



Petition 2015/75 of Erin Polaczuk on behalf of the New Zealand Public Service Association

Submission to the Transport
and Industrial Relations
Committee

7 October 2016

The PSA and equal pay

Thank you for the opportunity to provide our views on petition 2014/75, submitted by Erin Polaczuk on behalf of the New Zealand Public Service Association, which noted that 10,340 people had signed a petition asking for the Government to implement all recommendations of the joint working group on pay equity. The New Zealand Public Service Association: Te Pūkenga Here Tikanga Mahi (the PSA) supports the petition and would welcome the opportunity to appear before the Committee to speak in support of our submission.

The PSA is the largest union in New Zealand with over 62,000 members. We are a democratic organisation representing members in the public service, the wider state sector (the district health boards, crown research institutes and other crown entities), state owned enterprises, local government, tertiary education institutions and non-governmental organisations working in the health, social services and community sectors.

The PSA has advocated for strong, innovative and effective public and community services since our establishment in 1913. People join the PSA to negotiate their terms of employment collectively, to have a voice within their workplace, and to have an independent public voice on the quality of public and community services and how they're delivered.

One of the PSA's four strategic goals is to close the gender pay gap by 2024. Equal pay is a human right and has been a longstanding concern of the PSA. Our first (and all male) conference passed the following resolution in 1914:

That female employees of equal competence with male employees shall receive equal treatment as to pay and privileges.

Women now make up 71% of our total membership. The PSA has several thousand members employed on or just above the minimum wage, and where the undervaluation of work performed by women is an issue. These are mainly female employees who work for community organisations funded by the government – 83% of our members in community public services sector are women. Most of these are home support workers who go into the homes of vulnerable elderly and disabled people to provide personal care, and some domestic duties. The work is complex and highly responsible but the wages are low and many of the workers do not have regular hours or job security.

The work of administrative and clerical workers in the DHB sector is performed predominantly by women and is also undervalued – again, 83% of our members in the DHB sector are women.

The composition of the PSA's membership is as follows:

Sector	Sector membership as a % of total membership	% of women in each Sector
Public Service	35%	67%
District Health Boards	27%	83%
Local Government	12%	63%
State Sector	12%	55%
Community Public Service	11%	83%
Other	2%	unknown

Other includes student, life and associate members and PSA staff who are union members

Whilst the Community Public Services Sector is currently the PSA's smallest sector by size, it is our fastest growing sector, with a 15% increase in membership in the year ending 1 April 2016.

Slow progress on the pay equity principles

Erin Polaczuk submitted petition 2014/75 on behalf of the PSA, which noted that 10,340 people had signed a petition asking for the Government to implement all recommendations of the joint working group on pay equity.

The PSA did this because of the considerable length of time the Government is taking to make a decision on the recommendations of the joint working group on pay equity.

The Supreme Court issued its landmark decision in the TerraNova case under the Equal Pay Act 1972 in December 2014. Consequently in 2015, the government set up two tri-partite joint working groups involving unions, employers, and the Crown to try to reach agreement on Pay Equity Principles and a Care and Support pay rate respectively.

The PSA was represented on both groups. In our view, this action by the Government would not have occurred without the sustained pressure from unions on equal pay.

At the request of the Government, unions agreed in good faith not to advance their legal cases under the Equal Pay Act whilst the joint working groups were underway. The PSA reserved the right to proceed with its cases in the event that negotiations failed or the unions withdrew (please see 'Legal cases', page 4, for further details).

The parties in the Pay Equity Principles joint working group reached consensus and recommended to Cabinet a set of principles and an enduring mechanism to guide employees when making equal pay claims in female dominated occupations in June 2016. The Principles have been publicly released and are still being considered by Cabinet.

So it has been at least 17 months since the Supreme Court gave unions the green light to proceed with the Employment Court case to set principles for the implementation of equal pay and to set an equal pay rate for caregiver Kristine Bartlett. It has been nearly a year since the Government stepped in and asked for a six-month legal truce while they negotiated the Pay Equity Principles.

