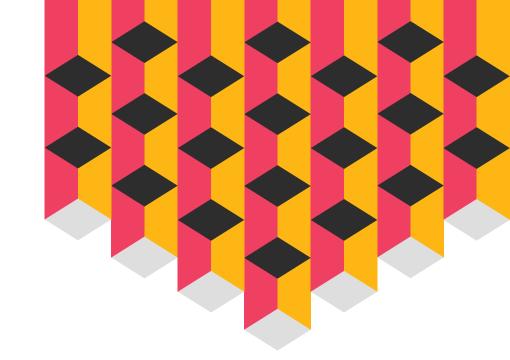
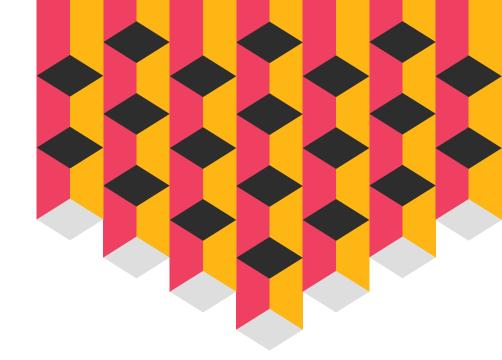
# New Zealand Apples & Pears

The workplace regulatory landscape - what might it mean for growers?





Fair Pay Agreements



# Fair Pay Agreements

What are they?

#### What?

A mandatory, sector-wide bargaining regime

#### • Why?

Intended to improve working conditions and outcomes for employees, while increasing productivity, by setting minimum employment standards across entire industries and occupations

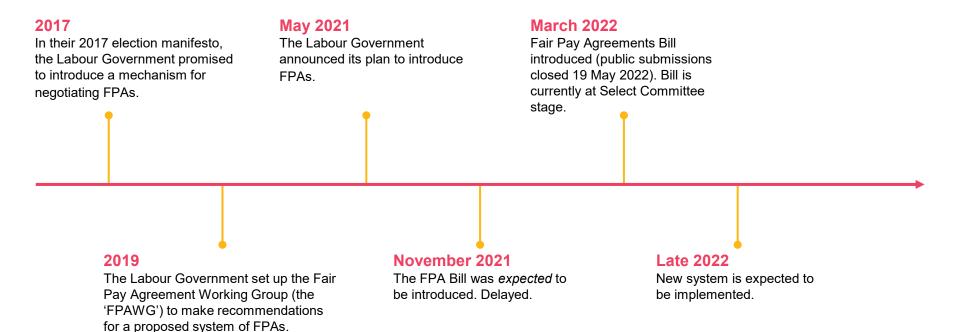
#### How?

Negotiated through a bargaining process between unions and employer representatives



# Fair Pay Agreements

#### The timeline





# What will FPAs mean for growers?

#### Seasonal workers

- How will unions effectively engage with and represent these workers?
- How will fixed terms and conditions cater to these workers?

#### Representation of employers

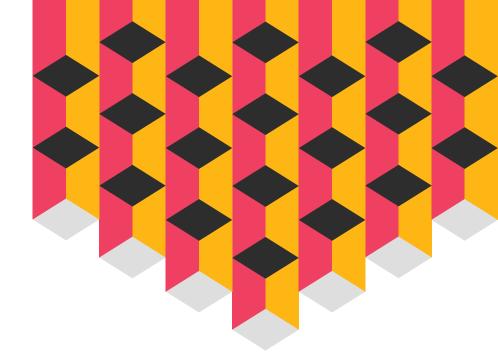
- Mandatory employer participation
- Difficult for all employers to be effectively represented in an industry with thousands of growers

#### Access to the workplace

- Unions can enter the workplace during the bargaining process and to discuss a fair pay agreement
- Employers of seasonal workers may not legally own the workplace

However, FPAs may create new opportunities for businesses

# Income Insurance Scheme



### Income Insurance Scheme

#### **Proposal by Government, Business New Zealand and New Zealand Council of Trade Unions:**

- Broad coverage for job losses due to redundancy, layoffs and health conditions and disabilities
- Support for workers at 80% of their income
- Minimum of four weeks' notice paid by employers, 6 months from scheme, and option to extend support for up to 12 months for training and rehabilitation
- The scheme will be funded through levies on wages and salaries (with both workers and employers paying an estimated 1.39% each)



# What will the Scheme mean for employees and employers?

#### **Additional costs**

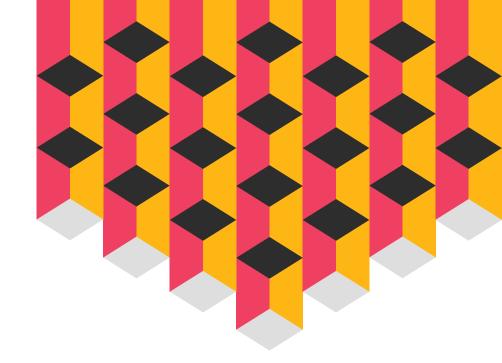
- An additional cost for both employees and employers
- · Potential for inequality
- Seasonal workers covered up to original intended end date

#### However...

- The goal of the scheme is to work towards a more productive, sustainable and inclusive economy
- Workers that are financially supported after losing a job are demonstrated to find new jobs that are higher paid and better match their skill set



# 3 Modern Slavery



# What is modern slavery?

Modern Slavery includes: slavery, servitude, forced or compulsary labour, human trafficking, debt bondage, child labour and sexual exploitation.

Modern Slavery is a global issue and it involves fundemental breachs of both human and labour rights.

**40.3 million** "modern slaves" in the world, **10 million** of which are children. <sup>2</sup>/<sub>3</sub> live in Asia Pacific, a region where many of our products come from.

**3.1 billion** "risky goods" are imported to New Zealand per year.

## **US\$150** billion

in illegal profits annually.

A number of countries have introduced Modern Slavery legislation.

New Zealand has just closed public submissions on proposed legislation.



### What can we do now?

#### What can organisations do now?

- Supplier due diligence
- Supplier code of conduct
- Staff training
- Implementing organisational policies
- Supply chain reporting

#### What are growers already doing?

- HortNZ submission on Modern Slavery and Worker Exploitation (supported by NZ Apples & Pears)
- New Zealand Good Agricultural Practice (NZGAP)

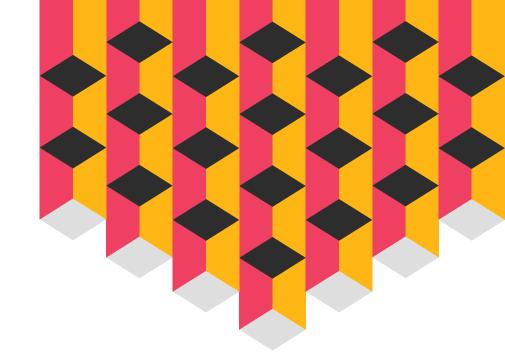
# Thank you



**Chris Baldock**Director, Employment Law
PwC Legal

Phone: +64 21 474 321

Email: chris.p.baldock@pwc.com





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