asp>

This qualitative research study explored how and why people with caring responsibilities made decisions about paid work. Fifty men and women were interviewed, either primary caregivers or couples with equally shared caring responsibilities. The study shows that multiple factors influence people's choices about paid work, and that different situations suited different people.

Top Drawer Consultants. (2006). *Improving the quality of work for women in the homecare, residential and cleaning sector*. Retrieved 14 June 2008 from NACEW web site:

<http://www.nacew.govt.nz/publications/quality/background/index.html>

This is a collection of four papers:

Attachment 1: NACEW's recommendations on government contracting in the homecare, residential care and commercial cleaning sectors. 4pp

Attachment 2: Summary report of project conducted by NACEW 2005-2006. 6pp

Attachment 3: Quality of work for women in precarious work: The international experience. 41pp

Attachment 4: Improving the quality of work for women in homecare, residential and cleaning sectors: New Zealand context: Executive summary. 46pp

Two research reports on the New Zealand context and international interventions were the result of this project along with a summary report and recommendations. The project examines how the government's contracting/funding processes could be used as a lever to improve precarious employment issues affecting women in these sectors. The nature of precarious employment in New Zealand is discussed and compared with overseas experiences.

Dwyer, M. (2006). *The economic rationales for narrowing the gender pay gap. 41pp*. Retrieved 14 June 2008 from NACEW web site:

<http://www.nacew.govt.nz/publications/quality/women/index.html>

This report discusses the factors that contribute to the gender pay gap, and considers the gender equity issues that impact on business performance. It provides a rationale for including a gender focus in the economic transformation and productivity arenas.

Priority improvements to parental leave. (2007). 15pp. Retrieved 14 June 2008 from NACEW web site:

<http://www.nacew.govt.nz/publications/workandcare/leave/>

In 2007, the Minister of Labour asked the Council for advice on priority improvements to the parental leave scheme. The Council recommended five improvements to strengthen its performance against the scheme's objectives, namely gender equity within the labour market and within families. The improvements include extending the scheme further to ensure wider eligibility, and increasing its length.

**Dwyer, M. (2007). *Critical Issues for New Zealand women's employment, now and in the future*. 16pp. Retrieved 14 June 2008 from NACEW web site:
<http://www.nacew.govt.nz/publications/general/critical-issues/index.html>**

This paper looks briefly at the current status of women in the labour market and NACEW's current priority areas. It then discusses four key future priorities which the Council sees as critical for improving women's employment and labour market outcomes over the long-term.

***National Advisory Council on the Employment of Women: Forty years of work 1967-2007*. 29pp. Retrieved 14 June 2008 from NACEW web site:
<http://www.nacew.govt.nz/publications/general/nacew40/index.html>**

This paper reviews NACEW's contribution to women's employment over its 40 year history as a way of marking social, economic and legislative progress over this time. The paper outlines the wide ranging areas in which the Council has been involved and offers a comprehensive record of its work.

ASSOCIATED PUBLICATIONS

A list of associated publications is outlined in chronological order below.

Orr, E.W. (1968). *Women at work: A guide to employment and training opportunities for women returning to work*. Wellington: Sweet and Maxwell Ltd. 93 pp. Held at the National Library of New Zealand and the Alexander Turnbull Library

This paper debated whether married women should work and urged that no stigma be attached to women's choice of work.

***Pre-school child care*³ - Part 1 - New Zealand. (1971⁴). Wellington: Department of Labour. 32 leaves. Held at National Library of New Zealand**

This paper, prepared for NACEW, described the range of early childcare services available, and noted a lack of comprehensive information required to investigate further. The Council concluded that more facilities were required due to the increase in working mothers, and facilities should cater for the emotional and educational development of the child.

***Equal pay: Employment and social patterns*. (1971). Submission to the Commission of Inquiry into Equal Pay. Wellington: Department of Labour. 43 leaves. Held at the Alexander Turnbull Library**

This submission commented on changes in employment patterns for women, including horizontal and vertical movements, and social changes. The Department produced another submission commenting that equal pay was part of a wider movement towards the recognition of women's rights.

***Equal pay in New Zealand: Report of the Commission of Inquiry*. (1971). Wellington: New Zealand Commission of Inquiry into Equal Pay. 90 pp. Held at the National Library of New Zealand and the Alexander Turnbull Library**

NACEW members, Mr C.J. Thompson, Miss R McBride, and Mrs E.W.Orr, presented NACEW's submission to the Commission of Inquiry into Equal Pay.⁵ The Council's evidence was of a general nature and designed to provide the Commission with relevant information and raise issues, which the Commission might appropriately consider.⁶

³ At the beginning of the 1970s the term 'child care' was written as two words. By the 1980s it had become a one word term i.e. childcare. It then later changed to a more encompassing term 'early childhood education'.

⁴ In the National Library catalogue the year is cited as '1970?' This publication is discussed in NACEW's Annual Report for 1971, p. 7, so possibly the publication date is 1971, rather than 1970.

⁵ There were 46 submitters. Elizabeth Orr also presented a submission as an individual.

⁶ *National Advisory Council on the Employment of Women Report for Year ended 31 December 1971*. (1971). Wellington. p.6.

***Urban women.* (1972). Dunedin: Society for Research on Women in New Zealand. 104pp. Held at the National Library of New Zealand and the Alexander Turnbull Library**

This paper was the result of interviews with 5,400 women about households, children, childcare, education, finance and employment. The report provided primary statistical data which was not previously available and aimed to inform planning and policy making and lead to further research. Information from this study was used in the publication *Pre-school child care - Part 1 - New Zealand*.

Bullock, M. (1973). Why employ women? Johnsonville: Society for Research on Women. 24pp. Held at the National Library of New Zealand and the Alexander Turnbull Library

This employer survey, produced when the importance of work and equality of the sexes was being debated, concluded with expectations that work would become more flexible and that child-rearing would not unduly affect women's career opportunities. Survey participants concerns were included, such as staff shortages, older women, and apprenticeships.

