

Action sought:

Noted

Date: 26 November 2020
To: Hon Jan Tinetti, Minister for Women
From: Peter Noble, Director Corporate Services
Contact: Peter Noble, Director Corporate Services
Subject: **Manatū Wāhine Ministry for Women gender pay gap and workforce data reporting**

Purpose

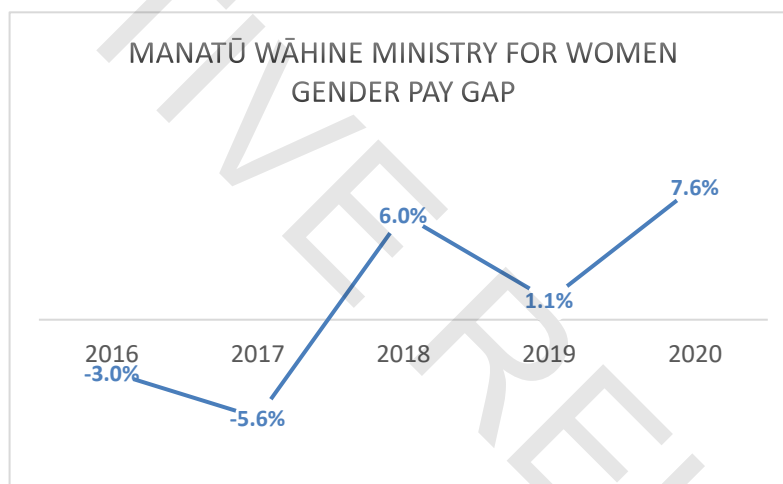
1. In December 2020, Te Kawa Mataaho Public Service Commission will release the annual report on the workforce data for the public service (release date to be confirmed). The data is collected annually at 30 June in the respective year.
2. The Ministry's gender pay gap for the period reported on, 30 June 2020, is 7.6 percent in favour of men, an increase of 6.5 percentage points from 2019. This is not statistically significant as the Ministry's workforce (35 FTEs) is too small for a meaningful organisational gender pay gap.
3. The volatility of the Ministry's gender pay gap from year to year is due to a small number of men being employed in the Ministry, and the level of the roles in which men work. This year the gap in favour of men was due to more men working at senior levels despite women outnumbering men at all levels.
4. The workforce data for the public service report will include overall workforce statistics for the public service, workforce data for each public service agency, the gender pay gap across the public sector, and information on diversity (including a gender breakdown in leadership roles).
5. This memo briefs you on the information that will be in this report relevant to Manatū Wāhine Ministry for Women and its work, including the Ministry's gender pay gap.

Links to the Gender Pay Taskforce's work

6. The Ministry's gender pay gap data is not included in the workforce data release; other workforce data for the Ministry is included, for example, number of staff, turnover of staff, average salary, gender, and ethnicity information.
7. Background on the publication of the public service workforce data has been provided separately in a memo from the Gender Pay Taskforce [MW 20-21 0103/PSC 2020/0223]. This included achieving the lowest ever gender pay gap for the public service as a whole (9.6 percent, based on average pay) and the highest ever percentage of women in top three tiers of leadership (53 percent).

The Manatū Wāhine Ministry for Women gender pay gap is not statistically significant

8. The Ministry's workforce (35 FTEs) is too small for a meaningful organisational gender pay gap. The Ministry's data relating to the gender pay gap, and that of other small agencies, is not included in the workforce data release.
9. The New Zealand guidelines on measuring organisational gender pay gaps recommend an organisation have a minimum of 100 employees, including least 20 women and 20 men, for its gender pay gap to be statistically robust. The Ministry had seven male employees at 30 June 2020 when the data was collected.
10. The Ministry's gender pay gap for the period reported on, 30 June 2020, is 7.6 percent in favour of men, an increase of 6.5 percentage points from 2019. The volatility of the Ministry's gender pay gap from year to year is due to a small number of men being employed in the Ministry, and the level of the roles in which men work. This year the gap in favour of men was due to more men working at senior levels despite women outnumbering men at all levels.
11. The graph below shows the volatility of the Ministry's gender pay gap. Small changes in male staff numbers create large movement for a small organisation.

