



29 January 2018

Traci Houpapa
Crown Facilitator
C/- Traci Houpapa Consulting Group Ltd
37 Miriama Street
Taumarunui 3920

Dear Ms Houpapa,

The New Zealand Federation of Business and Professional Women Inc (BPW NZ) writes to applaud your appointment as Facilitator of the reconvened Joint Working Group on Pay Equity Principles and to state our vital interest in fair pay equity principles for women dominated industries being established.

We are disappointed that civil society, in particular civil society groups such as ours who have campaigned for equal pay over many years, are not included in the working group. We would, therefore, respectfully request that this letter is tabled and that the following points are noted:

1. BPW NZ was formed in 1939
2. BPW NZ has had policy on equal pay since 1952 which has been built on since then giving us a substantial mandate to advocate for the empowerment of women in the workplace with respect to equal pay for work of the same value
3. In 1957 BPW NZ joined with the then Federation of University Women (FUW) now the New Zealand Federation of Graduate Women, the National Council of Women (NCW), Young Women's Christian Association (YWCA) and the Public Service Association to form the Council for Equal Pay and Opportunity (CEPO).
4. CEPO was an effective coalition whose aim was to bring about, as soon as possible, the full implementation of the principles of equal pay for equal work (or the rate for the job) and equal opportunity
5. Two pieces of legislation came about because of the campaigning of CEPO and its members: Government Service Equal Pay Act 1969 and the Equal Pay Act 1972
6. Members of this group, led by BPW NZ, campaigned for and instigated the National Advisory Council on the Employment of Women (NACEW), an advisory group at the Department of Labour
7. BPW NZ is a founding member of the Pay Equity Coalition, which formed in 2009
8. BPW NZ is affiliated to the International Federation of Business & Professional Women (BPW International) which has held general consultative status at the United Nations since 1947

BPW NEW ZEALAND

AFFILIATED TO THE INTERNATIONAL FEDERATION OF BUSINESS & PROFESSIONAL WOMEN

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9. BPW International has been active in advocating for the concept of equal pay for equal work since its inception in 1930 and in 2010 started an international campaign called Equal Pay Day
10. The issue of equal pay for work of equal value is global and a barrier to the empowerment of women in the workplace
11. BPW NZ has lobbied and supported successive governments in their ratification of international instruments which call for the empowerment of women, or call for the removal of discrimination against women, all of which include the concept of equal pay for work of equal value
12. The international instruments which BPW NZ support and use in lobbying and to which the New Zealand Government has either ratified or signed are the following:
 - a. Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)
 - b. Beijing Platform for Action (BPfA)
 - c. International Labour Organisation Convention 100 (ILO #100)
13. In addition, BPW NZ advocates for the use of the UN Women's Empowerment Principles (WEPs) a joint initiative between UN Women and the UN Global Compact, in which principle 3 is "Treat all women and men fairly at work – respect and support human rights and non-discrimination"
14. BPW NZ request that the Working Group give full regard to the international instruments listed in point 12 above and the Women's Empowerment Principles (point 13) in their deliberations on the principles of equal pay

We look forward to hearing from you with respect to the above and if the Working Party were to allow it, we would be happy to give an oral submission.

Many thanks in advance for your consideration of our letter.

Naku noa, na

Hellen Swales
President BPW NZ

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