



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

NATIONAL ADVISORY COUNCIL ON THE EMPLOYMENT OF WOMEN (NACEW)

ANNUAL REPORT JULY 2006 – JUNE 2007

Introduction

- 1 This annual report covers the period from 1 July 2006 to 30 June 2007. During this period the Council focussed on its communications efforts and engagement with partner and other organisations. NACEW revised its strategic plan to cover the period from 2006-2009 while choosing to keep its three strategic themes the same. These are:

- the promotion of valued, quality work
- equipping women with choice
- influencing future directions for women in the workplace.

The three themes are built into NACEW's work programme and sit above its three current priority areas:

- quality of work which includes pay and employment equity, and precarious employment
- Māori and Pacific women's employment, particularly enterprise development and choices for young women
- work and caring responsibilities.

NACEW has also been working on a project to mark its 40th anniversary.

Background

- 2 Established in 1967, as an independent advisory body to the Minister of Labour on matters related to women and employment, NACEW is charged with the following responsibilities:
 - (i) to advise the Minister of Labour on matters referred to him/her concerning the employment of women
 - (ii) to express views and make recommendations as appropriate to the Minister of Labour on matters relating to the employment of women

- (iii) to make representations or submissions as appropriate to public bodies such as Commissions of Enquiry, subject to the approval of the Minister
- (iv) to promote the dissemination of information on the employment of women in New Zealand and overseas.

Summary of Activities

- 3 NACEW uses a subgroup structure to effectively progress its work programme. Key work over this period has included:
- The development and public launch of two brochures, *'If you could be anything...what will it be?'* which provided case studies of successful Maori, Pacific and Asian women in self-employment.
 - Completing research on contracting in the government sector. This was to identify how government funding could be used as a lever to influence contractors' responsibilities around improving the quality of work for women in the homecare, residential care and cleaning sectors.
 - Developing a communications strategy to support wider engagement on the economic and business benefits of improving pay and employment equity.
 - Completing a joint research project, with the Department of Labour, *'Decisions about Caring and Working: a Qualitative Study'* which investigated the decisions made by women and men who have caring responsibilities, and especially about whether, how, when and why they participate in paid work.
 - Developing a communications strategy to mark NACEW's 40 year anniversary based on research into the Council's history. The strategy also includes an observation of the future agenda for women and employment.

Subgroup Work

Māori and Pacific Women's Enterprise subgroup

- 4 The Māori and Pacific Women in Enterprise subgroup, completed its three-year project, *'Discovering the Potential of Women in Small Business in New*

Zealand by launching the final two brochures in a three part series, *'If you could be anything....what will it be?'*. The brochures identified the challenges and benefits of self-employment and aimed to assist women make informed choices when considering this career option. Three successful self-employed women, of Asian, Maori and Pacific descent were identified as case studies for the brochure.

The first brochure released in May 2006, was aimed at women of all ages while the second brochure targeted senior secondary school girls. This was launched on 3 August 2006 by the Minister of Labour, the Hon Ruth Dyson at the Pacific Business Trust Centre in Auckland. The event received positive feedback from those who attended particularly the target audience who concluded that their school colleagues would have benefited greatly from attending the event. More recently, on 30 May 2007, the final brochure aimed at unemployed women was launched at Te Pataka Arts and Cultural Centre in Porirua. Guest speakers included Jenny Brash, Mayor of Porirua and Karen Bain, Branch Manager of Work and Income New Zealand, Porirua, and Dr Kathie Irwin from Te Whare Wananga o Awanuiarangi. The Council worked closely with the Ministry of Social Development, Te Puni Kōkiri, the Ministry of Pacific Island Affairs, and the Pacific Business Trust to organise the event. Attendees included women from the South Pacific Academy of Tertiary Education, Elkington Associates, and Porirua City Training Centre which provide training opportunities for local unemployed people. The event was a successful morning which built relationships amongst NACEW's partner organisations, and community and business agencies in the Porirua area. It was an excellent opportunity for the women from the various training centres to find out what services were being offered in Porirua and the new, innovative ways in which these were being delivered.