***Retraining: Some facts and assessments of the problems of women re-entering the labour market.* (1973). Wellington: Society for Research on Women in New Zealand. 10 leaves. Held at the Alexander Turnbull Library**

This paper looked at current and possible facilitation mechanisms for older women returning to work identifying six key barriers. It made international comparisons, with particular reference to an OECD report. The paper concluded that the New Zealand government did not appropriately support women re-entering the workforce and policies should be developed to assist this.

***Equal pay.* (1974). Wellington: Department of Labour. 8 leaves. A5 pamphlet. Held at the National Library of New Zealand and the Alexander Turnbull Library**

This brochure, aimed at employers and employees, was a general guide on the Equal Pay Act 1972 and its 1973 amendment using a question and answer technique.

***Industrial day care: A practical guide.* (1975). Wellington: Department of Labour. 26 pp. Held at the National Library of New Zealand and the Alexander Turnbull Library**

This publication was an introductory guide to setting up a childcare centre. The booklet gave instructions on planning and operating a centre and was based on a Department of Labour study of industrial day care in New Zealand.

Geare, A. J., Herd, J. J., & Howells, J. M. (1979). *Women in trade unions: A case study of participation in New Zealand*. Wellington: Victoria University of Wellington Industrial Relations Centre. 73 pp. Held at the Alexander Turnbull Library and the National Library of New Zealand

The study, a first thorough examination of female participation in New Zealand trade unions, concluded that female union membership was lower than male's, and women were under-represented in union leadership roles. The study looked at barriers at home, work and in the union and determined that union policies and the labour market environment needed reviewing.

***Women in the workforce: Facts & figures*. (1980). Wellington: Department of Labour. 63 pp. Held at the National Library of New Zealand**

Using data collected on women in the workforce from the 1950s to 1970s, this paper reflected on trends and the implications of women in the workforce. Information was sorted into labour force participation, occupations, employment type, apprenticeships, labour turnover, and working mothers.

Clark, A. & Hyman, P. J. (1987). *Equal pay study: Phase one*. Wellington: Department of Labour. 51 pp. ISBN: 0477034187. Held at the National Library of New Zealand and the Alexander Turnbull Library

This study looked at the extent to which the difference in average earnings between men and women was due to gender discrimination or other factors, and proposed a means to removing barriers to implementing equal pay for work of equal value. It was the first of a three-part study and set out to establish statistical data required.

Equal Pay Steering Committee. (1987). *Equal pay study: Phase two*. Wellington: Department of Labour. 18 pp. ISBN: 0477034233. Held at the National Library of New Zealand and the Alexander Turnbull Library

This report considered the policies needed to ensure remuneration level fixing was not gender biased, and that women had equal employment opportunities. It concentrated on the legislative and administrative provisions for equal pay, job evaluation systems and equal opportunity policies.

***Towards employment equity, working group on equal employment opportunities and equal pay*. (1988). Wellington: Department of Labour. 50pp. ISBN: 0473006685. Held at the National Library of New Zealand and the Alexander Turnbull Library**

This report concluded that most New Zealanders lacked equal employment opportunities and evidence of a gender pay gap continued. Factors stemmed from the under-valuing of women's work and limited opportunities for women to participate fully in the labour market. It recommended further work into this area, implementing legislation expediently, and drafted the structure and content of employment equity legislation.

Equal employment opportunities: A guide for employers. (1990). Wellington: New Zealand Employers' Federation. 6 pp. A4 pamphlet. ISBN: 0959758747. Held at the National Library of New Zealand and the Alexander Turnbull Library

This pamphlet was a general introduction for employers to equal employment opportunities. More detailed information was available in the Federation's positive action manual, *Implementing equal employment opportunities in the workplace*.

Bryson, J. et al. (1999). Performance pay systems and equity: A research report. Wellington: Ministry of Women's Affairs. 47 pp. ISBN: 0478040954. Held at the National Library of New Zealand and the Alexander Turnbull Library

The study, based on five organisations, found that indirect discrimination in the operation of pay systems is widespread, and may contribute to the gender pay gap. The report identified six key principles to ensure a fairer performance system and recommended gathering long term data on the operation of performance pay systems.

Next steps towards pay equity: A discussion document. (2002). Wellington: Ministry of Women's Affairs. ISBN: 0478252021. Held at the National Library of New Zealand and the Alexander Turnbull Library

The report discussed the importance of the gender pay gap, and the under-valuation of various occupations.

SEMINAR PAPERS

Keating, E.J. & Young, F.J.L. (1971). *Proceedings of a seminar on equal pay for equal work*. Wellington: Victoria University of Wellington. 63 leaves. Held at the National Library of New Zealand and the Alexander Turnbull Library

This publication is a collection of papers (with commentaries) presented at the *Equal Pay for Equal Work* three-day conference organised by the Industrial Relations Centre at Victoria University of Wellington in October 1970.

***Equal pay for work of equal value: A woman's issue*. (1986). Wellington: Victoria University of Wellington. 43 leaves.⁷ Held at the Alexander Turnbull Library**

Papers included *Perspectives on equal pay for work of equal value*, *The arbitration court's role in supervising the Equal Pay Act 1972*, and *The role of job evaluation in promoting equal pay for work of equal value*.

Childcare, families and work: Seminar proceedings. December 1999

The Council held a seminar and workshops on *Childcare, families and work* which included a number of key note speakers. Their papers are listed below:

**Gendall, K. (1999). *Parental employment and childcare use*. Wellington: Department of Labour. 16pp. Retrieved 14 June 2008 from NACEW website:
<http://www.nacew.govt.nz/publications/files/parental-employment-paper2.doc>**

This paper highlights some of the important *Childcare Survey* findings in relation to parental employment, work arrangements, and the use of childcare arrangements by employed and non-employed parents.

