



The New Zealand Federation of Business & Professional Women

BPW NEW ZEALAND - FACT SHEET

EQUAL PAY DAY - 18th February 2010

Equal Pay for Equal Work: do you believe women should be paid an equal pay for equal value of work? BPW NZ does and this is why.....

BPW has actively been working towards equal pay for work of equal value, e.g The Dominion, 26th June 1948:

Women's World

Equal Pay for Men and Women Is Question of Interest to Federation

In one of its latest reports, the economic and social council of United Nations calls on the members of the United Nations, of which New Zealand is one, to implement the principle of equal remuneration for work of equal value done by men and women, irrespective of nationality, race, language and religion, as laid down in the preamble of the United Nations Charter.....

In New Zealand the salaries of women teachers are about 80 per cent of those paid to men, In the Public Service remuneration of women is approximately 75 per cent to 80 per cent of that received by men holding similar positions. Recently the Federation sent recommendations to the Minister of Labour Mr McLagan, stating that while in no way departing from the fixed principle of the rate for the job, it pressed for an amendment to the Minimum Wages Act of April 1, 1946, to provide that women's wages should be placed on a percentage basis of those (..) men, that this should not be less than 80 per cent, and that the minimum wage for adult female workers should be 80 per cent, of the minimum (..) for adult male workers.

We are 62 years down the track.... attached is the "Chronology of Pay and Employment Equity" courtesy of Angela McLeod, BPW NZ President

The Facts Today: *"Two graduates, one male, one female, with the same qualifications begin work for the same company on the same salary. At the end of the first year the female is earning 8% LESS. In 5 years she will be paid 14% LESS.*

THE GENDER PAY GAP was 12% in 2008 - this is the gap in pay per hour worked.... So women were earning on average 88% of men's salary. When all sources of income are added to the mix, the difference is more like 40% So women are earning 60% of men's salary.

The gender pay gap in the March quarter 2009, dipped under 12% ... something like 11.94, in the December quarter the figure was close to 13% (12.97). The following figures from the Employment Report by Statistics New Zealand: Hourly rate in 2009 first and last quarters:

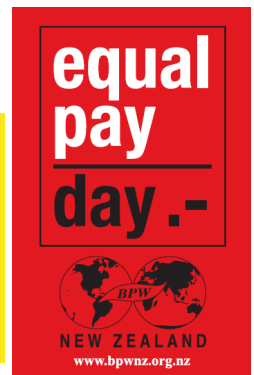
Month	Male	Female	
March	26.21	23.08	difference of \$3.31
December	26.99	23.49	difference of \$3.50
Total increase	00.78	00.41	difference of \$00.37cts increase.... Why?

Volume 1, Issue 4, 16/02/2010



It's time to stop the pay gap....

Stop short changing all women
\$w/hr ≠ \$m/hr



BPW's objectives are to:

- Improve the quality of life for all women.
- Advocate for equal social and economic opportunities for women.
- Eliminate all forms of discrimination against women.
- Empower women through information, education and mentoring.
- Develop women's skills and confidence to participate in decision making at local, national and international levels.
- Support women to advance their education through scholarships and mentoring.
- Encourage women to work for higher standards of service in business and professions.
- Present the views of members in political forums, locally, nationally and internationally.
- Promote world-wide friendship, cooperation and understanding amongst business and professional women.