

# Pay Transparency legislation

## *An opportunity to act*

The Overton Window on pay transparency has shifted. Pay transparency has moved from being simply the right thing to do, to a must-do.

With 100+ major corporates on board, CEOs and public figures in support, Business NZ reporting its gender and ethnic pay gaps and thousands of New Zealanders signing petitions and open letters calling for this legislation, the mandate to act is there.

We commissioned polling to assess how the public felt about pay gaps. 74% of women felt pay gaps are a significant or very significant issue. For all Labour party voters that figure was 73%, and for National voters, a majority consider it a significant or very significant issue at 58%.

Unsurprisingly, only 8 percent of people oppose pay transparency policies.

Everyone has the right to work, the right to equal pay for equal work, equal employment opportunity, gender and racial equality, and the right to a decent income and working conditions. The time to act is now.

Pay Transparency legislation will help close ethnic and gender-based pay gaps, improve outcomes for businesses and workers including some of our lowest paid New Zealanders, and ensure we are meeting our international and domestic human rights obligations as well as upholding Te Tiriti o Waitangi.

# Pay Transparency HRC

May 2023

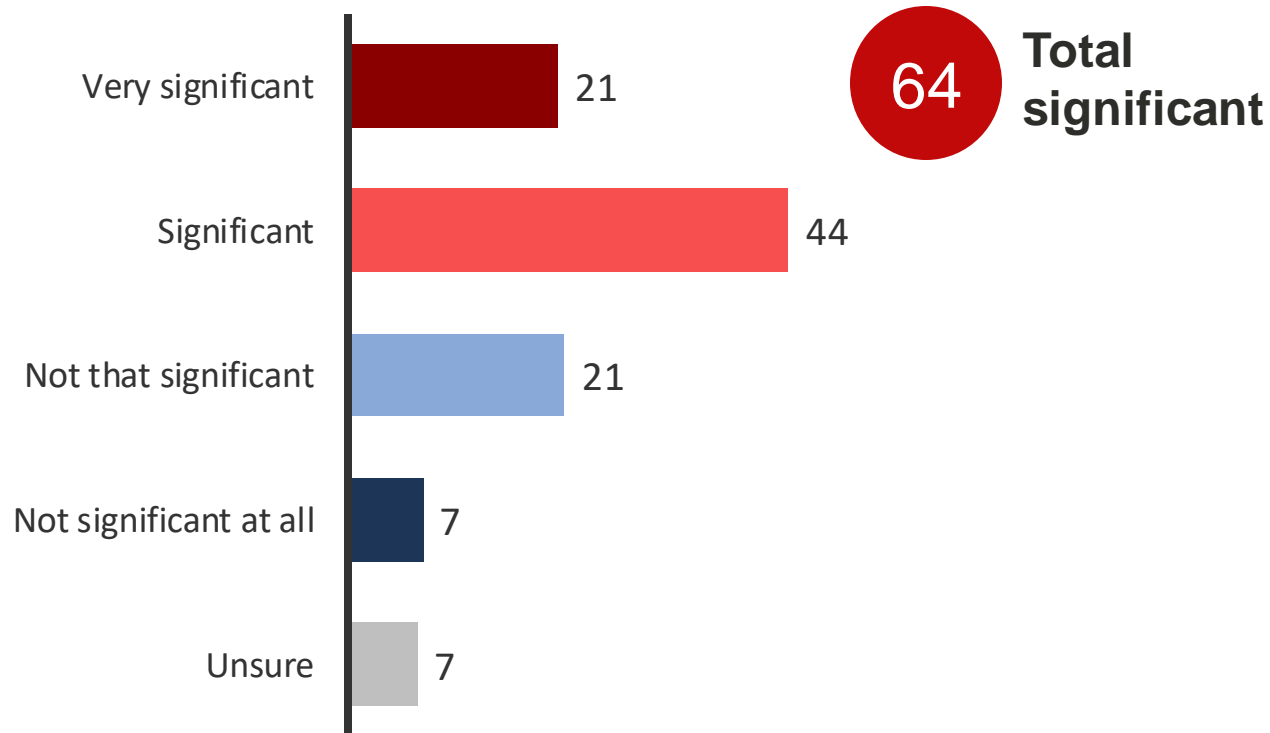


TALBOT MILLS

Research

# 64% said that pay gaps are a significant or very significant issue

**Q:** As you may be aware, ‘Pay gaps’ are the difference in pay between different groups of people (e.g. different genders or ethnicities). How much of an issue do you consider ? (%)



Women were more likely to have said the issue of pay gaps is significant or very significant (74%) compared to men (55%).

