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

Submitted by: New Zealand
Incentives and Adaptations
Retaining and Advancing Women in the Workforce in New Zealand

Aug 2019, APEC SOM3
Contents

- Gender pay gap
- Equal Pay (Amendment) Bill
- Flexible work
- Women in leadership
- Parental leave
- Non-traditional careers
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

<table>
<thead>
<tr>
<th>Women's Ethnicity</th>
<th>Median Hourly Earnings</th>
<th>% GPG from Men's Earnings</th>
<th>Difference from Men's Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>European</td>
<td>$24.80</td>
<td>5.16%</td>
<td>$1.35</td>
</tr>
<tr>
<td>Māori</td>
<td>$21.00</td>
<td>19.69%</td>
<td>$5.15</td>
</tr>
<tr>
<td>Pacific Peoples</td>
<td>$20.14</td>
<td>22.98%</td>
<td>$6.01</td>
</tr>
<tr>
<td>Asian</td>
<td>$22.10</td>
<td>15.49%</td>
<td>$4.05</td>
</tr>
</tbody>
</table>
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
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)