Despite the early optimism that accompanied the establishment of the joint working group, progress has been agonisingly slow. The joint working group report set out an historic and mature consensus by both employers, unions and government officials on the principles for implementing equal pay in

female predominant workforces. Despite this, the Government has delayed stating whether it will accept the consensus.

Equal pay is a human right whose time has come

The factors that drive the gender pay gap are well documented and understood. It is now time to show some leadership and take meaningful action to pay working women fairly.

In 2015, there was a gender pay gap of 11.8 percent in New Zealand.¹ The unadjusted gender pay gap in the Public Service was 14% at 30 June 2015, and the narrowing of the gender pay gap has been slowing since 2010. (SSC, *Human Resource Capability*, 2015, p. 32)²

The key factors causing the gender pay gap are inter-related, and are:

- Occupational segregation, both vertical and horizontal
- Women's predominance in unpaid caring work
- Over-representation of women in part-time and casual work
- The historical and continuing undervaluation of paid work done by women (discrimination), and
- The low level of collective bargaining over pay.

Worth 100% is the PSA's campaign to achieve equal pay by 2024

As noted above, equal pay is a human right and has been a longstanding concern of the PSA. Now, one of the PSA's four strategic goals is to close the gender pay gap by 2024. Worth 100% is the PSA's campaign to achieve that goal.

Worth 100% has four dimensions that work together to influence government to fund equal pay for members. The four dimensions are:

- a) Organising members - primarily through the PSA Women's Network and Equal Pay Advocates. Equal Pay Advocates are PSA members who champion equal pay at work and at home. Equal Pay advocates have also met with some MPs from all parties. There are currently about 800 advocates.
- b) Industrial strategy - raising equal pay claims through bargaining. We investigate potential equal pay claims on an ongoing basis.
- c) Legal cases - unions, including the PSA, have taken cases under the Equal Pay Act because of the lack of meaningful progress on equal pay. The PSA has filed on behalf of Child Youth and Family social workers, SSC covering all public service workers, and cases against four employers in the community public services sector on behalf of eight members. All cases were put on hold whilst two joint working groups on Pay Equity Principles, and Care and Support were underway. The PSA reserved the right to proceed with its cases in the event that negotiations failed or the unions withdrew.
- d) Mobilising community support - the PSA is a part of wider community action to achieve equal pay, including through the NZCTU. There are also three active equal pay coalition groups: Pay Equity Challenge, Coalition for Equal Value for Equal Pay, Pay Equity Coalition. These coalitions bring together 50-60 women's and community groups with a single goal of achieving equal pay. The coalitions have extensive contacts into community and women's

¹ <http://women.govt.nz/work-skills/income/gender-pay-gap>

² <http://www.ssc.govt.nz/hrc-survey-2015>

groups and historical knowledge as well as economic, academic, and legal expertise. We also engage with the Living Wage Movement, National Council of Women, and the EEO Commissioner.

What else could a government do to implement equal pay?

As well as fully endorsing the principles and mechanism on pay equity and embedding these into legislation, a government could also:

- Strengthen statutory provisions on unions and collective bargaining
- Commit to funding equal pay in the state services and state funded jobs
- Align parental leave, flexible work and childcare policies to remove the unequal impact of raising children on women's income
- Use Ministerial levers in the state sector, to position the state as exemplar, such as Government Workforce Policy statements and Letters of Expectations to Crown agencies.

What equal pay would mean for members in their words

We invited PSA members in our Women's Network and our Equal Pay Advocates to send us a short piece of writing about what equal pay would mean for them and their family to include in this submission. Fifty-five PSA members contributed and their near verbatim responses are below. Many of the responses talk about equal pay as being core to a sense of worth as a human being, because equal pay would reflect what our culture/society/government values about the worth of women as working people. Our members are worth 100%.

