

Low Waged Work and Gender Pay Equity in New Zealand

Prue Hyman
Research Associate in Women's Studies
Victoria University of Wellington

Abstract

This paper will examine the links between low waged work and gender pay equity in the New Zealand labour market. Women, especially Maori and Pacific women, are overrepresented in low waged work. The most obvious way of improving pay and conditions in such work is increasing the relativity of the minimum wage to average wage levels, this proportion having fallen from a high of 80% to around 47%. The paper also discusses the largely negative impacts on gender pay equity of generally widening pay differentials and the reduced influence of collective bargaining.