**Burke, B. (1999). *Issues for children*. Wellington: Ministry of Education. 5pp. Retrieved 14 June 2008 from NACEW website:
<http://www.nacew.govt.nz/publications/files/education-speech7.doc>**

This paper focuses on how good educational outcomes for young children can be achieved and the role of early childhood education. It looks at the issues the *Childcare Survey* raised in respect to this.

Callister, P. (1999). *The early childhood education and care arrangements of pre-school children of work-rich and work-poor couples*. Wellington: Victoria University of Wellington. 15pp. Retrieved 14 June 2008 from NACEW website:

⁷ A brochure for this seminar is in the papers of Elizabeth Orr held at Archives and Manuscripts, Alexander Turnbull Library, Wellington.

<http://www.nacew.govt.nz/publications/files/ece-arrangements-of-work-rich-and-work-poor-families.doc>

This paper examines broad changes in work and family patterns and uses data from the childcare survey to analyse the early childhood education (ECE) and care arrangements of pre-school children living in work-rich and work-poor couples.

Dharmalingam, A. & Hillcoat-Nallétamby, S. (1999). *Parent's work arrangements and informal care use: Multivariate analysis of factors associated with mothers' employment status.* Hamilton: University of Waikato. 21pp. Retrieved 14 June 2008 from NACEW website:
<http://www.nacew.govt.nz/publications/files/work-arrangements-informal-care.doc>

Using data from the 1998 Childcare Survey, this paper presents the results of exploratory statistical analysis of factors affecting current maternal employment status amongst families. Key explanatory factors included use of informal and formal childcare arrangements, demand for care and the use of work arrangements.

Ryan, R. (1999). *Workshop – Issues for sole parents.* 2pp. Retrieved 14 June 2008 from NACEW website:
<http://www.nacew.govt.nz/publications/files/workshop2.doc>

This paper summarised the discussion on issues for sole parents, arising out of the childcare survey.

Workshop – Cost issues and the childcare subsidy. (1999). 3pp. Retrieved 14 June 2008 from NACEW website:
<http://www.nacew.govt.nz/publications/files/workshop3-notes.doc>

This workshop focused on discussing specific issues related to the childcare subsidy (both for early childhood and Out of School Care and Recreation (OSCAR)), as well as some of the wider issues in relation to the cost of childcare.

Workshop – Informal care and OSCAR. (1999). 2pp. Retrieved 14 June 2008 from NACEW website:
<http://www.nacew.govt.nz/publications/files/workshop4-report-of-discussion.doc>

This workshop focused on informal care arrangements and OSCAR facilities.

INFORMATION BROCHURES

New employment opportunities for women. (1969). Wellington: National Advisory Council on [the]⁸ Employment of Women. 1 folded sheet. Held at the Alexander Turnbull Library

The pamphlet identified new opportunities for women in the workplace including moving into traditionally male-dominated occupations.

The employment of women in the 1970s: Statement. (1972). Wellington: National Advisory Council on the Employment of Women. 2 leaves. Held at the Alexander Turnbull Library

The statement referred to the need for more part-time opportunities and greater flexibility of hours for women.

Women in the workforce. (1973). Wellington: National Advisory Council on the Employment of Women. 6 folded sheets. Held at the Alexander Turnbull Library

This was a series of six pamphlets covering topics such as employment, women's social responsibilities and work, training, unions, costs and legal requirements.

Women in the workforce. (1974). Wellington: National Advisory Council on the Employment of Women. (Currently mislaid)

This was a series of five pamphlets which provided advice for women returning to paid employment.

Step up equal pay campaign material. (1976). Wellington: National Advisory Council on the Employment of Women (Currently mislaid)

The purpose of this campaign was to assist, and co-operate with, the Department of Labour prior to the implementation of the fourth step of equal pay on 1 October 1976. Material consisted of posters with the message *Take Sex out of the Pay Packet – Are you on the Equal Pay Rate? Ask Your Employer, Your Union, or the Department of Labour,* and an advertising card, *Women, Take a step up – are you on the equal pay rate?*

Child care. (1979). Wellington: Department of Labour for the National Advisory Council on the Employment of Women (with the help of the New Zealand Council for Educational Research). 1 folded sheet. Held at the Alexander Turnbull Library only

This pamphlet countered the contemporary myths surrounding child care by listing features of a good childcare centre and providing contact addresses for services.

⁸ The citation for this publication in the National Library catalogue omits 'the' i.e. NACEW is listed as National Advisory Council on Employment of Women.

***Are you a part-time worker? (1984).* Wellington: National Advisory Council on the Employment of Women. (Currently mislaid)**

This pamphlet outlined the rights and obligations of part-time workers.

***Equal opportunity for women in the workforce: Guidelines for employers. (1984).* Wellington: National Advisory Council on the Employment of Women. 8pp. ISBN: 0477034012. Held at the National Library of New Zealand and the Alexander Turnbull Library**

These guidelines covered equal opportunity policy and practices in matters of recruitment, interviewing, training, promotion and treatment on the job. The booklet received positive feedback from employers.

***Equal opportunity for women in the workforce: Guidelines for employers. (1984).* Wellington: National Advisory Council on the Employment of Women (Currently mislaid)**

This poster was designed as a checklist for employers on equal employment opportunities. It was based on the publication, *Equal opportunity for women in the workforce: Guidelines for employers*.

Photographic display. (1987). National Advisory Council on the Employment of Women (Currently mislaid)

This was mounted to mark NACEW's twentieth anniversary.

NACEW's role and the work of the Council. (1993/94) (Currently mislaid)

No information available.

***Work-life balance what's that? (2004).* Wellington: National Advisory Council on the Employment of Women. Retrieved 14 June 2008 from NACEW website: <http://www.nacew.govt.nz/publications/files/work-life-spread.pdf>**

This brochure provided case studies of four women managing their work-life balance and suggested ways other women could achieve work-life balance.

***If you could be anything...what will it be? (2006).* Wellington: National Advisory Council on the Employment of Women. Retrieved 14 June 2008 from NACEW website: <http://www.nacew.govt.nz/publications/enterprise/brochure-highschool.html>**

This series of three brochures provides case studies of successful Māori, Pacific and Asian women in self-employment with the aim of ensuring Māori and Pacific women can make informed choices when considering entering self-employment. The brochures are aimed at women of all ages, senior college students, and unemployed women.

