

PATHWAYS FOR WOMEN



Information sources

The NATIONAL ADVISORY COUNCIL FOR THE EMPLOYMENT OF WOMEN (NACEW) undertakes research and promotes the sharing of information about the employment of women. Browse the website for events, publications and the latest research.

☎ (04) 915 4260 ✉ nacew@dol.govt.nz www.nacew.govt.nz

The MINISTRY OF WOMEN'S AFFAIRS publishes a Women's Directory on its website, which is a comprehensive list of women's groups and organisations in New Zealand. Go to www.mwa.govt.nz, click on *Publications*, then *The Women's Directory*.

WORKSITE/PAEMAHI is the place to go when you've got a question about returning to the workforce, balancing your work, family and personal interests, pay equity, childcare and more. You'll find useful links and information from a whole lot of government agencies and other organisations on the issues facing women in employment in New Zealand. Worksite is the quick and easy way to find the answers you need to make the best job, training and employment decisions. www.worksite.govt.nz

Work

EQUAL EMPLOYMENT OPPORTUNITIES

The EQUAL EMPLOYMENT OPPORTUNITIES (EEO) TRUST provides information and tools to help organisations develop versatile workplaces. It raises awareness of the business benefits of having a diverse workforce and provides relevant and current information from businesses and thought leaders around the world. Go to the EEO Trust website www.eeotrust.org.nz to find out more. Employers who want to work with the EEO Trust to achieve business success through the successful management of a diverse workforce can join the *EEO Employers Group*. To see a list of members, go to the EEO Trust website or ☎ (09) 525 3023 ✉ admin@eeotrust.org.nz.

The MINISTRY OF WOMEN'S AFFAIRS NOMINATIONS SERVICE aims to increase the number of women leaders and decision-makers on state sector governance boards and committees. The Nominations Service maintains a database of women with relevant skills and experience, which is used to identify potential candidates for director positions on state sector boards. These nominations are then considered by the government agency responsible for the appointments. ☎ (04) 915 7112 ✉ mwa@mwa.govt.nz www.mwa.govt.nz

The NZ FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN INC (BPW) is an organisation for working women. It was created to link business and professional women to provide support, to lobby for change, and to promote ongoing advancement of the status of women. BPW has a network of clubs around New Zealand where members gain confidence and experience in organising meetings and discussing public issues. Clubs usually meet once a month in the evening for a meal, business session, guest speaker or some other activity. To find your local club ✉ info@bpwnz.org.nz or search for it on the website. www.bpwnz.org.nz

NEW ZEALAND CENTRE FOR WOMEN AND LEADERSHIP is an initiative of Massey University with a mission to promote leadership opportunities for women through education, research, consultancy and community activity. The centre's work focuses on women in management and business, women in higher education, women in self-employment, women as directors, and women as leaders in central and local government and community organisations. <http://women-leadership.massey.ac.nz>

The CENTRE FOR WOMEN AND LEADERSHIP also publishes a newsletter, GENDERWRITE, covering issues relating to women and leadership. <http://women-leadership.massey.ac.nz/genderwrite.html>

NEW ZEALAND FEDERATION OF GRADUATE WOMEN works locally, nationally and internationally to improve the status of women and girls, to promote lifelong education, and to enable graduate women to use their expertise to effect positive change. For information about scholarships, grants and awards for women undertaking training, education and research, opportunities to network and other member services, or to find your local branch, visit the website. www.nzfgw.org.nz

PAY EQUITY

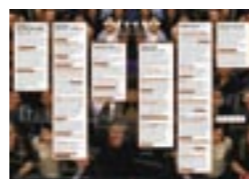
The DEPARTMENT OF LABOUR'S PAY AND EMPLOYMENT EQUITY UNIT was established in 2004 to oversee the five-year action plan set out by the Taskforce on Pay and Employment Equity in the Public Service, public health and public education sectors. Go to www.dol.govt.nz/services and click on *Pay and Employment Equity*. The website also has a link to the report of the taskforce, which sets out the action plan for pay and employment equity.

The EQUAL EMPLOYMENT OPPORTUNITIES (EEO) TRUST can supply the publication *Equitable Remuneration: making it fair, making it work* which is a guide for those involved in design, implementation and monitoring of fair and effective remuneration practices. ☎ (09) 525 3023 ✉ admin@eeotrust.org.nz www.eeotrust.org.nz

The COALITION FOR EQUAL VALUE AND EQUAL PAY (CEVEP) is a coalition of women's organisations and unions, which works to raise public awareness of the need for action and to build a national network of people committed to seeing equal pay for work of equal value implemented in New Zealand. ✉ info@cevep.org.nz www.cevep.org.nz

The NATIONAL ADVISORY COUNCIL FOR THE EMPLOYMENT OF WOMEN (NACEW) has information about pay equity on its website. Go to www.nacew.govt.nz and under *Areas of Interest*, click on *Pay Equity*.

There is a whole range of support available to people on their pathways through education, training and work. The following pathways posters (A2 size) are part of the *workINSIGHT* range of products and can be ordered free of charge from the editor, Robert Heyes. A Pathways for Women Poster (A2 size) can also be ordered. ✉ robert.heyes@dol.govt.nz



WORK-LIFE BALANCE

The WORK-LIFE BALANCE PROJECT is about getting more people thinking about work-life balance issues and helping more people enjoy the benefits of striking the right balance between paid work and other activities. www.dol.govt.nz/worklife/index.asp

The EQUAL EMPLOYMENT OPPORTUNITIES (EEO) TRUST provides a range of information about work-life balance issues, including practical ideas for workplaces and summaries of flexible employment options. ☎ (09) 525 3023 ✉ admin@eeotrust.org.nz www.eeotrust.org.nz

One of the objectives of PARENTAL LEAVE LEGISLATION is to ensure that female employees have the option of retaining their attachment to the job market when they have a baby or adopt a child. The legislation provides that women receive job protection during a period of parental leave and are entitled to paid parental leave (which can be transferred to an eligible partner) for a specified period, depending on how long they have been working for their employer. Go to www.ers.govt.nz/parentalleave for more information and try the Department of Labour's online calculator at www.ers.govt.nz/parentalleave/calculate to find out about entitlements.

