

# INVOICE



## **The Pay Equity Challenge Coalition**

*Invoice no: 08.80 Date: 18 November 2009*

*To: Minister of Women's Affairs /  
Minister of Labour /  
BusinessNZ*

*Pay:* **New Zealand women**  
**\$4,000,000,000**  
(At least 12% more of average hourly pay)

*Terms of payment:*

**Public commitment to  
end gender pay inequity  
Or cash...**

# **WOMEN – WORKING FOR FREE FOR THE REST OF THE YEAR**

***Women subsidise the economy by nearly \$4 billion a year!***

New Zealand women earn at least 12% less (in average hourly earnings) than men. It's as if from 18 November until the end of the year women are working for free.

Nearly 1 million people miss out on almost \$4,000 million in wages every year – just because they are women.

## ***How does this happen?***

- Women don't always get equal pay for the same work as their male co-workers. Often they don't even know what male colleagues are earning. Do you?
- The majority of the workers in lower paid jobs are women
- Occupations dominated by women (such as social work) are often underpaid in relation to comparable work in which men dominate
- Women are often in roles with short career ladders, limiting their opportunities to improve their pay through promotion
- Existing equal pay and opportunities legislation needs to be enforced.

## ***What you can do about it***

The gender pay gap isn't going to go away by itself. You can help us by writing to your MP, the Ministers of Labour, State Services and Women's Affairs and tell them to act now so women don't have to work for free for part of every year. Tell them they need to:

- Increase the pay of those workers already identified by the investigations as underpaid
- Ensure that employers comply with the Equal Pay Act, State Sector Act, Human Rights Act and the international conventions New Zealand has signed and ratified, all of which outlaw gender pay discrimination.
- Create a strategy to close the gender pay gap in both the public and private sector

For more information, contact the Pay Equity Challenge Coalition

**[www.union.org.nz/payequity](http://www.union.org.nz/payequity)**