***Play fair: Assessing equity at work.* (2007). Wellington: National Advisory Council on the Employment of Women and the Human Resources Institute of New Zealand. 4 pp. 1 folded sheet.**

This pamphlet promotes online pay and employment equity resources aimed at human resource practitioners, to encourage them to gain a better understanding of pay and employment equity issues, and the benefits to business of adopting fair gender pay and employment practices.

JOURNAL ARTICLES

'Equal Pay for Equal Work on the Increase', *Labour and Employment Gazette*, Vol XX, No. 2, May 1970, p. 8

'Equal Pay', *Labour & Employment Gazette*, Vol 27, No. 2, June 1977, p. 17

'Broadsheet's a winner', Rosier, P., *Broadsheet*, Jan/Feb 1986, n.136, p. 8

Hill, L., *Broadsheet*, May 1991, pp. 45-46. [book review of NACEW's publication *Beyond the barriers: The state, the economy and women's employment*]

Hill, L., *Race Gender Class*, 1991, n. 11/12, p. 95, [book review of NACEW's publication *Beyond the barriers: The state, the economy and women's employment*]

Smith, N., 'The next generation; Daycare dilemmas', *New Zealand Herald*, 21 Aug 1999; p. J3

'New Zealand Conference on Pay and Employment Equity for Women', *Social Policy Journal of New Zealand/Te Puna Whakaaro*, December 2004, n. 23, pp. 215-218

'Leading the way', *Spasifik*, Mar/Apr 2006, n. 13, pp. 58-59

'Getting down to business', *Spasifik*, Jul/Aug 2007; n. 21, pp. 30-31

Smith, J. 'Playing fair to build your employment brand', *Human Resources*, Feb/March 2008, Vol. 12, n. 6, pp. 8 – 9

Hanson, M. 'Equity issues – does your branding match reality?' *Employment Today*, Feb/March 2008, Issue 126, pp. 31 – 32

ANNUAL REPORTS

Annual reports from 1992 are available on NACEW's website. Annual reports prior to this are held at the National Library.

Appendices to NACEW Annual Reports

Year ending	Topic
Year ended 31 December 1969	Table 1 – Occupational groups – Females at 1966 census Table 2 – Participation of female workers at 1956 and 1966 census dates in expanding occupational groups
Year ended 31 December 1972	<i>The Employment of Women in the 1970s</i>
Year ended 31 December 1973	<i>Child Care Services - A statement by the National Advisory Council on the Employment of Women</i>
Year ended 31 December 1979	Annual Report – Press release
Year ended 31 December 1983	NACEW's Terms of Reference

SUBMISSIONS 1967-2007

One of NACEW's terms of reference is to make representations and submissions as appropriate to public bodies such as Commissions of Inquiry, subject to the approval of the Minister.

Submissions from 2006 are available on NACEW's website. Submissions made prior to this date are available at Archives New Zealand.

This list of submissions has been prepared from NACEW's annual reports.

Annual Report	Submission
1969	<ul style="list-style-type: none"> Royal Commission on Social Security
1970	<ul style="list-style-type: none"> Commission of Inquiry into Equal Pay
1973	<ul style="list-style-type: none"> General statement to Educational Development Conference Child care services to Educational Development Conference
1974	<ul style="list-style-type: none"> Parliamentary Select Committee on Women's Rights
1976	<ul style="list-style-type: none"> Task Force on Economic and Social planning Domestic Purposes Benefit Review Committee
1978	<ul style="list-style-type: none"> New Zealand Planning Council's publication <i>Income Maintenance and Taxation: Some Options for Reform</i>
1979	<ul style="list-style-type: none"> State Services Commission's Working Group which reviewed early childhood care and education policy and administration Family Proceedings Bill
1980	<ul style="list-style-type: none"> Maternity Leave and Employment Protection Bill
1981	<ul style="list-style-type: none"> Statutes Revision Committee on Human Rights Commission Act Amendment Bill Labour and Employment/Accidents and Injuries Statistics Review Committee Apprenticeship for Tomorrow
1982	<ul style="list-style-type: none"> Task Force on Youth Training Commerce and Energy Select Committee on the Quarries and Tunnels Bill Department of Labour concerning restructuring the District Employment Advisory Committees

1983	<ul style="list-style-type: none"> • Energy Advisory Committee on 1982 Energy Plan, 'Construction Workforce Demands and Implications' • Apprenticeship Bill • Department of Statistics on 1986 Census • Coal Mines Amendment Bill • Industrial Law Reform Bill
1984	<ul style="list-style-type: none"> • Paper for Economic Summit Conference on 'Women in the Labour Market: Social Equity and Economic Recovery' • Director General of Education on the Review of the Core Curriculum for Schools • Minister of Employment on the Review of Employment Subsidy Programme • Minister of Employment on proposed reservations to be made by New Zealand on ratification of the United Nations Convention on the Elimination of All Forms Of Discrimination Against Women (CEDAW)
1985	<ul style="list-style-type: none"> • Department of Social Welfare on the 'Review of Childcare Funding' • Budget 1985 Task Force on the Budget 1985 Discussion Paper • Advisory Panel on Training and Employment Programme on 'Skills for Young People' • State Services Amendment Bill (No 2) • Review of Mining Legislation
1986	<ul style="list-style-type: none"> • Minister of Labour on the Industrial Relations Green Paper • Ministerial Task Force on Income Maintenance • Ministerial Task Force on Social Welfare Services
1987	<ul style="list-style-type: none"> • Labour Select Committee on the Parental Leave and Employment Protection Bill • Minister of Education in response to the discussion booklet <i>Further Education and Training: Who should pay?</i> • Minister of Education in response to the discussion booklet <i>Tertiary Education in New Zealand</i> • Labour Select Committee on the Access Training Scheme • Royal Commission on Social Policy

