

What's needed on pay and employment equity?

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EEO Commissioner

MADE IN DAGENHAM



Made in Dagenham

- Thinking past the context of 1968 and Ford sewing machinists what did the movie tell us?

Rita's battle

- Transformation from uncertain spokeswoman to reluctant representative then to inspirational leader
- What were the countervailing influences? Male unionists, Ford bosses, other male workers and colleagues, husband, kids, and friends
- More pay but complexity of women's lives.

What can be taken from the film for today

- At one level the film explored working class struggle
- At another it explored the potential of the individual to make a difference against the odds
- At yet another it raised the issue of counter intuitive politics leading to the Equal Pay Act 1970

Some thoughts from me as EEO Commissioner

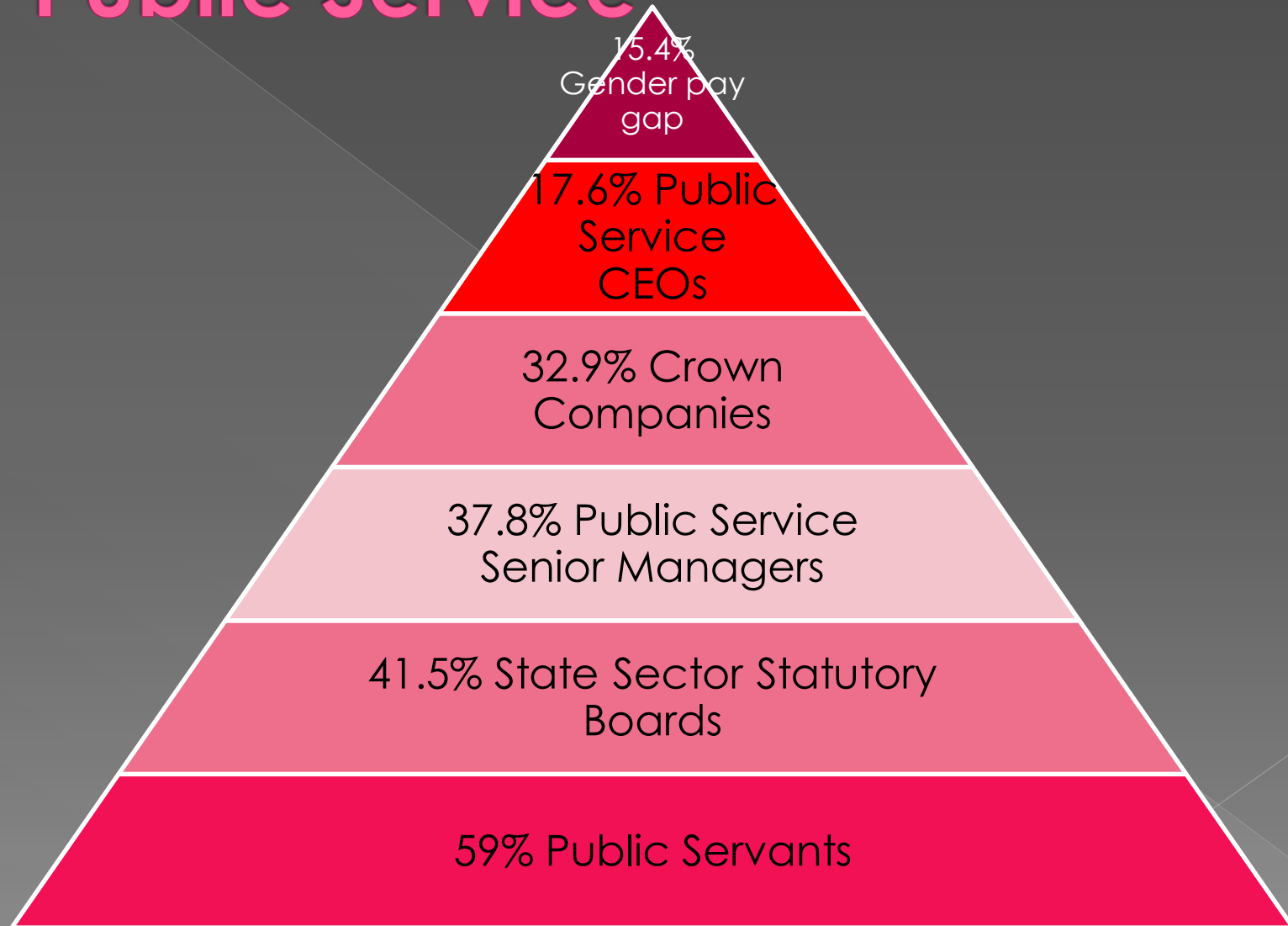
- Currently not seriously on political or policy agenda apart from statistical context or divisive politics.
- Sense of loss about mechanisms, structures and processes to advance the issue.
- We need to move from grievance mode.
- Have enough public sector data to sink a ship.



Human Rights
Commission
Te Kaitiaki Take Kōwhiri

New Zealand Census of Women's Participation
2010

Women's Census 2010 – Public Service



Top ten things that need to happen

- Take the party politics out of pay equity but make it more political with a small p.
- New equality legislation making pay and employment equity a statutory duty.
- Political parties need to be pushed about policy and fiscal implications.
- Public service departmental follow-up from the Census 2010 report.

Ten top things that need to happen

- ◉ Union commitment to pay equity in bargaining-how to ensure momentum?
- ◉ Women's activism needs to be broad based and involve corporate champions-who?
- ◉ Transparency in professions with confidentiality clauses re pay i.e. finance sector (UK equality legislation prohibits this)
- ◉ Women's voice and voting power needs to be noticed in pay equity debate(media strategy?)

Top ten things that need to happen

- Get over means and medians and use both plus ethnicity disaggregated data, and don't forget the invisibility of disability
- If we want it we will have to fight for it, it will not happen of its own accord. Everyone here today has a role.

What we're doing at the Human Rights Commission

- Next year the HRC will produce a new Equality Framework based on material gathered from the National Conversation and other work
- Parallel report to CEDAW
- Complaints and inquiries including PSA mediation
- Advocacy and comment from me!

Thanks for your support

- ◉ Want to say that there is something special about women's support.
- ◉ You give it to me and it makes a difference and I hope I give it to you.
- ◉ A poignant element in *Made in Dagenham* was women supporting other women publicly and privately.
- ◉ Arohanui.