To find out about out-of-school-hours childcare providers in your local area, contact THE NATIONAL ASSOCIATION FOR OUT OF SCHOOL CARE AND RECREATION PROGRAMMES (OSCAR). ☎ (09) 845 2524 ✉ maoscar@xtra.co.nz www.naoscar.org.nz

If you want to find an early childhood centre in your area or in an area you are considering moving to, contact the MINISTRY OF EDUCATION'S RESOURCING DIVISION (Schools and Early Childhood). ☎ (04) 463 8383

The Government recently published its STRATEGIC PLAN FOR EARLY CHILDHOOD EDUCATION (ECE). It aims to increase the participation of children and families in ECE, improve the quality of the ECE curriculum and teaching, and promote better relationships between ECE, whānau and parents, health and social services, and schools. For information, go to the Ministry of Education website www.minedu.govt.nz and on the left-hand side click on *Strategic Plan for Early Childhood Education*.

The WORKING FOR FAMILIES package is designed to make it easier for people to work and raise a family. Families with children may be entitled to extra money through Working for Families. To find out more about the Accommodation Supplement and Childcare Assistance, call WORK AND INCOME on ☎ 0800 774 004. To find out more about Family Assistance, call INLAND REVENUE on ☎ 0800 227 773. www.workingforfamilies.govt.nz

CAREER SERVICES provides career advice services to all New Zealanders, including women who have been out of the job market for some time. Many of their services are free. ☎ 0800 109 901 to find your nearest CareerCentre, get career advice and information over the phone at CareerPoint ☎ 0800 222 733 or get information online at www.kiwicareers.govt.nz.

The NATIONAL ADVISORY COUNCIL FOR THE EMPLOYMENT OF WOMEN (NACEW) has information about work-life balance and childcare on its website. Go to www.nacew.govt.nz and under *Areas of Interest* click on *Work-Life Balance and Childcare*.

BUSINESS NETWORKS

WOMEN'S BUSINESS NETWORK is a group of women from a very wide range of businesses and professions who meet in Wellington to share information, make contacts and learn about other women in business. The website has links to networks in other areas. www.womens-business.org.nz

WMB NETWORK is a lively women's business networking group holding regular networking events in Auckland for enterprising Women who Mean Business. Check out the events calendar on the website. ☎ 021 575 407 ✉ contact@wmbnetwork.co.nz www.wmbnetwork.co.nz

The NATIONAL ADVISORY COUNCIL FOR THE EMPLOYMENT OF WOMEN (NACEW) has information about women's self-employment on its website. Go to www.nacew.govt.nz and under *Areas of Interest* click on *Enterprise Development*.

If you are a Māori woman wanting to start a new business or grow or improve an existing business, TE ARA KAIPAKIHI (Your Business Journey) may be able to help you. Contact the Ministry of Women's Affairs. ☎ (04) 915 7112 ✉ mwa@mwa.govt.nz www.mwa.govt.nz

Education and training

The NATIONAL ADVISORY COUNCIL FOR THE EMPLOYMENT OF WOMEN (NACEW) has information about women's participation and achievement in education and training on its website. Go to www.nacew.govt.nz and, under *Areas of Interest*, click on *Education & Training*.

Women who are thinking about returning to education or training as mature students will find useful information on the MATURE STUDENT PATHWAYS CHART, published as part of *workINSIGHT*, issue 3, May 2003. Go to www.workinsight.govt.nz and, on the left-hand side, click on *Posters*.

For information about INDUSTRY TRAINING, contact the relevant ITO. A list of ITOs and their contact details is available on the Tertiary Education Commission website at www.tec.govt.nz/education_and_training/itos.htm.

For information about MODERN APPRENTICESHIPS, contact Modern Apprenticeships New Zealand. ☎ 0800 4 APPRENTICE (0800 427773) ✉ modappsinfo@tec.govt.nz www.modern-apprenticeships.govt.nz

The INDUSTRY TRAINING FEDERATION (ITF) is a membership-based organisation representing all 41 Industry Training Organisations (ITOs). ITOs assist industries to set standards for training, encourage workplace learning, arrange formal training classes, prepare qualifications that are needed in each industry, and assist workers to track down the workplace learning that will assist their careers. For information on how to get involved in industry training, and for a full list of ITOs, visit www.itf.org.nz or ✉ upskill@itf.org.nz.

FUNDING AND SCHOLARSHIPS

The MINISTRY OF WOMEN'S AFFAIRS (MWA) has compiled a list of organisations that provide women with information about funding and scholarships on its website (MWA does not offer its own financial assistance). www.mwa.govt.nz/fundsrc.html

NEW HORIZONS FOR WOMEN TRUST makes awards to women who are returning to tertiary education and training, undertaking research on women's issues, seeking more knowledge and skills, or developing an activity that will help them build a more peaceful world. For more information on these awards, go to the website www.rokohiko.net.nz/Horizons or ✉ newhorizonsforwomentrust@hotmail.com.



TELEPHONE



FREEPHONE



EMAIL