



## COVERSHEET

<b>Ministers</b>	Hon Jan Tinetti Hon Priyanca Radhakrishnan	<b>Portfolios</b>	Women Associate Workplace Relations and Safety
<b>Title of Cabinet paper</b>	Seeking in-principle agreement to the development of pay transparency legislation	<b>Date to be published</b>	16 October 2023

### List of documents that have been proactively released

<b>Date</b>	<b>Title</b>	<b>Author</b>
April 2023	Seeking in-principle agreement to the development of pay transparency legislation	Office of the Minister for Women  Office of the Associate Minister for Workplace Relations and Safety
5 April 2023	Seeking in-principle agreement to the development of pay transparency legislation  SWC-23-MIN-0030.01 Minute	Cabinet Office

### Information redacted

### YES / NO

Any information redacted in this document is redacted in accordance with MBIE's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where this is the case, the reasons for withholding information are listed below. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

Some information has been redacted for the reasons of confidential advice to government.



# Cabinet Social Wellbeing Committee

## Minute of Decision

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*This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.*

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### Seeking In-principle Agreement to the Development of Pay Transparency Legislation

**Portfolio**                      **Women / Associate Workplace Relations and Safety**

On 5 April 2023, the Cabinet Social Wellbeing Committee (SWC):

- 1        **noted** that in October 2022, SWC agreed that the policy development of a pay transparency regime should commence, and invited the responsible Ministers to submit a paper to SWC in due course seeking policy decisions [SWC-22-MIN-0174];
- 2        **noted** the preference of the Minister for Women and the Associate Minister for Workplace Relations and Safety (responsible Ministers) to take a legislative approach to pay transparency;
- 3        **noted** that, in designing the proposed legislative framework, officials will consider the following elements:
  - 3.1      mandatory pay gap reporting for businesses over a certain size;
  - 3.2      requirement of actions to address pay gaps;
  - 3.3      enforcement of pay transparency requirements;
  - 3.4      other elements that officials consider relevant;
- 4        **invited** responsible Ministers to:
  - 4.1      develop further policy recommendations on the scope and content of pay transparency legislation;
  - 4.2      report back to Cabinet by 30 June 2023 with developed policy proposals for pay transparency legislation.

Rachel Clarke  
Committee Secretary

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**Attendance (see over)**

**Present:**

Rt Hon Chris Hipkins  
Hon Carmel Sepuloni (Chair)  
Hon Kelvin Davis  
Hon Grant Robertson  
Hon Dr Megan Woods  
Hon Jan Tinetti  
Hon Dr Ayesha Verrall  
Hon Willie Jackson  
Hon Kiri Allan  
Hon Peeni Henare  
Hon Priyanca Radhakrishnan  
Hon Kieran McAnulty  
Hon Ginny Andersen  
Hon Barbara Edmonds  
Hon Willow-Jean Prime  
Hon Rino Tirikatene  
Jo Luxton, MP

**Officials present from:**

Office of the Prime Minister  
Office of the Chair  
Officials' Committee for SWC