1988/1989 ⁹	<ul style="list-style-type: none"> • Supplementary submission to the Royal Commission on Social Policy • Minister of Labour regarding the State Sector Bill • Minister of Education in response to the Report of the Taskforce to Review Education Administration • Minister of Labour in response to <i>Towards Employment Equity</i> the report of the Working Group on Equal Employment Opportunities/Equal Pay • Minister of Employment in response to the Report of the Working Group on Post-Compulsory Education and Training • Minister of State Services in response to the government proposals to extend membership of the State Services Commission • Minister of State Services regarding the review of the State Services' Equal Employment Opportunities Unit
1989/1990 ¹⁰	<ul style="list-style-type: none"> • Minister of Labour regarding the Employment Equity Bill • Minister of Employment regarding women and non-traditional trades • Minister of Employment in response to discussion document on review of Disabled Persons Employment Protection Act 1960 • Minister of Labour regarding review of Parental Leave and Employment Protection Act 1987
1990/1991	<ul style="list-style-type: none"> • Working Group on implementation of Employment Equity • Employment Contracts Bill • NZQA discussion document 'Designing the Framework'
1991/1992	<ul style="list-style-type: none"> • Accident Rehabilitation and Compensation Insurance Bill 1991 • Health and Safety in Employment Bill • Industry Training Bill • Amendments to the Human Rights Commission Act • Submission prior to release of the Issues Report of Task Force on Employment Policy and then a submission in response to the Issues Report
1992/1993	<ul style="list-style-type: none"> • Human Rights Bill 1993
1993/1994	<ul style="list-style-type: none"> • Equal Employment Opportunities (EEO) Trust Review • Report on Women's Access to Industry Training presented to the Minister of Employment and to the Minister of Education • Prime Ministerial Task Force on Employment Policy

⁹ The annual report covers the period 1 January 1988 to 31 March 1989

¹⁰ The annual report covers the period 1 April 1989 to 30 June 1990

1994/1995	<ul style="list-style-type: none"> • Two consultation meetings for women with Prime Ministerial Task Force on Employment Policy in conjunction with the Minister of Women's Affairs¹¹ • Review of Accident Compensation Corporation • Pre-employment guidelines prepared by the Human Rights Commission • Review of Equal Employment Opportunities Trust • Review of the Holidays Act • Careers Information and Guidance Review • Prime Ministerial Task Force on Employment Policy
1995/1996	<ul style="list-style-type: none"> • Ministry of Education on Capital Development Assistance for early childhood education • Careers Information and Guidance Review
1996/1997	<ul style="list-style-type: none"> • Employment Strategy Implementation Steering Group on proposed employment policy changes • Ministry of Education on School Holidays and Term Dates
1997/1998	<ul style="list-style-type: none"> • Social Services Select Committee on the Social Security (Work Test) Amendment Bill • Review of the Holidays Act 1981 • Review of the National Qualifications Framework and Future Tertiary Education Policy
1998/1999	<ul style="list-style-type: none"> • Employment Policy Changes and Benefit Reform • Paid Parental Leave Bill • Statistics New Zealand 2001 Census • Work and Income New Zealand regarding the Community Employment Group (CEG)
1999/2000	<ul style="list-style-type: none"> • Employment Relations Bill to the Employment and Accident Insurance Legislation Committee • Social Services Select Committee on the Paid Parental Leave Bill • Minister of Social Services, Work and Income on changes to employment and benefit policy • Statistics New Zealand on the content of 2001 Census • Paid Parental Leave Bill
2000/2001	<ul style="list-style-type: none"> • Annual review of minimum wage • ILO Maternity Protection Convention 2000 for the Employment Relations Service of the Department of Labour
2001/2002	<ul style="list-style-type: none"> • Parental Leave and Employment Protection (Paid Parental Leave) Amendment Bill • Annual review of minimum wage

¹¹ *Women's consultation: Advising the employment taskforce: Wellington and Auckland, July 1994.* (1994). Wellington: Ministry of Women's Affairs and National Advisory Council on the Employment of Women. 33 pp. Held at Department of Labour Library. NACEW made submissions to the Task Force on Employment Policy. In addition NACEW hosted two consultation meetings for women with the Employment Task Force in Auckland and Wellington with the Ministry of Women's Affairs.

2002/2003	<ul style="list-style-type: none"> • Annual review of minimum wage • Ministry of Social Development on research design of the Work, Family and Parenting Study • Ministry of Women's Affairs <i>Plan of Action for New Zealand Women</i> • Response to Ministry of Women's Affairs <i>Next Steps to Pay Equity</i>
2003/2004	<ul style="list-style-type: none"> • Employment Relations Law Reform Bill • Annual review of minimum wage
2004/2005	<ul style="list-style-type: none"> • Annual review of minimum wage • Proposed repeal of Equal Pay Act 1972
2005/2006	<ul style="list-style-type: none"> • Annual review of minimum wage • Parental Leave and Employment Protection (Paid Parental Leave for Self-Employed Persons) Amendment Bill 2005
2006/2007	<ul style="list-style-type: none"> • Annual review of minimum wage • Human Rights (Women in Armed Forces) Amendment Bill • New Zealand Curriculum: Draft for Consultation 2006
2007/08	<ul style="list-style-type: none"> • Annual review of minimum wage • Caring for New Zealanders: Your life, your work, your say • Schools Plus policy 2008 • Employment Relations (Breaks and Infant Feeding) Amendment Bill • Income Splitting for Families with Children: A government tax policy discussion document

SELECTION OF PRESS COVERAGE¹²

The following were found using Index New Zealand, *The Evening Post* Clippings Collection 1927-1977 at Wellington Public Library, and NACEW's annual reports. Some cuttings were found in personal papers at Archives and Manuscripts at the Alexander Turnbull Library.

