

# NATIONAL ADVISORY COUNCIL ON THE EMPLOYMENT OF WOMEN

## ANNUAL REPORT 1993/1994

### Introduction

This Annual Report covers the period from 1st July 1993 to 30 June 1994. During this time NACEW completed two of the major projects that were initiated in the 1992/93 year. The research into women and self employment was published, *Te Wahine Hanga Mahi - Women and Self Employment*, and the report on Women's Access to Industry Training was completed. The women's current position in the labour market paper that NACEW has been working on is also near completion.

During the first half of 1994 NACEW has been involved in making submissions to the Task Force on Employment Policy and intends to host, in conjunction with the Ministry of Women's Affairs, two consultation meetings for women with the Task Force. The aim of these is to provide an opportunity for women to respond to the Task Force Issues Report, and to raise issues related to women's employment with the Task Force.

NACEW continues to take an interest in the survey of the Parental Leave and Employment Protection Act 1987 that is being undertaken by the Industrial Relations Service of the Department of Labour. Members of NACEW were involved in commenting on the proposal for the research and the questionnaire that was prepared for the survey. The council keenly awaits the results of this research and intends to do further work on parental leave in the 1994/95 year.

In December 1993, NACEW produced a pamphlet which aims to inform the wider community of NACEW's role and the work the Council does. The pamphlet also lists the Council's recent publications and it is intended that this pamphlet will be updated each year to include further publications by NACEW.

## **Te Wahine Hanga Mahi - Women and Self Employment**

Research into women and self employment was undertaken by NACEW in conjunction with the Ministry of Women's Affairs and the Department of Labour last year. This was completed and published at the end of 1993. This research was contracted by NACEW to Gray Matter Research Ltd and Rivers Buchan and Associates, who carried out the fieldwork and wrote up the final report. A four page summary of the findings of the research was also produced.

The report gives an overview of the existing literature on the topic and analyses the statistical data that is relevant to women and self employment. The following points give an indication of some of the findings of the literature review and statistical data analysis.

- There has been an 11.3% increase in self employment amongst women in New Zealand in the past five years, matching trends in many OECD countries.
- For Maori and Pacific Island's women, self employment has become increasingly significant as total employment for these groups fell between 1986 and 1991.
- Women are more often in self employment to balance work and personal/domestic commitments, because of career development frustrations, or to meet achievement or independence needs.
- Self employed women are as likely to be employers as men, more likely to work from home and have a lower median income across all occupational groups.
- The survival rates of women's businesses are roughly comparable to that of men's.

A major section of the report is based on information drawn from interviews with 48 women currently or recently in self employment. The interviews with these women showed that all the women enjoyed their experiences of self employment, and in particular the independence and flexibility of running a business. However the women faced a number of barriers to self employment, including lack of start up and ongoing capital, business skills, experience in chosen industry, confidence, information, credibility and resources. Few of the women interviewed borrowed money from banks and few sought formal advice about their businesses. Women in all occupations also experienced problems with marketing and promotion which were often aggravated by the small scale at which they operated. This research highlighted both the common threads between self employed women and the diversity of their experiences.

*Te Wahine Hanga Mahi - Women and Self Employment* was launched in February 1994 by the Minister of Employment, Hon. Wyatt Creech.

## **Women's Access to Industry Training**

NACEW completed its report on Women's Access to Industry Training early in 1994 and this was presented to the Minister of Employment and the Minister of Education on completion. This report aims to assess women's access to the new industry training system in New Zealand. NACEW's report focuses on formal credentialised industry training which has been developed under the new Industry Training Organisation framework.

This report provides background on the history of training for women in the work place and notes that women's previous access to industry training has been limited. This refers to both the apprenticeship system, from which relatively few women benefited, and within female dominated work where in a number of areas there are fewer opportunities to train and the skills required in female intensive occupations have been traditionally undervalued.

The report then moves on to outline the Government's Skill New Zealand Strategy as comprising the Industry Training Strategy and the National Qualifications Framework. The equity provisions and implications of these are briefly examined.

