

Tēnā koe Prime Minister, Rt Hon Jacinda Ardern,

Ending pay secrecy in the vocational education sector

You have shown leadership on gender and equality issues. We are seeking your help to take another step forward in New Zealand towards being a fairer nation.

As you know, New Zealand does not currently have a legal requirement for businesses to report on their gender or ethnic pay gaps.

Employees do not have the right to know what other people in the same or similar job or occupation are earning. This secrecy has meant that women have often not realised that they are being paid less, sometimes significantly less than men performing the same or similar roles. Pay secrecy has perpetuated gender inequality in pay rates, particularly for women from ethnic minority groups.

Aotearoa is far behind other countries like Australia, the UK, Germany, and parts of Canada who have passed laws requiring organisations report on their gender pay gap.

The Human Rights Commission has started a campaign to promote pay transparency in New Zealand. We think that the creation of a unified vocational education and training sector is an opportunity for the government to take strong, decisive action.

The New Zealand Institute of Skills and Technology should report annually on its gender pay gap, including the ethnicity/gender pay gap. Reports should include the bonus gap and the gender breakdown of people at each level of the organisation. This information should be publicly available. This is called pay transparency.

In the Education (Vocational Education) Amendment Bill we urge you to include a requirement for NZIST's annual report to include gender pay reporting. Thanking you in anticipation.

Ngā mihi,

Sarah Proctor-Thomson

TEU Women's Vice-President (Plus attached signatories)

