

Kete for Equal Pay Champions

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Equal Pay and Pay Equity 101

What's the problem?

- Currently women in this country get paid less per hour of work than men
- The imbalance between the average (mean) pay for men and the average pay for women is currently 13.1% hour for hour.
- That's \$4.00 an hour.
- The shortfall for Maori and Pasifika women is worse. The gap between Maori women and all men is 23.1% and for Pasifika women it is 27.9%
- You will also hear the median gap being used as a measure. See [CEVEP's](#) views on why they prefer the mean and [Stats New Zealand](#) on why they now use the median.

Why do women get paid less than men?

- When researchers examine the reasons for the difference they find the biggest contributor is conscious or unconscious bias, more bluntly – discrimination.

Why does this matter?

- Gender discrimination is unlawful, in both domestic and international law
- Women in this country have a right to be treated as equals to men and that includes in the workplace
- No matter who you are or what you do, you deserve to be compensated fairly for your work at the same rate as others, regardless of your gender
- Equal pay includes equal pay for the same work and equal pay for work of equal value according to the Equal Pay Act 1972 and the judgements in the Bartlett v Terranova case. The case confirmed that the Act includes equal pay for work of equal value.
- Sometimes people separate the two and use the phrase pay equity when they are talking about equal pay for work of equal value.
- The Equal Pay Act says that different jobs that require a similar overall level of skills, years of service, responsibility, effort and working conditions are of equal value.

What is the Bartlett v Terranova case?

In 2012, the Service and Food Workers Union (now part of E Tu) on behalf of aged care worker Kristine Bartlett brought an Equal Pay Act case against her employer, Terranova Homes. She argued she had spent 20 years on very low pay because aged care is largely performed by women.

Ms Bartlett's case went all the way to the Supreme Court and she won. An out of court settlement was reached between government, employers and unions which delivered substantial pay rises to 55,000 care and support workers phased over five years. Qualifications and experience were recognised in the settlement. The new pay rates took effect on July this year.

Employers, unions and government representatives set up a Joint Working Group and agreed a set [of principles on pay equity](#) to help workers and employers negotiate equal pay. The incoming government has made a commitment to amend the 1972 Equal Pay Act in line with the agreed principles and the court decisions.

What causes the gender pay imbalance?

The gender pay gap or imbalance is a high-level indicator of the difference between women and men's earnings.

Why is there a gender pay imbalance?

From the Ministry for Women: The majority (80 percent) of the gender pay gap is what the research calls "unexplained" factors. These are the harder to measure factors, like conscious and unconscious bias – impacting negatively on women's recruitment and pay advancement – and differences in men's and women's choices and behaviours.

Attitudes, biases and behaviours are interrelated. There are still deeply held societal attitudes and beliefs about the types of work that are appropriate for men and women, the relative importance of occupations where men or women dominate, and the allocation of unpaid work, like caring for children and housework.

These attitudes affect not only the choices men and women make around paid and unpaid work, but also the behaviours of others toward men and women who make choices that are not consistent with these traditional beliefs.

[For more detail](#)

From MBIE:

Factors that contribute to the gender pay gap are

- the jobs women do: women are more likely to be clustered in a narrow range of occupations and at the bottom or middle of an organisation
- the value put on women's jobs: the skills and knowledge that women contribute in female-dominated occupations may not be recognised or valued appropriately in comparison to other jobs
- work arrangements and caring responsibilities: more women combine primary care giving with part-time work, which tends to be more readily available in lower paid occupations and positions. This limits women's access to better paying occupations and positions.

[For more detail](#)

Our summary in a word: **discrimination**

Conversations about equal pay

This resource is designed to assist you with some of those challenging conversations about equal pay.

Is there really a difference in what men get paid and what women get paid?

New Zealand's gender pay imbalance (or gap) is the difference between what women earn on average and what men earn on average. This is often expressed as the ratio of women's average hourly earnings to men's. In 2017, the imbalance was 13.1%. Statistics New Zealand prefers to measure the gender pay imbalance by using the median hourly earnings, because medians are less influenced by high earners (who are mainly men) and therefore thought to be a better measure of the pay of a typical worker. Using median hourly earnings the current imbalance is 9.4%

Hourly rates are used because they measure pay for a fixed amount of work- one hour. It is not directly affected by the number of hours a person works, or periods without pay.

And the imbalance is larger for Māori, Pasifika and migrant women who are among the lowest paid workers in New Zealand.

See [CEVEP](#)

See [Tracking Equality at Work](#)

Is New Zealand any worse than other countries?

Women earn less than men in every country of the world. The World Economic Forum ranks New Zealand 23rd in the world in terms of gender equality of economic participation and opportunity. We can do better than that. We must do better.

Don't women choose to go into certain jobs?

Women are over-represented in many low-paying jobs. These jobs are crucial to the functioning of our community – for example early childcare education. If women left these jobs tomorrow and only took high-paying jobs, there would be no-one to teach our youngest citizens and carry out other essential work. It is therefore not a valid argument to say that women could choose to go into other occupations.

Don't women go into jobs they enjoy, such as looking after children, and that's why they are paid less – women aren't willing to do dirty jobs like plumbing?

