

cc: Rt. Hon Prime Minister **Chris Hipkins** and Deputy Prime Minister Hon **Carmel Sepuloni**,

cc: Minister for Women and Child Poverty Reduction Hon **Jan Tinetti**,  
Minister for Workplace Relations and Safety Hon **Michael Wood**,  
Minister for Diversity, Inclusion and Ethnic Communities and Associate Minister for  
Associate Minister for and Workplace Relations and Safety Hon **Priyanca Radhakrishnan**,  
Minister for Māori Development Hon **Willie Jackson**,  
Minister for Pacific Peoples Hon **Barbara Edmonds**.

Tēnā koutou,

We know you share our belief that people should be safe at work, treated with dignity, and rewarded fairly for their work.

But right now, many of our friends, neighbours and family members aren't being paid or promoted fairly, simply because of their gender or ethnicity.

The recent Te Kāhui Tika Tangata / Human Rights Commission National Pacific Pay Gap Inquiry Report found that in 2021 for every dollar earned by a Pākehā man, Pākehā women were paid just 89 cents. For Māori men that drops to 86 cents and Māori women 81 cents. For our Pacific whānau, men were paid just 81 cents and Pacific women only 75 cents.<sup>1</sup>

This gap means people are not only missing out on crucial wages but opportunities to fulfill their potential and make meaningful choices about their lives. By closing this pay gap we could ensure everyone in our communities has the opportunity to thrive and those families on the lowest wages can unlock the constraints of poverty.

Supporting employers to do the right thing and to be transparent about their pay gap is a good first step to help close this gap. Many employers are already playing their part by reporting on their ethnic and gender pay gaps and taking action to close these.

Now is the time for you, the Government, to level the playing field and pass a law requiring all employers to be transparent and take action on their gender, Māori, Pacific, and other ethnic pay gaps.

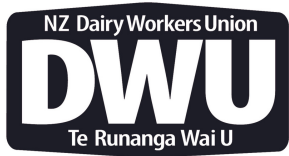
Not only is this the right thing to do, but it will ensure Aotearoa New Zealand is honouring te Tiriti o Waitangi and meeting its human rights obligations. It will also bring us in line with other progressive countries already moving towards closing their pay gaps.<sup>2</sup>

Working together, we can build a future where everyone, whatever their ethnicity or gender, is paid fairly for their work and treated with respect and dignity. We ask you to introduce pay transparency legislation with urgency.

<sup>1</sup> Home - Pacific Pay Gap Inquiry ([hrc.co.nz](http://hrc.co.nz))

<sup>2</sup> For examples, equal pay for work of equal value, equal employment opportunities, the right to be safe and free from exploitation and discrimination in the workplace.

From:



Centre for Pacific Languages



Polynesian Panthers



TE HONONGA AKORANGA COMET