What equal pay would mean to me is:

I am the main breadwinner for my family, I work in a female dominated field where I bring skills, experience and passion however I am not valued for this role in the same way a man would be valued. - A male breadwinner makes an average of 14% more than I do, or around \$8500 every year going to support his family that I am not receiving for my family. - - My Husband works part time so that he can pick up and drop off our kids from school. We are punished financially for defying the gender norms in this situation. Our children have less because it's Mum who works instead of Dad. - I like my job and I love my family. I am worth 100% and my kids deserve 100%.

On a professional level, equal pay would mean having the important responsibilities that I carry as a social worker recognised. It would indicate to me that this is a society that values the most vulnerable amongst us and recognises the skill of and need for trained and competent professionals to do this work. - - On a personal level, equal pay would mean being able to continue to work in the profession that I am passionate about while being able to afford to own my own home and to have a family - both of which are financially out of reach currently.

What it would mean to me now - it would mean that at my age, closer to retirement than not, I could put that little bit extra away and feel a little more secure about finishing work 'one day'. It seems a larger percent of men can CHOOSE to retire if they want, as they have accumulated more savings or assets, (because of a higher wage during their working life). BUT a larger percent of women (on their own or not) CANNOT CHOOSE as they have to continue working well into their seventies, (if health permits) to meet costs of living, that alone any luxuries. Women's work deserves pay parity with men's work. Women deserve equality in the working world.

Equal pay to me would mean that as a woman in a work place, we have to 'prove' our worth at the best of time, in recognition of this, equality should be shown. - What also should be taken into

consideration is that most of us can multitask and more often than not, we do 'double' the work.

It seems beyond ridiculous that in this day and age in New Zealand, where we pride ourselves in leading the way in equality, that men and women are not paid equally for performing the same job. If you do the same job your salary should be equal regardless of gender! - More and more families are faced with both adults having to work, & it puts families at a distinct disadvantage when pay is not equal. It's time to step out of the Dark Ages & pay equally.

Equal pay will change my life and my son's life. I will still work as efficient as now and have a big smile on my face because I can afford to do that little extra for us.

I remember years ago I went from working in an office to driving a truck and my pay more than doubled. It was amazing as I was a sole parent and was really struggling. The drivers union had an equal pay policy even around 40 years ago. I can't believe that this many years later equality in wages is still not important. Thank you PSA for fighting for it!

It would make Aotearoa New Zealand the most liveable place in the world - for women too! - The concept of equal pay has long been accepted. I would urge Government to draw the line in the sand NOW and assist businesses to deal with the ramifications within a defined implementation period. -

Pay us equally.

Me and my Family can enjoy life without stress, We can stay together as a whanau. As most Families like mine are struggling through life, Because of the low income they are living off, It is not meeting their needs. Bills, Medical expenses, Food, the list goes on. I believe we are all 1 and should be all on the same level of income no matter what your employment may be. Love your Whanau (Family) then your Job. Live life to the fullest with fun and joy with your Whanau, Friends and Work Colleagues and be proud.

It will mean that NZ is a fair, just and a wonderful country with people who see diversity as an advantage and give everyone equal opportunity. This will then be reflected in the attitudes of us NZ citizens contributing to a thriving, happy and progressive society.

Equal pay would mean I am valued for the work I do and not what my genetic makeup is! Something I will be proud to show my daughters (who play rugby league btw) and sons, that we are valued for what we give not what we are born with.

Equal pay for me would mean that I could be recognised for the work that I do, and that I would be able to support my future family monetarily in the same way my future husband would without regard for my gender. It means that I won't be held back with my aspirations in the workplace; it means that I won't have to feel like I have to act differently (more assertive or aggressively) to try and fight for better pay or conditions in competition to my male work colleagues. It means that I would be in the kind of culture that I and all women deserve.

I was born into a family of strong women. My Great-grandmother, my grandmother and my mother have been major influencers in my life. They have taught me to be strong and independent. They have taught me to believe that all people regardless of race or class or gender should be treated equally. I grew up believing, really believing, that we had reached gender equality in New Zealand. And then I joined the workforce. - - Women are underrepresented in management and executive roles. We are our own worst enemies when it comes to judging ourselves and measuring our capability and supporting each other in the workplace. Equal pay for equivalent work is one step towards wearing down institutionalised sexism that many people won't acknowledge or don't recognise exists.