Both child care and plumbing are jobs we need people to do. They are both valuable to our society and the people who do them should be paid rates which reflect their value. If all New Zealand women suddenly stopped working as caregivers, early childhood teachers, nurses and in other female-dominated occupations and became plumbers our society would not be able to function.

Women aren't willing to do dangerous jobs

No-one should be hurt or killed at work. It's true that men are more likely to be hurt or killed at work than women. But that does not justify the pay imbalance. Men in high risk jobs are not paid more than men in low risk jobs and women in high risk jobs are not paid more than low risk jobs. Occupations with the highest rate of injury are cleaners, rubbish collectors and labourers according to latest figures from Stats New Zealand.

Employers should be free to set pay rates - the Government or the courts shouldn't do it

New Zealand has a number of laws covering aspects of employment – minimum wages, hours allowed to be worked, health and safety and holidays. These laws are needed because experience

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shows the market and employers will not act fairly towards working people if left to their own devices. We have laws governing many aspects of our lives – road rules, criminal law to ensure people are treated fairly and society functions in an ordered way. Equal pay is no different.

What's the difference between equal pay and pay equity?

Equal pay includes equal pay for the same work and equal pay for work of equal value according to the Equal Pay Act 1972 and the judgements in the Bartlett v Terranova case. But sometimes people separate the two and use the phrase pay equity when they are talking about equal pay for work of equal value.

Aren't women lower paid because they take time out of the workforce to have children?

No, this does not account for the gender pay imbalance. It also applies to women who don't have children. Furthermore we should not be penalising women for having children. Women experience a motherhood penalty, while male parents experience a fatherhood bonus. We should value and support parenthood equally.

See [Stats New Zealand](#)

We can't afford equal pay

Yes we can, it's about priorities. We can afford equal pay if we choose to afford it. The judges in the Employment Court of Bartlett v Terranova said this about the argument that pay equality was too costly:

[110] History is redolent with examples of strongly voiced concerns about the implementation of anti-discrimination initiatives on the basis that they will spell financial and social ruin, but which prove to be misplaced or have been acceptable as the short term price of the longer term social good. The abolition of slavery is an old example, and the prohibition on discrimination in employment based on sex is both a recent and particularly apposite example.

Women have been paid less than men for hundreds of years. It is completely unfair to expect women to make this financial sacrifice any longer. Equal pay, without discrimination is a human right.

And paying women fairly is good for all of us. Paying women more benefits to the wider community as it is likely that women earning more would still spend a high proportion of that money on goods and services for their families. That is good for families, it helps keep others in jobs and also increases the tax take.

The cost of government benefits and subsidies falls, meaning savings to the taxpayer and more money for the Government to spend in other essential areas.

Women are paid the same as men where I work

How do you know? Women expect to be paid fairly but often we do not know if we are. Without a thorough, transparent gender pay audit we do not know if pay in a company or enterprise is free of gender discrimination. Some of the questions to think about are: do men and women doing the same job start at the same rate? Advance at the same rate? Get the same career opportunities? Are there more men than women in the high paid jobs like senior management? Are there more women than men in the low paid jobs?

Male careworkers / midwives ... get paid the same as females so it's not a gender issue.

Males in female dominated occupations are just as undervalued as their female colleagues.

Women just need to ask for a better starting rate / pay rise.

Not true. When women ask for fair and equal pay they are less likely to get the rates and raise that their male colleagues get. See a report about the research [here](#) It's about discrimination people!

You can't compare apples and oranges.

Many people talk about not being able to compare apples and oranges. They argue it's not possible to compare people's wages if they're doing different jobs. But there are ways to do this, set out in the Equal Pay 1972.

If you look at the skills, conditions, degree of effort and responsibility involved in a job, you can compare two different jobs.

For a comprehensive overview of the equal pay and pay equity as at May 2017 check out Catriona MacLennan's [Rapid Review](#) .



Running a community event

Event checklist

Here's a checklist of things to do to make it easier for you and your group. It's not an exhaustive list so think outside the square and make sure there's nothing you've missed.

One month before

- An outline for the event
- People to help you with the event
- Date
- Start and finish time
- Venue (research hire costs or whether you need council permission to hold an outdoor event)
- Marketing to be done (Flyers / create a Facebook event /personal invitations)
- Speakers
- Theme – are you going to ask attendees to wear costume? Wear certain colours?
- A plan B – in case of bad weather, for example
- Sound equipment
- Banners

Two weeks before

- Confirm speakers – ensure you have a mobile number for them in case you need to reach them on the day
- Health and safety considerations
- Media spokespeople
- Someone confirmed to take photos
- Confirm roles for the day – who will meet and greet speakers, performers who will be the MC, who are the H&S wardens, who is the media liaison person, who will post stuff on social media?

