



Te Kāwanatanga o Aotearoa
New Zealand Government



Manatū Wāhine
Ministry for Women

Pay Transparency: Perspectives and Policies in the Asia-Pacific Region

Aotearoa New Zealand

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Ministry for Women*

50 years of the Equal Pay Act 1972



1972

Act passes

Equal pay for equal work for women working in the private sector



1998

GPG

Gender pay gap first measured in New Zealand:
16.3%.
2022: 9.2%.



2013

Landmark claim

Terranova Homes & Care Ltd v Service and Food Workers Union
Nga Ringa Tota Inc



2020

Amendment

Workers can raise claims based on the existing bargaining framework in the Employment Relations Act

Pay equity

Te Orowaru

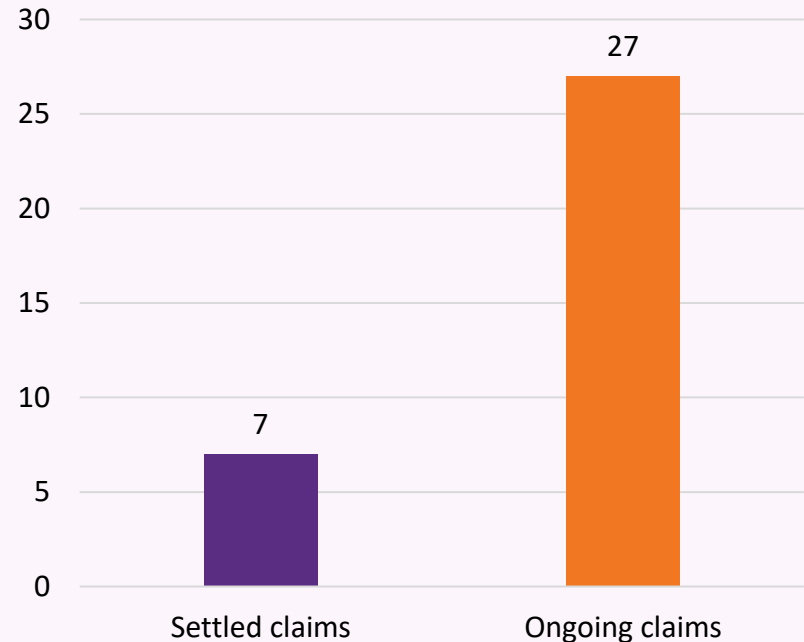
The first tool in Aotearoa New Zealand to recognise the unique status of tangata whenua (people of the land) and values skills in te ao Māori (the Māori world view) when fairly valuing work.



Photo credit: Te Kawa Mataaho Public Service Commission publicservice.govt.nz

As of October 2022:

- **7 pay equity claims settled** = pay corrections for **over 100,000 employees**.
- **27 pay equity claims in progress** = **over 200,000 employees** currently working through pay equity process



Te Mahere Whai Mahi Wahine Women's Employment Action Plan

A plan
for women,
by women



Copies of the Women's Employment Action Plan



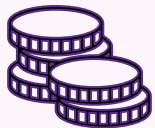
Minister for Women, Hon Jan Tinetti, launching the Women's Employment Action Plan on 30 June 2022, South Auckland, New Zealand.

Te Mahere Whai Mahi Wahine

Women's Employment Action Plan

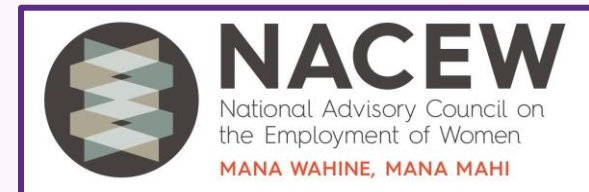
Summary of actions for all women over the next five years

- ✓ Address **pay transparency** in Aotearoa New Zealand
- ✓ Support **pay equity** in the public, funded and private sectors
- ✓ Implement **fair pay agreements**
- ✓ Monitor women's **participation in the labour market**
- ✓ Investigate potential for **extending paid parental leave** to spouses and partners of new mothers
- ✓ Increase **diversity and inclusion** in the workplace
- ✓ Investigate options to **reduce barriers** to women's participation in exporting.



Success area one: Women are financially secure

Immediate actions	Agency	Status
Improve pay transparency in Aotearoa New Zealand	Ministry of Business, Innovation and Employment Manatū Wāhine Ministry for Women	scoping



Current Pay Disparities in New Zealand

National GPG: 9.2%

The difference between men's and women's median hourly earnings (2022) compared to all men

- Pākehā women: 6.3%
- Māori women: 15.7%
- Pacific women: 15.7%
- Asian women: 11.4%

Data: StatsNZ June 2022 Household Labour Force Survey

Public Service GPG: 7.7%

compared to all men

The difference between men's and women's average annual salaries (2022)

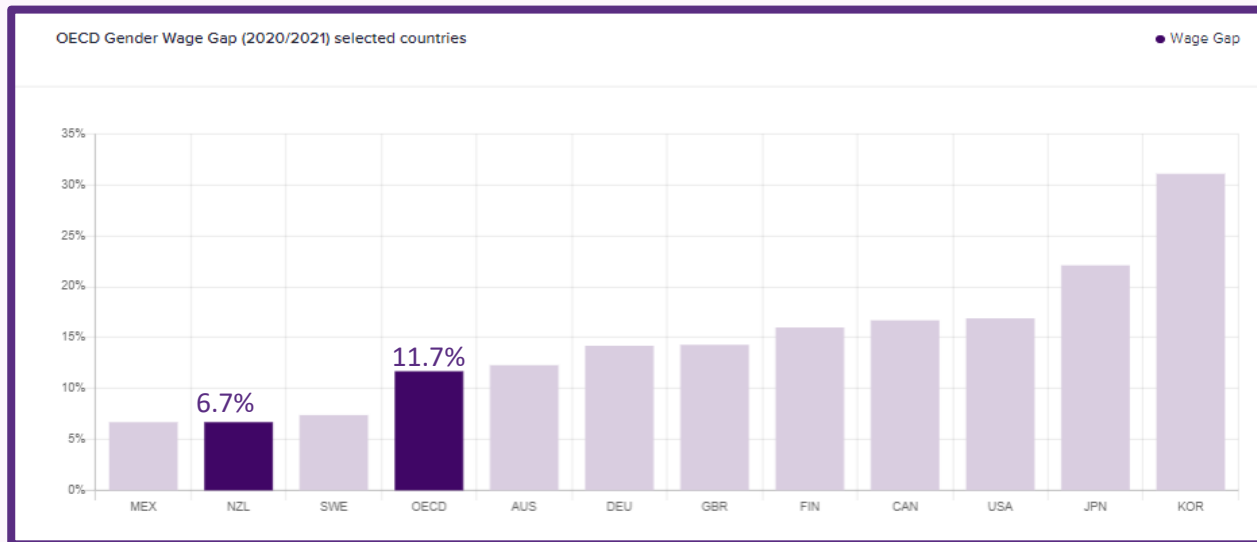
Public Service ethnic pay gaps:

- Māori: 6.5%
- Pacific: 17.7%
- Asian: 12.4%

Data: Public Service Commission 2022 Workforce Data

OECD Gender Wage Gap

The difference between men's and women's median full-time earnings (from 2020/2021)



Ministry for Women, What's My Gender Pay Gap? Tool, International comparisons. Data from OECD.



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No reira
tēnā tatou katoa

Thank you

50 YEARS
NZ EQUAL PAY ACT
1972 - 2022