



CEVEP...campaign for equal value equal pay
www.cevepnz.org.nz

CEVEP is a voluntary organisation committed to reducing the gender pay gap through policy and initiatives to advance pay equity in general and equal pay for work of equal value in particular.

Our members' expertise and experience spans the breadth and history of this important policy issue. Our website www.cevepnz.org.nz provides information on the gender pay ratio (2015: 86.1% av. hourly pay), gender/ethnicity pay gaps, current laws and UN obligations, and women's long struggle for equal pay.

In 2013, CEVEP was an 'intervening' party in a test case to clarify the Equal Pay Act 1972, taken by resthome caregiver **Kristine Bartlett** and the Service & Food Workers Union (now E Tu). The Employment and Appeal Courts ruled that, for work done exclusively or predominantly by women, comparisons with males should go wider than males in the same female-dominated workplace, sector or industry if that male pay was also likely to also be affected by gender discrimination and undervaluation.

The parties in the Barlett case are currently attempting to settle. Any outcome will be applied all caregivers in state-funded residential care. A government-led working group (rather than the Court) has developed Principles for the Implementation of Equal Pay, which Cabinet is currently considering.

An equal value pay rise will greatly benefit low paid women and their families, who struggle to get by. Other pay equity claims have been lodged. These are all jobs that are essential to our society and paid for by our taxes.

**It is time for the government to step up and pay women fairly
for our skills and responsibilities**



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We strongly urge the government to:

- Adopt the Working Group's recommended Principles and process.
- Attach these Principles to the Act as a Schedule or Statement, *without* amending the text of the Act itself. The court cases demonstrate that the Act can work - don't mess with it!
- Ensure immediate funding to DHBs and resthomes to raise hourly pay for residential caregivers to \$26 an hour. Evidence from the unions has shown this level of pay in a range of comparable male jobs.
- Ensure the 2017 Budget earmarks funding to address pay equity claims before the courts (special education support workers, social workers, midwives...)
- Proactively address its obligations as an employer under the Pay Equity Act in all state sector pay negotiations, and for employment under contracts and sub-contracts funded from our taxes.
- Resource a new or existing agency to support all parties in pay equity wage claims and negotiations by providing expertise, tools, resources, information, etc.
- Amend the Employment Relations Act to require full transparency of pay and other remuneration, and invalidate confidentiality clauses in employment contracts
- Consider how government can better address international obligations to ensure equal pay and equal pay for equal value in private sector employment, and strengthen equal employment opportunity policies and their effectiveness in all sectors.

Contact CEVEP at rsb@xtra.co.nz



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