Date	Publication	Heading and/or topic
22 Sep 1966	<i>The Evening Post</i>	Council set up to advise on working women
22 Sep 1966	<i>The Evening Post</i>	The Woman and the Job
23 Feb 1968	<i>The Evening Post</i>	New Employment Plan for Women
14 Oct 1968	<i>The Evening Post</i>	Girls often limit their opportunities
24 Dec 1969	<i>The Evening Post</i>	Adviser on jobs for women going
1 Mar 1970	<i>The Evening Post</i>	Day-care centres a growing need re industrial day-care pub
1 Jun 1970	<i>The Evening Post</i>	Advisory Council Research Helps Working Women
26 Apr 1971	<i>The Evening Post</i>	Local Woman appointed to Council
14 Dec 1971	<i>The Evening Post</i>	Leadership change on council for women's jobs
26 Oct 1972	<i>The Evening Post</i>	More Women Must Join Labour Force to fill complete role
13 Dec 1976	<i>The Dominion</i>	Equal, even at night (editorial)
20 Dec 1976	<i>The Dominion</i>	Letter from W J Knox Sec of FOL re editorial
20 Dec 1977	<i>The Evening Post</i>	Should remove all sex discrimination
15 Mar 1979	<i>The Evening Post</i>	Women's views sought re night work
20 Nov 1979	<i>New Zealand Herald</i>	Pamphlet gives reassurance re childcare
Dec 1979	<i>Broadsheet</i>	'More night work' letter to editor from Barbara Mabbett
16 Feb 1980	<i>Star Weekender</i>	'Anti-family propaganda' insidious poison (point of view by Valerie Davies)
29 Mar 1980	<i>Auckland Star</i>	Fish, chips and a barrel of opinions (opinion piece quoting from a letter Barbara Mabbett as Chair of NACEW sent to writer)
8 May 1980	<i>The Dominion</i>	Women's job range concerns
24 Mar 1981	<i>Evening Post</i>	Advice to women on census
7 May 1981	<i>The Evening Post</i>	Advice on work to women re issue of pamphlets on returning to work
Jun 1981	<i>Metal</i>	National Advisory Council on the Employment of Women Annual report (1980)

¹² Some of these articles were based around press releases. Some of these media releases are undated and so a listing of media releases would have little value.

Feb 1982	<i>Taranaki Daily News</i>	Council happy re women into apprenticeships
16 Nov 1982	<i>Christchurch Press</i>	Positive action needed now (Jacqueline Steincamp)
1983	<i>New Zealand Herald</i>	Career Choice 'restricted' re girls' career choices
6 Jun 1984	<i>New Zealand Herald</i>	'Careers Advisers say Government should set an example'
15 Dec 1984	<i>New Zealand Listener</i>	Re Launching of NACEW's Equal Opportunity Guidelines
13 Jun 1985	<i>The Dominion</i>	Women in trades increase

INFORMATION IN PERSONAL PAPERS

Some previous members of NACEW lodged their personal papers in Archives and Manuscripts at the Alexander Turnbull Library, such as Rita King and Elizabeth Orr, Therese O'Connell and Sonja Davies. These papers include minutes and seminar brochures. Rita King's papers¹³ contain a copy of NACEW's first annual report, papers from the Joint Committee on Women and Employment, and a copy of the statement concerning the establishment of the Council dated 21 November 1965.

Reference	Information	Date
Archives and Manuscripts Sonja Davies' papers 93-208-01/9	Hon Annette King, Minister of Employment, speech at launch of Beyond the Barriers	28 Aug 1990

OTHER RELEVANT COLLECTIONS

Beaglehole Room at Victoria University of Wellington

The Beaglehole Room at Victoria University of Wellington holds the equal pay archive from the Dan Long Library.

¹³ Rita King's papers at Archives and Manuscripts FOL 5

PAPERS AT ARCHIVES NEW ZEALAND, WELLINGTON

Department of Labour National Office files at Archives New Zealand

Archives Reference	Archives Title	Date Range
AANK 947 W3580 591 52/19/13 part 1	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Child Care Centres	1976 - 1981
AANK W3586 33	National Advisory Council on the Employment of Women - Handbook on Employment of Women - A Study of the Education of Girls in New Zealand	no date
AANK 947 W3580 380 30/1/61/3 part 1	Employment - General - National Advisory Council On Employment Of Women - Child Care Centres	1970 - 1976
AANK 947 W3580 380 30/1/61/6 part 1	Employment - General - National Advisory Council On Employment Of Women - Equal Pay	1975 - 1976
AANK 947 W3580 380 30/1/61/2 part 1	Employment - General - National Advisory Council On Employment Of Women - General Correspondence	1967 - 1968
AANK 947 W3580 380 30/1/61/2 part 2	Employment - General - National Advisory Council On Employment Of Women - General Correspondence	1968 - 1970
AANK 947 W3580 380 30/1/61/2 part 3	Employment - General - National Advisory Council On Employment Of Women - General Correspondence	1970 - 1971
AANK 947 W3580 380 30/1/61/2 part 4	Employment - General - National Advisory Council On Employment Of Women - General Correspondence	1971 - 1973
AANK 947 W3574 50 30/1/61 part 1	Employment - National Advisory On Employment Of Women: Establishment Of Council	1965 - 1971
AANK 947 W3574 50 30/1/61 part 2	Employment - National Advisory On Employment Of Women: Establishment Of Council	1971 - 1976
AANK 947 W3574 50 30/1/61-1 part 1	Employment - National Advisory On Employment Of Women: Meetings Of Council	1967 - 1974