One week before

- Email local media with the where/when/what of your event. Include details of who the spokesperson is and how they can be contacted
- Develop a run sheet for the day. The best run sheets have timing and what outlined really clearly – they also include any relevant important information

The day before

- Phone local media and remind them about event
- Check the weather forecast – if the weather is bad and your event is outdoors – will you proceed or cancel? Who will make the decision? By when? How will you let people know?
- Assemble all the equipment and resources

On the day

- Venue set up – plan to have this completed an hour before people are due to arrive
- Briefing for H&S wardens (if required)
- Meet and greet speakers
- Meet and greet attendees
- Assign tasks, engage people in being active in the event
- Attendance sheet (name, organisation, phone number, email)

Follow up

- Create an email list
- Contact participants, give thanks, share any photos, outcomes, media interest
- Ask them to like the FaceBook page and share it
- Invite them to the next meeting
- Follow up any call for further action

Planning table

Your group may wish to use a planning table like this to ensure that all the tasks are allocated and completed

What is the task?	Who is responsible?	Who else is assisting?	Date task needs to be completed?	Notes - Progress



Banners

Banners are a fantastic way to communicate your message to people outside the event – they can clearly tell members of public and the media what your key message is. Banner making itself can be a fun collective activity before the event.

What's the purpose of the banner?

Banners can either be artistic and expressive and/or simple and effective at delivering a message. Check out the crocheted rosettes in purple white and green on Dunedin's [Equal Pay Now](#) banner. The design and construction of a banner depends upon its purpose. A banner may be disposable, made for a single event or for multiple events.

Is the purpose of the banner to identify your group, or your issue and/or media coverage?

An identification banner tell others, including the media, that it is your event or that you are there in support of the occasion. It can serve to rally your group and help people to find you in a large crowd or to tell the crowd where your group is going. These are often the most effective banners. The photo above includes identification banners (PSA, Working Women's Resource Centre) and issue banners.

An issue banner tells people why you are there. Here's some advice from Pay Equity Coalition Auckland. Their banner says Equal Pay Now and is useful for the front of marches and then to hold up as a background for speakers. It is 1m x 5m but could be narrower (1m X 4m). The printing is in the top third. Eyelets all along the top helps with hanging, and you'll need rope to hang the banner up.

Ideally, to be most effective, your banner should either be an issue banner or an identification banner, not both. A banner that gets on the news is an effective banner.

What's the message?

The message should be simple, just a few words, and unambiguous.

Some examples

- Vote Equal Pay
- Treat Her Right
- Equal Pay Now

The effectiveness of the banner also depends on upon how clearly it can be seen at a distance, or in a news photo or on TV. Many banners get lost in a crowd.

The simpler message the better if you want to reach a lot of people or inform people of your presence or your issue. The most effective banners have very few words.

The more time that you spend thinking about the message that you might put on a banner, the clearer it probably will be. Any banner that needs to be explained is clearly not effective.

Click [Banner Making 101](#) for practical suggestions on **how to make your banner**, different kinds of banner and tips on ensuring your banner is visible.

Equal Pay Calendar

Some of these dates are specifically and exclusively about Equal Pay. Others have a different focus but could be used to highlight EP. Hubs need to ensure an equal pay focus for any action they undertake.

February (variable) Red Bag Day

[BPW](#) (marking the extra days women work to earn the same money as men in the preceding year)
13% extra days

March 8 International Women's Day

The 2018 theme is [Press for Progress](#) Press for Progress could be putting your foot on the accelerator, pushing against the glass ceiling... A number of organisations run events on this day. NCW, Zonta, UN Women. [Some history](#).

1st May – International workers day

[Celebrated in over 80 countries](#), and sometimes linked with Mayday as the beginning of spring in the northern hemisphere. In a number of places called Labour Day.

May 13 Mother's Day

All about honouring mothers. [The mother penalty is 17%](#). When men become fathers their average pay increases, when women become mothers their average pay diminishes.

May 18 [pink shirt day](#).

The focus is standing together against bullying.

May (likely the 24th) Budget Day

Looking for real commitment to resourcing and settling equal pay and pay equity claims

26th May Wahine Kakano

The New Zealand Young Women's Festival in Auckland.

July NZ presents CEDAW report to the UN in Geneva

An alternative report from NGOs will also be presented

September 19 Suffrage Day

To commemorate women winning the vote in New Zealand, see separate page

October 22 (in 2018) Labour Day

Celebration of the 8 hour day. You could have fun [with time use surveys](#) to talk about gender differences in paid and unpaid hours of work.

November (variable) Equal Pay Day

The day in the year when women start working for free, 87% of the year has gone.

25 December Christmas Day Care and support workers and their families are having a better Christmas now they are fairly paid. As more claims are settled we can add to the list.

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Ideas for International Women's Day March 8

International Women's Day is a worldwide event that celebrates women's achievements – from the political to the social – while calling for gender equality. It has been observed since the early 1900s and is now recognised each year on March 8. Is not affiliated with any one group, but brings together governments, women's organisations, corporations and charities.

The 2018 theme from UN Women internationally is [Press for Progress](#) Press for Progress could be putting your foot on the accelerator, pushing against the glass ceiling...the only limit is your imagination

The focus for UN Women New Zealand in 2018 is [rural women and girls](#). Their website will list events across the regions.