It would mean that my qualifications, skills and experience would be valued as much as my male equivalents (all of whom I know earn at least \$10,000 per year more than me). I pay the same bus fare, the same mortgage rate, the same price for a litre of milk as men yet my work is undervalued and under-paid. The gender pay gap is antiquated and a blight on New Zealand's economy and society. We can do better and we should do better.

Equal pay to me is a clear definition of equal opportunity. We are past the day and age of woman deserving less than men - we need an equal paying field. - To my family it would mean being able to undertake opportunities as small, as being able to save for a house deposit. Equal income, equal pay means being able to undertake simple life needs and to have my spouse be paid more than myself for a job at the same level - is simply not fair.

Six months into my first full-time employment in 1968 I was asked to train two new male recruits in the work I was doing. I was shocked when I found out that they had started on a higher rate than I was receiving after six months - and was told there were different scales for male and female recruits. - - I've been 'agitating' for equal pay ever since - why are we still having to fight the same battles? Why are female dominated positions still less respected? If all women withdrew their labour for a day, what would happen? I never thought, in 1968, I would reach the end of my paid working life without achieving pay parity. Shame on you, Aotearoa.

It would make a huge help as what I get paid for work I and others do its worth so much more and sick of hearing how much more my partner gets a hour for less responsibility not fair.

Equal pay means I can pay off my student loan faster, it means I can pay off my mortgage faster and it gives me a chance to save for my retirement which I cannot afford to at present. It is about fairness.

Equal pay would allow me to spend more time with my very young children at this important time in their lives while still being recognized and able to contribute to my profession.

It is shameful that we have to discuss this in 2016. In the country where women have right to vote for over hundred years! I want to be able to tell my children that our society value both sexes equally. At the moment I can't say that with integrity!

Hi, I am a married woman with 3 sons aging from 18 - 23. My husband has run his own concreting firm for over 20 years and now is an employee with a large company, so I know the value of paying employees well and what they are worth. I have also assisted on the clerical side of our company and have been in part-time and fulltime employment for approximately 14 years now. I have years and years of office (up to being a PA) and small business accounting experience, though no formal qualifications except for a 1 year business and secretarial course at Carrington Tech Inst. (now Unitec) and I find that my own son and friend's sons starting employment and apprenticeships etc, are earning more than I am now. How is this fair?

Boys and girls start school together, take similar subjects, study, compete and sit same exams, pass with equal grades, enter same universities, and graduate with similar qualifications. But when they enter the workforce, their gender takes priority. Men get preference over women. Many jobs are stereotyped for women, therefore, the pay is less than their male counterparts. Come promotion time, males get promoted over women, even if they prove to be better overall candidates. Many female employees especially secretaries and PAs are expected to do special favours for their bosses to be given extra bonuses...this is all wrong. Every worker male or female should be entitled to same pay, and work conditions. Any form of biasness should be totally deplored and not tolerated under any circumstances. I am suffering the same fate, where my colleagues are getting one or two increments more than me, yet we all do the same job, under same portfolio. This is very unfair. But if you question then you are fired.

I am an older woman, living on my own, with a mortgage, supporting myself. If I had been the recipient of equal pay my retirement years (in three years) would have been better resourced.

Equal pay is about being recognised and valued for my professionalism and skills regardless of my gender. For me personally it is not about the dollar amount but the signal it sends to young girls growing up in New Zealand where there is still a pay gap. It is also about men having access to similar additional pay benefits like women and their employers supporting them through that process.