Quality of Work subgroup

- 5 In 2006, NACEW combined the Pay and Employment Equity and Precarious Work subgroups into the Quality of Work subgroup. It continued with its two streams of work, one of which included completing the research into New Zealand Government contracting practices and international approaches to addressing precariousness in employment through contracting practices. The project provided advice on how government might improve the quality of work for women in the homecare, residential

care and cleaning sectors. Since recommendations were made to the Minister of Labour by NACEW in December 2006, the Minister has directed the Department of Labour to scope further work in this area as part of the government's Low Pay Project. NACEW will continue to liaise with government officials to ensure the implications of the research findings are adopted.

- 6 The second stream of work was the development and implementation of a communications strategy based on research from the paper *The Economic Rationales for Narrowing the Gender Pay Gap* completed in June 2006. The strategy aims to improve understanding of gender pay and employment equity in the private sector and targets HR professionals as key assessors and implementers of equitable pay practices. NACEW has determined that it will adapt existing tools to assess fairness of pay and conditions. These will offer a potential solution to pressing business issues - recruitment, retention and productivity. Work has begun to develop and test the tools for the project.

40th Anniversary subgroup

- 7 In November 2006, the Council began discussions on how best to mark its 40th anniversary for 2007. Members agreed that the anniversary was a good opportunity to reflect on the past 40 years of women's employment and focus on current and future trends and issues. A subgroup was formed and a communications strategy developed to acknowledge progress over the past 40 years and raise awareness around women's employment now and in the future. The strategy includes a function on Suffrage Day (19 September 2007) at Parliament. Further, the Council has contracted an oral historian to interview four past NACEW chairs (one from each decade); is engaging in the redevelopment of the NACEW website; and has completed a summary of NACEW's activities over the 40 years.

Work and Care subgroup

- 8 In late 2006, NACEW was asked by the Minister of Labour for its view on priorities for possible improvements to the parental leave scheme. In considering its advice to the Minister, the Council sought to link its recommendations to the objectives of the Act. In May 2007, the Council

asked its wider networks for comment on draft recommendations and used their feedback to shape its advice to the Minister. There was generally wide support for NACEW's recommendations which included:

- widening the eligibility criteria;
- ring fencing some paid parental leave (PPL) solely for use by fathers or partners;
- allowing more flexible options for taking parental leave;
- increasing the length of PPL to one year as a first step, and then increasing the level of payment; and
- finding ways to support employers manage workflow when an employee is on parental leave.

The Council is currently finalising its advice, due to the Minister in July.

Submissions

- 9 In late 2006, NACEW prepared submissions on the annual review of the minimum wage, the Human Rights (Women in Armed Forces) Amendment Bill, and the New Zealand Curriculum: Draft for Consultation 2006.

2006 Annual Review of the Minimum Wage

NACEW's views on the minimum wage were consistent with its submission made the year prior which highlighted the benefits of increasing the minimum wage for those with whom NACEW is concerned. There are many benefits to women of increasing the minimum wage especially given a higher proportion of adult women are on low incomes than adult men. Work-life balance benefits and better conditions for women in precarious employment were also highlighted as favourable outcomes of increasing the minimum wage.

Human Rights (Women in Armed Forces) Amendment Bill

NACEW supported the amendment to the Bill which amended the Human Rights Act 1993 to remove an exemption allowing discrimination against women preventing them from serving in combat positions. This amendment allowed New Zealand to lift its final reservation to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women. The Bill was passed in May 2007.

The New Zealand Curriculum: Draft for consultation 2006

NACEW noted the importance of providing an environment at school where the range of career and subject choices, wages and cost of education is evident to girls. It recommended supporting schools to implement the New Zealand Curriculum in a way that was conducive to this information being imparted.