In Wellington, the Minister for Women Julie Ann Genter is hosting a breakfast organised by UN Women National Committee Aotearoa New Zealand, and the Zonta Club of Wellington. Speakers include the Prime Minister Jacinda Ardern, Dame Patsy Reddy and former Prime Minister and former head of the UN Development programme Helen Clark. This event will be live streamed, breakfasts in other regions may like to beam in. Contact Noeline Holt noeline.holt@icloud.com or Sue Kedgley sue@suekedgley.com for more information

A number of organisations run events on this day in Aotearoa / New Zealand. Talk to each other and celebrate together.

Remember that IWD is not the property of any one organisation. It's about women, by women, for women.

What's the goal of doing something to mark IWD?

This is an opportunity for keeping pay equality on the agenda. Celebrate how far we have come and protest about how far we still have to go.

International Women's Day Symbols

Purple, green and white have been the international colours for women's rights. Purple for justice and dignity, green for hope and white for purity. More recently yellow has been introduced, replacing white, to symbolise the new dawn of progressive contemporary feminism.

Timing

- IWD is earlyish in the New Year, but not too early that organising an event clashes with the holidays. Schools are back, Parliament is sitting, most of us are back at work and the sun is still shining.
- New Zealand is the first country in the world celebrating IWD, thanks to international time zones.
- The date of March 8 was fixed in 1921 to honour the actions of working women in triggering the Russian revolution. On the 8 March 1917, Russian women textile workers began a strike for "bread and peace" in the capital Petrograd. The strike escalated into food riots and a mass strike. Four days later the Tsar was forced to abdicate and the provisional Government granted women the right to vote. For more history click [here](#).

Post your event on the Treat her Right [facebook](#) page and post photos of the event.

Ideas for Suffrage day September 19

- Link Equal Pay with the commemoration of New Zealand Women successfully campaigning and organising to secure the right to vote – the first country in the world.
- The Suffragists next goal was Equal Pay.
- Acknowledge the unions and civil society organisations decades' long struggle for equal pay In some cases this is over a century (eg National Council of Women)
- 2018 is the 125th anniversary. It's the **quasiquicentennial**
- On recent trends pay equality will not be achieved without active steps to address the gender discrimination which sustains the imbalance.

What's the goal of doing something to mark Suffrage Day?

- To get local media attention
- To remind the community, and politicians that women want equality, now.

Suffrage Day symbols

- White camellias
- Purple, green and white (or yellow)
- \$10.00 bill (Kate Sheppard and white camellias and easy maths for snipping off 13% to show the imbalance (\$8.70)
- Memorials/statues/place names/gardens in various cities
- Victorian dress
- The name Kate (and variations of it)
- The suffrage petition, it's at the National Library and on line.

Timing

- Its 125 years since suffrage was won by our foremothers
- The 19th is a Wednesday, in 2018
- It's been just under a year since we got our third female Prime Minister
- Milestones toward achieving equal pay could be celebrated
- Helen Kelly's birthday.



Activities to keep the equal pay message in the public eye

- Offer to work together with local government to do an equal pay display in public places like libraries, plant white camellias, public art celebrating women, Kate Shephard pedestrian traffic lights. [Museums Wellington](#) are commissioning an art work for the 125th year of women's suffrage.
- Write in, email, add your comments to media in response to equal pay / gender discrimination in the news
- Identify your local newspapers and radio stations, develop a relationship and help them talk about equal pay. They will be interested in local stories with people at the centre.
- Develop a stall kit with banners, tee shirts, flyers and other giveaways to use at public community events.
- Amp up the message – on working for free the rest of the year we could all wear non-work on holiday clothes, pyjamas, gardening clothes, beachwear
- Wear message tee shirts, badges, hats to express solidarity for equal pay
- Hold morning teas at work with big muffins and little muffins, cake or pie with a missing chunk - this is what inequality looks like. To make it easy the gender pay imbalance at 13% is a little bit bigger than 1/8th. Cut out a wedge of a little bit more than one eighth.
- Sponsor debates or a speech contest on equal pay at local high-schools
- Offer speakers about equal pay to local service clubs – together build your capability and capacity to do this
- Craftivism – ask Dunedin Equal Pay Action Group about their banner. See the title page. The sense of accomplishment (and fun) in making it and what happens next...
- Ask men to pay more for coffee – ask Nelson Pay Equity Partnership about their coffee week. Roughly that's about 50c a cup. You could also point out that the average difference in pay per hour is \$4:00, a cup of coffee. But over a week, that's a lot of groceries.



On-line campaigning

Facebook is a great tool for getting information out to many people who we may not be able to reach through more traditional email and group channels. It is also a good way to create media interest in an issue and a way of getting people involved both on the ground and on line.

Search for the 'NZ Council of Trade Unions' [Facebook page](#) where we post regular updates on equal pay and our equal pay campaign. If you enter the name into the search bar, you'll find us, then you can 'like' the page.. You can also search for Facebook pages for some of the regional hubs. [Dunedin Pay Equity Action Group](#) ; [Equal Pay Palmy](#) and [Equal Pay in the Tron](#)

Getting started on-line

For Facebook novices and those of you wanting to encourage Facebook novices, here are some things you can do:

Like

Liking a page is one of the easiest ways to keep up to date about the campaign. Once you have liked the page you will be notified when things are posted – articles of interest, photos of equal pay champions doing campaign activities or participating in events, updates to proposed legislation, the progress of claims and bargaining ...