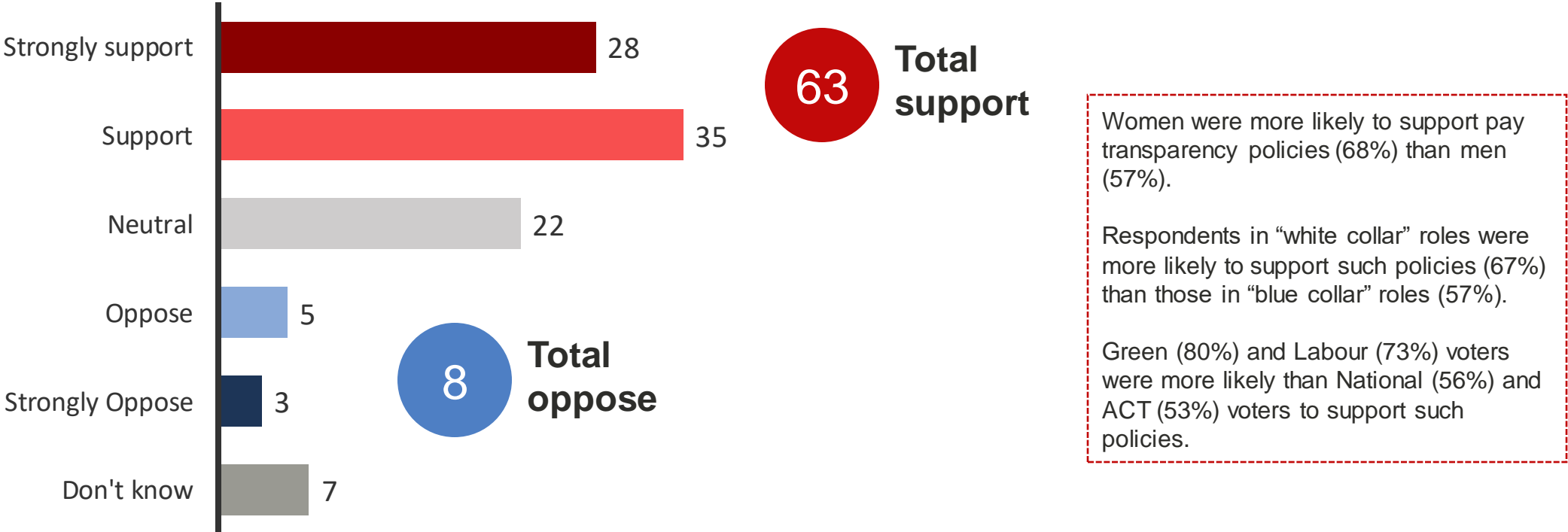
Respondents in “white collar” roles were also more likely (68%) than those in “blue collar” roles (57%).

Green (84%) and Labour (73%) voters were more likely than National (58%) and ACT (44%) voters to find this a significant issue.



63% support pay transparency policies being implemented to address pay gap issues and 29% were neutral or unsure. Very few opposed the idea (8%).

**Q:** Pay transparency policies help people compare their pay to others in similar roles within their organisation (or sector), making it easier to know if they are being paid fairly. This also encourages employers to pay everyone fairly and treat people equally. How strongly do you support or oppose pay transparency policies generally to help address pay gap issues in New Zealand? (%)



Base: All respondents (n=1026).

# Methodology

- ▲ Results in this report are based upon questions asked in a Talbot Mills Research nation-wide online survey. The basis of the sample is n=1026 nationally representative respondents in New Zealand 18 years of age and over.
- ▲ Fieldwork of this online survey was conducted between 5<sup>th</sup> to the 14<sup>th</sup> of May 2023
- ▲ The effective maximum sampling error for this sample at the 95% confidence level is  $\pm 3.1\%$ .
- ▲ All numbers are shown rounded to zero decimal places. Hence specified totals are not always exactly equal to the sum of the specified sub-totals. The differences are seldom more than 1%. (For example:  $2.7 + 3.5 = 6.2$  would appear:  $3 + 4 = 6$ ).

