

23 January 2025

Committee Secretariat  
Education and Workforce Committee  
Parliament Buildings  
Wellington  
[ew@parliament.govt.nz](mailto:ew@parliament.govt.nz)

### **Employment Relations (Employee Remuneration Disclosure) Amendment Bill**

1. Retail NZ is a membership organisation that represents the views and interests of New Zealand's retail sector. We are the peak body representing retailers across Aotearoa, with our membership accounting for nearly 70% of all domestic retail turnover. New Zealand's retail sector comprises approximately 27,000 businesses and employs around 220,000 Kiwis. We have consulted our membership in the preparation of this submission.
2. Retail NZ is supportive of the overall aim of this Bill, which we see as a means of helping to avoid pay discrimination.
3. The retail workforce is diverse, with a range of roles from customer service to management, digital and data analytics, logistics, procurement, security, social media and marketing and many more. 58% of people in the retail and distribution sector are women, and 27% of employees are aged 15-24, much higher than the New Zealand population total of 15%.
4. While many larger retail employers are committed to decreasing the gender pay gap, Retail NZ believes that more effort is needed to ensure this occurs across all types of roles. This is particularly the case where employees are not covered by a collective agreement, and must rely on their employer's integrity as well as their own knowledge of market rates to ensure they are being paid fairly. Women, youth and ethnic minorities are particularly at risk.
5. Employees who wish to share details of their remuneration package (including salary/wages and other conditions) with a third party should be allowed to do so.
6. However, nor should employees be put under any pressure or forced to share their remuneration if they do not wish to do so. Retail NZ urges the Committee to ensure the Bill provides for employees to have the choice over whether they disclose or not.
7. Retail NZ also has some concerns over how third parties may use the information on remuneration. For example, we do not believe that unions should be allowed to use individual employee information for collective bargaining purposes. We would like to see protections in the Bill to ensure that the information is used only for pay transparency purposes and to avoid pay discrimination outcomes, as set out in the General Policy Statement.

## Conclusion

8. Thank you for the opportunity to make a written submission, Retail NZ would like the opportunity to make an oral submission to the committee.
9. No part of this submission should be withheld under the OIA.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Carolyn Young', with a small flourish at the end.

Carolyn Young  
Chief Executive, Retail NZ  
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