As a single woman I don't want to stress that I cannot make a decent lifestyle for myself alone. - I want to have the option of being single and not 'settle' for the next man who looks at me twice. I want to wait and find a healthy relationship. - - Therefore I believe equal pay is intrinsic to my mental and physical health and general well being. - - It is a human right. I can only do so much from my end. I ask for promotions every 6 months as I know women don't do this enough. I also boast about my achievements even to some harsh snide comments from men. - - But also I'm lucky that I'm educated in feminism. Not everyone is! Not everyone has the vocabulary to articulate the way they feel. They may not even realise why they feel sad and a little off, wondering why men seem to spend more and still save more. I know this because I was like this only 4 years ago. - - Change needs to happen at the top. It's not up to all women to just 'be more assertive' 'don't apologize' 'smile more,' 'wear this' 'don't wear that.' Everyone's telling us WHAT TO DO. But who is helping us? - - To me. Equal pay means FREEDOM.

Equal pay says I am of value, equity and righteousness can rule, there is no favouritism no partiality no discrimination we can do what is right, although we are different we are one, there are no barriers no division equal pay brings peace. - - Equal pay- history in the making and proud moment for all future leaders –

Pay equity is important to all. It ensures that we get paid accordingly and not paid hundreds of dollars less a week because of gender.

In addition to financial gains (e.g. repaying the mortgage faster) there would also be additional non monetary benefits for me. When I started my job the team leader advised me he hated accountants, immigrants and women. I am all of these. While the situation is much better now, for me it would mean that I am valued for what I do, not judged on my personal characteristics.

Equal pay to me would make me feel as though my qualifications are recognized for the effort required to achieve it. Working as a librarian, often people laugh at me when I say I studied Library and Information studies, thinking it is 'easy' and why would you need to study this? However, when I compare my pay to what others get, who need the same level of qualifications as me, they get paid more than me. This makes me feel as though my qualifications don't matter. - I don't feel like my work is 'easy', each day is different and I need the right skills to make sure that my client has received the information they were after. As different types of people use libraries, and everyone has a different reason for visiting a library, you never know what you will have to deal with when a person approaches you.

Equal pay means feeling increase in self respect, and not feeling like second class citizen. - Also, increase in income will give me the option of having a well balanced work and family life.

I am Amy and I work in the public sector as an administrator for a government department. Our business support pay scales are some of the lowest in our ministry, and we all do our best to make a positive difference to New Zealand every day. Our data shows that impacting these undervalued professions will decrease the gender pay gap. I work with a bunch of awesome women, who do so much good, and I don't think we are worth 14% less than the men earn in a similar role. - - Money isn't the main reason most of us give our service. However it is a tangible

way that you can show you value us, alongside the other methods, including respect, trust and confidence. This is about equality, and being able to contribute to our families better. To be able to afford more work life balance. Because for many of us, money creates time, and this is the MOST valuable commodity that we give to the public service.

Better lifestyle, and pay parity for the important work we do.

It would mean that I would feel valued in the work that I do. It would mean that I would be able to spend more money in our local community, benefiting everyone in our community. Equal pay would mean so much....my 2 daughters could watch history being made and grow up knowing that New Zealand is a place where all people are valued the same not any differently due to their gender. This is for my kids!!!!!!!

Equal pay means healthy lifestyle and a work-life balance. I would be more confident and not suffer the imposter syndrome and have sleepless nights. I would have had children but uncertainty of employment and pay influenced my decision to remain childless. Now it is too late for me to start a family.

I'm a support worker with high level qualifications who works long hours for very little pay. I love MY job and deserve a decent wage. I earn 15.50/hour I look after mainly older people in the community and often have high needs clients who need lots of specialised care such as dementia etc. We are really skilled at what we do. We need to get able to have a fair and equal pay because there will come a time where there won't be enough carers because of such low pay to help all those people who can still live independently at home with help and saving huge amounts of money that would be needed to provide extra rest home care in the near future.

Equal pay would mean that I could afford to be more involved in my local and wider community at events, etc. - I could take my grandson to more things and we as a family could participate more in activities. - It would mean that my work would be seen as valuable work and I would feel more valued. - Receiving equal pay would benefit more than just me and would be beneficial financially, and also as a validation of my skills and work ethic.

