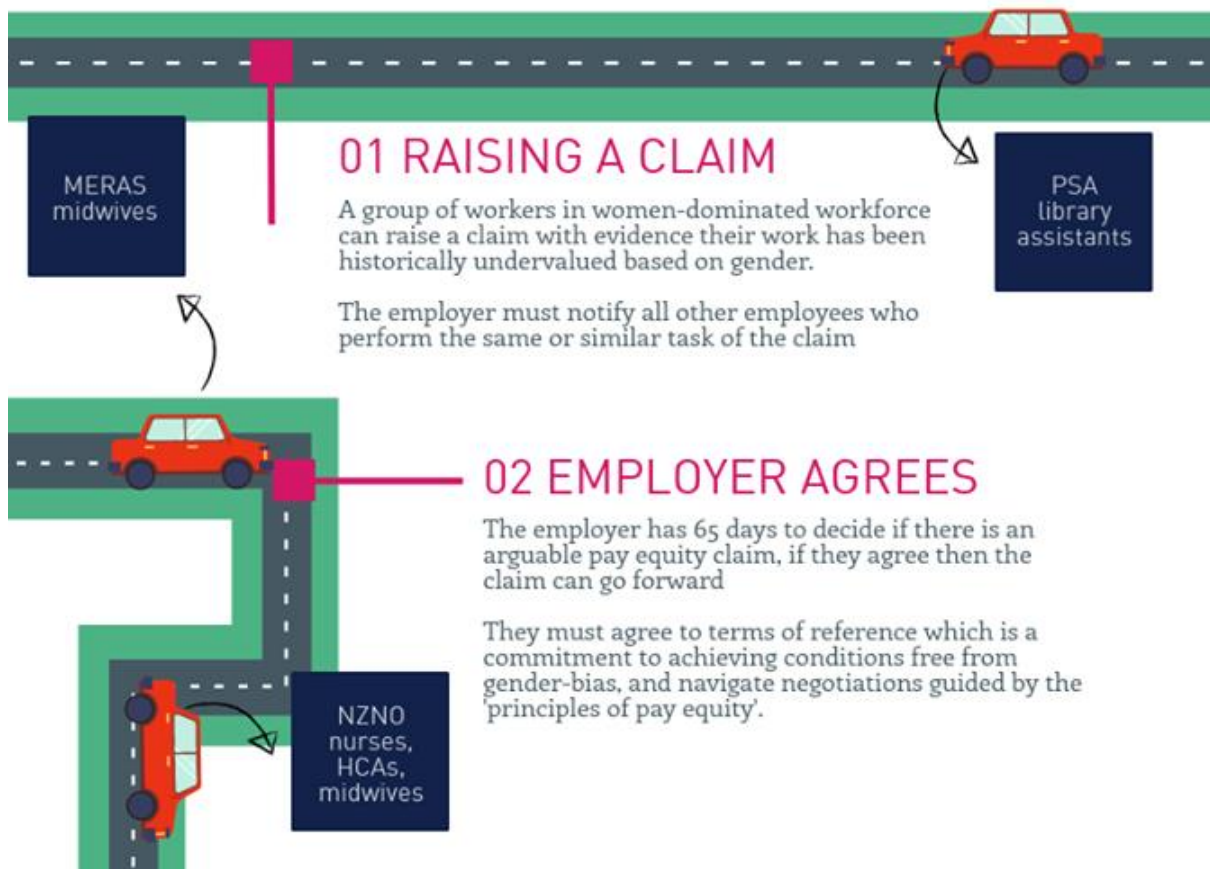




# PAY EQUITY CLAIM ROADMAP

Breaking down the PROCESS and mapping our PROGRESS



### 03 GATHERING INFORMATION

At this stage, the claimants gather information to build a picture of the work they do.

This can involve looking at job descriptions, conducting surveys, and interviewing workers to understand the skills, responsibility, qualifications and effort required to do their job.



NZEI Early childhood education teachers and support

### 04 FINDING COMPARATORS

The claimants must find comparators in occupations that are unaffected by gender- based discrimination, i.e. male-dominated occupations.

These must be compared using gender-neutral measures of value, including skills, responsibility and effort.

It should also take into account the skills required in "women's work" that are often overlooked (i.e. emotional labour).



PSA clerical and admin DHB

### 05 NEGOTIATIONS

Claimants and employers negotiate an outcome based on the above evidence, to reach an agreement of pay and conditions unaffected by gender-based discrimination.

If at any point of bargaining, parties cannot decide, then dispute resolution processes are involved and it may go to court.

In many cases, the government will be required to fund a solution.

NZEI teacher aides

Sources:

<https://campaigns.nzei.org.nz/pay-equity/ece/ece-process/>

<https://www.beehive.govt.nz/sites/default/files/2018-09/Pay%20Equity%20fact%20sheet%20and%20process.pdf>