

New Zealand's Equal Pay Amendment Act 2025 — Rollback of Pay-Equity Claims (Cautionary Case)

Gender Equality · Good practice · New Zealand

Quality score: 18/100

Evidence strength: Cautionary / limited

Summary

Passed under urgency on 6 May 2025, the Act raised the pay-equity claim threshold to 70% female workforce for 10 years and discontinued all 33 pending claims. A cautionary case of regime rollback.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	0/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	0/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-05

[New Zealand Government / Parliament](#) — accessed 2026-10-05

[Equal Pay Amendment Act 2025 \(NZ legislation\)](#) — accessed 2026-10-05

[Library of Congress Global Legal Monitor](#) — accessed 2026-10-05

[Dentons: Pay equity reform](#) — accessed 2026-10-05

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