Share

The most effective way to reach people through Facebook is if they see something on their friend's page. Like or share posts on the Equal Pay Facebook page so that we reach a wider audience.

Comment

Write comments under someone else's post.

Post

Posting photos, your thoughts, and stories about pay inequity on our Facebook page is a good way to get involved in the online campaign.

These actions will encourage others to tell their stories and drive people to our page. It will also encourage discussion and prompt others to post.

Netiquette

Always be respectful in your posts and don't get into name calling or inappropriate language, or will distract people's attention from the validity of your point. Also be aware that almost everything on social media is public, your boss or your prospective boss may see what you post. Think before you send!

Post on MPs or businesses Facebook pages

This is an effective tactic in online campaigning is to post to other public pages – posting on an MPs page may get a quicker response because it's public. At time people remove posts from their post if they disagree. Let us know if that happens, it means you've hit a point.

Look out for events.

We will from time to time create events for campaign activities, like rallies or a public meeting. Look out for the invite, say you'll attend and invite your friends. Share the event on your page.

Learn the language.

You will come across the following common terms:

Timeline:

This is your page. It contains all your stories, your photos and videos, a list of your friends, your favourite activities and interests. This is where friends can leave you messages and you can update the world with anything you feel like sharing.

The Newsfeed:

This is a continuous stream of updates about your friends' activities on and off Facebook. It appears on your Home page

Friend

This is someone you are connected to on Facebook. Friending is the act of sending someone a friend request – all friendships have to be confirmed by both people in order for it to be official on Facebook.



Lobbying

Face to face meetings

Talking to MPs, having conversations with them is a powerful way to create change. MPs represent you, their constituents, in Parliament. They need to know what matters to you, to hear your stories to effectively represent you in Parliament. We want to lobby all MPs across New Zealand to persuade them that equal pay and pay equity is an important issue and we want action to make equal pay a reality. It is particularly important to make contact with new MPs, and new Ministers as well as MPs who have been around a while. Remember the Pay Equity and Equal Pay Bill, the first reading was passed by only one vote, and now, those opposing the Bill are in government and the Bill is gone.

First find your local MPs

- Find your electorate [here](#)
- Find your electorate MP [here](#). It is a very handy one stop shop
- Find contact details for electorate offices and the regional offices of list MPs at the Out of Parliament Offices link at the bottom of the [contact your MP page](#) above

Set up a meeting

- Asking for a meeting with MPs is more effective than emailing/tweeting or FaceBooking them as, if you meet with them, they have to listen to what you say and provide some response
- Be persistent, remind them you are a constituent.
- Consider making your lobbying team consist of one person from the community, one person from a faith-based group and one person from a union. There is power in diversity and strength in numbers.
- Check how much time you will have

Plan ahead

- Check out your MPs background and if possible their track record on equal pay. Click on the face of the MP in [the Parliamentary website](#) for details of their roles and responsibilities, and their biography. Supplement this with a Google search and local knowledge.
- Prepare a short list of your key points to leave with the MP at the end of the meeting – no more than one page and explaining exactly what you want the MP to do about equal pay and pay equity. Include a brief description of who you are and how you can be contacted.
- Personal stories matter and being able to connect personal stories and experiences matter even more. Think about the approach you will take. Decide who will speak about what. Practice.

In the meeting

- Leave behind your key points, next page is an example
- Connect with your MP, thank them for listening, mention any common ground, and aim for an ongoing commitment to stay in touch
- Take notes so you can remind the MP of previous conversations and any commitments made.



Who you are

For example: Members of the Nelson Pay Equity Coalition include representatives of National Council of Women Nelson, Graduate Women New Zealand, New Zealand Nurses Organisation, Public Services Association, New Zealand Education Institute, Nelson Marlborough District Methodist Fellowship, Tertiary Education Union and other individuals.

These organisations have long since advocated for gender equality and strongly desire equity and equality in remuneration.

What are you asking of the MP

For example: We are seeking real change in achieving pay equity and equal pay in New Zealand / Aotearoa. In 2017, November 14 was the day women started working for free for the rest of the year. By the 14th of November 2018 we want to mark progress on the following issues:

- Better equal pay law
- Funding for settlements in budgets
- Pay equity settlements

The Equal Pay Act 1972 needs to be amended to enact the principles recommended by the Joint Working Group on Pay Equity and the findings of the courts in the Kristine Bartlett / Terranova case.

We expect you to play a strong, vocal and visible role in supporting the necessary amendments

As the judges in the Bartlett Terranova case said History is redolent with examples of strongly voiced concerns about the implementation of anti-discrimination initiatives on the basis that they will spell financial and social ruin, but which prove to be misplaced or have been acceptable as the short term price of the longer term social good. The abolition of slavery is an old example, and the prohibition on discrimination in employment based on sex is both a recent and particularly apposite example.

Settlements need to be budgeted for, it is unjust that the right to equality should be delayed on the grounds of affordability.

We expect you to advocate for funding to be made available for equal pay and pay equity settlements

There are a number of pay equity claims lodged with the Employment Relations Authority and/or being bargained within the framework of the JWG principles.

