Gender Pay Gap

The gender pay gap for the Public Services was 14% for 2015.

A number of factors can influence gender pay gap, including occupation, seniority and age (experience), of which occupation has the greatest influence. These factors vary within the workforce composition of different departments.

In the Public Service more women are employed in three of the lower paid occupations (Contact Centre Workers, Clerical and Administrative Workers, and Social, Health and Education Workers), with 29% women and 8% men, and this partly contributes to the gender pay gap.

It is possible to estimate the extent of these differences between women and men workers that contribute to the gender pay gap.

When adjusted for compositional differences between men and women in occupation, seniority and experience (age as proxy) the gender pay gap is reduced to 5.3%.

How SSC is addressing the issue

Part of addressing the gender pay issue is finding where we need to focus, which is the reason why SSC is continuing to increase the amount of data analysis and reporting we do on diversity and equity in the Public Service.

Gender pay gap by Department is a good example of this analysis and we are discussing these gaps and what will be done to address them with chief executives.

SSC is working to reduce gender pay gaps and increase diversity in the Public Service in three main areas:

- Leadership development to increase the number of women in leadership positions
- Flexible working environment to keep parents engaged in the workforce during the family caring period of their lives
- Pay Equity Working Group to develop principles for equal pay for work of equal value