



**Asia-Pacific
Economic Cooperation**

2019/SOM3/EC/WKSP1/010

Incentives and Adaptations - Retaining and Advancing Women in the Workforce in New Zealand

Submitted by: New Zealand



**APEC Gender and Structural Reform
Workshop: Improving the Environment for
Women in the Workplace
Puerto Varas, Chile
25 August 2019**

Incentives and Adaptations

Retaining and Advancing Women in the Workforce in
New Zealand

Aug 2019, APEC SOM3

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Gender pay gap

- New Zealand's current gender pay gap is 9.2%, in median hourly earnings
- Only 20% of gender pay gap could be explained by factors such as types of work, family responsibilities, or education.
- The remaining 80% was attributed to “unexplained” factors, such as conscious and unconscious bias

Gender pay gaps for diverse women, compared with all men

Women's Ethnicity	Median Hourly Earnings	% GPG from Men's Earnings	Difference from Men's Earnings
European	\$24.80	5.16%	\$1.35
Māori	\$21.00	19.69%	\$5.15
Pacific Peoples	\$20.14	22.98%	\$6.01
Asian	\$22.10	15.49%	\$4.05

Gender pay gap

- ◉ Focus needs to be on addressing assumptions about women in work
- ◉ In 2018, the NZ Ministry for Women and Statistics NZ produced guidelines for businesses and HR staff about gender pay gap analysis methodology
- ◉ Government has set up a gender pay and pay equity taskforce to eliminate the GPG in the public service

Equal Pay (Amendment) Bill

- ◉ Legal framework to address pay equity claims
- ◉ To rectify the historical undervaluation of work done by employees in women-dominated jobs that were subject to systemic discrimination: “women’s work”
- ◉ Not just equal pay for equal work, but equal pay for work that is different, but of equal value

Equal Pay (Amendment) Bill

- ◉ Moves pay equity discussions from the courts to the negotiation table
- ◉ Pay transparency
- ◉ Pay equity → Closing the gender pay gap

Flexible work

- Parenthood gap
- About 71 percent of part-time workers are women
- “Flexible work by default” pilot
- Not just for parenting
- Employer’s duty to consider request fairly in good faith
- Private sector initiatives: 4 day work wk

Women in leadership

- ◉ Role models
- ◉ Target of 50% of public service leadership (top three tiers) held by women by 2019
- ◉ Target of 50% for women on state sector boards and committees by 2020
- ◉ Nominations database

Women in leadership

- Private sector is still lagging behind
- Only 20% of board members of NZX-listed companies are women
- The Future Directors Programme

Non-traditional careers

- ◉ Occupational segregation is an ongoing issue
- ◉ Half of all women and men work in occupations where at least 70% of workers are of the same gender
- ◉ Christchurch case study
- ◉ Intersectionality between gender and ethnicity exacerbates
- ◉ Māori and Pacific Trades Training Programme

Parental leave

- 22 weeks' paid parental leave to eligible primary carers
- To be extended to 26 weeks from mid 2020
- Usually taken by new mother, but can be transferred to partner, adoptive parent, or another full-time carer/guardian
- Unpaid parental leave (total of 52 wks)