Put simply I will be able to support my family and be rewarded for the job I do in a respectful way. 'It is people, it is people, it is people'.

I am one of the luckier women whose pay is in line with her peers. What equal pay means for me is the confidence that women now and in the future will not be so disadvantaged and that men working in the same roles and often equally underpaid will also have the opportunity to earn a reasonable wage for the jobs they do. I say reasonable because a minimum wage is still not reasonable as it is not a living wage. - I recently heard two women in home care roles speak about the impact on them and they are only the tip of the iceberg. Without them what will happen to people in need and what is the impact on the economy when better paid people have to stop work to care for their dependents. Get it right New Zealand. Rachel Taylor PSA

Kia ora, I am a social worker who works full-time for a non-government agency. - Equal pay for me would mean being able to afford the luxury of working appliances in our home. We currently have a dishwasher that has to be propped close with a broom, an oven with only 2 out of 4 elements that work, and a washing machine which has to be started twice to finish and barely cleans the clothes. - I spend my days advocating for others so now is the time to do that for myself and my children. Equal pay should not be a privilege it should be a right.

My experience with unequal pay started when I was a student. My first jobs at high school were always start at minimum youth wage with steps related to length of service, so there was no gender discrimination there (to my knowledge). At university I had a job for four years (6 days a week over summer) that required a good deal of technical knowledge. They were hesitant to

interview me for the job, as they'd never had a female employee before, but I got the job and studied up, and soon I was constantly being told I was the most valuable member of the team. In my fourth year, a younger guy with no experience at all started. I learned that he was being paid \$12 per hour, to my \$8 an hour. I complained, and was given the same wage. Which was equal, but not fair given my experience and that I had to train and supervise him. - - My experience in permanent work has also been similar. When I was married, my ex-husband worked in call centres, a female and migrant dominated industry, which is low paid. This made it really hard as I was working in libraries, another female dominated area, and was similarly receiving a low salary for work that was high skilled. I had a Masters degree as well as a post grad library related qualification at the time. Most of my colleagues were similarly educated. We just couldn't get ahead and had no hope of ever getting a deposit for our own home. When our only car broke down, I had to borrow \$5000 from my parents to buy another one so I could get to work, as we lived in a completely different part of Auckland and there was no viable public transport option. I was still trying to pay off the loan three years later when my parents wrote off the balance. - - These days I have a job that I love and I am earning enough to support myself as a single person living modestly. My \$5000 car is still going 9 years later, although it is visibly and audibly falling apart and I am hoping I can save enough money to replace it before it completely breaks down. It'll be another year before I have enough saved. After that I am planning to save up for a heat pump for my uninsulated 1 bedroom flat so the Wellington winters aren't so miserable. (I only got the deposit for my tiny home because my grandmother died). However, I am still aware that I have male colleagues doing similar work with less experience than me that are earning more. When I started at my current organisation, I negotiated poorly for my starting salary and ended up at the bottom of the band, even though I had lots of experience in the role. Now I can never catch up. When I have changed roles within my organisation, the new manager knows my current salary, which impacts my ability to negotiate for a fair salary. If we achieved equal pay in my organisation life would be that much easier.

That I would have more money for the job I do and to be equal with men that are doing the same job and they are paid more.

Would give me a chance to feel like I am worth it, because at the moment my pay is so low. I am unable to feel it is worth coming off the benefit because the pay I receive between my casual job is not enough to make me feel like, I am improving my lifestyle in any way. I would not be able to afford somewhere better to live, better food or enough money to take a good holiday. Now of course if they offer me a full time job, I would take it, but because of the above reasons I wouldn't have much that would make me proud of my achievement of getting a job. I believe that is what it takes for people to want to stop using the benefit as their main resource of income, so they stay on the benefit for security of you known the, benefit at least provides enough for you to survive. I also think for my position it's high time they changed the attitude of it's a housewives job and the people doing this job is women with husbands because I can reassure them it's not. Leanne George

Equal pay would mean the world to me, as I would feel well appreciated for the work I do by the Government. I have worked alongside male colleagues in the past and done a lot of heavy work, for less pay. I feel that attitudes would change for the better. I feel quite disgusted that because we were born female that our role in the working environment doesn't mean a lot.

