

A photograph of four women of diverse ages and ethnicities standing outdoors at sunset. The woman in the center foreground has long dark hair and bangs, wearing a dark jacket and a necklace. To her left is a woman with glasses and a dark sleeveless top. To her right is a woman with curly hair wearing a plaid shirt over a black top. On the far right is an older woman with short blonde hair wearing a light-colored top. The background shows trees and a warm sunset glow.

Closing the gender pay gap

Role of the Ministry for Women and other agencies

- Ministry for Women – the Government’s principal advisor on issues affecting 2.5 million women and girls in Aotearoa.
 - A policy influencing agency; we do not implement laws or deliver services, but work across government to deliver advice on gender issues
 - Focus on valuing women’s contribution
- State Services Commission –.leads the public service
 - Management, oversight and coordination of pay equity claims in the State sector
- Ministry of Business, Innovation and Employment – responsible for implementing employment relations laws and policies and for supporting a well-functioning labour market
 - Primary responsibility for creating and delivering a new pay equity law; and to implement regulation and guidance to support the law

Definitions

- Pay equity

- The same pay for women and men doing different jobs that are of equal value (worth the same)
- Historical or continuing undervaluation of work due to structural, systemic gender discrimination of predominantly female work (Joint Working Group on Pay Equity Principles (JWG) reconfirmed in February by the Reconvened JWG)

- Equal pay

- Equal pay for women and men doing the same job

- Pay parity

- Addressing pay gaps within organisations (vertical gender pay gaps) or across sectors or industries

- Gender pay gap

- The difference in median hourly earnings for women and men (StatsNZ)

Current work on Pay Equity and the Gender Pay Gap

Pay Equity

- Legislation
- Policy
- Wider economy application
- **Guidance and accessibility for all women employees**

Gender pay gap

- Government commitment
- Action plan
- Gender Pay Principles
- Research

Pay equity and the gender pay gap

- More women than men work low paid and minimum wage jobs. Some of these jobs are women-dominated jobs that may be subject to pay equity claims. Not all low paid work is women-dominated.
- Causes of the gender pay gap include:
 - Pay equity issues for women doing work that is predominantly done by women whose work has been undervalued due to systemic, structural discrimination
 - Occupational segregation
 - Vertical segregation
 - Women being primary caregivers
 - Career breaks or an 'employment gap' for those locked out of the labour market
 - More part-time or flexible work
 - Household and other unpaid work e.g. community and volunteer work
 - Discrimination/bias

Pay Equity and the Gender Pay Gap – not a new mahi!

Abridged timeline – some examples of actions, including by women's groups, until now

- 1960** Government Service Equal Pay Act passed
- 1969** Female minimum wage rate rose to 71% of the male rate
- 1972** Equal Pay Act 1972 – pay discrimination on the basis of gender prohibited
- 1978** Equal Pay Act fully implemented - female and male minimum wage rates became the same
- 1983** NZ ratifies the International Labour Organisation Equal Remuneration Convention 100
- 1986** Coalition for Equal Value Equal Pay (CEVEP) was established
- 1990** Employment Equity Act 1990 (equal employment opportunity and pay equity) introduced and then repealed

Pay equity and gender pay gaps – not a new mahi!

Abridged timeline– some examples of actions, including by women’s groups, until now

- 2004** Pay and Employment Equity Unit established in the Department of Labour with 5 year plan of action – tripartite Steering Group to monitor progress
- 2009** Pay and Employment Equity Unit discontinued
- 2012** “Caring Counts” report – Dr Judy McGregor, former Human Rights Commissioner
- 2013** Kristine Bartlett and the Service and Food Workers Union claim against the Terranova rest home company under the Equal Pay Act 1972 for recognition of equal pay for work of equal value (pay equity)
- 2014** Court of Appeal decision in Terranova case found the women in female-dominated occupations could make a claim for pay equity in addition to equal pay under the EPA
- 2015** Tripartite Joint Working Group to develop Principles to guide pay equity claims between employers and employees in bargaining framework

Pay Equity – post 2015

TerraNova decision – change in understanding of the Equal Pay Act 1972

- 2015-2016** Joint Working Group on Pay Equity Principles (JWG) created Principles with a framework for employees and employers to implement pay equity, these are used to guide parties to current claims in the State sector
- 2017** Former bill
- 2017** Change of Government
- 2017-2018** New Government reconvenes the JWG (RJWG) with Crown facilitator Traci Houpapa MNZM
- 2018** Updated Equal Pay Act 1972 due to be introduced before Parliament



*What does this mean
for action?*

What can employers and industry associations do to address pay equity and the gender pay gap?

1.

Encourage measurement of the gender pay gap and proactively address pay equity issues

2.

Engage with leaders

3.

Normalise flexible work

4.

Address biases and discrimination

5.

