

Kia Toipoto

Closing Gender, Māori, Pacific and Ethnic Pay Gaps

Public Service Action Plan
2021-24

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Pay gaps facing women, Māori, Pacific peoples and ethnic communities are indicators of workplace inequities. Pay gaps result from factors including bias and discrimination, over-representation in low-paid and under-valued occupations, and under-representation in leadership.

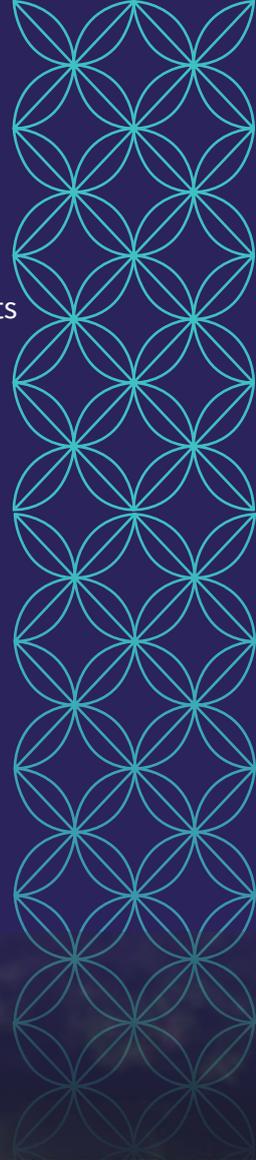
Many people experience multiple workplace barriers associated with the combined effects of gender, ethnicity, disability and/or being a member of rainbow communities. Pay equity claims processes and Kia Toipoto, in combination, will address all of the workplace drivers of pay gaps.

Kia Toipoto recognises that departments (agencies) and Crown entities (entities) are at different stages in their work.

- Agencies that have implemented the Gender Pay Gap Action Plan since 2018 will now embed the gains they have made and accelerate gains for Māori, Pacific peoples and ethnic communities.
- Entities may be at an earlier stage as they were not required to implement the Gender Pay Gap Action Plan 2018 -2020.



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Our three-year goals

- ▶ Making substantial progress toward closing gender, Māori, Pacific, and ethnic pay gaps.
- ▶ Accelerating progress for wāhine Māori, Pacific women, and women from ethnic communities.
- ▶ Creating fairer workplaces for all, including disabled people and members of rainbow communities.

Kia Toipoto will build on the successful Public Service Gender Pay Gap Action Plan 2018-20

From 2018-21 the Public Service gender pay gap dropped from

12.2% to **8.6%**



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How will we do this?

Partnership, as intended by Te Tiriti, promotes inclusive practice, a culture of equality, opportunity and achievement for all people. We will work collaboratively, reflecting te ao Māori values of mana, manaakitanga, whanaungatanga and tika me pono, and Pacific values of tāuhi va, tautua and talanoa.

The Working Group, Te Whakapiri, representing Te Kawa Mataaho, Te Rūnanga o Ngā Toa Āwhina/ Te Pūkenga Here Tikanga Mahi, the Ministry for Women, Te Puni Kōkiri, the Ministry for Pacific Peoples, the Ministry for Ethnic Communities and employee led networks will develop:

- guidance and tools for agencies/entities
- initiatives to close pay gaps facing specific groups.

Agencies and entities will:

- use the guidance to meet milestones
- publish their own annual pay gap action plans
- engage with unions and employees from the earliest planning stages.



Te Kawa Mataaho
Public Service Commission



Manatū Wāhine
Ministry for Women

Te Puni Kōkiri
MINISTRY OF MĀORI DEVELOPMENT

Ministry for
Ethnic
Communities
Te Tari Mātāwaka

Ministry for
Pacific
Peoples
Te Tari Mātāwaka

Women are a priority in this Plan as they are paid less than men, on average, in all ethnic groups

Te Pono Transparency

- Agencies and entities publish annual action plans based on gender and ethnicity data and union/employee feedback.
- Agencies and entities ensure easy access to HR and remuneration policies, including salary bands.

Ngā Hua Tōkeke mō te Utu Equitable pay outcomes

- By the end of 2022 entities ensure that starting salaries and salaries for the same or similar roles are not influenced by bias.
- Agencies monitor starting salaries and salaries for the same or similar roles to ensure gender and ethnic pay gaps do not reopen.
- Pay equity processes are used to address claims and reduce the impact of occupational segregation.

Te whai kanohi i ngā taumata katoa Leadership and representation

- By the end of 2022 agencies/entities have plans and targets to improve gender and ethnic representation in their workforce and leadership.
- By the end of 2024 the Public Service workforce and leadership are substantially more representative of society.

Kia Toipoto will ensure that Māori

-  Have career paths that empower them to achieve their career aspirations.
-  Are influential at all levels of the workplace.
-  Participate in action and monitoring.
-  Enhance workplace practices and the mana of Māori and others.



Kia Toipoto will ensure that agencies/entities

-  Work purposefully and with good intentions to achieve equitable pay for Māori.
-  Include data and actions to achieve equitable outcomes for Māori in action plans.
-  Celebrate tikanga, kawa and matāuranga Māori, and taonga such as te reo Māori.

Te Whakawhanaketanga i te Aramahi Effective career and leadership development

- By mid 2023 agencies/entities have career pathways and equitable progression opportunities that support women, Māori, Pacific and ethnic employees to achieve their career aspirations.

Te whakakore i te katoa o ngā momo whakatoihara, haukume anō hoki Eliminating all forms of bias and discrimination

- By the end of 2023 entities have remuneration and HR systems, policies and practices designed to remove all forms of bias and discrimination.
- Agencies embed and monitor the impact of bias-free HR and remuneration policies and practices.
- Agencies/entities ensure leaders and employees learn about and demonstrate cultural competence.

Te Taunoa o te Mahi Pīngore Flexible-work-by-default

- By the end of 2024 agencies and entities offer equitable access to flexible-by-default working and ensure it does not undermine career progression or pay.

Te Tiriti o Waitangi obligations are the foundation for achieving the aspirations of, and equitable outcomes for, Māori