We expect you to remove barriers and encourage settlement of outstanding claims in 2018.

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Other ways to lobby MPs

Email

- All MPs have the same format for emails: [firstnamedotlastname@parliament.govt.nz](mailto:firstname.lastname@parliament.govt.nz)
- Ministers have an additional address: [firstinitialdotlastname@ministers.govt.nz](mailto:firstname.lastname@ministers.govt.nz).
- You do not have to write a long email. Two or three sentences is fine.
- Of course MPs and Ministers are not going to read all the emails they get – but they pay attention when they receive large numbers on a particular issue. They also pay more attention to individually-written emails than to petitions or standard emails, because they know it takes people longer to do these.
- So, the purpose of emailing is just to let them know that a large number of people are concerned about a particular issue and want specific actions. So organise to deluge MPs with emails/meeting requests/ tweets.

Twitter and Facebook

- Most MPs are on Twitter and Facebook. [Click on your MPs face here](#) for Twitter and Facebook links.
- If you tweet or Facebook MPs, they will often reply promptly. They are more likely to see these communications themselves.

Public and community meetings

- MPs regularly hold meetings in their electorates. Get on their email lists or look out for flyers.
- Ask questions about equal pay.
- Questions might be value focussed: *Do you think it is fair that in 2017, women still do not have pay equality at work?*
- Followed by specifics: *What is your government / party planning to do to eliminate the gender pay gap by 2020?*
- Or use question statements that educate the audience too: *The average gender pay imbalance 13% and it's hovered around that level for over a decade. What is your government / party going to do to fix this?*

Together we're better

- Get together for a lobbying working bee. Set up meetings, prepare the questions and take-aways, and gather the intelligence on your MPs and their history on equal pay.
- Practice your stories in small groups. Yes you can do this!
- And here's some advice from [Greenpeace](#).
- Thanks in particular to Catriona MacLennan and Jo Taylor for their help and advice.

MPs, new MPs in bold	Electorate / Region	Party
ADAMS, Amy	Selwyn Electorate	National Party
ALLAN, Kiri	East Coast	Labour Party
ANDERSEN, Ginny	Hutt South	Labour Party
ARDERN, Jacinda	Mt Albert Electorate	Labour Party
BAKSHI, Kanwaljit Singh	Manakau East	National Party
BALL, Darroch	Palmerston North	New Zealand First Party
BARRY, Maggie	North Shore Electorate	National Party
BAYLY, Andrew	Hunua Electorate	National Party
BENNETT, David	Hamilton East Electorate	National Party
BENNETT, Paula	Upper Harbour Electorate	National Party
BISHOP, Chris	Hutt South Electorate	National Party
BRIDGES, Simon	Tauranga Electorate	National Party
BROWN, Simeon	Pakuranga Electorate	National Party
BROWNLEE, Gerry	Ilam Electorate	National Party
CARTER, David	Canterbury	National Party
CLARK, David	Dunedin North Electorate	Labour Party
COFFEY, Tamati	Waiariki Electorate	Labour Party
COLEMAN, Jonathan	Northcote Electorate	National Party
COLLINS, Judith	Papakura Electorate	National Party
CRAIG, Liz	Invercargill	Labour Party
CURRAN, Clare	Dunedin South Electorate	Labour Party
DAVIDSON, Marama	Tamaki Makaura	Green Party
DAVIS, Kelvin	Te Tai Tokerau Electorate	Labour Party
DEAN, Jacqui	Waitaki Electorate	National Party
DOOCEY, Matt	Waimakariri Electorate	National Party
DOWIE, Sarah	Invercargill Electorate	National Party
DYSON, Ruth	Port Hills Electorate	Labour Party
EAGLE, Paul	Rongotai Electorate	Labour Party
ENGLISH, Bill	Southland	National Party
FAAFOI, Kris	Mana Electorate	Labour Party
FALLOON, Andrew	Rangitata Electorate	National Party
FINLAYSON, Christopher	Rongotai	National Party
GENTER, Julie Anne	Mt Albert	Green Party
GHAHRAMAN, Golriz	Te Atatu	Green Party
GOLDSMITH, Paul	Epsom	National Party
GUY, Nathan	Ōtaki Electorate	National Party
HAYES, Jo	Christchurch East	National Party
HENARE, Peeni	Tāmaki Makaurau Electorate	Labour Party
HIPANGO, Harete	Whanganui Electorate	National Party
HIPKINS, Chris	Rimutaka Electorate	Labour Party
HUDSON, Brett	Ohariu	National Party
HUGHES, Gareth	East Coast	Green Party
HUO, Raymond	Auckland	Labour Party
JACKSON, Willie	South Auckland	Labour Party