Put a gender lens on your talent management process

6.

Support career planning and pathways, especially for women to transition into male-dominated, well-paying jobs

7.

Actively encourage parental leave for men and women

What can employees, unions and women's groups do to achieve pay equity and address the gender pay gap?

1.

Encourage employers to measure their gender pay gaps and address pay equity

2.

Hold leaders accountable to gender, diversity and inclusion commitments

3.

Ask for flexible work and encourage good practices e.g. 15 public service agencies to pilot flexible work by 2019

4.

Support initiatives to address bias and discrimination in meaningful ways

5.

Encourage the use of gender neutral job evaluation tools and standards

6.

Be engaged in designing and implementing gender responsive recruitment and retention

7.

Support the uptake of parental leave by fathers, guardians and other primary caregivers

2018-2020 Public Service Gender Pay Gap Action Plan

Four key focus areas:

Equal Pay

- By the end of 2020, all agencies will have closed any gender pay gaps within the same roles.

Flexible work by default

- By 2020, all agencies will be flexible-by-default.

Bias and discrimination

- By the end of this year, there will be no gender pay gaps in starting salaries for the same roles.

Gender-balanced leadership

- By the end of 2019, women will hold at least 50 percent of leadership roles in the top three tiers of leadership.

Find them here: <http://women.govt.nz/documents/eliminating-gender-pay-gap-public-service>

What is already happening in public service?

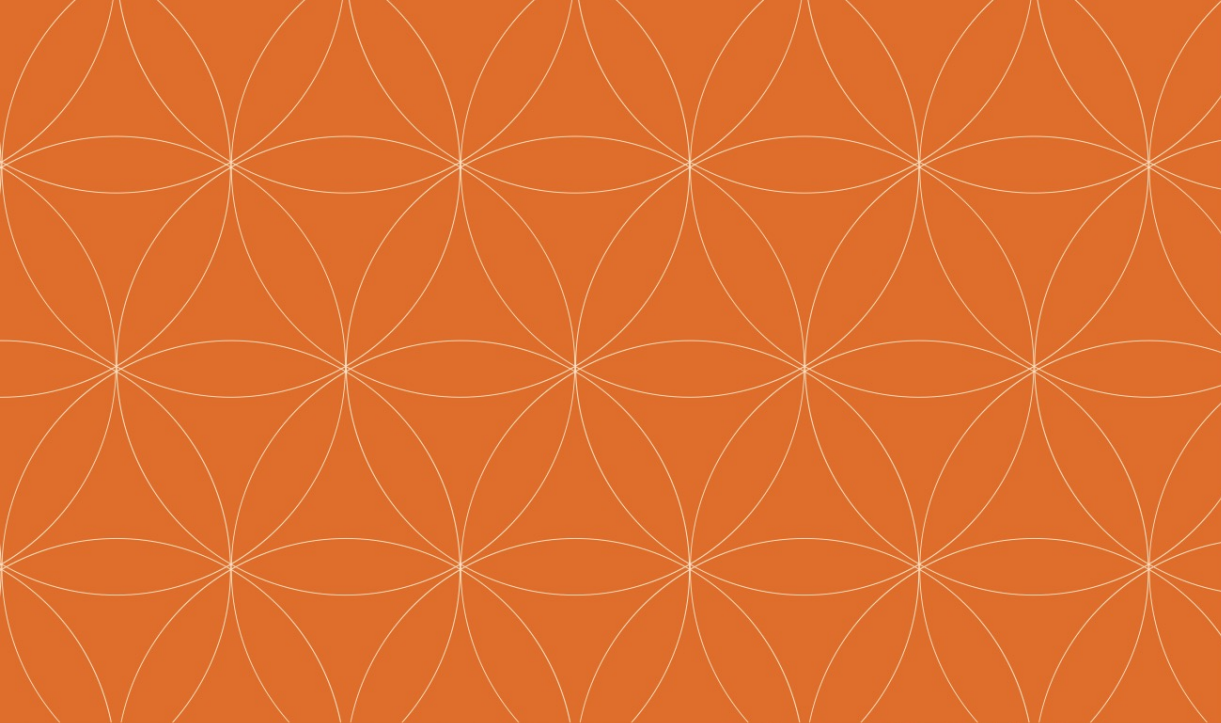
Gender Pay Principles

- Joint State sector union and agency agreement
- Working environments in the state sector are free from gender based inequalities. All employees are able to achieve their full potential regardless of their gender, and gender pay gaps are eliminated.

There are five core Principles:

- 1. Freedom from bias and discrimination**
- 2. Transparency and accessibility**
- 3. The relationship between paid and unpaid work**
- 4. Sustainability**
- 5. Participation and engagement**

Find them here: <http://women.govt.nz/work-skills/income/gender-pay-gap/gender-pay-principles>



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