Equal Pay would mean to me that I am recognized for what I actually do - what my job actually consists of. That my position description is accurate and that I am on the accurate pay scale for this position. That my contributions to the organisation I work for and how I have grown my position (with the help of my team) are recognized. That how I am viewed by the rest of the organisation is on the same par as those who have the same title as me. That I am treated as an

<p>equal and not put down for my current title.</p>
<p>I am a hospital dental assistant who works hard for my wages, my bachelor of arts degree is not recognized by my employer so I don't receive higher wages for this. I am a solo parent and have 2 children to support. Equal Pay would boost my income which is currently very low once I've been taxed, paid for my PSA membership, paid into kiwisaver and paid my student loan expenses.</p>
<p>As a women nearing retirement and working in the female dominated occupation of administration, I have missed out on over 40 years of retirement savings of equivalency to men working in similar but male dominated occupations. This means that my retirement is going to be much tougher on me than it would be for them with equivalent % savings. That extra money would make all the difference. We need to ensure that women workers are valued the same as men because their contribution to society is equal.</p>
<p>Equal Pay is a fundamental human right. It is difficult to believe that in 2016 women, half of the population in paid work are STILL undervalued. The statistics are even worse for Māori and Pasifika women. When women are paid fairly everyone wins, our families thrive as does the economy. Come on New Zealand let's lead the way as we did being the first country to give women the right to vote. Let us show the wold that Equal Pay is the Only Way!</p>
<p>I am over qualified for my position, but living in a small town there are very limited employment opportunities. My skills have been gained both from extended academic and practical qualifications and from 35 years working with the public in a range of educational environments. In my everyday work I USE ALL MY SKILLS and the public and my organisation obviously benefit from the whole package that is me. However, I am not materially recognised for my contribution being paid only slightly more than an unskilled worker. While I recognise that it is my choice to live in a community which does not offer me employment where my skills would be recognised, equal pay would go some way towards enabling me to be paid for the work that I actually do.</p>
<p>Equal pay is long overdue, and families are suffering because 'Mum' or 'Granma' are working long hours but receiving very low pay. Male employees doing similar jobs are frequently paid more, or given positions of responsibility and higher pay despite women being prepared to do the same work.</p>
<p>Equal pay would mean explaining to my two young daughters that the government does believe in equality of women and men in New Zealand. - Equal pay would also help us get a deposit together for a house of our own for our family. - Thank you for championing this cause on behalf of so many PSA members. - Ngā mihi - Catherine - Christchurch</p>
<p>Equal pay would mean that my skills are being properly recognised in the workplace. For a good part of my working life, inequality in what I have been paid has been a serious and longstanding issue. I feel like even though my managers have tried to make it up to me in other ways, they simply haven't been able to through restrictions applied to them. - - It would mean for me that I would feel totally valued. It would also mean that I would feel less stressed about my future and retirement because I would be able to plan better for it.</p>
<p>Equal pay for equal work is a simple equation that should need no argument. Industries that have been underpaid because of the gender of the majority of employees and paying some employees more simply because of their gender makes no sense. Same hours, same work, same pay.</p>
<p>I am not sure what equal pay would do for me personally but if there was a chance that it would mean more money in my wages then that would definitely be a big help.</p>
<p>Equal pay would mean to me the recognition of the qualifications and life skills I bring to my job as a home based community support worker, and the proper reimbursement for such skill. I know</p>

the elderly clients I care for in the course of my work appreciate and value the service I provide but I find it appalling that while the government and funders of such services expect me to treat my clients with dignity, support and respect they cannot even show these basic human rights to me and many thousands of supports workers like myself.

For further information about this submission, please contact:

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