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

Aotearoa New Zealand

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Ministry for Women

26 October 2022
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.

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.

Photo credit: Te Kawa Mataaho Public Service Commission
publicservice.govt.nz
Te Mahere Whai Mahi Wahine
Women’s Employment Action Plan

A plan for women, by women

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

Copies of the Women’s Employment Action Plan
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**

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<th>Immediate actions</th>
<th>Agency</th>
<th>Status</th>
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<tr>
<td>Improve pay transparency in Aotearoa New Zealand</td>
<td>Ministry of Business, Innovation and Employment</td>
<td>scoping</td>
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<td>Manatū Wāhine Ministry for Women</td>
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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)
- 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.
No reira
tēnā tatou katoa

Thank you