

**NATIONAL ADVISORY COUNCIL ON THE EMPLOYMENT
OF WOMEN (NACEW)
ANNUAL REPORT 2002/2003**

Introduction

- 1 This Annual Report covers the period from 1 July 2002 to 30 June 2003. NACEW made a successful budget bid for increased funding to undertake an expanded work program in the coming years. NACEW has begun implementing its strategic plan by engaging with relevant stakeholders. This engagement included a series of meetings with the Chief Executives of government departments and establishing partnerships with other women's organisations. The Council has continued to produce submissions on relevant legislation and other initiatives. The membership of NACEW has also changed with resignations and new appointments, a new Executive Officer and increased government department representation.

NACEW budget bid

- 2 NACEW submitted a budget bid in December 2002 for significantly increased funding in order to carry out an expanded work programme. This work programme enhances NACEW's ability to provide more extensive advice on issues related to women and their employment. The budget bid was successful and NACEW received an extra \$150,000 (GST inclusive) of funding in the 2003/04 budget.

NACEW research activities

The differential impact of Student Loans

- 3 Penny Ehrhardt was contracted by NACEW in April 2001 to carry out a research project on the differential impact of student loans on men and women. The final research report was made available on the NACEW website in November 2002.

Submissions

Annual Review of the Minimum Wage

- 4 In October 2002 NACEW was invited to submit comments on the Annual review of the minimum wage to the Minister of Labour. NACEW noted that the proposed legislative change, to extend minimum wage protection to trainees, would be beneficial to the increasing number of women in education and training. It is still the view of the majority of the Council that moderate increases in the minimum wage are likely to have a positive effect on the income of women and narrow the gender pay gap.

Submission on research design of the Work, Family and Parenting study

- 5 In February 2003, NACEW made a submission to the Ministry of Social Development on the research design of the “Work, Family and Parenting Study”. NACEW agreed with the general scope and research design of the study but raised some specific issues around the details of the research design.

Submission on Ministry of Women’s Affairs’ Action Plan for NZ Women

- 6 In March 2003, NACEW made a submission on the Ministry of Women’s Affairs discussion document “Towards an Action Plan for New Zealand Women”. NACEW welcomed the development of an Action Plan for NZ Women. NACEW stressed the need for the Action Plan to be tightly linked to current and upcoming government strategies, programmes and priorities. NACEW recommended that specific attention be given to priority areas including childcare, pay equity, industry training, and enterprise development.

Response to the Ministry of Women’s Affairs “Next Steps Towards Pay Equity”

- 7 In May 2003 NACEW published a paper in response to the MWA’s discussion document on pay equity. NACEW’s response is a work in progress and represents some of the Council’s initial thinking on the issue of pay equity. NACEW pointed out steps that the government could take to address the gender pay gap. There is a need for new legislation that requires

employers to take action on the issue. The definition of good faith in the Employment Relations Act could be extended to include an obligation to eliminate discrimination through collective bargaining. Another measure suggested is improved access to training for women in low-income jobs. NACEW also suggested increases in the minimum wage to address the gender pay gap.

Meetings with Chief Executives

- 8 From April to June 2003, a series of meetings were organised between the Chair of NACEW, the Minister of Labour, the Executive Officer and the Chief Executives of government departments. The Chief Executives were: John Chetwin, Department of Labour; Anne Carter, Ministry of Women's Affairs; Peter Hughes, Ministry of Social Development; Geoff Dangerfield, Ministry of Economic Development; Leith Comer, Te Puni Kokiri; Fuimaono Les McCarthy, Ministry of Pacific Island Affairs; Michael Wintringham, State Services Commission; and Howard Fancy, Ministry of Education. As a result of these meetings, representatives from the Ministry of Pacific Island Affairs and the Ministry of Economic Development were appointed to NACEW. A few of the other departments appointed more senior staff as representatives.

Partner organisations

- 9 In accordance with NACEW's Strategic Plan and Communications Strategy, links have been formed with other women's organisations. The National Council of Women, the Maori Women's Welfare League, Pacifica, Rural Women New Zealand and the YWCA were invited to become NACEW partner organisations. Executive members of these organisations have been invited to be present at NACEW meetings.

Council membership

- 10 Philippa Fletcher and Marilyn Kohlhase resigned from the Council. In February, Mary Marshall, Anna Pasikale and Jane Scott joined the Council as new Ministerial members. Celia Galbraith was the acting Executive Officer from December through to February. Liz Mende was appointed as the new Executive Officer and took up the position in March.

NACEW MEMBERS

The membership of the Council as at June 30 2003 was as follows:

Ministerial Appointees		
Suzanne Snively	Wellington	Ministerial Appointee
Colleen Tuuta	New Plymouth	Ministerial Appointee
Beverley Main	Wellington	Ministerial Appointee
Philippa Fletcher	Christchurch	Ministerial Appointee
Ronda Tokona	Dunedin	Ministerial Appointee
Mary Marshall	Auckland	Ministerial Appointee
Jane Scott	Auckland	Ministerial Appointee
Pauline Winter	Auckland	Ministerial Appointee
Anna Pasikale	Wellington	Ministerial Appointee
Executive Officer		
Elizabeth Mende	Masterton	
Expert Advisor		
Martha Coleman	Wellington	
Employer and Employee Organisation Representatives		
Barbara Burton	Wellington	Business New Zealand
Sheryl Cadman	Wellington	New Zealand Council of Trade Unions
Margaret Ledgerton	Wellington	New Zealand Council of Trade Unions
Governmental Department Representatives		
Bettina Schaer	Wellington	Department of Labour
Jane von Dadelszen	Wellington	Ministry of Women's Affairs
Julie Browne	Wellington	Ministry of Women's Affairs
Katrina Ings	Wellington	Ministry of Social Development
Ellen Murray	Wellington	Ministry of Education
Pania Tyson Nathan	Wellington	Te Puni Kokiri
Sela Gaulofa	Wellington	Ministry of Pacific Island Affairs
Jude Bleach	Wellington	State Services Commission
Pat Colgate	Wellington	Ministry of Economic Development