Partner Organisations

- 10 NACEW has strengthened its relationships with its partner organisations - the National Council of Women of New Zealand, the Maori Women's Welfare League, PACIFICA, Rural Women New Zealand and the YWCA. Several exchanges have occurred over the past year; representatives were invited to NACEW's meeting in November 2006; NACEW's Chair, Pauline Winter, attended PACIFICA's Annual General Meeting in February 2007; and NACEW consulted its partner organisations along with others on priority improvements to the parental leave scheme. Representatives from each organisation were also invited to the launches of the brochure in the series, *'If you could be anything...what will it be?'* Further collaboration later this year is expected as part of the 40th celebrations. NACEW appreciates its networks with these organisations which brings improved understanding of the employment issues and opportunities of the women with whom these organisations are concerned.

Council Membership Changes

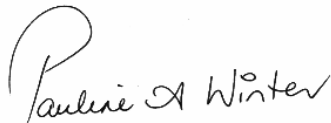
- 11 Council membership
Mary Marshall and Ronda Tokona resigned from their ministerial appointments in September and December respectively and new members are expected to be appointed in August. Sheryl Cadman and Eileen Brown resigned in February from their positions as NZCTU representatives and were replaced by Julie Kahaki for the private sector and Angela Wallace for the public. Janice Baker took over from Robyn Rendall as one of the State Services Commission representatives and the Council welcomed new representatives Alison Thom from Te Puni Kokiri, Kathy Phillips from Ministry of Education, and Karanina Sumeo from Tertiary Education Commission. Rowena Phair left the Ministry of Women's Affairs and is yet to

be replaced. Verity de Joux replaced Christine Simpson as Executive Officer in November 2006.

Looking forward

12 The Council will:

- concentrate on the upcoming 40th anniversary event. The futures paper will help shape the strategic direction of the Council and will be used in conjunction with its strategic plan.
- distribute the remaining brochures in the series, *'If you could be anything...what will it be?'* to Career Services and selected secondary schools.
- Roll out the communications strategy to promote Pay and Employment Equity in the private sector.
- Remain briefed about issues on working and caring responsibilities, including the core 'Choices' work.

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

Pauline Winter

Chair NACEW

NACEW Membership: Council composition 2006-07

Ministerial Appointees		Located
Pauline Winter, Chair	Auckland	Company Director, Consultant
Trudie McNaughton	Auckland	Company Director
Beverley Main	Wellington	Chief Executive, HRINZ
Anne Meade	Wellington	Education Consultant
Jan Francis	Waipu	Company Director, Consultant
Colleen Tuuta	New Plymouth	Company Director, Consultant
Expert Advisor		
Martha Coleman	Wellington	Ministerial appointee, (Crown Law)
Employer and Employee Organisation Representatives		
Barbara Burton	Wellington	Business New Zealand
Sheryl Cadman (until Feb 07)	Wellington	New Zealand Council of Trade Unions (Private sector)
Julie Kahaki		
Eileen Brown (until Feb 07)	Wellington	New Zealand Council of Trade Unions (Public sector)
Angela Wallace		
Governmental Department Representatives 2006-07		
Heather McDonald	Wellington	Department of Labour
Rowena Phair (until June 07)	Wellington	Ministry of Women's Affairs
Nicky Lynch		
Kate Williamson		
Liz Jones	Wellington	Ministry of Social Development
Isabel Evans	Auckland	
Theresa Fabricius	Auckland	Ministry of Pacific Island Affairs
Vaioleti Lui	Wellington	
Denise Hartley-Wilkinson	Wellington	State Services Commission
Janice Baker (from Feb 07)		
Alison Thom	Wellington	Te Puni Kokiri
Kathy Phillips	Wellington	Ministry of Education
Karanina Sumeo	Auckland	Tertiary Education Commission
Secretariat and policy support		
Christine Simpson (until Nov 06)	Wellington	Executive Officer
Verity de Joux (from Nov 06)		
Dairne Grant		Policy support