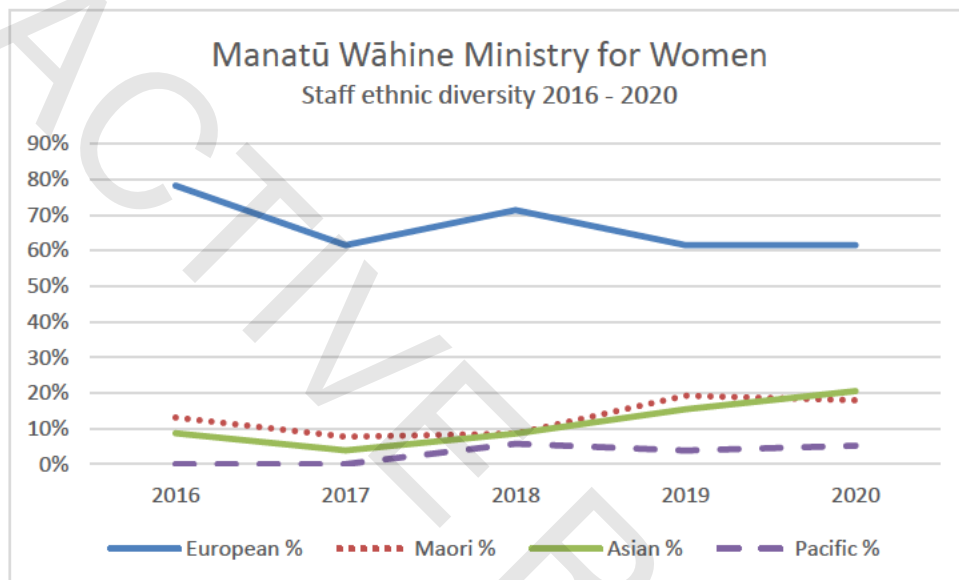


12. All public service agencies have been required to publish a gender pay gap action plan over the last two years. All of these action plans are published on the Ministry's website.
13. The Ministry's action plan includes a flexible-by-default workforce approach, and a commitment to review like-for-like gender pay gaps to understand differences in pay by gender. A 'like-for-like' analysis was taken for all roles in line with the guidelines for small workforces and where necessary adjustments in remuneration took place.
14. The Ministry provides a variety of resources and support to reduce gender pay gaps in the public sector, and nationally. Our gender pay gap pages are the most visited area of the Ministry's website. The "What's my Gender Pay Gap?" tool was launched on the Ministry's website this year and encourages users to investigate pay gaps by different factors, and provides advice on how individuals and organisations can address pay gaps.

Other workforce data information due for release

15. The workforce data for the Manatū Wāhine Ministry for Women will show a significant increase in the number of full time equivalent staff (FTEs) within the Ministry, from 23 in 2019 to 35 in 2020. This increase is due to the Ministry holding six vacancies at the time of the 2019 survey (due to fiscal management), and the establishment of the Mana Wāhine Roopū with six FTEs.

16. The data will show that the Ministry's average salary has increased from \$102,650 to \$108,956 – this is due to recruitment of more senior staff across the Ministry, including recruitment of two Directors (one for the Roopū and the other for a vacant Policy role). The Ministry is ranked 12th in average salary out of 39 agencies, and 7^h in the increase of average salary from 2019.
17. The data will also show a positive reduction in turnover for the Ministry, from 51 percent in 2019 to 10 percent in 2020. The Ministry's turnover is somewhat cyclical and we often see an increase on a three or four yearly basis.
18. The Ministry slightly increased Asian staff representation over the year, with proportions of Māori and other ethnicities remaining stable. Work to improve staff diversity saw notable gains in Māori and Asian representation over the last two years. There is a shortage of Pacific people in policy across government.



19. The Ministry works collaboratively with the Ministry for Pacific Peoples and Te Puni Kōkiri to amplify policy consideration for Pacific women and wāhine Māori.
20. The workforce data shows a reduction in union membership from 95.2 percent to 48 percent. This is due to a reporting error in 2019 where union membership was double counted. Te Kawa Mataaho Public Service Commission were alerted to this in 2020, however historical data cannot be corrected.

Communications

21. When Te Kawa Maataho publishes the workforce data, the Ministry will publish its gender pay gap on its website, explaining how it does not meet the overall public service reporting threshold. There are several other public service agencies who also do not meet the threshold for publishing their gender pay gaps. 9(2)(g)(i)
22. Through the Taskforce, the Ministry will also be identifying ways for you to support further changes within the public service that will make a difference to women.

