



PUBLIC SERVICE GENDER PAY GAP

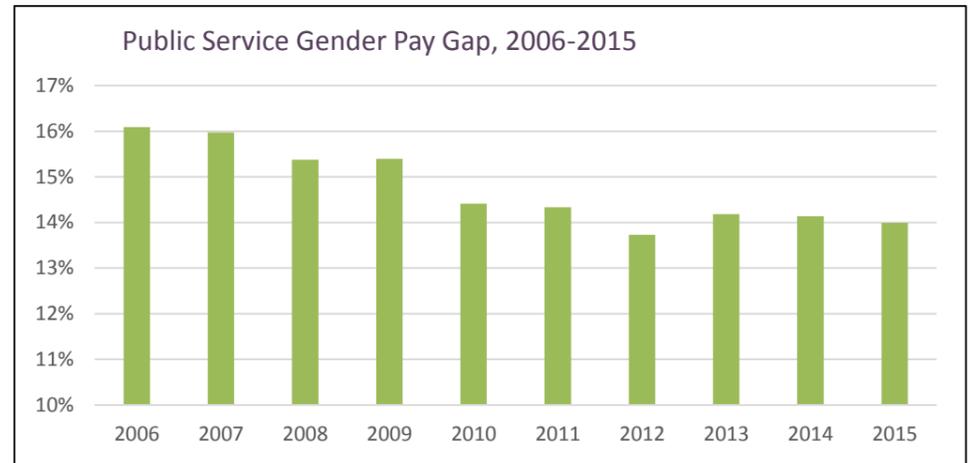
Gender Pay Gap

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%.



14.0%

2015 Public Service gender pay gap (average salary at 30 June)

5.3%

2015 Public Service adjusted gender pay gap (adjusted for compositional differences between men and women in occupation, seniority and age)

60.5%

Proportion of female staff in Public Service 2015

44.2%

Proportion of female staff in senior management positions in 2015, up from 39.6% in 2011

40%

Proportion of current or acting chief executives who are female

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

Gender Pay Gap by Department, 2008-2015
%⁽¹⁾

Department	2008	2009	2010	2011	2012	2013	2014	2015
Business, Innovation and Employment	-	-	-	-	-	19	21	21
CERA	-	-	-	66	31	30	31	28
Conservation	7	6	6	6	6	5	4	4
Corrections	3	3	2	1	2	1	2	2
Crown Law Office	29	26	32	33	32	33	33	39
Culture and Heritage	15	13	16	12	17	17	20	20
Customs	15	15	15	15	15	14	13	13
Ministry of Defence	36	35	39	38	42	31	42	39
Education	30	29	28	29	26	28	27	26
Education Review Office	10	11	11	13	10	10	10	10
Environment	17	15	17	18	17	19	18	20
Foreign Affairs & Trade	24	22	21	21	19	17	19	17
Government Communications Security Bureau	18	21	20	17	17	17	11	10
Health	22	21	19	16	16	17	17	17
Inland Revenue Department	21	21	21	21	21	20	21	20
Internal Affairs	12	18	20	19	17	17	19	18
Justice	15	14	14	15	16	19	18	18
Land Information New Zealand	18	16	14	14	16	16	17	16
Māori Development	14	17	14	10	12	10	9	1
Ministry for Women	7	1	10	-48	-8	-51	-56	-37
Pacific Island Affairs	4	5	8	12	13	13	20	3
Primary Industries	14	14	14	12	10	10	11	11
Prime Minister & Cabinet	28	29	30	29	25	23	19	7
Serious Fraud Office	25	16	-12	-1	12	19	18	11
Social Development	14	13	11	11	11	11	10	10
State Services Commission	27	23	26	26	22	22	21	27
Statistics New Zealand	9	12	12	12	11	12	10	11
Transport	24	20	18	24	27	21	16	17
Treasury	32	32	30	24	22	21	21	18
Public Service Average ⁽²⁾	15	15	14	14	14	14	14	14

(1) The gender pay gap is defined as the difference between the average salary for women and the average salary for men, and is expressed as a percentage of the average salary for men. (A negative value indicates where the average salary for women is higher than for men.)

(2) Chief Executives are excluded from gender pay gap for individual departments but not from the overall Public service average.