



NEW ZEALAND COUNCIL OF TRADE UNIONS
Te Kauae Kaimahi



Please Make a Submission To End Pay Discrimination Against Young Workers

Parliament is currently considering a bill to end wage discrimination against 16 and 17 year olds. The *Minimum Wage (Abolition of Age Discrimination) Amendment Bill* proposes to abolish age discrimination in the setting of the minimum wage. A copy of the Bill is available at www.greens.org.nz/searchdocs/other9433.html. You can read the bill online, or it is downloadable as a PDF or Word document.

The CTU submission made late last year seeking an increase in the minimum wage is also a useful background document. It sets out the history of the minimum wage and some key arguments why the minimum wage must be lifted and the discrimination against young people removed. This is available at <http://www.union.org.nz/policy/113511735726463.html>.

The minimum wage is now \$10.25 but for 16 and 17 year old workers it is only \$8.20 – current government policy sets the youth rate at 80% of the adult rate. This discriminates against young people.

The Minimum Wage Act states that a rate of 80% of the adult minimum wage applies in two situations – for 16 and 17 year olds and for trainees. The “Bradford” Bill removes one of these situations but still would allow employers to pay 80% of the adult rate to trainees.

The deadline for submissions is **21 April 2006**.

It is important that as many people as possible make a submission. This should not just be an issue for young people so it would be great to get submissions from people of all ages and in different parts of the country.

We have attached both a sample submission and a form you can fill in for your own submission. The sample is to show you how a brief submission can be made and some key arguments. You may want to use some of those points in your own submission.

You may also want to support that the Bill is amended so that the minimum wage also applies to young people aged under 16 who are in employment, and that section 30(2) of the Human Rights Act 1993 is repealed, thereby preventing age discrimination against those aged 16 to 19 being implemented in pay rates established by employment agreements.

If you need more guidance on making a submission check out the [Parliamentary guide Making a Submission to a Parliamentary Select Committee](#). (This link opens a PDF file, also accessible from here: <http://www.clerk.parliament.govt.nz/Programme/Committees/Submissions>)

You will need to send 20 copies of your submission to: *Committee Clerk, Transport and Industrial Relations Committee, Parliament Buildings, Wellington*. If that will be a problem for you, send your submission (preferably by email) to Sam Huggard and we will print them off. We would need them with us by **12 noon Wednesday April 19**, to either samh@nzctu.org.nz, fax (04) 385-6051, or post to Sam Huggard, NZCTU, PO Box 6645, Wellington.

You can also request to appear in front of the Committee to make an oral submission.

The more people appearing the better.

SAMPLE SUBMISSION ONLY

13 April 2006

From:

Jane Smith
23 Major Street
Te Awamutu

To:

Committee Clerk
Transport and Industrial Relations Committee
Parliament Buildings
Wellington

Dear Sir/Madam

The Minimum Wage (Abolition of Age Discrimination) Amendment Bill

I am making a submission in support of this Bill.

I enclose 20 copies of my submission.

My reasons for supporting this Bill are:

1. It removes the discrimination against 16 and 17 year old workers on the basis of their age.
2. Over recent years increases in the minimum wage, including for 16 and 17 year old workers, have not resulted in a higher rate of unemployment.
3. Paying a young person less on the basis of their age is unfair. A youth minimum wage should not be confused with a trainee rate.

I wish to make an oral submission.

Yours sincerely

(Signature)

Jane Smith

..... 2006

From:

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To:

Committee Clerk
Transport and Industrial Relations Committee
Parliament Buildings
Wellington

Dear Sir/Madam

The Minimum Wage (Abolition of Age Discrimination) Amendment Bill

I am making a submission in support of this Bill.

I enclose 20 copies of my submission.

My reasons for supporting this Bill are:

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I wish/do not wish to make an oral submission (delete the one that doesn't apply).

Yours sincerely

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