Archives Reference	Archives Title	Date Range
AANK 947 W3574 51 30/1/61-1 part 1A	Employment - National Advisory On Employment Of Women: Meetings Of Council	1970- 1971
AANK 947 W3574 51 30/1/61 -1 part 2	Employment - National Advisory On Employment Of Women: Meetings Of Council	1968 - 1970
AANK 947 W3574 51 30/1/61-1 part 4	Employment - National Advisory On Employment Of Women: Meetings Of Council	1971- 1972
AANK 947 W3574 51 30/1/61-1 part 5	Employment - National Advisory On Employment Of Women: Meetings Of Council	1972- 1973
AANK 947 W3574 51 30/1/61-1 part 6	Employment - National Advisory On Employment Of Women: Meetings Of Council	1973- 1975
AANK 947 W3574 51 30/1/61-1 part 7	Employment - National Advisory On Employment Of Women: Meetings Of Council	1975- 1975
AANK 947 W3574 51 30/1/61-1 part 8	Employment - National Advisory On Employment Of Women: Meetings Of Council	1976- 1976
AANK 947 W3580 591 52/19/13 part 1	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Child Care Centres	1976- 1981
AANK 947 W3580 591 52/19/20 part 1	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Committee On Women	1980- 1980
AANK 947 W3580 591 52/19/14 part 1	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Education & Vocational Guidance	1975-1983
AANK 947 W3580 590 52/19/9 part 1	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Equal Opportunity/Positive Action	1977-1983
AANK 947 W3580 590 52/19/4 part 1	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - General Correspondence	1981 - 1983
AANK 947 W3580 590 52/19/4 part 2	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - General Correspondence	1983 - 1985

Archives Reference	Archives Title	Date Range
AANK 947 W3580 590 52/19/8 part 1	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Industry Projects	1974 -1983
AANK 947 W3580 589 52/19/2 part 1	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Meetings Of Council	1980-1982
AANK 947 W3580 590 52/19/3 part 1	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Minutes	1967-1980
AANK 947 W3580 590 52/19/3 part 2	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Minutes	1983 - 1983
AANK 947 W3580 590 52/19/7 part 1	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Special Projects	1977-1983
AANK 947 W3580 591 52/19/19 part 3	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Vocational Training Council - Women's Advisory Committee	1982-1983
AANK 947 W3580 591 52/19/19 part 4	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Vocational Training Council - Women's Advisory Committee	1984 - 1985
AANK 947 W3580 591 52/19/19 part 5	Employment Division - Employment Of Women - NACEW [National Advisory Council On The Employment Of Women] - Vocational Training Council - Women's Advisory Committee	1985 - 1986
AANK 947 W3574 115 52/19/13/C part 2	Employment: Employment Of Women - NACEW [National Advisory Council on the Employment of Woman]: Child Care Centres	1979 - 1988
AANK 947 W3574 116 52/19/14 part 2	Employment: Employment Of Women - NACEW [National Advisory Council on the Employment of Woman]: Education and Vocational Guidance	1983-1987

Archives Reference	Archives Title	Date Range
AANK 947 W3574 115 52/19/9 part 2	Employment: Employment Of Women - NACEW [National Advisory Council on the Employment of Woman]: Equal Opportunity/Positive Action	1983-1985
AANK 947 W3574 115 52/19/10 part 1	Employment: Employment Of Women - NACEW [National Advisory Council on the Employment of Woman]: Human Rights Commission	1977 - 1983
AANK 947 W3574 116 52/19/24 part 1	Employment: Employment Of Women - NACEW [National Advisory Council on the Employment of Woman]: Legal Restrictions On Women's Employment	1977 - 1988
AANK 947 W3574 115 52/19/12/C part 1	Employment: Employment Of Women - NACEW [National Advisory Council on the Employment of Woman]: Parental Leave	1977 - 1985
AANK 947 W3574 115 52/19/12/C part 1	Employment: Employment Of Women - NACEW [National Advisory Council on the Employment of Woman]: Publications	1977 - 1981
AANK 947 W3574 115 52/19/5/C part 1	Employment: Employment Of Women - NACEW [National Advisory Council on the Employment of Woman]: Submissions	1974 - 1982
AANK 947 W3574 116 52/19/19 part 6	Employment: Employment Of Women - NACEW [National Advisory Council on the Employment of Woman]: Vocational Training Council and Women's Advisory Committee	1987 - 1988
AANK 947 W3574 116 52/19/19 part 7	Employment: Employment Of Women - NACEW [National Advisory Council on the Employment of Woman]: Vocational Training Council and Women's Advisory Committee	1988 - 1989
AANK 947 W3574 115 52/19/4 part 3	Employment: Employment Of Women - NACEW [National Advisory Council On The Employment Of Women]: General Correspondence	1985 - 1987
AANK 947 W3574 69 30/20/1/18 part 1	Employment: Promotion Schemes and Other Assistance Programmes - NACEW [National Advisory Council On The Employment Of Women]: Vocational Training Council - Women's Advisory Committee	1976 - 1979
AANK 947 W3574 70 30/20/1/19 part 1	Employment: Promotion Schemes and Other Assistance Programmes - Women's Employment: NACEW [National Advisory Council On The Employment Of Women] - Committee On Women	1978- 1978

Archives Reference	Archives Title	Date Range
AANK 947 W3574 70 30/20/1/19 part 2	Employment: Promotion Schemes and Other Assistance Programmes - Women's Employment: NACEW [National Advisory Council On The Employment Of Women] - Committee On Women	1978 - 1980
AANK 947 W3574 69 30/20/1/3 part 1	Employment: Promotion Schemes and Other Assistance Programmes - Women's Employment: NACEW [National Advisory Council On The Employment Of Women] - General Correspondence	1976 - 1978
AANK 947 W3574 69 30/20/1/3 part 2	Employment: Promotion Schemes and Other Assistance Programmes - Women's Employment: NACEW [National Advisory Council On The Employment Of Women] - General Correspondence	1978 - 1979
AANK 947 W3574 69 30/20/1/3 part 4	Employment: Promotion Schemes and Other Assistance Programmes - Women's Employment: NACEW [National Advisory Council On The Employment Of Women] - General Correspondence	1980 - 1981
AANK 947 W3574 69 30/20/1/1 part 1	Employment: Promotion Schemes and Other Assistance Programmes - Women's Employment: NACEW [National Advisory Council On The Employment Of Women] - Meeting Of Council	1977 - 1978
AANK 947 W3574 69 30/20/1/1 part 2A	Employment: Promotion Schemes and Other Assistance Programmes - Women's Employment: NACEW [National Advisory Council On The Employment Of Women] - Meeting Of Council	1978 - 1980
AANK 947 W3574 69 30/20/1/2 part 1	Employment: Promotion Schemes and Other Assistance Programmes - Women's Employment: NACEW [National Advisory Council On The Employment Of Women] - Minutes	1967 - 1977
AANK 947 W3580 496 48/10/6 part 1	Social Research - Women's Employment - National Advisory Council On Employment Of Women Social Research Involvement With	1975 - 1979

