



PAY AND EMPLOYMENT EQUITY IN LOCAL GOVERNMENT

Working together towards achieving pay and employment equity for women

Pay and employment equity is about ensuring that pay, conditions, access to the full range of jobs at all levels of the workplace, and experiences in the workplace, are not affected by gender. Local government organisations and Crown entities are now being invited to participate in phase 2 of the Government's Pay and Employment Equity Plan of Action.

Following the *Report of the Taskforce on Pay and Employment Equity in the Public Service and the Public Health and Public Education Sectors*, the Government developed a Pay and Employment Equity Plan of Action. The Public Service, public health and compulsory education sectors have all undertaken pay and employment equity reviews.

What is the role of the Pay and Employment Equity Unit?

The Pay and Employment Equity Unit was established within the Department of Labour to implement the Government's Pay and Employment Equity Plan of Action and support organisations in pay and employment equity processes. The Unit develops tools and guidelines for pay and employment equity reviews, job evaluation, and pay investigations. It provides guidance and training on processes, resources and tools for organisations, in particular, review committees and project managers. The Unit also develops case studies that share the experiences that organisations gained while undertaking their review.

What is the Pay and Employment Equity Review process?

The four-step process has been specifically developed by the Unit for use in Crown entities and local government organisations. From the outset, the review is a partnership involving employees and unions.

What is the progress to date in local government?

Two local government organisations have already commenced pay and employment equity reviews with others expressing interest.

How can local government use the Contestable Fund?

The Unit recently wrote to the Chief Executives of all local government organisations informing them of eligibility to apply for funding from the Pay and Employment Equity Contestable Fund, an annual fund of \$1 million

established by Cabinet, to assist employers and unions to participate in the Government's Pay and Employment Equity Plan of Action. The next funding round will be in January/ February 2009. The application form and information on dates for funding rounds is available on the Unit's website.

What are the benefits for local government?

Benefits to local government employers can include:

- improved recruitment and retention rates
- improved workforce commitment and productivity
- better utilisation of available skills and knowledge
- more diversity of the workforce at all levels
- better employment relations – particularly if the pay and employment equity process is undertaken in partnership with unions

Benefits to local government employees can include:

For women:

- access to a wider range of jobs
- improved job satisfaction
- improved career progression – more opportunities and incentives to build skills and better environments for developing them
- higher lifetime earnings and superannuation – increased economic independence.

For men:

- enhanced flexible working arrangements
- improved pay for men in traditionally female occupations.

Both women and men benefit from pay and employment equity including through greater access to flexible working arrangements and better work life balance.

Further information and guidance

The Pay and Employment Equity Unit welcome the opportunity to help you further. We value your query and will respond to you as quickly as possible.

You can contact us via our website at:

<http://www.dol.govt.nz/payandemploymentequity>

or email: equity@dol.govt.nz

or phone +64 4 915 4487