The final section in the report encompasses an evaluation report which looks at the breadth and depth of Industry Training Organisation (ITO) coverage as analysed at December 1993. The implications of any gaps in this coverage are also examined. NACEW specifically noted that although ITO's have formed in some industries with high numbers of female employees, three of the four industries employing the highest numbers of women are largely outside the industry training framework as at December 1993. Also raised in this report is the need for provision of industry training for support staff.

As well as looking at women's access to training within industries, NACEW's report looks at the nature of the training, specifically the adequacy and appropriateness of that training.

Provided in the report are a number of recommendations with regard to the coverage of ITO's, women's access to employment and training and the nature of industry training. The report concludes that the Government's industry training strategy will only advance women's access to industry training if:

- wide and deep coverage of Industry Training Organisations (ITOs) and Advisory Groups (AGs) is achieved which includes female intensive industries and female intensive occupations within industries;
- employers are encouraged to develop and adopt employment practices which remove barriers women face in entering particular industries and occupations; and
- women who are employed have access to quality systematic training that is linked to the qualifications framework and suited to their requirements.

## **The Task Force on Employment Policy**

NACEW has been involved with the Prime Ministerial Task Force on Employment Policy in two key ways. Firstly the Council made a submission to the Task Force prior to the release of the Issues Report and also intends to make a submission in response to the Issues Report. Secondly, NACEW and the Ministry of Women's Affairs are planning to host two women's consultation meetings with the Employment Task Force.

In the first submission to the Employment Task Force, NACEW identified a number of issues related to women's employment that it recommended the Task Force consider in its Issues Report. The issues covered in this submission were:

- the seriousness of women's unemployment, and the fact that this may be hidden as the official statistics may under-represent the number of women who are unemployed;
- there is considerable diversity amongst unemployed women. NACEW pointed out that care is required in designing employment and training assistance to ensure that programmes are capable of meeting the needs of the range of people that require assistance;
- the need to facilitate women's entry into paid work in a range of industries and occupations;
- the under-representation of women in some employment and training programmes needs to be addressed as access to these are important in facilitating women's access to paid work; and
- the need for a wide range of policies to be considered in relation to women's employment. These include income support policies, careers information, childcare, knowledge of employment rights and education policies.

In this submission NACEW concluded by recommending that the Task Force consult widely when seeking response to the Issues Report and identifying solutions to employment issues. It was recommended that women from various positions in the labour market, including those who are not currently in paid employment but who may wish to return (or enter for the first time) to the labour market at a later stage, be given the opportunity to provide feedback to the Task Force.

NACEW is also in the process of responding to the Task Force Issues Report which was released in May 1994. It is envisaged that this submission will build on some of the issues raised in the Council's first submission as well as responding to those raised in the Issues Report, particularly in relation to women's unemployment and employment issues. The areas the submission is likely to cover include:

- the transition from school to further education, training and employment, particularly for Maori and Pacific Island students;
- women's access to industry training;
- assistance for those that are disadvantaged in the labour market;
- eligibility criteria of some labour market assistance programmes;

- the increase in non standard work;
- childcare and after school care; and
- income support policies.

The second way in which NACEW is to be involved with Employment Task Force through the women's consultation meetings which NACEW and the Ministry of Women's Affairs are intending to host. The organisation for these events is well underway and it is envisaged that two meetings will be held, one in Wellington and one in Auckland during July 1994. The aim of these consultations is to provide an opportunity for women to respond to the Task Force Issues Paper and identify solutions to employment issues for women. It is also envisaged that the proceedings of the two meetings will be written up and presented to the Task Force as a formal submission.

### **Women's Current Position in the Labour Market**

During the past year NACEW has been working on preparing a paper on the current position of women in the labour market. This paper is near completion and as at June 1994 needs only minor changes before it is finalised.

Earnings, occupational segregation, employment, unemployment and under employment trends, and industrial relations outcomes are the four main areas covered in this paper. There are also two additional sections covering education and training and EEO programmes. These sections are based on eleven questions the Council initially set out to answer and comprise the information that was gathered in response to these questions. The paper also includes material from a report that NACEW commissioned on a gender analysis of an employee survey of labour market adjustments under the Employment Contracts Act 1991.