<i>JONES, Shane</i>	<i>Whangarei</i>	<i>New Zealand First Party</i>
<i>JOYCE, Steven</i>	<i>Albany</i>	<i>National Party</i>
KANONGATA'A-SUISUIKI, Anahila	<i>Auckland</i>	<i>Labour Party</i>
<i>KAYE, Nikki</i>	<i>Auckland Central Electorate</i>	<i>National Party</i>
KING, Matt	<i>Northland Electorate</i>	<i>National Party</i>
<i>KORAKO, Nuk</i>	<i>Port Hills</i>	<i>National Party</i>
	<i>Taranaki-King Country</i>	
<i>KURIGER, Barbara</i>	<i>Electorate</i>	<i>National Party</i>
LEE Denise	<i>Maungakiekie Electorate</i>	<i>National Party</i>
<i>LEE, Melissa</i>	<i>Mt Albert</i>	<i>National Party</i>
<i>LEES-GALLOWAY, Iain Francis</i>	<i>Palmerston North Electorate</i>	<i>Labour Party</i>
<i>LITTLE, Andrew</i>	<i>New Plymouth</i>	<i>Labour Party</i>
<i>LOGIE, Jan</i>	<i>Mana</i>	<i>Green Party</i>
LUBECK, Marja	<i>Rodney</i>	<i>Labour Party</i>
LUXTON, Jo	<i>Rangitata</i>	<i>Labour Party</i>
<i>MACINDOE, Tim</i>	<i>Hamilton West Electorate</i>	<i>National Party</i>
<i>MAHUTA, Nanaia</i>	<i>Hauraki-Waikato Electorate</i>	<i>Labour Party</i>
<i>MALLARD, Trevor</i>	<i>Hutt South</i>	<i>Labour Party</i>
MARCROFT, Jenny	<i>Tamaki</i>	<i>New Zealand First Party</i>
<i>MARK, Ron</i>	<i>Wairarapa</i>	<i>New Zealand First Party</i>
<i>MARTIN, Tracey</i>	<i>Warkworth</i>	<i>New Zealand First Party</i>
<i>McANULTY, Kieran</i>	<i>Wairarapa</i>	<i>Labour Party</i>
<i>McCLAY, Todd</i>	<i>Rotorua Electorate</i>	<i>National Party</i>
<i>McKELVIE, Ian</i>	<i>Rangitikei Electorate</i>	<i>National Party</i>
<i>MITCHELL, Clayton</i>	<i>Bay of Plenty</i>	<i>New Zealand First Party</i>
<i>MITCHELL, Mark</i>	<i>Rodney Electorate</i>	<i>National Party</i>
<i>MULLER, Todd</i>	<i>Bay of Plenty Electorate</i>	<i>National Party</i>
<i>NASH, Stuart</i>	<i>Napier Electorate</i>	<i>Labour Party</i>
<i>NGARO, Alfred</i>	<i>Te Atatu</i>	<i>National Party</i>
<i>O'CONNOR, Damien</i>	<i>West Coast-Tasman Electorate</i>	<i>Labour Party</i>
O'CONNOR, Greg	<i>Ōhāriu Electorate</i>	<i>Labour Party</i>
<i>O'CONNOR, Simon</i>	<i>Tāmaki Electorate</i>	<i>National Party</i>
<i>PARKER, David</i>	<i>Epsom</i>	<i>Labour Party</i>
<i>PARMAR, Parmjeet</i>	<i>Mt Roskill</i>	<i>National Party</i>
PATTERSON, Mark	<i>Clutha-Southland</i>	<i>New Zealand First Party</i>
<i>PENK, Chris</i>	<i>Helensville Electorate</i>	<i>National Party</i>
<i>PETERS, Winston</i>	<i>Northland</i>	<i>New Zealand First Party</i>
PRIME, Willow-Jean	<i>Northland</i>	<i>Labour Party</i>
RADHAKRISHNAN, Priyanca	<i>Maungakiekie</i>	<i>Labour Party</i>
RETI, Shane	<i>Whangarei Electorate</i>	<i>National Party</i>
<i>ROBERTSON, Grant</i>	<i>Wellington Central Electorate</i>	<i>Labour Party</i>
<i>ROSS, Jami-Lee</i>	<i>Botany Electorate</i>	<i>National Party</i>
<i>RURAWHE, Adrian Paki</i>	<i>Te Tai Hauāuru Electorate</i>	<i>Labour Party</i>
RUSSELL, Deborah	<i>New Lynn Electorate</i>	<i>Labour Party</i>
<i>SAGE, Eugenie</i>	<i>Port Hills</i>	<i>Green Party</i>
<i>SALESA, Jenny</i>	<i>Manukau East Electorate</i>	<i>Labour Party</i>

