

Programme

DAY 1 - MONDAY 28 JUNE 2004

📍 =VENUE

8:00am - 8:30am

Registrations

SESSION 1

8:30am - 9.15am

📍 RHLT1

Powhiri

Welcome from Suzanne Snively, Chair of NACEW

Opening Address

Hon Ruth Dyson, *Associate Minister of Labour*

Scene Setting

SESSION 2

9.15am - 10.45am

📍 RHLT1

The Case for Pay and Employment Equity:

Business and Human Rights Imperatives

Mary Cornish, *Senior Partner, Cavalluzzo Hayes Shilton McIntyre & Cornish Barristers and Solicitors, Toronto, Canada*

Overview of the History of Pay and Employment Equity in New Zealand and the Current Situation

Suzanne Snively, *Chair, NACEW*

Report from the Taskforce on Pay and Employment Equity in the Public Service and the Public Health and Public Education Sectors

Diana Crossan, *Chair, Taskforce*

Government's Response to the Taskforce

James Buwalda, *Chief Executive, Department of Labour*

10.45am - 11.15am

Morning Tea 📍 MEZZANINE

SESSION 3

11.15am - 1.15pm

📍 RHLT1

Lessons from Overseas:

UK Professor Aileen McColgan, *Professor of Human Rights Law, King's College, London and Barrister, Matrix Chambers, UK*

Canada Dr Pat Armstrong, *Professor of Sociology and of Women's Studies, York University, Toronto, Canada*

Australia Philippa Hall, *Deputy Director General, NSW Department for Women, Sydney, Australia*

USA Dr Heidi Hartmann, *President, Institute for Women's Policy Research, Washington, DC, USA*

1.15pm - 2.15pm

Lunch 📍 MEZZANINE

SESSION 4

2.15pm - 3.30pm

Parallel Sessions

SESSION 4A

📍 MZ04

Understanding Reductions in the Gender Wage Differential 1997 - 2003

Presenter: Sylvia Dixon, *Department of Labour*

Wage Gaps in New Zealand in the Late 90's

Presenter: Dr Murat Genç, *University of Otago*

Chair: Pat Colgate

SESSION 4B

📍 MZ10

Women ‘Returners’ and the Gender Pay Gap

Presenters: Celia Briar and Ee Kheng Ang, *Massey University*

Rosie the Riveter’s Daughter: Women and Industry Training in Contemporary New Zealand

Presenters: Nicky Murray, *Lincoln University*
Ana Gilling, *Department of Labour*

Chair: Mary Marshall

SESSION 4C

📍 MZ11

Almost There: A Comparative Case Study of Senior Academic Women in Australia and New Zealand

Presenters: Dr Jenny Neale, *Victoria University of Wellington*
Dr Kate White, *Victoria University, Melbourne*

Scaling the Ivory Tower: Career Advancement Strategies for University Women

Presenter: Prue Toft, *University of Auckland*

Chair: Margaret Ledgerton

SESSION 4D

📍 RHLT3

The Impact of Current Pay Fixing Mechanisms on the Gender Pay Gap in New Zealand

Presenters: Zsuzsanna Lonti and Robyn May, *Industrial Relations Centre, Victoria University of Wellington*

Chair: Eileen Brown

SESSION 4E

📍 MZ05

Maori Women and Pay and Employment Equity

Panel: Tania Simpson, *Managing Director, Kowhai Consulting*
Keriana Tawhiwhirangi, *Principal Waikirikiri School, Gisborne*
Tania Rangihueua, *Lecturer, Victoria University of Wellington*
Sharon Clair, *Policy Analyst Maori, NZ Nurses Organisation*

Chair: Hekia Parata, *Te Puni Kōkiri*

3.30pm – 4.00pm

Afternoon Tea 📍 MEZZANINE

Solutions

SESSION 5

4.00pm – 5.20pm

📍 RHLT1

Introduction to Solutions Aspect of Conference

James Buwalda, *Chief Executive, Department of Labour*

Relationship Between Public Contracting and Pay and Employment Equity Obligations

