

# Why do Pacific people earn less?

## Explained differences

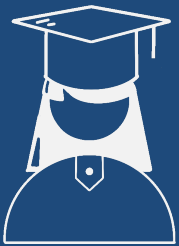
These are mainly due to:



Occupation



Industry



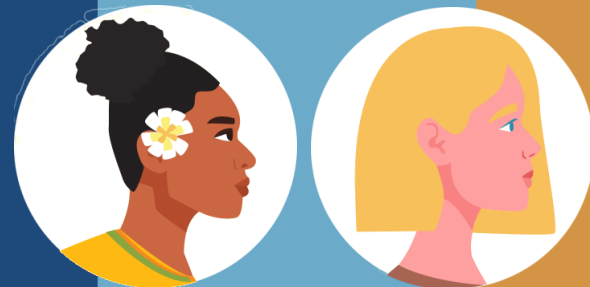
Education\*



Pacific-Pākehā pay gap for men<sup>▲</sup>

27%  
Explained

73%  
Not explained



Pacific-Pākehā pay gap for women<sup>▲▲</sup>

39%  
Explained

61%  
Not explained

## Not explained differences

These can arise from:

Discrimination



Unconscious bias



Non-monetary preferences / non-observable factors



\* Educational differences are a significant contributor to the Pacific-European female pay gap.

Full report available at [pacificpaygap.hrc.co.nz](http://pacificpaygap.hrc.co.nz)

▲ Pay gap was 24% in 2020

▲▲ Pay gap was 15% in 2020

} Using average hourly earnings from main job (HLFS, Stats NZ)