Archives Reference	Archives Title	Date Range
AANK 947 W3580 496 48/10/6 part 2	Social Research - Women's Employment - National Advisory Council On Employment Of Women Social Research Involvement With	1980 - 1980
AANK 947 W3580 545 51/300/1/A part 1	Training Division - NACEW [National Advisory Council On The Employment Of Women] - Afflictions ¹⁴ For Equal Employment Opportunity Awards	1985 - 1985
AANK 947 W3580 545 51/300/1/ part 1	Training Division - NACEW [National Advisory Council On The Employment Of Women] - Afflictions ¹⁵ For Equal Employment Opportunity Awards	1985 - 1987
AANK 947 W3580 545 51/300/1/ part 1	Training Division - NACEW [National Advisory Council On The Employment Of Women] - DOL [Department Of Labour] - Liaison - Equal Employment Opportunity Award	1985 - 1987
AANK 947 W3580 545 51/300 part 1	Training Division - NACEW [National Advisory Council On The Employment Of Women] - DOL [Department Of Labour] Liaison	1982 - 1984
Department of Labour [Record Group]		
L W2345 25	Social Security - Submissions to the Royal Commission to Inquiry into a Report on Social Security - June 1971 - Papers presented by Māori and Island Affairs Department National Advisory Council on the Employment of Women Social Security Department paper 9	1971 - 1971

¹⁴ This is likely meant to be Training Division - NACEW [National Advisory Council On The Employment Of Women] – Applications For Equal Employment Opportunity Awards.

¹⁵ This is also likely meant to be Training Division - NACEW [National Advisory Council On The Employment Of Women] – Applications For Equal Employment Opportunity Awards.

Ministry of Education National Office files at Archives New Zealand

Archives Reference	Archives Title	Date Range
ABEP 7749 W4262 3073 39/19/87 part 1	Continuing Education - Women in Education - National - National Advisory Council on Employment of Women	1984 - 1988
ABEP 7749 W4262 3073 39/19/87 part 2	Continuing Education - Women in Education - National - National Advisory Council on Employment of Women	1988 - 1989
ABEP 7749 W4262 3073 39/19/87 part 2	Continuing Education - Women in Education - National - National Advisory Council on Employment of Women	1988 - 1989
ABEP 7749 W4262 927 17/3/60 part 3	Education System in New Zealand - Committees and Commissions - National Advisory Council on the Employment of Women	1986 - 1987
ABEP 7749 W4262 927 17/3/60 part 2	Education System in New Zealand - Committees and Commissions - National Advisory Council on the Employment of Women	1984 - 1985
ABEP 7749 W4262 927 17/3/60 part 1	Education System in New Zealand - Committees and Commissions - National Advisory Council on the Employment of Women	1981 - 1984

The Treasury files at Archives New Zealand

Archives Reference	Archives Title	Date Range
AALR 873 W3158 169 T62/21/4	Government Departmental Expenditure - Labour Department, National Advisory Council on the Employment of Women	1966 - 1974
AALR 873 W3158 169 62/21/4	Government Departmental Expenditure - Labour Department, National Advisory Council on the Employment of Women	1966 - 1974

Vocational Training Council National Office files at Archives New Zealand

Archives Reference	Archives Title	Date Range
AAOC W3232 56 21/12 part 1	Women - National Advisory Council on the Employment of Women	1976 - 1977
AAOC W3232 56 21/12 part 2	Women - National Advisory Council on the Employment of Women	1978 - 1980
AAOC W3232 57 21/12 part 3	Women - National Advisory Council on the Employment of Women	1980 - 1980

AAOC W3473 42 21-12 part 6	Employment of Women - National Advisory Council on the Employment of Women	1984 - 1985
AAOC W3473 42 21-12	National Advisory Council on the Employment of Women (NACEW)	no date
AAOC W3473 42 21-12	National Advisory Council on the Employment of Women (NACEW)	1980 - 1983

State Services Commission Record Group files at Archives New Zealand

Archives Reference	Archives Title	Date Range
SSC 1 W3005 25/3/0/20/1 part 2	Conditions of Employment/General - National Advisory Council on the Employment of Women - August 1977 - October 1978	1977 - 1978
SSC 1 W3005 25/3/0/20/1 part 1	Conditions of Employment/General - National Advisory Council on the Employment of Women - June	1977- 1977

Department of Social Welfare files at Archives New Zealand

Archives Reference	Archives Title	Date Range
AADK W3513 16 Bundle 4	Submissions from Organisations - National Advisory Council on Employment of Women ¹⁶	no date

Ministry of Women's Affairs files at Archives New Zealand

Archives Reference	Archives Title	Date Range
ABKH 7356 W4788 18 OUT 7/9/1 part 12	Suffrage - Government and Related Bodies - Ju-Mu - [Department of Justice, Department of Labour, New Zealand Employment Service, National Advisory Council on Employment of Women, Law Commission, Learning Media, Legal Services Board, Lotteries Commission, Lottery Grants Board, Council of Māori and Pacific Island Arts, Māori Language Commission, Museum of New Zealand Te Papa Tongarewa]	no date

¹⁶ Likely to be NACEW's submission to a Royal Commission

For more information on NACEW
visit www.nacew.govt.nz



**NATIONAL ADVISORY COUNCIL ON
THE EMPLOYMENT OF WOMEN**
MANA WAHINE, MANA MAHI

newzealand.govt.nz