

»» GENDER PAY GAP «« TOOLKIT

The Ministry for Women has worked alongside sector leaders to develop a gender pay gap toolkit which includes a common methodology for calculating a gender pay gap, an online calculator, a downloadable worksheet and supporting guidance.

Many New Zealand organisations are already committed to closing their gender pay gaps and are taking action to measure and report on them, but the way pay gaps are measured varies.

The core element of the toolkit is a standardised methodology that enables all organisations, regardless of their size or sector, to meaningfully compare pay gap data.

The causes of the gender pay gap are complex, with 80% driven by 'unexplained' factors. These are harder to measure factors like conscious and unconscious bias in hiring and pay decisions and differences in men's and women's choices and behaviours.

While some of these factors can be addressed at a national level, many factors are best addressed within businesses at an organisational and sector level.

Organisations themselves hold the necessary levers and mechanisms to close gaps and make informed decisions tailored to their own specific landscape.

The toolkit has been designed to empower solution-focused conversations that will make a difference over time. It encourages organisations to look beyond the numbers, understand the drivers and implement meaningful change.

The toolkit is in line with approaches used overseas, particularly Australia, where businesses are legally required to calculate and publish their gender pay gap.

If organisations have been doing business in Australia and are reporting on their pay gap there, this tool will fit smoothly with their existing approach and processes.

Improving the gender pay gap requires a collective effort across government and businesses and leaders.

All organisations are encouraged to do right by their sector, members, employees and by the women of New Zealand by taking action to close the gap.



Tools and resources to help you calculate and take action on your organisation's gender pay gap can be found at women.govt.nz/GPGtoolkit