

Roadmap to pay transparency legislation led by Te Kahui Tika Tangata Human Rights Commission

Our advocacy journey and progress

- **November 2018:** Te Kāhui Tika Tangata Human Rights Commission takes the lead and calls for the [establishment of an independent pay transparency agency](#) in a submission on the Equal Pay Amendment Bill.
- **March 2019:** The Commission's End Pay Secrecy campaign kicks off on International Women's Day, urging companies with 100+ employees to annually disclose their gender pay gap. EEO Commissioner Saunoamaali'i Karanina Sumeo leads the campaign, [sharing her own experience of pay discrimination](#).
- **May 2019:** The Education and Workforce Select Committee releases its final report on the Equal Pay Amendment Bill failing to include a pay transparency mechanism. The Commission voices its disappointment, stressing the need for [stand-alone pay transparency legislation](#).
- **August 2019:** Through the End Pay Secrecy Campaign, diverse women including Pacific, Māori, Trans, and young women unite with the EEO Commissioner, [bravely unveiling their stories of pay discrimination](#). Their collective voices demand swift pay transparency legislation.
- **June 2020:** The Commission publishes its [Opinion and Experiences of Unequal Pay and Pay Transparency](#) report, revealing the voices of 2370 respondents who echo widespread pay discrimination and the need for pay transparency.
- **December 2020:** [Talanoa: Human rights issues for Pacific peoples in Aotearoa New Zealand](#) report is released and exposes the experiences of [Pacific workers battling racial and pay discrimination](#). The Commission announces a [national Inquiry into the Pacific Pay Gap](#) will look into low pay experienced by Pacific workers.
- **April 2021:** Public Service Commission (PSC) releases guidance on measuring Māori and ethnic pay gap using a recommended formula. [EEO Commissioner had been lobbying](#) the PSC for broader pay gap assessment beyond gender.
- **July 2021:** An [Inquiry into the Pacific Pay Gap](#) led by the EEO Commissioner under section 5(2)(h) of the Human Rights Act 1993 gets underway.

- **September 2021:** The Education and Workforce Committee sets up an inquiry into pay transparency, considering public submissions and examining pay transparency models in different countries. The EEO Commissioner [addresses the Committee](#), presenting evidence in reports published by the Commission.
- **February 2022:** EEO Commissioner hands over a [4,141 strong petition](#) to the Workplace Relations and Safety Minister Michael Wood calling for pay transparency legislation.
- **March 2022:** The Commission shines a global spotlight on New Zealand’s ethnic and gender pay gaps and the lack of pay transparency at the United Nations during the [66th session of the Commission on the Status of Women \(CSW66\)](#).
- **March 2022:** The Education and Workforce Select Committee’s [Final Report – Briefing into pay transparency](#) is released recommending by majority that the Government develop pay transparency measures in line with the Select Committee recommendations.
- **March 2022:** The Pacific Pay Gap Inquiry’s engagement phase ends having engaged with over 1,200 individuals, including Pacific workers, employers, and union members from across the country who share their experiences and insights of pay gaps.
- **June 2022:** Government commits to [scoping a work programme](#) on pay transparency following the Education and Workforce Select Committee’s report but proposes policy initiatives focused on the gender pay gap. Commission raises concerns about the [exclusion of policies to reduce ethnic pay gaps](#) affecting Māori, Pacific and Asian workers.
- **July 2022:** The first report of the Pacific Pay Gap Inquiry [‘Empirical analysis of Pacific, Māori, and ethnic pay gaps in New Zealand’](#) is released examining the factors contributing to Pacific, Māori, and ethnic pay gaps in Aotearoa New Zealand, finding the majority of the gap can’t be explained.
- **August 2022:** The Government releases its [response to the Select Committee report](#), proposing to use the recommendations of the Select Committee to inform the development of a work programme to improve pay transparency in New Zealand.
- **August 2022:** The Commission launches the [“Experiences of Workplace Bullying and Harassment in Aotearoa New Zealand](#) report which finds Māori, Pacific, Asian, disabled, and bisexual workers disproportionately affected by bullying and harassment in the workplace further providing experience of racial and pay discrimination in the workplace.

- **October 2022:** The Commission releases the final report [Voices of Pacific Peoples: Eliminating pay gaps](#) on its Inquiry into Pacific Pay Gaps recommending the Government introduce pay transparency legislation with the ‘aim to eliminate Pacific, Māori and ethnic pay gaps as a key principle’. On October 11, the recommendations were handed over to Government.
- **October 2022:** Associate Minister for Workplace Relations and Safety Priyanca Radhakrishnan and Minister for Women Jan Tinetti announces the National Advisory Council on the Employment of Women (NACEW) will be the [national advisory group on pay transparency expanding its remit to include ethnicity](#). The announcement comes a day after the Pacific Pay Gap Inquiry report is handed to Government.
- **October 2022:** Government acknowledges the findings and recommendations of the Pacific Pay Gap Inquiry report during [question time in Parliament](#) confirming that the Government were investigating a pay transparency regime for New Zealand.
- **October 2022:** Cabinet Social Wellbeing Committee agrees that policy development of a pay transparency regime should commence, and that Ministers would submit a paper to Cabinet Social Wellbeing Committee to seek policy decisions.
- **March 2023:** 55 organisations sign an [open letter](#) led by the Commission to key Ministers calling on the Government to [introduce pay transparency legislation](#) with urgency.
- **June 2023:** A [national poll conducted by Talbot Mills](#) on people’s understanding of and support for pay transparency policies is released [showing majority support for policies](#) to be introduced.
- **August 2023:** The Commission evaluates the Pacific Pay Gap Inquiry proving a seismic shift in pay transparency perceptions among policymakers, stakeholders, and the public.
- **August 2023:** Government announces proposed pay transparency legislation designed to close the gender pay gap with consultation to follow on measures to close ethnic pay gaps. The announcement comes after five long years of sustained advocacy and campaigning on pay transparency legislation led by the Commission.
- **August 2023 onwards:** Ensure the Government of the day remains committed through a legislative response to closing gender, ethnic and disability pay gaps in Aotearoa.