



Affiliated with the International Federation of Business and Professional Women

BPW
NEW ZEALAND

*New Zealand Federation of Business
and Professional Women Incorporated*

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22 December 2015

Dame Patsy Reddy
Crown Facilitator
PO Box 1432
WELLINGTON

Dear Dame Patsy,

The New Zealand Federation of Business & Professional Women Inc (BPW NZ) writes in regard to the work of the Joint Working Group on General Principles for Pay Equity (referred to as the Working Group).

We are disappointed that civil society, in particular civil society groups such as ours who have campaigned for equal pay over many years, are not included in the working group.

We would, therefore, respectfully request that this letter is tabled and that the following points are noted:

1. BPW NZ was formed in 1939
2. BPW NZ has had policy on equal pay since 1952 which has been built on since then giving us a substantial mandate to advocate for the empowerment of women in the workplace with respect to equal pay for work of the same value
3. In 1957 BPW NZ joined with the then Federation of University Women (FUW) now the New Zealand Federation of Graduate Women, the National Council of Women of New Zealand (NCW NZ), Young Women's Christian Association (YWCA) and the Public Service Association to form the Council for Equal Pay and Opportunity (CEPO)
4. CEPO was an effective coalition whose aim was to bring about, as soon as possible, the full implementation of the principles of equal pay for equal work (or the rate for the job) and equal opportunity
5. Two pieces of legislation came about because of the campaigning of CEPO and its members: Government Service Equal Pay Act 1960 and the Equal Pay Act 1972
6. Evelyn McNicoll of the BPW Wellington club attended every submission hearing on the Equal Pay Act 1972 on behalf of BPW New Zealand.
7. Rita King also BPW Wellington was a government appointment to a special committee on Equal Pay.
8. Members of this group, led by BPW NZ, campaigned for and instigated the National Advisory Council on the Employment of Women (NACEW), an advisory group at the Department of Labour
9. BPW NZ is a founding member of the Pay Equity Coalition, which formed in 2009

10. BPW NZ is affiliated to the International Federation of Business & Professional Women (BPW International) which has held general consultative status at the United Nations since 1947
11. BPW International has been active in advocating for the concept of equal pay for equal work since its inception in 1930 and in 2010 started an international campaign called Equal Pay Day
12. The issue of equal pay for work of equal value is global and a barrier to the empowerment of women in the workplace
13. BPW Germany is one of the stand out groups fighting for equal pay including receiving funding for their equal pay campaign from the government
14. BPW NZ has lobbied and supported successive governments in their ratification of international instruments which call for the empowerment of women, or call for the removal of discrimination against women, all of which include the concept of equal pay for work of equal value
15. The international instruments which BPW NZ support and use in lobbying and to which the New Zealand Government has either ratified or signed are the following:
 - a. Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)
 - b. Beijing Platform for Action (BPfA)
 - c. International Labour Organisation Convention 100 (ILO #100)
16. In addition BPW NZ advocates for the use of the Women's Empowerment Principles (WEPs) a joint initiative between UN Women and the UN Global Compact, in which principle three is "Treat all women and men fairly at work – respect and support human rights and non-discrimination"
17. BPW NZ request that the Working Group give full regard to both the Government Equal Pay Act 1960 and the Equal Pay Act 1972 in their deliberations on the principles of Equal Pay
18. BPW NZ request that the Working Group give full regard to the international instruments listed in point 12 above and the Women's Empowerment Principles (point 13) in their deliberations on the principles of equal pay
19. BPW NZ fully supports the letter submitted to the Working Group by the Coalition for Equal Value Equal Pay (CEVEP) and asks that the Working Group give full regard to it.

We look forward to hearing from you with respect to the above and if the Working Party were to allow it, we would be happy to give an oral submission.

Many thanks in advance for your consideration of our letter.

On behalf of BPW New Zealand

Naku noa, na



Vicky Mee
President BPW NZ