

18 July 2019

Hon. Iain Lees Galloway – Minister of Workplace Relations and Safety

Hon. Julie- Anne Genter – Minister for Women

Hon. Tracey Martin – Minister for Children

Via email

Dear Ministers,

Re: Government urged to address major concerns with the Equal Pay Amendment Bill

The Pay Equity Coalition (PEC) Wellington is a broad coalition of community, business, union, and academic groups who are committed to advancing pay equity in New Zealand. PEC writes to express our disappointment with the Select Committee report on the Equal Pay Amendment Bill (the Amendment Bill) and to urge Ministers to take urgent action to address major issues that remain with the Amendment Bill.

As Ministers will be aware, many members of the Pay Equity Coalition made submissions to the Select Committee about major concerns with the Amendment Bill. Members of the Pay Equity Coalition are concerned and disappointed that the Select Committee process has not addressed these matters. The Amendment Bill as it stands is unworkable and needs review. The major concerns relate to the following:

- Loss of current rights under the Equal Pay Act 1972;
- Lengthy, repetitive and burdensome processes for women to advance claims;
- Barriers for women in being able to raise and settle claims with multiple employers and across industries or occupations;
- Lack of timely access to the Tribunal and Courts for dispute settlement;
- Insufficient protections to guard against the possibility of generating inferior outcomes;
- Lack of resourcing; and
- Lack of transparency.

We write to urge the Government to earnestly reconsider the concerns raised about the Amendment Bill by PEC members and to advise officials to enter into a dialogue with the PEC to address these concerns.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Sue O'Shea', with a wavy line extending from the end.

Sue O'Shea

Chairperson, Pay Equity Coalition (Wellington)

sue.oshea@psa.org.nz <https://payequity.wordpress.com/>