

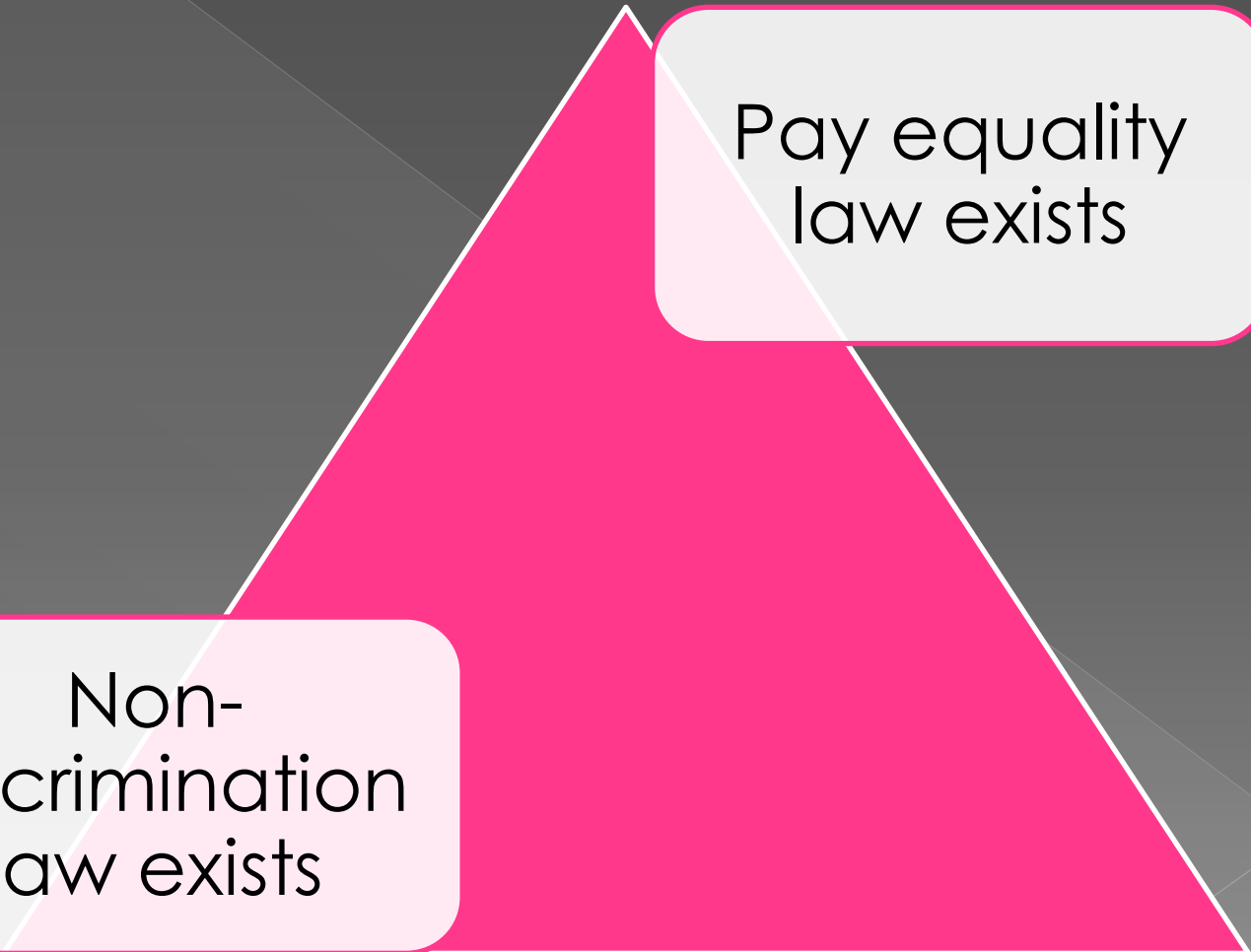


Equality at work

Pay Equity Coalition, 27 May 11

Dr Judy McGregor, EEO Commissioner

Equal pay: what we've got



Pay equality
law exists

Non-
discrimination
law exists

CEDAW Article 11 (d)

The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work.

What we need



Pay equality law exists

Non-discrimination law exists

Positive duty

Why a Pay Equality Bill?

- ⦿ Inequality between male and female pay rates persists despite various policy approaches
- ⦿ Move on from the 'blame game' and adds to work from CTU and Coalition
- ⦿ Available to Government, any political party or individuals MPs to sponsor.

Pay Equality Bill

Three essential pillars:

- ◉ Realise the right to equal pay
- ◉ Positive duty to equal pay transparency, obligation on employers' to record pay differentiations by gender and open to Labour Inspector scrutiny
- ◉ Determination of work of equal value

A new Equality Framework
is coming....it will be on
NEON at the end of next
month

www.neon.org.nz/equalityatwork