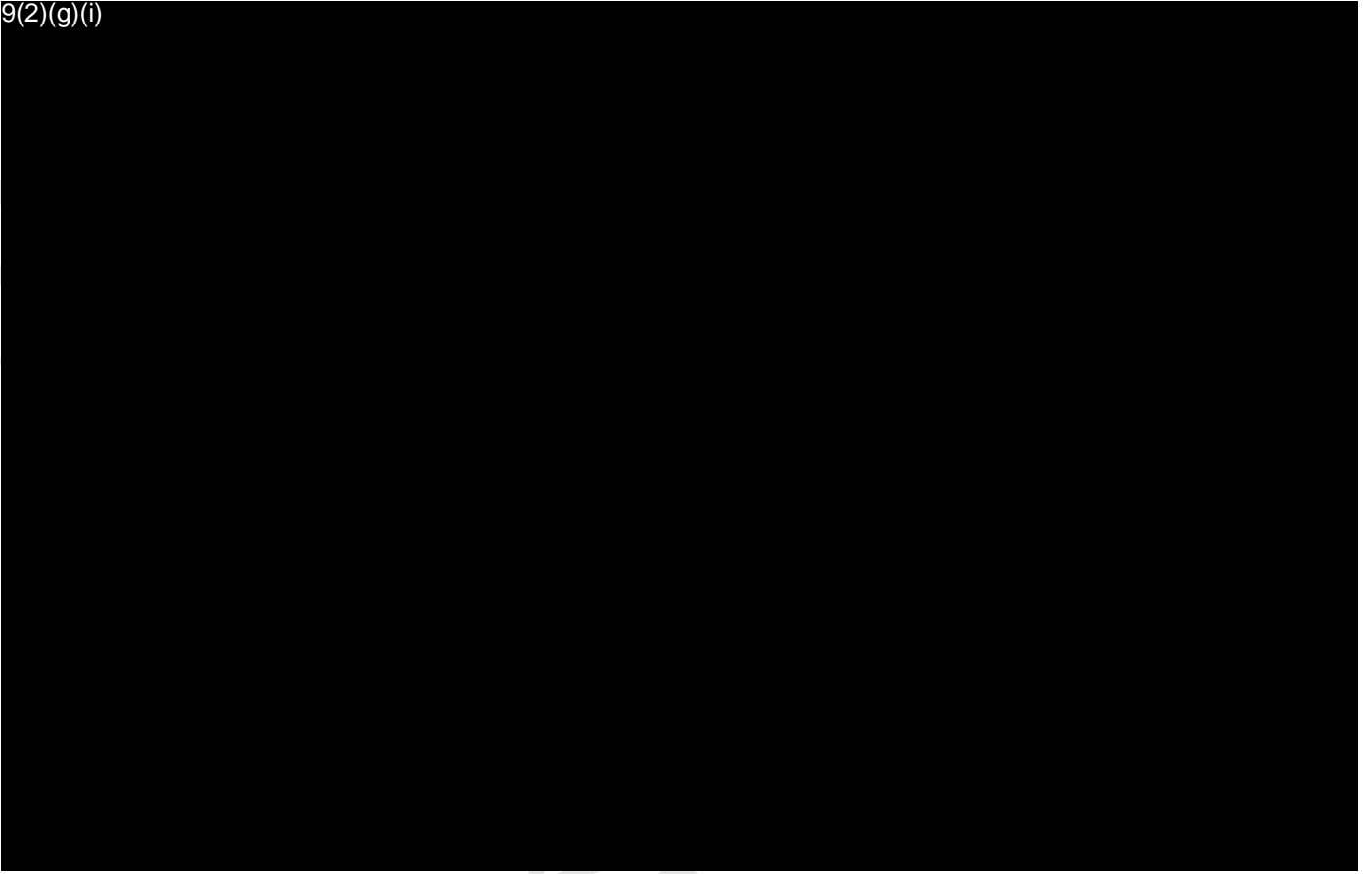
Proactive release

23. Within three months of the date of this memorandum, it will be considered for public release under the Ministry's proactive release of documents policy.



Peter Noble
Director Corporate Services

9(2)(g)(i)



NOT FOR RELEASE