



# Pay Equity Challenge Coalition

## WORK FOR FREE DAY 18 NOVEMBER

On 18 September member organisations of the Pay Equity Challenge coalition held a successful Pay Equi-Tea with a Suffrage Day theme at Parliament. Similar events in Dunedin and Auckland followed.

18 November is Work For Free Day. We want to use this day to raise the profile of pay equity issues all over the country.

The coalition has a Wellington event planned. Below is some information about this and a menu of suggestions for holding a Work For Free Day event in your area.

Let's make this another successful day in a range of locations. The resources will follow.

### Work For Free Day

18 November is 88% of the way through the year and a red letter day for New Zealand women who earn on average 12 cents less per hour than men.

With the 12% hourly earnings gap, women are effectively working for free for 12% of the year. That's why 18 November is Working For Free Day.

The real gap is much wider when we look at annual average pay, but we have chosen to highlight the 12% gap and challenge Government and private sector employers to address the gap.

### What's Happening in Wellington?

In Wellington the Pay Equity Challenge coalition will highlight the pay gap with a huge invoice representing the pay gap. Coalition members will dress as "pay equity debt collectors" and gather at Midland Park in the CBD. Government MPs and Business New Zealand have been invited to accept the invoice.

Wellington people can support the pay equity challenge on Work For Free Day:

- **Midland Park, Lambton Quay**
- **18 November 12.30 - 1.30 pm**



### Suggested Actions

Start organising Your Work For Free Day event now. Dressing up is fun and attracts media coverage. We've chosen a debt collection theme for Work For Free Day, but each area will have their own ideas.

- Contact local groups whose national organisations are members of the coalition
- Invite community organisations and union members to support the event
- Gather at a central place
- Dress as pay equity debt collectors
- Invite local Government MPs and employer representatives to accept an invoice
- Contact local media
- Talk to the lunchtime crowd about the pay gap, and hand out leaflets

### Coalition member groups

NZ Federation of Business and Professional Women, New Zealand Council of Trade Unions, Rural Women New Zealand, Coalition For Equal Value For Equal Pay (CEVEP), Working Womens Resource Centre, Zonta Club of Mana, Workplace Wellbeing, National Network of Stopping Violence Services, Child Poverty Action Group (CPAG), Womens Studies Association, Auckland Women's Centre, Service and Food Workers Union Nga Ringa Tota, Finsec, PSA, PPTA, NZEI Te Riu Roa, Tertiary Education Union, EPMU, UNITE, NZ Nurses Organisation, National Distribution Union, NZ Dairy Workers Union, Maritime Union NZ, CANZ