SCOTT, Alastair	Wairarapa Electorate	National Party
SEPULONI, Carmel Jean	Kelston Electorate	Labour Party
SEYMOUR, David	Epsom Electorate	ACT New Zealand
<i>SHAW, James</i>	<i>Wellington</i>	<i>Green Party</i>
SIMPSON, Scott	Coromandel Electorate	National Party
SIO, Aupito Tofae Sua William	Māngere Electorate	Labour Party
SMITH, Nick	Nelson Electorate	National Party
SMITH, Stuart	Kaikōura Electorate	National Party
STANFORD, Erica	East Coast Bays Electorate	National Party
STRANGE, Jamie	<i>Hamilton East</i>	<i>Labour Party</i>
SWARBRICK, Chlöe	<i>Maungakiekie</i>	<i>Green Party</i>
<i>TABUTEAU, Fletcher</i>	<i>Rotorua</i>	<i>New Zealand First Party</i>
TINETTI, Jan	<i>Tauranga</i>	<i>Labour Party</i>
TIRIKATENE, Rino	Te Tai Tonga Electorate	Labour Party
TOLLEY, Anne	East Coast Electorate	National Party
TWYFORD, Phil	Te Atatū Electorate	Labour Party
UPSTON, Louise	Taupō Electorate	National Party
van de MOLEN, Tim	Waikato Electorate	National Party
<i>WAGNER, Nicky</i>	<i>Christchurch Central</i>	<i>National Party</i>
WALKER, Hamish	Clutha-Southland Electorate	National Party
WALL, Louisa	Manurewa Electorate	Labour Party
WARREN-CLARK, Angie	<i>Bay of Plenty</i>	<i>Labour Party</i>
WEBB, Duncan	Christchurch Central Electorate	Labour Party
WHAITIRI, Meka	Ikaroa-Rāwhiti Electorate	Labour Party
WILLIAMS, Poto	Christchurch East Electorate	Labour Party
WOOD, Michael Philip	Mt Roskill Electorate	Labour Party
<i>WOODHOUSE, Michael</i>	<i>Dunedin</i>	<i>National Party</i>
WOODS, Megan	Wigram Electorate	Labour Party
<i>YANG, Jian</i>	<i>Auckland</i>	<i>National Party</i>
YOUNG, Jonathan	New Plymouth Electorate	National Party
YULE, Lawrence	Tukituki Electorate	National Party



How to make a submission

A submission to Parliament or another body should have a brief cover letter followed by your submission. They can be sent by email or post. More detailed guidance is available [here](#)

Cover letter

In your cover letter include the date and the title of the paper you are making a submission about, the address of the body receiving the submission, who you are and your contact details

Cover letter example

Date

Submission on the Employment (Pay Equity and Equal Pay) Bill

Transport and Industrial Relations Select Committee, Parliament tir@parliament.govt.nz

This submission is from [name of individual/organisation and address].

I /we can be contacted at: [daytime contact number and email address]

I/we would like to appear before the committee to make an oral submission

Submission

Attach your submission, (if this is by email attach the submission as a Word document). The submission should include a summary of your key points, establish your authority to speak knowledgeably on the issue, followed by an expansion of your key points (use them as headings)

Submission example

Submission by [state your name and /or organisation] on the Employment (Pay Equity and Equal Pay) Bill

*We support the **purpose** of this Bill because we want a better process and pathway to eliminate and prevent gender discrimination in remuneration and employment but **oppose** the text of the Bill as it will make it harder for women to achieve pay equity and equal pay. The Bill has four critical flaws:*

- The requirement to prove merit is needlessly onerous*
- the process for selecting comparators is fundamentally flawed*
- removing the right to seek back-pay is inconsistent with employment law and*
- the transitional provisions which would send current claims back to the start is also inconsistent with established legal principle.*

Establish your authority

If you are an organisation, give brief details of your organisations aims, membership and structure and the people consulted in the preparation of the submission. Here's the opportunity to state your organisations history of advocating for pay equality and your desire to see progress for gender equality.

If you are an individual talk about your own commitment to gender equality and your personal experience of inequality and/or why you want to see progress.

Now expand your key points.

As at 20 December 2017

Targeting the message.

Speaking to what matters to your audience

Older people

- Over a working life women earn a massive amount less than men. The Human Rights Commission estimates this at an average \$600,000 short-changing for each women.
- Universal superannuation means that women in retirement have a lower rate of poverty than many other countries. But this relies on home ownership in senior years.
- The more people have to rely on income based retirement savings to supplement their super, the higher the risk of more women living in poverty in their later years.

Younger people

- Although the pay difference is not as marked for younger people, there is nonetheless a consistent pattern of gender imbalance. Starting salaries often show a gender bias.

Families /mothers

- The imbalance in pay between mothers and fathers is 17%, [see Stats NZ](#) here. Internationally this is called the motherhood penalty and its corollary is the fatherhood bonus. Here's a [summary](#) from the US.
- The majority of sole parent families (overwhelmingly mothers) live in poverty. [This article](#) talks about the barriers to decent pay faced by mothers parenting alone.

Maori

- The gender pay imbalance between Maori women and all men is 23.1%.
- In 2017 the Working for Free for the Rest of the Year day is 14 November but for Maori women it is 8 October
- This happens regardless of [education](#) or any of the other excuses.
- Discrimination occurs by sex and race, there's a compounding effect.

Pasifika

- The gender pay imbalance between Pasifika women and all men is 27.9%.
- The Working for Free for the Rest of the Year day for Pasifika women is 21 Sept.
- Check out the educational qualification stats above.

People with disabilities

- Women with disabilities earn less, and they are more likely to be unemployed and underemployed.

Sport

- Equal pay is an issue in sport too.
- A fundamental Kiwi value is fair play. We need to level the playing field.
- We must ensure that women do not face more hurdles than men to be fairly rewarded for their effort

Competitiveness

- New Zealand once led the world in gender equality, let's be the first to achieve pay equality.

As at 20 December 2017