Programme
DAY 1 - MONDAY 28 JUNE 2004

8:00am - 8:30am Registration

SESSION 1
8:30am – 9.15am Powhiri
Welcome from Suzanne Snively, Chair of NACEW
Opening Address
Hon Ruth Dyson, Associate Minister of Labour

SESSION 2
9.15am – 10.45am
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

SESSION 3
11.15am – 1.15pm
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

SESSION 4
2.15pm – 3.30pm
Parallel Sessions

SESSION 4A
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**

**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**

**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**

**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**

**Maori Women and Pay and Employment Equity**

Panel: Tania Simpson, *Managing Director, Kowhai Consulting*

 Keriana Tawhiwhirangi, *Principal Waikirikiri School, Gisborne*

Tania Rangiheuea, *Lecturer, Victoria University of Wellington*

Sharon Clair, *Policy Analyst Maori, NZ Nurses Organisation*

Chair: Hekia Parata, *Te Puni Kokiri*

---

**3.30pm – 4.00pm**

**Afternoon Tea**

**Solutions MEZZANINE**

---

**Session 5**

**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**

**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*. 
**Session 1**
8.30am – 9.30am  
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  
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

**Session 3**
11.00am – 12.15pm  
Parallel Sessions

**Session 3a**  
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**  
Pay and Employment Equity in Small and Medium Sized Organisations  
Presenters: Janice Burns and Margaret Hanson, Top Drawer Consultants  
Chair: Pauline Winter

**Session 3c**  
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**  
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
SESSION 4
1.15pm – 2.45pm  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  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  Closing Address  
Hon Margaret Wilson, Minister of Commerce