The paper is structured to give introductory comments for each section and then goes on to outline some key statistics relevant to each area covered. In the industrial relations section in particular, it is shown that the position of women in the labour market is related to their over-representation in part-time and casual work. The Survey on Labour Market Adjustments under the Employment Contracts Act 1991 shows that part-time and casual employees achieved less favourable pay outcomes in the year to September 1993 than did full time permanent employees. Clearly women are disproportionately affected by this.

It is now envisaged that this paper will be used by NACEW as background information when providing advice to the Minister of Employment on women's employment issues and in the Council's input to the Employment Task Force.

## **Maori Women**

Merepeka Sims and Rawinia Mathews continue to bring their wide ranging experiences to NACEW, particularly as Maori business women. In consultation with both Merepeka Sims and Rawinia Mathews, the Council decided to seek a representative from Te Puni Kokiri as a permanent member of NACEW. This will assist NACEW in providing advice on employment issues and will improve the Council's ability to represent a range of women. Ria Earp is now the Te Puni Kokiri representative on NACEW

## **Pacific Islands Women**

At the Council's meeting in May 1994 Stephanie Pride, the Women's Co-ordinator at the New Zealand Employment Service (NZES) spoke to NACEW and outlined the projects she was intending to undertake in the coming year. NACEW noted with interest that NZES is planning to hold consultations with Pacific Islands women to look at how the service can best meet the needs of these women. Pacific Islands people have high unemployment rates but are currently under-represented in using NZES services and it is hoped that the consultations will improve the ability of NZES to provide appropriate services for Pacific Island women. Si'anaua Ostler offered assistance to Stephanie Pride in terms of advice on organising the consultations.

## Council Membership

In 1993/94 a number of changes were made to the membership of the Council. Suzanne Snively was a new Ministerial Appointee to NACEW. She filled a vacancy left by Prue Hyman. Lis Cowie replaced Prue Densem as the Ministry of Education representative and Margaret Hanson replaced Ann Broome as the State Services representative. Janice Burns later replaced Margaret Hanson. Ria Earp joined NACEW as Te Puni Kokiri's representative on the Council.

The membership of the Council as at June 30 1994 was as follows:

Adrienne D'Ath (Chair)	Wellington	Ministerial Appointee
Rawinia Mathews	Havelock North	Ministerial Appointee
Yvonne Oldfield	Auckland	Ministerial Appointee
Anae Si'anaua Ostler	Wellington	Ministerial Appointee
Linda Schofield	Auckland	Ministerial Appointee
Merepeka Sims	Lake Rotoiti	Ministerial Appointee
Linda Sissons	Wellington	Ministerial Appointee
Suzanne Snively	Wellington	Ministerial Appointee
Janice Burns	Wellington	State Services Commission
Barbara Burton	Wellington	NZ Employers Federation
Lynn Middleton	Wellington	NZ Council of Trade Unions
Lois Hampstead	Auckland	NZ Council of Trade Unions
Diane Salter	Wellington	Department of Labour
Anne Riley	Wellington	Ministry of Women's Affairs
Lis Cowie	Wellington	Ministry of Education
Liz Seymour	Wellington	Ministry of Youth Affairs
Ria Earp	Wellington	Te Puni Kokiri

Adrienne D'Ath  
Chairwoman

27 October 1994

NACEW mailing list

**NATIONAL ADVISORY COUNCIL ON THE EMPLOYMENT OF WOMEN  
(NACEW) ANNUAL REPORT 1993/94**

Enclosed is a copy of the NACEW Annual Report for the 1993/94 year.

In the past year NACEW has completed a number of the projects that were undertaken in 1992/93. The Suffrage Centennial Year project NACEW initiated on research into women and self employment was published as *Te Wahine Hanga Mahi - Women and Self Employment*, and the Council's report on *Women's Access to Industry Training* was also completed. A paper which outlines the current position of women in the labour market is underway and will be completed in the coming year.

NACEW made two submissions to the Task Force on Employment Policy in 1994, and in conjunction with The Ministry of Women's Affairs, hosted two consultation meetings for women with the Employment Task Force.

The Council continues to take an interest in parental leave and intends to focus more closely on this issue in the coming year.

The enclosed Annual Report more fully outlines the Council's work during 1993/94.

Warm regards

Kirsten Gendall  
NACEW Secretary