



# Eliminating the Public Service **GENDER PAY GAP**

2018-2020 ACTION PLAN

Government | Public Service Chief Executives | Public Service Association

*The gender pay gap is an indicator of ongoing workplace gender inequalities, driven by deeply embedded views, values and behaviours.*

*Women are still under represented in leadership and undertake the majority of unpaid work. New Zealand research shows that women doing the same work as men add the same value to their employers but are paid less. Female dominated occupations continue to be lower paid than male dominated occupations.*

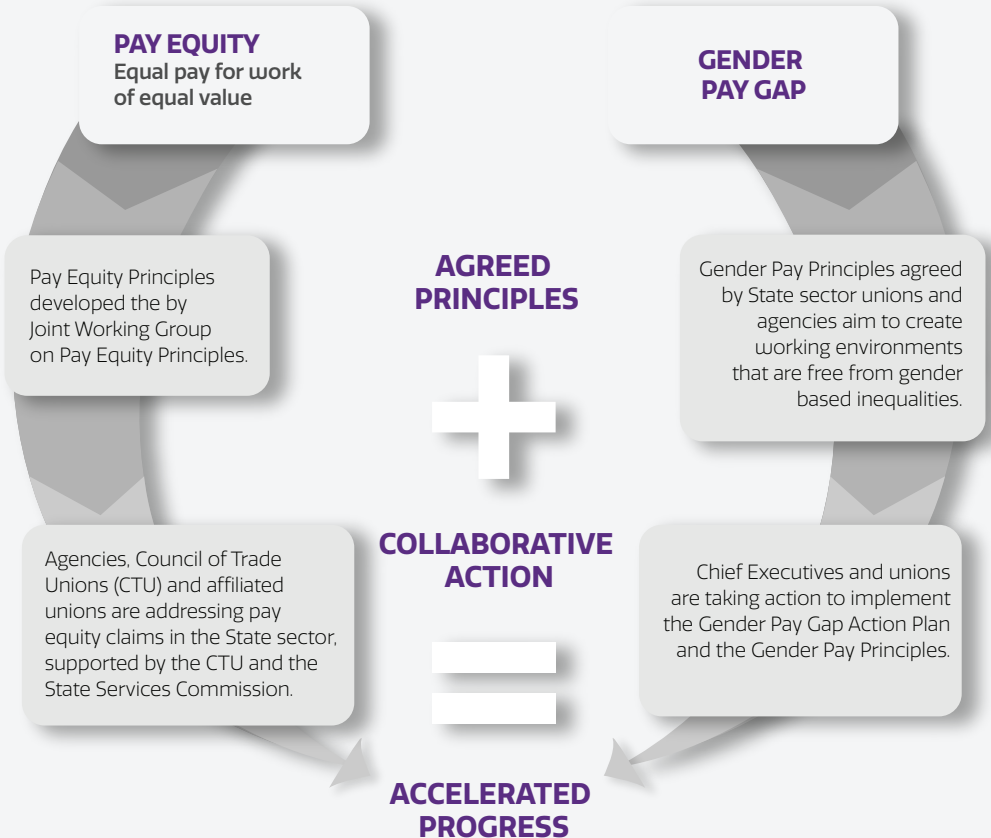
*The Public Service is committed to leading the way in addressing the workplace drivers of the gender pay gap.*

**Version 2, June 2020**

# THE GENDER PAY PICTURE

Government has committed to eliminating the gender pay gap within the Public Service, with substantial progress within this Parliamentary term.

Chief Executives are committed to closing gender pay gaps in their agencies.



Established bi-partite groups in agencies and at the system level will continue supporting this work. These forums include:

- Chief Executives working with the Public Service Association (PSA) through the Strategic Forum
- The Gender Pay Principles Working Group.

# The Gender Pay Gap Action Plan will involve collaborative action within and across Public Service agencies to accelerate progress with a focus on the following actions and milestones:



## **EQUAL PAY**

- By the end of 2019 two thirds of agencies will have closed any gender pay gaps within the same roles
- By the end of 2020 all agencies will have closed any gender pay gaps within the same roles
- Pay Equity Principles are used to address Pay Equity claims in the Public Service (and State sector)



## **FLEXIBLE WORK BY DEFAULT**

- By the end of 2019 at least 15 agencies will be piloting flexible-by-default approaches (ie treating all roles as flexible unless there is a good business reason for any role not to be)
- By the end of 2020 all agencies
  - will have trialled flexible-by-default practices
  - will have flexible-by-default policies and systems in place which are aligned with the flexible- by-default guidance



## **THERE IS NO BIAS OR DISCRIMINATION IN REMUNERATION SYSTEMS AND HUMAN RESOURCE PRACTICES**

- By the end of 2018 there will be no gender pay gaps in starting salaries for the same roles
- By the end of 2020, agencies will:
  - have engaged with Taskforce guidance
  - have a plan and target date for completing their review of HR policies and practices
  - ensure all managers have completed bias training
  - have a plan in place to provide all relevant staff with bias training on an ongoing basis



## **GENDER BALANCED LEADERSHIP**

- By the end of 2019 women will hold at least 50% of the roles in the Public Service's top three tiers of leadership
- By the end of 2019 all agencies will set a target date and plan for achieving gender balance in their own top leadership positions

## HOW WILL WE DO THIS?

We will work in collaboration to:

### *Develop system level guidance and oversight*

- Co-develop guidance to support Public Service agency action
- Ensure progress is monitored and maintained
- Take system level action that may be needed to close the whole of Public Service gender pay gap.

### *Take agency level action*

- Agencies progress work to meet action plan milestones
- Unions and employees engage in annual agency Gender Pay Action Plans
- The Gender Pay Principles contain agreed mechanisms for implementation, including collective bargaining.

### *Ensure accountability for progress*

- Public Service Chief Executives' collective commitment to closing the gender pay gap
- Transparency and measurement, including through:
  - the development of agency plans for addressing gender pay gaps with the involvement of unions
  - the publication of the plans so they are readily available to all employees and their unions
- Oversight by the Chief Executive and PSA Strategic Forum.



**Te Kawa Mataaho**  
Public Service Commission

ministry for  
**Women**  
minitanga mō ngā  
Wāhine 

**PSA** 