Professor Aileen McColgan, *Professor of Human Rights Law, King’s College, London and Barrister, Matrix Chambers, UK*

Discussants: Luci Highfield, *Legal Officer, Service and Food Workers Union*
Mark Prebble, *State Services Commissioner*

5.30pm – 7.00pm

📍 PARLIAMENT

Reception at Parliament hosted by Hon Ruth Dyson, *Associate Minister of Labour*, to launch NACEW’s research, *Discovering the Potential of Women in Small Business*. Speech by Hon Margaret Wilson, *Minister of Commerce*.

Programme

DAY 2 - TUESDAY 29 JUNE 2004

Solutions

SESSION 1

8.30am – 9.30am

Ⓥ RHLT1

Welcome to Day 2

Suzanne Snively, *Chair, NACEW*

Litigating Pay and Employment Equity: Strategic Uses and Limits

Mary Cornish, *Senior Partner, Cavalluzzo Hayes Shilton McIntyre & Cornish Barristers and Solicitors, Toronto, Canada*

SESSION 2

9.30am – 10.30am

Ⓥ RHLT1

Improving Women's Pay Through Skill Development: Limits and Possibilities

Dr Barbara Pocock, *Queen Elizabeth II Research Fellow, Associate Professor, Labour Studies, University of Adelaide, Australia*

10.30am – 11.00am

Morning Tea Ⓥ MEZZANINE

SESSION 3

11.00am – 12.15pm

Parallel Sessions**SESSION 3A**

Ⓥ RHLT3

Pay Equity in Women Only or Predominantly Women Workplaces

Panel: Pat Armstrong, *Canada*
Philippa Hall, *Australia*
Sue Thorne, *Chief Executive, Early Childhood Council*

Chair: Martha Coleman

SESSION 3B

Ⓥ MZ05

Pay and Employment Equity in Small and Medium Sized Organisations

Presenters: Janice Burns and Margaret Hanson, *Top Drawer Consultants*

Chair: Pauline Winter

SESSION 3C

Ⓥ MZ10

What Works, What Doesn't: Employment Equity in the Public Sector

Presenters: Dr Deborah Jones, *Victoria University of Wellington*
Rae Torrie, *EEO and Diversity Consultant*

Chair: Jude Bleach

SESSION 3D

Ⓥ MZ11

The Role of Unions in Achieving Pay Equity: Negotiation, Litigation or Legislation

Presenter: Laila Harré, *Organising Services Manager NZ Nurses Organisation*

Chair: Ronda Tokona

12.15pm – 1.15pm

Lunch Ⓥ MEZZANINE

SESSION 4

1.15pm – 2.45pm

📍 RHLT1

Low Pay and Pay Equity

Dr Heidi Hartmann, *President, Institute for Women's Policy Research, Washington, DC, USA*

Prue Hyman, *Research Associate in Women's Studies, Victoria University of Wellington*

Discussants: Peter Conway, *Economist and Director of Policy, NZ Council of Trade Unions*

Jeremy Baker, *Adviser Education and Training, Business NZ*

2.45pm – 3.15pm

Afternoon Tea 📍 MEZZANINE

SESSION 5

3.15pm – 4.45pm

📍 RHLT1

The Way Forward

Panel: Shenagh Gleisner, *Chief Executive, Ministry of Women's Affairs*

Dr Judy McGregor, *Equal Employment Opportunities*

Commissioner, Human Rights Commission

Helen Kelly, *Vice President, NZ Council of Trade Unions*

Trudie McNaughton, *Director, Expertise Limited*

Martha Coleman, *Coalition for Equal Value Equal Pay*

Chair: Suzanne Snively, *Chair, NACEW*

4.45pm – 5.00pm

📍 RHLT1

Closing Address

Hon Margaret Wilson, *Minister of Commerce*
